

2022 ANNUAL REPORT



GREATER PHOENIX
CHAMBER

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A Letter From the President



**TODD SANDERS, PRESIDENT & CEO,
GREATER PHOENIX CHAMBER**

After two years, we are back in the office and business is thriving! As we adapt to our new normal, your Chamber didn't miss a beat in its efforts to serve as your best advocate for growth, recovery, and prosperity.

As we adjust to our evolving workplace demands and prioritize our members' needs, the Chamber moved to a new office space. Not only was this great space the most fiscally responsible option for the Chamber, it best met the needs of our team and is conveniently located for our members.

Throughout the past year, the Chamber and Foundation have diligently worked to develop a three-year strategic plan that emphasizes work aligning with our mission of engaging businesses to promote regional prosperity and serve as a catalyst for sustainable economic growth, and thriving, diverse communities. Our main pillars of work remain consistent with a primary focus on public policy, economic development, workforce development, and connecting businesses with information, resources, and other businesses for continued growth. Using our strategic plan as a roadmap, the Chamber will lead Arizona's business community on smart and sustainable fiscal, economic, and environmentally sensitive growth.

We remain steadfast in our commitment to ensuring the Greater Phoenix region remains a nationally recognized economic leader. Two key components of this economic strength are a qualified and plentiful workforce and relevant market data to make informed business decisions. The Chamber and Foundation offer an annual *State of the Workforce Report* and Arizona's only consumer confidence index—the *Arizona Business Index*—that provides businesses with critical data that allows them to develop strategies based on the sentiments of Arizona consumers. This type of advanced data is crucial as businesses look to rebound from the effects of the pandemic.

A year after launching a comprehensive Diversity, Equity & Inclusion Program designed specifically for businesses, I am proud to see the program expanding and impacting businesses locally and nationally. Throughout the year, businesses leveraged this resource to build a stronger workplace culture and more diverse talent pipelines.

Together we can successfully work towards a stronger workforce and a prosperous Arizona economy. Please do not hesitate to reach out to the Chamber team and let us know how we can best assist you.

Sincerely,

A handwritten signature in cursive script that reads "Todd Sanders". The ink is dark and the signature is fluid and legible.

Todd Sanders

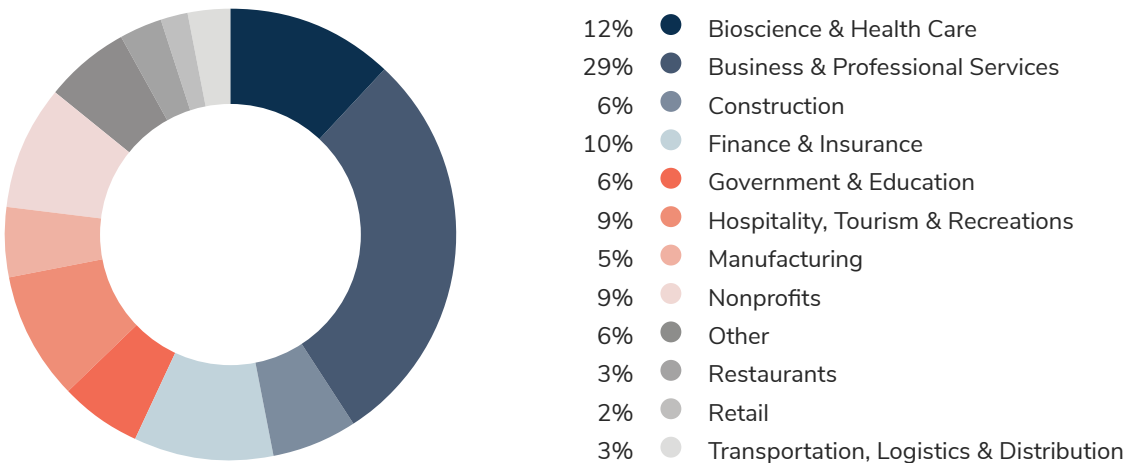
Membership

The Greater Phoenix Chamber is the largest and most influential business network in the state of Arizona. The Chamber promotes regional prosperity, serving as a catalyst for economic vitality and strong communities. Our members are committed to building a vibrant business community and benefit from the countless connections and opportunities being a Chamber member provides.

CHAMBER MEMBERSHIP PROVIDES YOU ACCESS TO A LARGE NETWORK:



MEMBERSHIP BY INDUSTRY

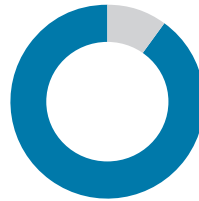


MEMBERSHIP BY EMPLOYEE COUNT



- 59% ● 1-49
- 20% ● 50-249
- 4% ● 250-399
- 17% ● 400+

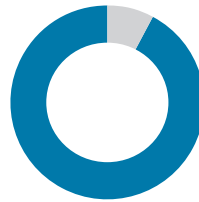
OUR MEMBERS ARE HERE TO STAY!



90%

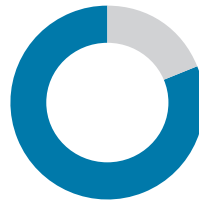
Retention rate

THE CHAMBER IS A SMART INVESTMENT:



92%

Of your membership investment is tax deductible



81%

Of your investment directly supports programs

WHAT OUR MEMBERS ARE SAYING

The Greater Phoenix Chamber provides incredible value to CBRE and me in a couple of key ways. First, I feel much more educated on the business and political winds within the state and its potential impact on my business. Second, my broader leadership team and employee base has really taken advantage of and enjoyed the events around things like workforce development, DEI in the workplace, and Wellness AtoZ. Collectively, it has helped us improve our company in many tangible ways.

– Paul Komadina | Senior Managing Director CBRE / Arizona

Public Affairs

The Greater Phoenix Chamber is the leading voice of business at the State Capitol and City Hall. Member-driven priorities guide our advocacy efforts, ensuring that the best interests of your company are always at the forefront.

50+

Public Affairs & Issue Committee Meetings

270

Engaged Employers

PUBLIC AFFAIRS CHAIR: SUSAN ANABLE, COX COMMUNICATIONS

WHAT OUR MEMBERS ARE SAYING

The Greater Phoenix Chamber has been such a game changer for not only Metro Phoenix businesses, but all businesses throughout Arizona. It is great to have the Chamber in the foxhole with Arizona businesses to navigate complex issues, education, healthcare laws, government tax and detrimental political bills. I appreciate all the work the Chamber does for the entire Arizona community to promote a better place for all.

– **Bob Anderson** | CEO, Prisma Graphic

6 ISSUE COMMITTEES



Agriculture, Environment & Water



Insurance & Health Care



Budget & Tax



Legal & Regulatory Reform



Education & Workforce



Transportation & Infrastructure

2022 LEGISLATIVE SESSION*

166

Days of Session

1,851

Bills Introduced

30

Chamber-supported bills enacted

38

Chamber-opposed bills defeated

STAY CURRENT WITH THE LEGISLATURE!

The Chamber offers a Public Policy Dashboard to provide members with the most recent information on key legislation and issues impacting business!

[PHOENIXCHAMBER.COM/POLICYDASHBOARD](https://phoenixchamber.com/policydashboard)

GREATER PHOENIX CHAMBER POLITICAL ACTION COMMITTEE

The Greater Phoenix Chamber PAC thoroughly vets and advocates for pro-business, pro-growth policies and political candidates.

60

*Pro-business candidates endorsed by the Chamber

94%

*Of Chamber-endorsed candidates voted into office

Only chamber in Arizona with MEGA-PAC Status



*as of 2020

Public Affairs

LEGISLATIVE SESSION HIGHLIGHTS

2022 marked the 55th Legislature – Second Regular Session, and the Greater Phoenix Chamber’s public policy team was hard at work advocating for Arizona businesses. This year’s key successes include striking down numerous mandate bills, which would have impeded business’ ability to set appropriate workforce policies for their business models and employees. Additionally, the Chamber was instrumental in passing legislation to keep Arizona competitive on business, personal, and property taxes.

PRO-BUSINESS PROPERTY TAX MEASURES CROSS THE FINISH LINE

The Chamber strongly supported the passage of two bills crucial to Arizona’s competitiveness on taxes. HB 2822 prospectively sets the valuation factor for specific personal property at 2.5%. This uniform rate ensures certainty and simplicity for businesses moving forward. SB 1093 continues last year’s momentum reducing the business property tax valuation assessment. After full implementation, the assessment for businesses will fall from last year’s 18% rate down to 15% in 2027. This is a significant measure for businesses that will allow more investment into capital projects or other areas of their business operations.



GOVERNMENT MANDATES: BAD FOR BUSINESS!

A cadre of bills were introduced this session that would have inserted the heavy hand of government into private business operations. These bills put the business community at risk for increased liability and heavy fines for implementing policies that best met the needs of their individual workplaces, specifically as it related to COVID-19 and firearms policies.

While the Chamber consistently advocated for businesses to follow recommended health and safety protocols, and provided businesses with resources to do so, it was imperative this legislation be stopped to ensure the employer autonomy that makes Arizona a top destination to do business.

PROP 400 EXTENSION

Transportation infrastructure remains a top priority for business development throughout the region. The Greater Phoenix Chamber was a leading organization in efforts to pass the Prop 400 extension, which would have continued the half-cent sales tax to support critical infrastructure for the next 25 years. Unfortunately, the issue did not make it across the finish line this year, however the Chamber will continue efforts to educate elected officials and voters on the benefits of extending Prop 400. The extension would have funded freeways, roads, and transit to ensure infrastructure keeps up with Arizona's rapid growth and moves our economy forward.



Economic Development

The Greater Phoenix Chamber is focused on growing Arizona's economy from within. A strong emphasis on data and resources provides your business with the tools needed to make decisions that will allow you to grow and thrive.



ARIZONA BUSINESS INDEX | THE ONLY CONSUMER CONFIDENCE INDEX IN ARIZONA!

The Arizona Business Index is an extensive statewide consumer sentiment survey that provides a pulse on the key indicators that drive the economy and delivers expert insight into consumer confidence to aid businesses in decision-making.

Monitors consumer sentiment across several key segments of the economy:



HOUSING
MARKET



JOB
MARKET



AUTOMOBILE
INDUSTRY



CREDIT/
DEBT



ECONOMIC
CONDITIONS



TOURISM

- Due to higher inflation, consumer confidence decreased in the first half of 2022.
- After peaking in August 2021, the Arizona Housing Index hit its lowest point in March 2022.
- After hitting a low point in May 2021, overall job satisfaction rebounded and has remained steady through April 2022.
- Economic optimism continued to decline in the first half of 2022 as more consumers expected prices and interest rates to increase.

WWW.PHOENIXCHAMBER.COM/ABI

In partnership with 

ARIZONA ECONOMIC DASHBOARD

In August 2020, the Chamber launched the Arizona Economic Dashboard to provide businesses with current meaningful economic data and information needed to make relevant decisions in the economic climate.

- ✓ One-stop compilation of data
- ✓ Aggregates data from reputable sources
- ✓ Updated regularly to keep your business informed

Data is available in four critical areas of Arizona's economy:



ECONOMY



REAL ESTATE



WORKFORCE

WWW.PHOENIXCHAMBER.COM/DASHBOARD



GREATER PHOENIX CHAMBER

FIND YOUR PHX

Find Your PHX is a concierge, community integration program that supports businesses in attracting top talent by showcasing the best of the Valley to prospective employees. The Find Your PHX network also helps new recruits quickly integrate into the community, improving long-term retention.

The Greater Phoenix Chamber Foundation convenes and catalyzes business, education, and community to enhance college and career readiness, develop a stronger workforce, and build healthier communities throughout Arizona. The Foundation, a 501c3 nonprofit organization, leads the charitable and education initiatives of the Greater Phoenix Chamber under the four pillars of education, workforce development, wellness, and research.

FOUNDATION CHAIR: STACY DERSTINE, VICE PRESIDENT, EXTERNAL AFFAIRS, APS

WORKFORCE

Companies base expansion and relocation decisions on the availability of talent in a city or region. Without robust talent pipelines, the Greater Phoenix region risks losing companies and high-wage jobs. Serving as a catalyst for partnership, the Foundation convenes six employer-led workforce collaboratives to address the growing skills gap facing our community. Each collaborative focuses on engaging key stakeholders to champion holistic and scalable workforce solutions for the Greater Phoenix region.





ADVANCED MANUFACTURING

The Advanced Manufacturing Workforce Collaborative—which includes small and large organizations—is focused on strengthening the region’s advanced manufacturing education and training systems and increasing industry and career awareness among youth and adults.

In partnership with AccelerateED and the Bill and Melinda Gates Foundation, the Foundation has formed a design team to develop and scale high school manufacturing CTE pathways that lead to an associate degree one year after graduation.



CONSTRUCTION

The Construction Workforce Collaborative—including commercial and residential contractors and subcontractors—is focused on attracting opportunity youth, women, veterans, and other individuals to launch high-potential careers and pursue opportunities to earn while they learn through the Build Your Future Arizona (BYF) campaign.

- Over 18M impressions!
- Launched BYF Arizona Parents & Counselor Page
- Participated in 19 student events connecting with 10,000+ students
- Segments on ABC 15, AZ Family, KTAR and other stations highlighting careers in construction





CYBERSECURITY & INFORMATION TECHNOLOGY



Arizona is an emerging tech market with thousands of technology companies. The Cybersecurity and IT Workforce Collaboratives aim to strengthen the tech talent pipeline to ensure Arizona will meet the fast-growing demand for IT and cybersecurity related occupations. The Collaboratives include a diverse group of employers, industry professionals, educators, and training partners with the shared mission to sustain the growth across the state.

- Tripled virtual cybersecurity and technology externships
- Partnered with 18 employers and 22 guest speakers to serve 53 externs, several resulting in internship and job placements
- Provided professional development opportunities including resume/LinkedIn best practice session, mock interviews, financial education, and a Capture-the-Flag event to build confidence in technical skills
- Partnered with Arizona State University and Arizona Technology Council in the ALRISE – Accelerating Latinx Representation in STEM Education



FINANCIAL SERVICES

The Financial Services Workforce Collaborative prioritizes increasing the number of qualified applicants by embedding Securities Industry Essentials (SIE) exam content and required competencies into credit courses within the Maricopa County Community College District.

- Scaled the SIE prep course at Scottsdale Community College
- Provided financial services training to educators and students in collaboration with ElevateEdAZ



HEALTH CARE

The Health Care Workforce Collaborative focuses on addressing the growing shortage of health care workers.

- Identified and promoted strategies to invest America Rescue Plan Act (ARPA) funds to address nursing shortages
- Aligned high school state standards with industry expectations and needs for health care CTE pathways.

STATE OF THE WORKFORCE REPORT

The state of Arizona's workforce impacts business. With workforce demands in our state and nationwide rapidly evolving, business leaders must stay informed on trends in the labor market. Each year, the Greater Phoenix Chamber Foundation produces an in-depth study on Arizona's workforce. The 2021 State of the Workforce Report highlights trends in Arizona's labor market, local perspectives on talent gap challenges and consumer sentiment on the job market, compensation increases and retraining. Some key findings from this year's report include:

- Arizona's workforce is more diverse today than ever before.
- Maricopa County continues to see exponential growth in high-wage occupations such as health care, business services, transportation, IT, and construction.
- It is a job seeker's market, especially in Arizona where employers continue to establish and expand business operations due to the region's prime talent-pool.
- Post-pandemic, workers value a flexible schedule with 41% of Americans in the labor market reporting they expect to work remotely at least one day a week over the next year.
- The pandemic drastically changed hiring strategies as more companies shifted to a remote workforce. Companies must engage in talent development in order to be competitive in the ecosystem.

AZ CAREERS NOW

The Foundation launched AZ Careers NOW in partnership with Career Connectors in April 2022. AZ Careers NOW is THE go-to place for hiring events. This innovative program allows job seekers to connect with employers in top Arizona industries at both virtual and in-person hiring expos. AZ Careers NOW also provides job seekers with resources to enhance their chances of being hired.



21

Hiring events planned for 2022-2023

600+

Job seekers served from April to June 2022

270

Employers participated

AZ Careers NOW is a program of the Greater Phoenix Chamber Foundation in partnership with Career Connectors. Hiring events are made possible with the support of Maricopa County.

ElevateEdAZ is preparing Arizona students for college and career through stronger alignment between business, education, and the community. Over the past year, ElevateEdAZ has expanded and is now present in five schools across two districts, impacting over 13,000 students and providing job shadow and internship opportunities to over 100 students. This strategic education initiative is working to:

- Increase the number of students completing high-wage, high-demand career pathways
- Increase attainment of industry-recognized credentials and early postsecondary credit
- Provide more students with opportunities to apply academics through work-based learning experiences
- Empower educators with industry knowledge to align classroom learning with workforce needs

EDUCATION PARTNERS



TOTAL OF 13,000+ STUDENTS AND EDUCATORS IMPACTED THROUGH:

80+

Career exploration and work-based learning engagements impacting over 5,550 students

100+

Students participated in internships and job shadows

75

Educators participated in Virtual Educator Externship* experiences serving 7,000+ students

22

Students participating in the inaugural internship program with 11 Greater Phoenix companies

115+

Students completed High School Career Connect*, a week-long career exploration experience

1700+

YouScience Career Interest and Aptitude Assessments provided to students

*Virtual Educator Externships and High School Career Connect programming is completed in partnership with the Center for the Future of Arizona, Arizona Business and Education Coalition, and the Pima County Superintendent's Office

BUSINESS ENGAGEMENT

125+

Businesses engaged

60+

Employers attended industry-specific business advisory council meetings to provide teachers with real-time industry feedback on curriculum and credentials offered to students

The Honeywell logo, consisting of the word "Honeywell" in a red, sans-serif font.The aps logo, featuring a stylized circular icon with green and blue segments followed by the lowercase letters "aps" in a bold, black, sans-serif font.The prisma logo, with the word "prisma" in a black, sans-serif font and a colorful, multi-segmented square icon to its right. Below the word is the tagline "message to market" in a smaller, lowercase font.The Able logo, featuring the word "Able" in a white, sans-serif font inside a dark blue oval.The Phoenix Children's Hospital logo, featuring a red hand icon with a white heart inside, followed by the text "PHOENIX CHILDREN'S Hospital" in a red, serif font.

KEY ASSETS DEVELOPED

PATHWAY
ANALYSIS

UPDATED EMPLOYER WORK-
BASED LEARNING GUIDE

CREDENTIALS
ANALYSIS

ELEVATEEDAZ ANNUAL CELEBRATION



Students, teachers and employers that participated in the 2022 ElevateEdAZ internship program.

Wellness AtoZ showcases Arizona and the Greater Phoenix region as destinations for healthy talent and healthy communities. With resources in English and Spanish, Wellness AtoZ is a free tool for companies looking to build or enhance an internal wellness program. Throughout the pandemic, Wellness AtoZ reached more than 444,000 employees as it continued to expand its reach to help keep our community healthy and active.

131

Employers

444,000+

Individuals reached

WELLNESS ATOZ DAY | MAY 15, 2022

Wellness AtoZ Day, recognized by the State of Arizona and Governor Doug Ducey, is a day to acknowledge the positive health and wellness opportunities that Arizona offers. Wellness AtoZ Day celebrates the anniversary of the Greater Phoenix Chamber Foundation's wellness initiative launched in 2017 and celebrates physical activity and healthy lifestyles.



Wellness AtoZ is an initiative of the Greater Phoenix Chamber Foundation.

Diversity, Equity & Inclusion

Diversity, equity, and inclusion in the workplace have become increasingly important to both small and large employers, locally and across the country. Having a diverse workforce brings new perspectives and ideas to your business, and prioritizing DEI can help attract top talent. The Chamber has increased efforts to make DEI practices accessible and understandable to local businesses through strong leadership and a variety of activities.

10

Diversity, Equity & Inclusion professionals serving on a committee

DIVERSITY, EQUITY & INCLUSION COMMITTEE CHAIR: LAURA LYNN SMITH, ADP

The Chamber makes available a Diversity, Equity & Inclusion Employer Toolkit designed to be a starting point for companies to begin implementing best practices into their business. The toolkit engages the entire team, promotes awareness through relevant examples, and provides critical resources.

4 PILLARS OF FOCUS



IN ADDITION TO THE DEI EMPLOYER TOOLKIT, THE CHAMBER PROVIDED:

- 5 virtual, easily accessible Forums provided to Arizona businesses
- A video library with tips and techniques for building a more inclusive workplace
- Monthly DEI tips for businesses
- A network of 120+ participating employers

A NATIONALLY RECOGNIZED LEADER IN DEI

The Chamber's DEI Employer Toolkit and program was recognized by the Western Association of Chamber Executives as an outstanding program of the year! Chambers across the country have adopted the Greater Phoenix Chamber's DEI toolkit as a resource for local businesses in their communities.

Connectivity

CONNECTING PEOPLE AND BUSINESSES

The Greater Phoenix Chamber connects your employees with other professionals, elected officials, critical information, and opportunities. With a post-pandemic return to in-person activities, the Chamber has the strongest network in Arizona to build the connections needed to grow your business.

In FY22, Chamber members heard from prominent leaders including:

ARIZONA
GOVERNOR
DOUG
DUCEY

PHOENIX
MAYOR
KATE
GALLEGO

STATE
LEGISLATIVE
LEADERSHIP

CONSULATE
GENERAL OF
ISRAEL

STATE
UNIVERSITY
PRESIDENTS

85+

Events and professional
development programs per year

7

Economic
Updates
annually

Resources
in English
and Spanish



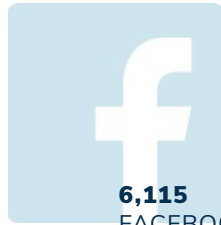
Members may also leverage the Chamber's extensive network to expand their reach.



22,400
TWITTER
FOLLOWERS



6,878
LINKEDIN
FOLLOWERS



6,115
FACEBOOK
FOLLOWERS



2,811
INSTAGRAM
FOLLOWERS

6 High-impact,
monthly
e-newsletters

Sharing highlights with more than

5,800

community members

More than

300,000

touch points annually



Excellence in Leadership

EXCELLENCE IN LEADERSHIP

Not only is the Chamber the leading business organization in Arizona, we cultivate and celebrate leadership within our membership and our community.



IMPACT AWARDS:
HONORING THE BEST
IN ARIZONA BUSINESS

- 29 nominees
- 9 finalists

2022 BUSINESSES
OF THE YEAR

Small Business:
Concord General
Contracting

Mid-Sized Business:
Jennings, Strouss &
Salmon, P.L.C.

Large Business:
Blue Cross Blue Shield
of Arizona



ATHENA AWARDS:
HONORING WOMEN
IN BUSINESS

- 64 nominees
- 11 finalists

2021 RECIPIENTS

Private Sector
Molly Stockley,
Regional Vice President
of Marketing, Cancer
Treatment Centers
of America

Public Sector
Jeanine Bashir,
Regional Director,
First Things First

Young Professional
Stella O'Rourke,
Corporate Development
& Events Manager,
UMOM New
Day Centers



VALLEY YOUNG
PROFESSIONALS:
DEVELOPING
THE LEADERS OF
TOMORROW

Chair
Eric Bottolfson,
Vice President,
Goldbook Financial

Vice Chair
T.J. Mitchell, Associate,
Jennings Haug
Keleher McLeod

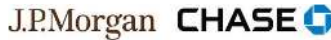
- 15 board members
- 350+ Young Professionals participating



ARIZONA CHAMBER
EXECUTIVES:
CONNECTING
CHAMBER LEADERS
ACROSS ARIZONA

- 5 years as
managing partner
- 63 members

Champion Investors



2022 – 2023 Board of Directors



IMMEDIATE PAST CHAIR

Christina Noble
Chief Growth Officer, Sonora Quest
Laboratories/Laboratory Sciences of Arizona



CHAIR

Erin Mettelle
Public & Social Impact
Leader, Slalom Consulting



CHAIR-ELECT

Scott Smith
Managing Partner,
TowerHunter

Susan Anable
Cox Communications

Brad Anderson
Cigna

Jeff Barton
City of Phoenix

Eric Bottolfsen
GoldBook Financial

Shannon Butler
Aetna / CVS Health

Marina Carpenter
Arizona Coyotes

Jennifer Carusetta
Phoenix Children's Hospital

Monica Coury
Arizona Complete Health

Ryan Curtis
Fennemore Craig

Kimberly Davids
The Weitz Company

Greg DeBernard
USAA

Adam Deguire
Arizona State University

Stacy Derstine
APS

Rick Dircks
Dircks Moving & Logistics

Joe Donnarumma
Univision

Joel Eberhart
Ideas Collide

Lorraine Field
Sonora Quest

Andy Forsell
Lockton Companies

Nicole Forziati
State Farm Insurance

Tad Gary
Mercy Care

Michael Groeger
Blue Cross Blue Shield
of Arizona

Ravi Gupta
Ernst & Young

Chad Guzman
EPCOR USA

Kate Hickman
Alliance Bank of Arizona

Doris Huang
evolvedmd.com

Carla Vargas Jasa
Valley of the Sun United Way

Michelle Just
Beatitudes Campus

Paul Komadina
CBRE

Matthew Ligouri
Southwest Gas

Eric Lynch
Polsinelli

Jim Macdonald
JPMorgan Chase

Danielle Marinello
Marsh USA, Inc.

Greece Martacho
Concord General Contracting

Francis McAllister
Freeport-McMoRan Inc.

Kristen Merrifield
Alliance of Arizona Nonprofits

John Moody
Peters, Cannata & Moody, PLC

Kris Newman
McCarthy Building Companies

Heath Patrick
Honeywell Aerospace

Amilyn Pierce
Arizona Diamondbacks

Scott Pompe
Gannett Co., Inc. /
Arizona Republic

Ron Price
Visit Phoenix

Darcy Renfro
Maricopa Community Colleges

Lisa Riley
Wells Fargo

Jason Rowley
Phoenix Suns

April Salomon
Musical Instrument Museum

LaShandra Sartor

Christian Sarver
National Bank of
Arizona

Doris Savron
University of Phoenix

Robin Shepherd
Arizona Dignity Health

Gary Shullaw
PetSmart

Laura Lynn Smith
ADP, Inc.

Lori Snyder
Carlisle Companies
Incorporated

Rob Taylor
SRP

Jim Tomes
Telgian Holdings, Inc.

Kevin Tulipana
Cancer Treatment
Centers of America,
Phoenix

Michelle Walker
SSC Underground

Doug Welzel
Amazon

Tim Wetzler
Enterprise Holdings

