

2025

ANNUAL REPORT



chamber **RVA**

SERVING THE RICHMOND REGION



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MISSION

The Trusted Voice of Modern Business.

VISION

We are change agents rallying every day to do the hard things that will create a more connected, prosperous, healthy and equitable community.

VALUES

CREDIBLE

We are experts on our region and on what makes it great.

INCLUSIVE

We err on the side of consensus building and bringing people together.

COMPELLING

We inspire conviction to motivate action.

COURAGEOUS

We do not compromise on the future.



🗨️ At ChamberRVA, we are proud to serve as the trusted voice for modern business in our region. We understand the challenges and opportunities that companies face in today's dynamic environment, and we are committed to being your advocate, resource, and partner in success.

I am proud of all that we accomplished this past year and excited for the work ahead. We believe in the power of business to drive positive change and create opportunities for all. That is why we focus on supporting our members, promoting economic vitality, and fostering a vibrant, inclusive business community.

Together, we are making a real difference by supporting the success of our members, advancing our communities, and shaping a prosperous future for the Richmond region. Thank you for your support of ChamberRVA. Together, we will continue to ensure our region is a place where businesses grow, communities thrive, and everyone has the opportunity to succeed. 🗨️

Brian D. Anderson
President & CEO



DRIVE REGIONAL ECONOMIC MOBILITY & INCLUSIVE GROWTH

PILLAR 1

Adopt & implement a regional equity framework

A thriving regional economy depends on every resident having a real path to rewarding work. In 2025, ChamberRVA, the Community Foundation, PlanRVA, Richmond Memorial Health Foundation, and United Way formalized a **10-year commitment through RVA Rising**, building the coordinated regional infrastructure needed to grow and sustain a competitive workforce across central Virginia. ChamberRVA leads the **Rewarding Work** driver and is moving strategy into action through three foundational elements:

- **Sector Partnership:** ChamberRVA convened C-suite leaders from the same industry at one table to set a shared agenda, define workforce priorities, and take coordinated action on challenges no single company can solve alone. This unified, business-led approach replaces fragmented engagement with aligned leadership and accountability.
- **Environmental Scan:** A region-wide study identified 115 workforce programs across nine localities to establish a clear baseline for workforce efforts. The scan mapped existing assets, surfaced gaps and duplication, and created an evidence base to better target investment and coordination.
- **Shared Measurement:** Drawing on frameworks from the Urban Institute and Brookings Institution, RVA Rising

ChamberRVA worked with regional partners to build an economic mobility framework that drives business success. By fostering strategic partnerships for inclusive growth, we are working to create a thriving business environment where everyone benefits.

convened 22 employers and partner organizations to establish a common set of regional indicators. This shared dashboard for rewarding work highlights where the system is falling short so partners can align resources and remove barriers more effectively.

Identify & cultivate critical long-term partnerships

ChamberRVA convened and strengthened cross-sector relationships spanning business, education, workforce, philanthropy, and local government in support of RVA Rising implementation.

ChamberRVA continued to convene the Supplier Diversity Community of Practice (SD-CoP), creating a trusted space for supplier diversity professionals to connect, share best practices, and learn together.

The collaboration with SD-CoP and Metropolitan Business League, resulted in the co-development of **Amplify**, a small business mentorship program designed to support sustainable growth. Through Amplify, ChamberRVA co-developed and co-facilitated a cohort-based mentorship experience for 11 small businesses, combining monthly educational sessions with one-on-one coaching, reinforcing long-term partner engagement while delivering meaningful, measurable impact for the regional small business ecosystem.



PILLAR 1 SUPPORTING PROGRAMS



MAY

GREENVILLE INTERCITY VISIT

ChamberRVA's InterCity Visit explored one of the Southeast's most vibrant and rapidly growing cities — Greenville, South Carolina. Known for its impressive downtown revitalization, economic growth, and forward-thinking workforce initiatives, Greenville provided valuable lessons and inspiration for what's possible in RVA.

KEY TAKEAWAYS

- Intentional planning and sustained follow-through matter.
- Connected public spaces and placemaking can accelerate momentum.
- Workforce strategy is a core economic competitiveness tool (including CTE).

MAY

BROOKINGS CONVENING

ChamberRVA hosted the final Regional Inclusive Growth Network convening in Richmond, welcoming peer regions from across the country to share insights and lessons learned about advancing and sustaining inclusive growth efforts over time. The gathering created space for open, practical conversations about what is working, what remains challenging, and how regions can move from ideas to long-term impact.

KEY TAKEAWAYS

- Affirmed ChamberRVA's role as the region's business leadership organization, purposefully building the civic networks and cross-sector connections needed to move from fragmented efforts to a shared, integrated strategy for inclusive economic growth.
- Advanced the core capabilities that Brookings Metro identifies as essential to this work: expanding and organizing business engagement, convening across sectors with purpose and accountability, sustaining long-term regional strategy, and influencing aligned public and private investment.

OCTOBER

REGIONAL ACTION SUMMIT

The Regional Action Summit brought together business, civic, education, and workforce leaders to highlight the meaningful work underway across the region on critical issues such as affordable housing, workforce, and economic development. Designed to translate insight into action, the Summit built on lessons learned from ChamberRVA's annual Intercity Visits, creating a shared space for learning, collaboration, and alignment around regional priorities.

KEY TAKEAWAYS

- Featured keynote speaker Francie Genz, Co-founder and CEO, Formation, who provided an inspiring look at why business-led sector partnerships are key to regional economic transformation.
- Released the Workforce and Talent Pipelines, Environmental Scan conducted by VCU's Center for Public Policy (CPP), providing a comprehensive view of the regional landscape.
- Reported on the launch of the Next Generation Sector Partnership model as the region's execution approach for the Rewarding Work driver.



DRIVE & ALIGN WORKFORCE DEVELOPMENT & TALENT RETENTION

PILLAR 2

Codify the role of regional Workforce Coalition

To strengthen regional coordination, ChamberRVA formalized the role of the Regional Workforce Coalition in 2025, evolving from a traditional convening model to a more focused **Sector Support Team** approach. This shift better supports employer-led Next Generation Sector Partnerships and positions ChamberRVA as the backbone coordinator.

This approach provides:

- A shared process and clearly defined roles
- Ongoing coordination and backbone support
- Reduced duplication across workforce efforts
- Stronger accountability and alignment

The result is a unified operating structure that supports mature partnerships and delivers long-term impact for employers, workers, and the regional economy.

Facilitate industry, education and workforce agency collaboration

In 2025, ChamberRVA strengthened cross-sector collaboration by building the capacity and structures needed to support coordinated, employer-informed action. Strategic investments and partnerships helped move the region from planning to early implementation of the Next Generation Sector Partnership model.

ChamberRVA partnered with education, government and industry to start creating lasting solutions for talent development and retention. ChamberRVA brought together key sectors and aligned efforts to ensure a strong workforce pipeline is in place to support the region's critical industries.

Key actions included:

- Securing **\$300,000 in workforce grant funding**, including significant support from the **Truist Foundation and the Community Foundation for a greater Richmond**, to jumpstart implementation
- Leveraging a **loaned executive from Management Round Table (MRT)** to establish a Business Community of Practice within the Rewarding Work driver
- Structuring consistent employer engagement across sectors
- Coordinating private-sector participation and investment
- Creating a trusted, unified channel for employer voice to inform regional workforce priorities

Together with the ChamberRVA's **\$2.4 million capacity-building campaign**, these efforts reinforced long-term collaboration and positioned partners for sustained execution and impact.

Create a holistic regional talent pipeline for key industries

ChamberRVA partnered with **Formation Consulting** to implement the Next Generation Sector Partnership model and build local capacity for sustained, employer-led collaboration. In October 2025, this work moved from strategy to action with the launch of the **Construction Sector Partnership**, piloting the core elements of the model, including employer tables, a shared action agenda, and a defined operating cadence. Building on this pilot, ChamberRVA developed shared tools for employer engagement, coordination, and performance measurement, positioning the region to scale sector partnerships in **Health Sciences, IT, and Advanced Manufacturing in 2026 and 2027**, and support long-term, demand-driven talent development aligned with industry needs.

PILLAR 2 SUPPORTING PROGRAMS



In 2025, ChamberRVA proudly celebrated the 10th anniversary of Mission Tomorrow, marking a decade as a cornerstone of the region's talent pipeline. For ten years, the event has introduced middle school students to real-world career possibilities, helping them see a future for themselves in the Richmond region.

Designed as a hands-on career exploration experience for eighth graders, Mission Tomorrow connects students directly with employers, educators, and workforce partners, opening doors to high-demand careers and pathways they may not have previously considered.

HIGHLIGHTS:

- Expanded regional reach, welcoming participation from approximately **12,000** students across **12 counties**
- **48 schools** participated, an increase of three from the previous year
- Over **110 exhibitor booths** to support hands-on engagement and interactive learning
- **180 volunteers** supported the event, ensuring a meaningful experience for every student



YRichmond enhances the summer internship experience by connecting college and early career talent to Richmond's community beyond the workday.

Designed as an eight week, after hours cohort, YRichmond complements employer-hosted internships by providing curated experiences that build professional networks, deepen regional connection, and strengthen long term talent retention. The program offers employers a high impact, low lift way to elevate intern engagement while helping interns build meaningful ties to both their companies and the region.

HIGHLIGHTS

- **111 interns** participated across **22 employer partners**
- Hosted more than **20 curated after hours experiences** throughout the summer



HYPE

HYPE (Helping Young Professionals Engage) continued to serve as a dynamic hub for young professionals across the region in 2025. The program hosted 23 events, maintaining a 70% average attendance rate, demonstrating strong engagement and value to participants. HYPE fosters meaningful professional connections, skill-building, and community involvement, cultivating the next generation of regional leaders.

HIGHLIGHTS

- **Cups of Connection:** Small-group networking events that foster peer mentorship and relationship-building.
- **Social Hours:** Informal networking gatherings promoting connections across industries.
- **Professional Development:** Workshops and sessions focused on leadership skills, career growth, and industry insights.
- **Community Engagement:** HYPE participants actively contributed to regional initiatives, reinforcing the connection between professional growth and civic impact.



"HYPE has strengthened my connection to the Richmond business community by giving me consistent opportunities to meet people across industries, visit local companies, and get involved with organizations doing meaningful work. Through these events, I've built real relationships, and found business partners, collaborators, and even friends I now see outside of work."

— Camilla Vesterloekke

LEADERSHIP DEVELOPMENT PROGRAMS

ChamberRVA's Leadership Development programs provide structured pathways for professional growth and regional leadership cultivation. These programs equip leaders with the skills, networks, and insights to drive meaningful regional impact.



- **Leadership Unscripted:** Cohort-based program for early- to mid-career professionals. 24 participants graduated in 2025, gaining leadership tools, strategic thinking skills, and access to a strong regional network.



- **Leadership Lab:** Provides emerging leaders with experiential learning, mentorship, and actionable strategies. 33 graduates completed the program this year, enhancing their leadership capacity within their organizations and the community.



- **Lead On – Alumni Network:** Engages program graduates, fostering collaboration across industries, strengthening the regional talent pipeline, and encouraging ongoing civic and professional impact.



ICONS AWARDS

The ICONS Awards remain HYPE's signature event, celebrating the achievements of young professionals and businesses making significant impact in the Richmond region. In 2025, ICONS celebrated its 10th anniversary, honoring a decade of leadership, innovation, and community engagement. This milestone event highlighted HYPE's role in recognizing and elevating emerging leaders while fostering stronger connections across industries.

HIGHLIGHTS

- 10th anniversary of the ICONS Awards with 300+ in attendance
- Recognition of outstanding young professionals and businesses
- Strengthened partnerships with industry, community organizations, and regional leaders
- Increased visibility of HYPE programs and leadership development initiatives



2025 ICONS

Community Champion:

Madison Wilkins
Alzheimer's Association

Maverick Mentorship:

Gregory Marcelle
L.E.V.E.L.S. Mental Health

Trailblazing Trendsetter:

Alex, Sam and Kyle Nordheimer
Padel Plant

Young Professional of the Year:

Jovan Burton
Partnership for Housing Affordability

Nonprofit of the Year:

ReadRVA

Small Business of the Year:

Maxx Potential

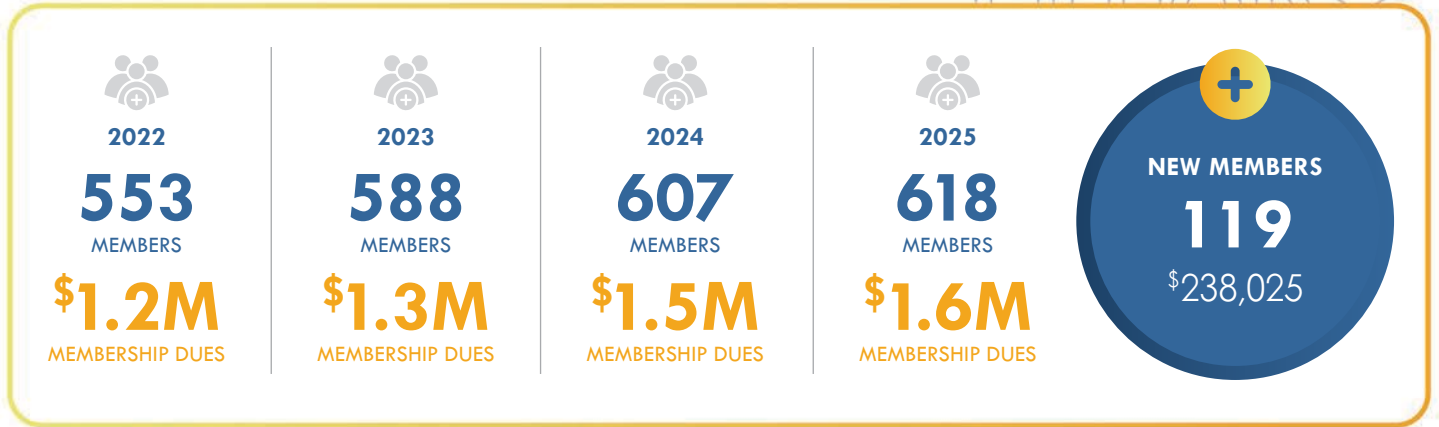
Large Business of the Year:

Dominion Energy



CULTIVATE A STRONG MEMBER NETWORK TO PROMOTE CONNECTION, COLLABORATION, AND MEMBER VALUE

PILLAR 3



MEMBERSHIP EVENTS

PROSPECTS & NEW

MEET CHAMBERRVA

Meet ChamberRVA offers a welcoming forum for businesses to learn about ChamberRVA's mission, programs, and people. In 2025, ChamberRVA hosted **12 events** with more than **60 businesses represented** at each, who gained insight into how ChamberRVA programs enhance business visibility, connect them with potential clients, and provide tools to support long-term success.

RIBBON CUTTINGS

ChamberRVA helped celebrate **38 ribbon-cutting events**, highlighting member achievements and strengthening community connections.



SMALL BUSINESS

CHAMBERRVA MIX

ChamberRVA Mix is our energetic networking series designed to bring members together in a relaxed, engaging environment. In 2025, ChamberRVA hosted **6 events** with **414 attendees**, providing the perfect blend of business and fun. These gatherings offered members the opportunity to make meaningful connections, share ideas, and strengthen relationships with peers across the Richmond business community.

SMALL BUSINESS PERSPECTIVES

Small Business Perspectives is a facilitated roundtable program designed for C-Suite leaders to connect, collaborate, and share insights. The program hosted **7 sessions**, averaging **12 participants** per roundtable. These sessions provide a unique space for business leaders to engage in open conversations, gain trusted peer support, celebrate successes, and tackle challenges collaboratively.

NONPROFIT NETWORK

ChamberRVA's Nonprofit Network connected leaders across Richmond's nonprofit sector through learning, collaboration, and networking. In 2025, the series hosted **2 events** with **75 participants**, offering valuable insights, inspiring speakers, and opportunities to share ideas and best practices.

LEAD INVESTOR

LEAD INVESTOR RECEPTIONS

ChamberRVA's Lead Investor Receptions brought together the region's top leaders and influencers for networking, connection, and community building. In 2025, **6 events** welcomed **347 attendees**.

CEO FORUMS

CEO Forums provide distinctive opportunities for high-level leaders to come together for meaningful learning and discussions on issues shaping the Richmond region. In 2025, ChamberRVA hosted **5 events**, averaging **30 participants** each, offering a space for peer exchange, strategic insights, and collaborative problem-solving among the region's top executives.

CHAMBERRVA ANNUAL MEETING

CHAMBERRVA ANNUAL MEETING

ChamberRVA's Annual Meeting is the signature event celebrating the accomplishments and contributions of our vibrant business community. In 2025, over **250 attendees** joined this exciting gathering, which highlighted the Chamber's annual achievements and recognized the members, volunteers, and leaders who make it all possible.

REGIONAL HOLIDAY PARTY

ChamberRVA co-hosted a regional holiday party with valued partners, Richmond Region Tourism and Greater Richmond Partnership. The event was held at Randolph Macon College with over **350 business and community leaders** attending.



AMBASSADORS

Launched in **August 2025**, the ChamberRVA Ambassadors program engages members in meaningful ways while supporting ChamberRVA's mission. Ambassadors actively connect with members, foster community relationships, and serve as champions for ChamberRVA, all while developing their own leadership skills and expanding their network across the Richmond region.

David Ambrose, *METAFITRX*

Maureen Bannister, *Brown and Brown*

Rachel Boulais, *Fogo de Chão*

Percell Brown, *Audacy*

Kyle Ficker, *Warren Whitney*

Patrick Gallagher, *Reliable Payments*

Megan Hazzard, *Henrico Sports and Entertainment Authority*

Sara Johnson, *South State Bank*

Peter Larsen, *Cobb Technologies*

Marissa Lima, *National Kidney Foundation Serving Virginia*

Rick Low, *The Image Group*

Tyson Miller, *Qualified Staffing*

Elizabeth Miller, *Virginia Asset Management, LLC*

Jack Raymondson, *Bastionpoint Technology*

Andre Saunders, *Vlcom—Virginia Integrated Communication*

Heather Scott, *Hirschler*

Kia White, *LifeNet Health*

ADVOCACY

Guided by our members and the needs of the regional business community, ChamberRVA focused its 2025 advocacy efforts on several key priorities that support a strong economy, a competitive workforce, and a thriving region. These focus areas reflect where we dedicated our voice, resources, and leadership to drive meaningful impact and deliver results for businesses across the Richmond region.

PILLAR 4

Education and Childcare

ChamberRVA strongly supported efforts to maintain **funding for early childcare and education**. Funding included in the Governor's budget was approved, helping expand access to high-quality, affordable childcare options for working families and strengthening the foundation of the future workforce.

Workforce and Talent Development

We supported the creation of three-year provisional teaching licenses for career and technical education teachers who hold industry-recognized credentials or licenses. This approach helps **address workforce shortages** while **ensuring students gain real-world, job-ready skills**.

Economic Development

ChamberRVA **supported state funding for site development** included in the Governor's approved budget, reinforcing Virginia's competitiveness in attracting new business investment.

The Commonwealth **successfully recruited major economic development projects**, including several in the Richmond region, across advanced manufacturing, pharmaceutical manufacturing, and office expansion. These wins represent billions in capital investment and the creation of thousands of new jobs.

Business Environment and Taxes

We **supported tax reforms that delivered meaningful relief** to individuals and families, including one-time income tax rebates of \$200 for single filers and \$400 for joint filers, as well as a permanent increase in the standard deduction to \$8,750 for single filers and \$17,500 for joint filers.

ChamberRVA also supported the Governor's veto of a minimum wage increase and other costly mandates, including mandatory paid sick leave, a family and medical leave insurance program, and expanded employer liability provisions.

Right to Work

ChamberRVA continued its long-standing **support for Virginia remaining a Right to Work state**, recognizing its importance to maintaining a competitive and flexible business climate.



Business Councils

The Richmond and Henrico Business Councils serve as ChamberRVA's local advocacy leaders, **bringing business voices together to address issues impacting the regional business climate**. Led by dedicated volunteer leaders, the Councils connect members with local government officials, provide timely education and dialogue, and ensure businesses remain informed, engaged, and represented throughout the year.



MARCH RICHMOND BUSINESS COUNCIL

Coffee with Mayor Avula

OCTOBER HENRICO BUSINESS COUNCIL

Henrico County Update with John Vithoukas

OCTOBER RICHMOND BUSINESS COUNCIL AND COMMUNITIES IN SCHOOLS

Passion 4 Learning – A conversation with the Superintendent of Richmond Public Schools, Jason Kamras and moderated by Anedra Bourne, Deputy Executive Director, VentureRichmond

JUNE RICHMOND BUSINESS COUNCIL

Brookland Park Boulevard
Walk Tour and Social Hour
with the late Bill Martin



2025 CHAMBERRVA

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Immediate Past Chair



Andy Poarch

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Chair and Richmond
Business Council Chair



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Chesterfield Business
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Chris Durand
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Harold Fitrer
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HYPE



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Economic Inclusion

2025

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CAPITAL REGION AIRPORT COMMISSION

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COSTAR GROUP

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CLARK CONSTRUCTION
GROUP, LLC

Melvin Watkin

M&T BANK

Lynn White

GENWORTH

CHAMBERRVA TOTAL INVESTMENT INVESTMENT HONOR ROLL 2025

\$50,000+



\$20,000 – \$49,999



\$10,000 – \$19,999



GROW LEVEL MEMBERS

Alfa Laval, Inc.
All Needs Planning
AON
Apex Systems, Inc.
ASM Richmond
Berkshire Hathaway Gas
Transmission & Storage
Blue Ridge Bank, N.A.
Brightpoint Community College
Brinkmann Constructors
Brown Distributing Company, Inc.
Burtons Grill & Bar Richmond
Capital Region Airport Commission
CBS 6 WTVR
Chase Dominion Advisors
Christian & Barton, LLP
Comcast — Greater Richmond Area
Commonwealth Fusion Systems
Commonwealth Public Relations
& Marketing
Community College Workforce
Alliance (CCWA)
Community Foundation for
a greater Richmond
Concordance
Creative
Dewberry
Dover Food Retail
First Bank & Trust Company
First Bank
First Citizens Bank
Forvis Mazars
Froehling & Robertson, Inc.
Fulton Bank
Gather
Gentry Locke
GFL Environmental

Gilbane Building Company
Goodwill of Central and
Coastal Virginia
Google
Gresham Smith
GRTC
Harkins Builders
HKS, Inc.
Hunton Andrews Kurth, LLP
IdeaWeavers
JMI
Keiter
Kinsale Insurance Company
KPMG, LLP
Langley Federal Credit Union
Lansing Building Products, Inc.
LeadingAge Virginia
LifeNet Health
Luck Companies
Managed Generator Services
Marathon Health
Markel Group
MedRVA Healthcare
Mutual Assurance Society of Virginia
Nycom Inc
Old Dominion Electric Cooperative
Omni Richmond Hotel
OneBridge Advisors
OneDigital
Party Perfect
Patient First Administrative Offices
Performance Food Group Company
Phlow Corporation
Randolph-Macon College
RCS Commercial Moving & Storage
Reliable Payments

Reynolds Community College
Richmond Animal League, Inc.
Richmond Symphony
RMC Events, Inc.
Rockefeller Global Family Office
Safeline Private Locating
Sands Anderson PC
Sentara
SIR
SMBW
Sourcepass
South State Bank
Spotts Fain
Swedish Match North America
The Image Group
The Martin Agency, Inc.
The Port of Virginia
The Richmond Marriott
Timmons Group
Tract
Trane
Troopster
Ukrop's Homestyle Foods
Universal Corporation
University of Richmond
UrbanCore Construction
Vaco LLC
Velocity Knowledge
Virginia Lottery
Warren Whitney
Wegmans Food Markets
Weidmuller, Inc.
Whiteford Law
Williams Mullen
Xponent21, Inc.
YMCA of Greater Richmond

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Advantus Strategies, LLC
Alliance Group
Allianz Amphitheater—Live Nation
Apple Hospitality REIT
Audacy
Baskervill
Black Iris Social Club
Brown and Brown
Brown Edwards
Burke & Herbert Bank
Call Federal Credit Union
CARITAS
ChildSavers
Cintas Corporation
Common House
Commonwealth Senior Living
at the West End
Core Consulting, Inc.
CW Advisors
Davenport & Company, LLC
Deloitte
Delta Hotels by Marriott Richmond
Downtown
Departure Media Airport Advertising
Direct To Film Virginia, LLC
Diversity Richmond
Dominion Payroll
Doordash
EAB
Emergence Global Consulting
EY
FeedMore, Inc.
GD USA, Inc.
Gray Ryan Companies
Greater Richmond Convention Center

Henrico County Public Schools
Henrico Sports and Entertainment Authority
Hilldrup Moving & Storage
Hoover & Strong, Inc.
Howard Shockey & Sons, Inc.
Joyner Fine Properties
Kroger
Leonard Truck Outfitters
The Library of Virginia Foundation
Lucky Road Run Shop
Manganaro Midatlantic, LLC
Marsh McLennan Agency, LLC Company
MG Moving Services
Moseley Architects
Networking Technologies + Support, Inc.
NewMarket Services Corporation
Old Dominion Insulation, Inc.
PBK Architects
PBMares, LLP
Peoples Advantage Federal Credit Union
Peoples Bank
Pinnacle Financial Partners
Punch, LLC
Purcell Construction Corporation
Puritan Cleaners
Raymond James & Associates
Regal Title
Richmond Live - Dance Family Restaurants LLC
Richmond Public Schools
Richmond Raceway, Inc.
Richmond Redevelopment
& Housing Authority
Richmond Region Tourism
Riverfront Investment Group
Rootstock Software
Schwarzschild Jewelers
— Carytown Exchange

Shamin Hotels
Sheehy Lexus of Richmond
Sheltering Arms Corporation
Siemens
Sims Metal Management
SOAR365
Sonoco Products Company
South University
St. Joseph's Villa
Taylor Hoffman
The Dominion Club
The Feel Better Lounge
The Hodges Partnership
The Jefferson Hotel
The Sandbox Collective, LLC
The Whiting-Turner Contracting Company
Town of Ashland
Tri-City Chili Peppers
Trolley Hospitality Companies, Inc.
Virginia Museum of Fine Arts
Virginia Women's Center
Virginia Works
Weinstein Properties
Whitley's Peanut Factory
Woods Rogers
WRIC-TV8, Nexstar Broadcasting
WWBT/12 On Your Side
Xylem
YWCA Richmond
Zannino Engineering, Inc.

2025 FINANCIAL STATEMENT

REVENUE \$3,350,000

Membership



Program Generated & Other



Sponsorships



Net cash reserve improvement approximately \$40,000.

EXPENSES \$3,340,000

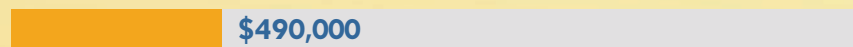
Workforce Development / Talent Pipeline / Community Building



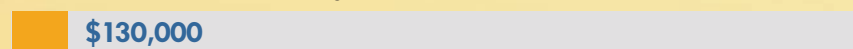
Advocacy



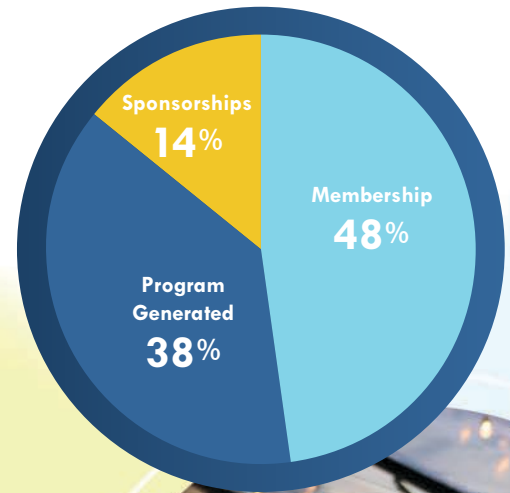
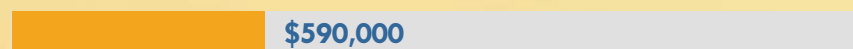
Member Support & Retention



Communications & Marketing



General Administrative



CHAMBERRVA TEAM



Brian D. Anderson

President & CEO



Rob Anderson

Executive Vice President,
Chief Financial Officer



Christina Mastroianni

Executive Vice President,
Chief Strategy Officer



Demas Boudreaux

Vice President,
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