



Talent Drives Competition

MESSAGE FROM THE CHAIR



Jane Steinmetz

*Boston Office Managing Principal, Ernst & Young LLP
Chair, Massachusetts Business Roundtable*

On behalf of the Massachusetts Business Roundtable, I would like to thank our members, partners and public leaders for an impactful 2022. I also want to take a moment to congratulate our new Governor and Lt. Governor, Maura Healey and Kim Driscoll, for their historic election, and thank outgoing Governor Charlie Baker and Lt. Governor Karyn Polito for their eight years of service to the Commonwealth. The Roundtable and Commonwealth are so fortunate to have the opportunity to work with such tremendous public leaders in our shared pursuit of making Massachusetts a highly desirable place to live, work and build a community.

As we look ahead to 2023, we are focused on the state's competitiveness and how we position Massachusetts for this economic prosperity. Strategic investments, policy and planning for improved housing, transportation, child care, education, workforce training and so much more—combined with a cost environment that attracts and retains people and employers—serve as key ingredients in a recipe for success. These intersecting and overlapping issues share a common denominator—our talent, a top focus for employers across industries and regions within Massachusetts.

The Massachusetts Business Roundtable believes talent is cross-cutting, weaving through so many issues that are top of mind to our members as well as our partners in government and the broader business community. Talent as a driver for Massachusetts' competitiveness was a consistent theme for the Roundtable throughout 2022 with an emphasis on 1) attracting and retaining talent, 2) developing talent, and 3) diversifying talent. The Roundtable's [Talent Agenda to Drive Massachusetts' Competitiveness](#) (updated and released in December 2022) will serve as a guiding framework as we build new partnerships with the Healey-Driscoll Administration and legislature to enhance the state's competitiveness.

We are excited for 2023 and the opportunities that will unfold in collaboration with you. We value our engagement with each member of the Roundtable and appreciate our partnerships in government and the community statewide. We look forward to driving our talent agenda and the state's attractiveness to new heights in this new year!

Sincerely,

A handwritten signature in black ink that reads "Jane C. Steinmetz".

TASK FORCE CHAIRS

COMPETITIVENESS



Howard Elias

*Chief Customer Officer and President,
Services and Digital*

Dell Technologies

DIVERSITY, EQUITY & INCLUSION



Karan Dyson

*Vice President, Global Process
and Engineering*

Procter & Gamble

EDUCATION & WORKFORCE



Colleen Richards Powell

*Senior Vice President, Chief Diversity,
Equity and Inclusion Officer*

American Tower Corporation

ROUNDTABLE STAFF



JD Chesloff

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*Executive
Vice President
(through January 2023)*



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*Vice President
of Public Policy
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ENERGY & ENVIRONMENT



Frank Sweet

*Chief Executive, Environment & Energy
Global Business Line*

AECOM

HEALTH CARE & LIFE SCIENCES



Mary Anne Heino

Chief Executive Officer

Lantheus Medical Imaging

TRANSPORTATION, HOUSING & INFRASTRUCTURE



Jay Doherty

Chief Executive Officer

Cabot, Cabot & Forbes

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*Boston Office Managing Principal
Ernst & Young LLP*



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*President
Western New England University*



VICE CHAIR

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*Vice Chair & Partner
Arlington Advisory Partners*



TREASURER

Katherine Craven

*Chief Administrative
& Financial Officer
Babson College*



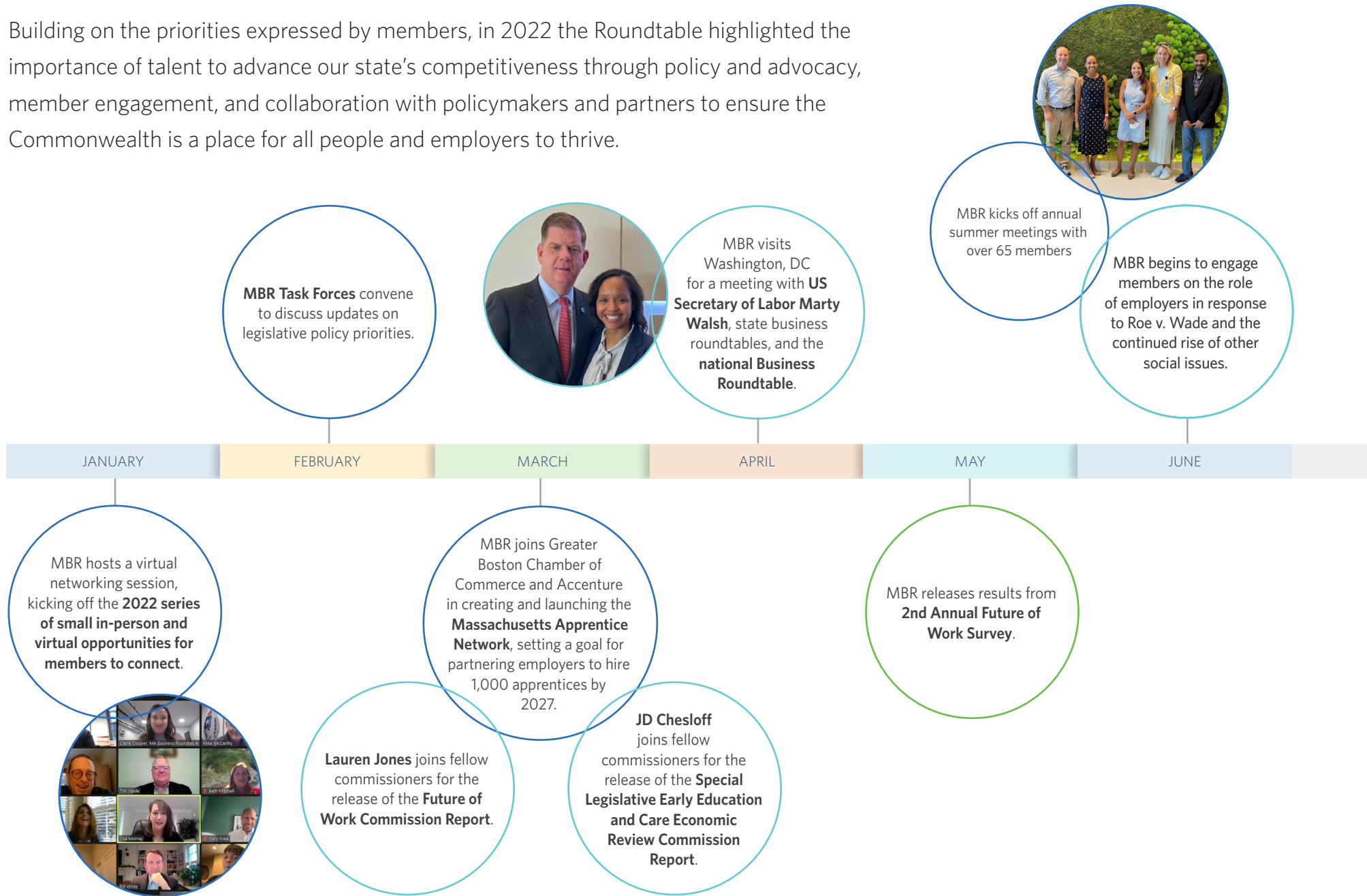
SECRETARY

C. Jeffrey Cook, Esq.

*Chairman
Cohen, Kinne, Valicenti & Cook*

2022 YEAR IN REVIEW

Building on the priorities expressed by members, in 2022 the Roundtable highlighted the importance of talent to advance our state's competitiveness through policy and advocacy, member engagement, and collaboration with policymakers and partners to ensure the Commonwealth is a place for all people and employers to thrive.

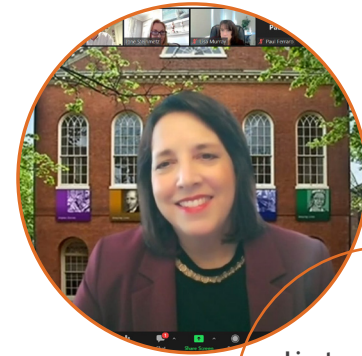




Governor Baker joins MBR members for a small group dinner, looking back on his tenure and what's ahead for the state's economic competitiveness.



MBR joins the Workforce Solutions Group to host the **13th MA Jobs & Workforce Summit**, attracting 200+ attendees in-person.



Lieutenant Governor-Elect Kim Driscoll addresses the Roundtable's Board of Directors.

JULY

AUGUST

SEPTEMBER

OCTOBER

NOVEMBER

DECEMBER

2021-2022 Legislative Session Concludes with Major Achievements in Childcare, Workforce Development, Mental Health, and other **MBR Priorities**.

Lisa Wieland, CEO of Massport, joins MBR members for a small group dinner to discuss the latest work trends and impact on the future of travel.



Attorney General Maura Healey provides keynote address at the **Annual Meeting of the Roundtable's Board of Directors**.

MBR releases an updated **Talent Agenda to Drive Massachusetts' Competitiveness**.

JD Chesloff named as Co-Chair for the **Healey-Driscoll Transition Committee on jobs and the economy**.

Lauren Jones along with representatives from several **members** companies selected to **serve on many transition committees**.

TALENT INFLUENCES FUTURE OF WORK

The secret to Massachusetts' economic success has historically been its population of well-trained and highly-educated workers, honed by leading public K-12 schools and world-class colleges and universities. While Massachusetts incubates a skilled and diverse workforce with a pipeline of potential talent, the COVID-19 pandemic transformed the economic landscape. In 2022, the Roundtable continued to explore how these changes impact employers and the Commonwealth's long-term economic competitiveness and developed a framework to address it.

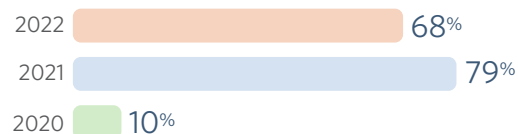
CHANGES IN THE WORKPLACE

Building on an inaugural [Future of Work Survey](#) in 2021, the Roundtable in collaboration with McKinsey & Co. surveyed and interviewed members in April 2022 to gain the latest insight from members on post-pandemic planning, talent, and economic competitiveness.

Attrition has and will continue to increase

50% of responding members are experiencing higher than normal voluntary turnover, most heavily among entry-level and manager-level employees.

Hybrid work is here to stay



68% of surveyed companies plan to use a hybrid work model in the future steady state, a dramatic shift from only 10% who were using a hybrid work model prior to the pandemic and a slight change from 79%, which was a year prior.

Performance remains high

100% of responding members operating in work-from-home and hybrid models have been able to sustain high performance among employees.

50% of MBR respondents are experiencing higher than normal voluntary turnover.

More work happening out of state

Prior to the pandemic, 8% of surveyed companies had more than 10% of their Massachusetts-based operation jobs working remotely out-of-state. That number has increased today to 26% and is projected to rise to 28% in a future steady state.





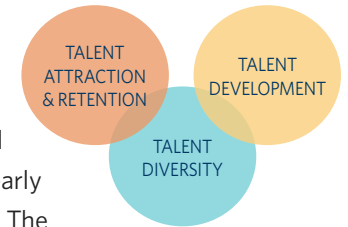
“The Roundtable has elevated the discussion within the business community on the Future of Work and demand for talent, with a focus on enhancing Massachusetts’ competitiveness.”

LUCY PEREZ
Senior Partner
McKinsey & Co.

TALENT DRIVES COMPETITIVENESS

During the 2021-22 legislative session, the Roundtable released two reports on the Future of Work, representing member feedback from surveys conducted in the spring of 2021 and 2022. While 80% of surveyed members plan to maintain or expand its presence in Massachusetts and cited “access to world-class, diverse talent” as a driver, Massachusetts’ competitive calling card—talent—may be threatened as employers and talent become increasingly mobile.

Recognizing this potential threat, the Roundtable continued to draw a correlation between talent and competitiveness, culminating in the release of: “[A Talent Agenda to Drive Massachusetts’ Competitiveness](#),” providing a framework for three pillars: 1) attract and retain talent, 2) develop talent, and 3) diversify talent in Massachusetts. First released in late 2021, this report guided the Roundtable’s advocacy throughout 2022 including on early childhood education, workforce development, housing, economic development, and more. The updated version of the agenda released in 2022 outlines recommendations including proposed policies, strategies, and investments to help businesses and their employees live, work, and thrive in all regions of the Commonwealth.



COLLABORATION DRIVES RESULTS

Throughout 2022, the Roundtable worked closely with many partners to share member feedback, develop recommendations, and move one step closer to greater results and impact.



“The Roundtable is a prime vehicle for our engagement on the Commonwealth’s broader business environment. The Roundtable is a key relationship for us.”

ALICIA BARTON
CEO
First Light Power

Recommendations on the Future of Work

On behalf of the Roundtable, Lauren Jones served on the Future of Work Commission from 2021 to 2022. In March 2022, the Commission released its report which included several findings that align with Roundtable member feedback to attract, retain, develop, and diversify talent in Massachusetts. Over the course of nearly a year, the Commission heard many presentations and testimonials from experts including Roundtable members: **Chair Jane Steinmetz** of **EY**, **Dr. Aisha Francis** of **Benjamin Franklin Institute of Technology**, and representatives from **Comcast**, **Deloitte**, and **Northeastern University**. Among recommendations, the Commission identified the need to “incentivize employer participation in all stages of workforce development” and noted while some employers are engaged, more employer participation with programs the Roundtable routinely promotes including the Workforce Training Fund and Workforce Competitiveness Trust Fund will serve as a tool to train and upskill existing employees, the unemployed, and underemployed jobseekers.



EVP Lauren Jones and fellow members of the Future of Work Commission at a Public Hearing

Solutions to Invest in Early Childhood Education and Care

On behalf of the Roundtable, JD Chesloff served on the Special Legislative Early Education and Care Economic Review Commission, which released a major report in March 2022. The report concluded that the state’s early education and care system is inadequately meeting the needs of many young children, working families, and employers. Recommendations outlined strategies to build a more sustainable, affordable, equitable, and high-quality system which the Roundtable advocated heavily in 2022 for funding and legislative changes in collaboration with the **Massachusetts Business Coalition for Early Childhood Education**. Following the release of the report, an unprecedented \$520 million was approved in the FY 2023 budget, breaking ground to transform the state’s early childhood education system to address workforce, equity, and business development needs statewide.

Voices from the Business Community to Drive Public Policy

In September 2022, the Roundtable held its 43rd Annual Meeting hosted at the new Verizon Hub and featuring **Democratic Nominee for Governor and Massachusetts Attorney General Maura Healey**. Following a presentation on key takeaways drawn from a series of summer meetings with members, then-Attorney General Healey spoke with members on maintaining the state's competitiveness by driving greater equity and investment in housing, job training, child care, and other issue areas the Roundtable has expressed as priority.

Following the General Election, **JD Chesloff** of the Roundtable was tapped as Co-Chair of the Healey-Driscoll Transition Team's Committee on **Jobs and a Flourishing Economy for All**. The committee developed recommendations for the new Administration including short-term and long-term opportunities to build a dynamic economy that reduces costs for people and businesses while also lifting up workers in Massachusetts. In December 2022, **Lt. Governor-Elect Kim Driscoll** met virtually with the Roundtable's Board of Directors to share updates on the transition and progress leading up to their historic inauguration on January 5, 2023.

Several members and representatives of member companies participated on Healey-Driscoll Transition Committees.



Attorney General Maura Healey addresses Roundtable Members at Annual Meeting

Jobs and a Flourishing Economy for All

- JD Chesloff, MBR (Co-Chair)**
- Lauren Jones, MBR**
- Dr. Robert Johnson, Western New England University*
- Carolyn Kirk, Massachusetts Technology Collaborative*
- Joanne Pokaski, Beth Israel Lahey Health
- Jerry Rubin, Fellow at Harvard Kennedy School and Eastern Bank Foundation

Thriving Youth and Young Adults

- Turahn (Rahn) Dorsey, Eastern Bank

Climate Readiness, Resiliency, and Adaptation

- Alicia Barton, FirstLight Power*
- Jeff Porter, Mintz

Safe and Healthy Communities for All Ages

- Juan Fernando Lopera, Beth Israel Lahey Health
- Dr. Rayford Kruger, SouthCoast Health*
- Manny Lopes, Blue Cross Blue Shield of Massachusetts
- Dan Mulhern, Nutter McClennen & Fish, LLP
- Elsie Taveras, Mass General Brigham

*Denotes Member of Roundtable Board of Directors **Denotes Roundtable Staff

CONVENINGS DRIVE COLLABORATION

Partnerships to Build Talent

The Roundtable launched new partnerships in 2022, building on past efforts and forging new solutions especially focused on investing in strategies to develop a robust, diverse talent pipeline.



The Roundtable joined the Massachusetts Alliance for Early College when it launched in early 2022, joining a coalition dedicated to increasing the number of students with access to high-quality Early College and closing equity gaps in the state. The Roundtable joined in advocacy to successfully increase funding to \$19 million in the FY23 budget.



The Roundtable partnered with the Greater Boston Chamber of Commerce and Accenture to help launch the Massachusetts Apprenticeship Network in early 2022 with the goal of hiring 1,000 apprentices in expanded professional jobs by 2027. The Network brings together employers, training providers, talent sources, and government to build a community focused on increasing apprenticeship in Massachusetts in new industries like tech, healthcare, biotech, financial services, and manufacturing. Roundtable members in the Network include: Benjamin Franklin Cummings Institute of Technology, Beth Israel Lahey Health, Boston Children's Hospital, and Liberty Mutual.



The Roundtable has been a long-standing partner to the Workforce Solutions Group, spanning over a decade of collaboration to promote quality jobs and job training in Massachusetts. New in 2022, Lauren Jones of the Roundtable served as Co-Chair of the organization alongside Tonja Mettlach of the Massachusetts Workforce Association. The Workforce Solutions Group successfully advocated in 2022 for workforce development including significant funds and resources to improve the

state's system. The coalition also hosted the 13th Annual Massachusetts Jobs & Workforce Summit, returning in-person with over 200 registered attendees representing business, labor, workforce practitioners, training providers and academia, government, and more.



The Roundtable joined the Student Pathways to Success coalition with its launch in late 2022, spearheaded by the Massachusetts Business Alliance for Education and in collaboration with other business groups and partners to improve access for meaningful high school education for all students to succeed in college and career.



Roundtable member Joan Christel of State Street speaks on a panel during the Massachusetts Jobs & Workforce Summit

Best Practice Forums

The Roundtable's Open Forum series provides a platform for members and colleagues from member companies to discuss topical issues impacting employers. First launched at the start of the pandemic, the platform enables employers to share best practices and relevant resources of interest to companies and their workplaces.

In 2022, the Roundtable covered topics such as racial equity, caregiving, and mental health. Additionally, the Open Forum has welcomed conversations on labor market trends, the state budget, implications of the election and ballot questions, and more. The Roundtable thanks all guest speakers who helped to spark engaging discussion on a range of topics.

FEBRUARY Secretary Michael Heffernan of Administration & Finance briefed Roundtable members on the FY 2023 budget. As employers prepared for the year ahead, Undersecretary Jenn James of Workforce Development highlighted labor market trends in Massachusetts.

APRIL CEO Action for Racial Equity presented and discussed with Roundtable members on their national public policy agenda and alignment with MBR and the impact of the agenda in Massachusetts.



9 Open Forum Events

FEATURING

16+ thought leaders on engaging and timely topics

MAY McKinsey & Company shared findings from the Roundtable's 2nd Annual Future of Work survey and report.

JUNE As part of Mental Health Awareness Month, One Mind @ Work presented on the movement among employers to transform the way companies view mental health in the workplace.

JULY PNC Bank joined Best Place for Working Parents in presenting on strategies employers should consider for cultivating a supportive work environment for working families.

SEPTEMBER Steve Kozcela of MassINC briefed Roundtable members on the Primary Election results and previewed the General Election including major statewide races and ballot questions.

OCTOBER Massachusetts Taxpayers Foundation and the 'No on 1' campaign presented on the proposed ballot initiative to create an income surtax.

NOVEMBER The Massachusetts Caregivers Coalition including employers, leading experts, and non-profits organizations presented on ways companies can support caregivers in the workplace.

DECEMBER Roundtable staff outlined MBR's updated Talent Agenda to Drive Massachusetts' Competitiveness and opened discussion on policy priorities across focus areas for the 2023-24 Legislative Session.



"I find it helpful to understand the pulse of what is going on in the business community, and I gain important insights thanks to the Roundtable."

JOE PRESTON
President & CEO
New Balance

OUR VOICE, OUR IMPACT




The Roundtable advocated throughout the 2021-22 Legislative Session on key policy priorities based on member feedback. The Roundtable's voice helped to secure significant investments and initiate system improvements that will strengthen the state's economic competitiveness.

Advancing Competitiveness through Public Policy

EARLY CHILDHOOD EDUCATION

Groundbreaking, unprecedented investments will transform the state's early childhood education system by addressing workforce, equity, and business development needs across the Commonwealth.


\$520m
APPROVED
FY23 State Budget



EARLY COLLEGE

Increased funding was a major win for the newly established Massachusetts Alliance for Early College which includes the Roundtable, State Street, and UMass Boston among several supporting organizations.

\$19m
APPROVED
FY23 State Budget



WORKFORCE DEVELOPMENT

\$100+m
SECURED
Phase 1



\$34m
APPROVED
FY22 & FY23 Budgets for the
Workforce Competitiveness
Trust Fund

Roundtable advocacy in partnership with the Workforce Solutions Group helped to solidify historic funding for job training, job placement, and more resources especially for unemployed and underemployed jobseekers.

“Investing in workforce development and helping people get back to work is a key component of a full, equitable and sustainable recovery.”

Rapid Reemployment for a Just and Equitable Recovery in Massachusetts Report (March 2021),
Workforce Solutions Group

EXPANDING MENTAL HEALTH AND WELLNESS

The Roundtable supported legislation to require coverage of annual mental health exams, increase capacity for providers in the mental health system, and continue to focus on children, provisions which were incorporated into the final legislation passed and signed by Governor Baker.

89%
MBR RESPONDENTS
offer mental health and
wellness programs to
employees



“The impact of remote work, greater isolation and increased caregiving responsibilities have created new pressures on employees—or exacerbated existing ones—leading employers to be much more aware and responsive to the mental health and wellness needs of employees.”

JD Chesloff, MBR Letter to the Massachusetts
Legislature's Mental Health Conference Committee

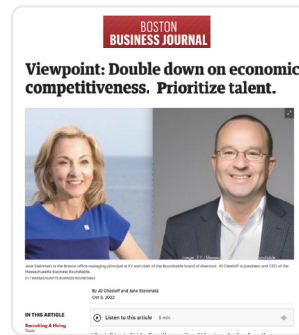
Sharing Our Priorities

Through OpEd pieces, media coverage of our Future of Work survey, blogs, and other interviews, the Roundtable shared our priorities to advance the Commonwealth's competitiveness.

Is Massachusetts losing its competitive edge? Business groups say they're worried. BOSTON GLOBE, OCT 2022

Op-Ed: Double down on economic competitiveness. Prioritize talent. BBJ, OCT 2022

"After talking individually with more than 65 business leaders from the Massachusetts Business Roundtable this summer, one theme became abundantly clear: As the state emerges from the pandemic, it is time to double down on economic competitiveness. For the Business Roundtable, which comprises CEOs and senior executives from large employers statewide, this means prioritizing talent."



Co-authors CEO JD Chesloff and Chair Jane Steinmetz sharing the themes from the Roundtable's annual summer meetings with members

The future of Boston office work is hybrid AXIOS, AUG 2022

Viewpoint: From the great attrition to the great attraction BBJ, JUN 2022

"As employers consider the future steady state, we must continue to think creatively about methods to ensure talent—an invaluable asset—remains Massachusetts' great competitive advantage."

CEO JD Chesloff highlighting findings from the 2022 Future of Work Survey

Hybrid work, high turnover here to stay, survey of large employers shows BBJ, MAY 2022

Survey says: The future of work is hybrid: Mass. Business Roundtable survey finds more employers open to hiring out-of-state and that most will only require workers come back to the office a few days each week
BOSTON GLOBE, MAY 2022



Survey: more turnover, out-of-state workers at Massachusetts companies WBUR, MAY 2022

The bill to companies for 'inadequate' daycare in Mass: \$1 billion-plus a year
BOSTON GLOBE, APR 2022

In office? Remote? Why many companies are saying yes to both WBUR, MAR 2022

"Maintaining a sense of culture while employees are in different modes, on different days during the week is going to be something that employers, I think, will be paying close attention to moving forward."

EVP Lauren Jones is quoted in a WBUR story on hybrid work

Pandemic's length adds layer to future of work commission STATE HOUSE NEWS SERVICE, JAN 2022

FROM THE ROUNDTABLE BLOG

What's the Role of Employers in an Ever-Changing World? SEPT 2022

The Future of Travel SEPT 2022

Open Forum Recaps:

- Resources to Support Employee Caregivers
- Impact of the Massachusetts Elections
- Creating a Family Friendly Workplace
- Employer Engagement on Racial Equity

Read more blog posts, including guest pieces by Roundtable members, at maroundtable.com.

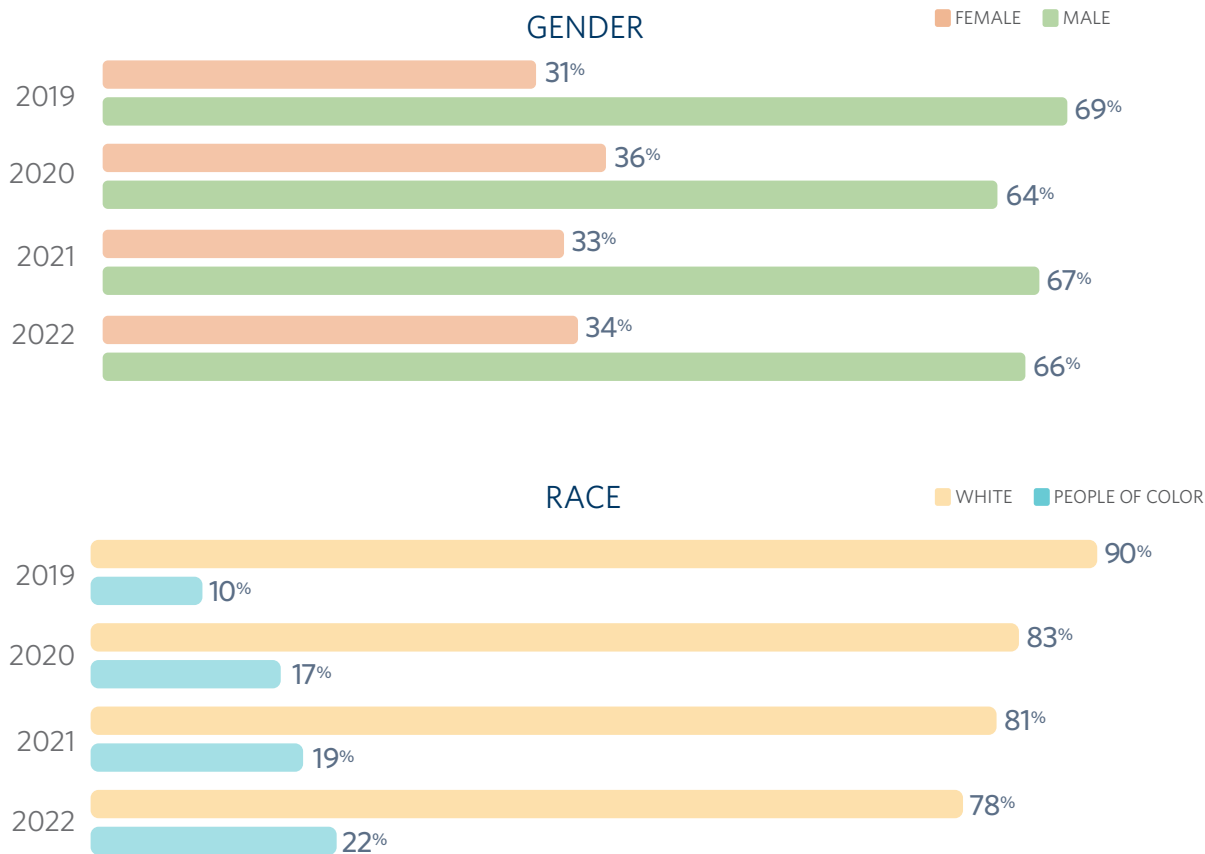
PROMOTING DIVERSITY, EQUITY, AND INCLUSION

GOVERNANCE

Increasing Board Diversity

In 2022, the Roundtable continued to promote diversity among its Board of Directors. By December 2025, the Roundtable aims to achieve 50% representation among members who identify as female and strive to maintain racial diversity that, *at the least*, reflects the Commonwealth's racial diversity.

ROUNDTABLE MEMBERSHIP



“MBR sets the table for business leaders to have meaningful conversations we don’t always get to discuss as a community, from advancing diversity on boards and in the workplace to sharing best practices in the midst of social change in our communities.”

COLLEEN RICHARDS POWELL
Chief Diversity, Equity, and Inclusion Officer
American Tower

2022 NEW BOARD MEMBERS



John Barros
Managing Principal
 Cushman and Wakefield



Shaun Cusson*
President & CEO
 Hillcrest Educational Centers, Inc.



Jim Hunt, III*
Executive Vice President
Corporate Relations & Sustainability / Corporate Secretary
 Eversource



Darlene Rodowicz*
President & CEO
 Berkshire Health Systems



Joseph J. Basile**
Senior Advisor
 Hogan Lovells US LLP



John Doucette*
Executive Vice President, Head of Commercial Banking
 M&T Bank



Matthew Marek*
President & Chief Executive Officer
 SeniorLink



Jeffrey Sanchez
CEO
 Sanchez Strategies



Patrick Brophy*
Vice President of State and Local Government Affairs
 Suffolk



John Emra*
President
 AT&T Atlantic Region



Dr. Atyia Martin
Chief Executive Officer & Founder
 All Aces, Inc.



Mitchell Schmidt
Regional Executive Officer, Northeast
 Chubb Insurance



Jeniffer Carson
CEO & Shareholder
 CMBG3 Law



Paul Ferraro*
President, Air Power
 Raytheon Technologies



Jose Antonio Miranda Soto*
President & CEO, Renewables
 Avangrid



James Vallee
Managing Partner
 Nixon Peabody



Martha Coakley*
Co-Chair, State Attorney General Practice
 Foley Hoag



Kathryn Graddy
Dean
 Brandeis International School of Business, Brandeis University



Benjamin Metcalf
Regional Director, New England
 Lyft

* New representative for an existing member company

** Existing member, now representing a new member company

NEW MEMBER COMPANIES



2022 Roundtable Board of Directors

Colin Angle

Chairman, Chief Executive Officer & Co-Founder
iRobot Corporation

Dr. Joseph E. Aoun

President
Northeastern University

Rick Ascroft

Senior Vice President, Managed Markets
Takeda

John Barros

Managing Principal
Cushman and Wakefield

Alicia Barton

Chief Executive Officer
FirstLight Power Resources

Joseph J. Basile*

Senior Advisor
Hogan Lovells US LLP

Jon Bernstein

Regional President—Boston
PNC Bank

John Bissell

President & Chief Executive Officer
Greylock Federal Credit Union

Patrick Brophy

Vice President of State and Local Government Affairs
Suffolk

Michael Caljouw

Vice President, Government and Regulatory Affairs
Blue Cross Blue Shield of MA

Joseph P. Campanelli*

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Needham Bank

John Capone

Managing Principal
KPMG LLP

Jeniffer Carson

CEO & Shareholder
CMBG3 Law

Joan Christel*

Senior Vice President
State Street Corporation

Dr. Kevin Churchwell*

President & Chief Executive Officer
Boston Children's Hospital

Martha Coakley

Co-Chair, State Attorney General Practice
Foley Hoag

Anthony Consigli

Chief Executive Officer
Consigli Construction

C. Jeffrey Cook, Esq.*

Chairman
Cohen, Kinne, Valicenti & Cook LLP

Robert Cozzone

Chief Financial Officer
Rockland Trust

Katherine Craven*

Chief Administrative & Financial Officer
Babson College

Shaun Cusson

President & CEO
Hillcrest Educational Centers, Inc.

Jay Doherty*

Chief Executive Officer
Cabot, Cabot & Forbes

John Doucette

Executive Vice President, Head of Commercial Banking
M&T Bank

Andrew Dreyfus

President & Chief Executive Officer
Blue Cross Blue Shield of MA

James E. Ducey

Managing Director and Market Head—Greater New England
UBS

Edward Dugger, III*

Chief Executive Officer & Founding Partner
Reinventure Capital

Matthew J. Dyment

Office Managing Tax Principal
BDO USA LLP

Karan Dyson*

Vice President of Global Process and Engineering
Procter & Gamble

Howard Elias*

Chief Customer Officer and President, Services and Digital
Dell

John Emra

President
AT&T Atlantic Region

Gary Eeve

Chief Executive Officer
Eeve Consulting Group

Deirdre Evens

Executive Vice President & General Manager North America
Iron Mountain

Kathleen Federico*

Senior Vice President, Chief People and Corporate Strategy Officer
The MITRE Corporation

Paul Ferraro

President, Air Power
Raytheon Technologies

Christina Fisher

Public Policy Manager, Northeast
Amazon

Dr. Aisha Francis

President & Chief Executive Officer
Benjamin Franklin Institute of Technology

Andrew Friendly

Associate Vice President, Government Affairs
Autodesk

Kathryn Graddy

Dean
Brandeis International School of Business
Brandeis University

Marylee Hanley

Director, Stakeholder Outreach
Enbridge, Inc.

*Denotes Executive Committee Member; **Denotes Vice Chair of the Board; ***Denotes Chair of the Board

David Hardy

Chief Executive Officer

Orsted Offshore North America

Joel Harrington

Director, Eastern U.S. Region, Public Policy and International Affairs

Enel North America

Cain A. Hayes

Chief Executive Officer

Point32Health

Peter Healy

President

Beth Israel Deaconess Medical Center

Mary Anne Heino*

Chief Executive Officer

Lantheus Medical Imaging

Kip Hollister

Founder & CEO

The Hollister Group

Jim Hunt, III

Executive Vice President

Corporate Relations & Sustainability /
Corporate Secretary

Eversource

Thomas J. Hynes, Jr.*

Chairman & Chief Executive Officer

Colliers International

Charles Jacobs

Chief Executive Officer, Delaware North Boston

Delaware North Companies and Boston
Bruins

Bryan Jamele

Head of Government Affairs and Public Policy

Care.com

Dr. Robert Johnson**

President

Western New England University

Katie Joyce

Vice President, Public Affairs

Alkermes

Karen Kalita

Senior Vice President & General Counsel

Cabot Corporation

William K. Kennedy

Partner

Nutter McClennen & Fish LLP

Carolyn Kirk

Executive Director / Chief Executive Officer

Massachusetts Technology Collaborative

Dr. Rayford Kruger

President & CEO/Chief Physician Executive

Southcoast Health System

Malia Lazu

Founder & Chief Executive Officer

The Lazu Group

Stephanie Lee

Senior Vice President

Verizon

Michael A. Lee

Managing Director of Commercial Banking and Real Estate

Santander

Adam L'Italien

Senior Vice President, Global Markets Innovation and Head of Solaria Labs

Liberty Mutual

Christopher MacKenzie*

Office Managing Partner

RSM

Eustacia Reidy MacNaught

Vice President

Vertex Pharmaceuticals

Justin MacNeil

Managing Director

Global Atlantic Financial Group

Matthew Marek

President & Chief Executive Officer

SeniorLink

Dr. Atyia Martin

Chief Executive Officer & Founder

All Aces, Inc.

Mike McCarthy

Vice President

Design Communications, Ltd

Kevin McGovern*

New England Managing Partner

Deloitte

Benjamin Metcalf

Regional Director, New England

Lyft

Nitin Mhatre

President & Chief Executive Officer

Berkshire Bank

Cathy E. Minehan**

Vice Chair & Partner

Arlington Advisory Partners

Jose Antonio Miranda Soto

President & CEO, Renewables

Avangrid

Beth A. Mitchell*

Senior Director of Integration

General Dynamics Mission Systems

Scott Morrison

General Manager & Market Growth Lead

Cigna New England

Lisa Murray*

Massachusetts President

Citizens Bank

Dr. Katherine Newman

System Chancellor of Academic Programs

UMass President's Office

David Nichols

Head, US Corporate Affairs

EMD Serono

James O'Leary

President

Alternate Concepts, Inc.

Laura Peabody

Chief Legal Officer

Mass General Brigham

Lucy Pérez

Senior Partner

McKinsey & Company

Perri Petricca

President

Unistress

Tracy Pitcher*

Senior Vice President, Comcast Business Northeast Division

Comcast

R. Robert Popeo*

Chairman

Mintz, Levin, Cohen, Ferris, Glovsky and Popeo, P.C.

Colleen Richards Powell*

Senior Vice President, Chief Diversity, Equity and Inclusion Officer

American Tower Corporation

Michael Prentiss

Director, State Government Relations

Procter & Gamble

Joe Preston*

President & Chief Executive Officer

New Balance

Dan Rivera

President & Chief Executive Officer

MassDevelopment

Robert F. Rivers*

Chairman & Chief Executive Officer

Eastern Bank

Darlene M. Rodowicz

President & Chief Executive Officer

Berkshire Health Systems

Kenneth R. Rossano

Chief Executive Officer

Rossano Resources Co.

Jeffrey Sanchez

CEO

Sanchez Strategies

Mitchell Schmidt

Regional Executive Officer, Northeast

Chubb Insurance

Elizabeth Schwab

Senior Vice President

Google

Jesse Stanesa

Vice President, Public Affairs

Fidelity Investments

Jane Steinmetz***

Boston Office Managing Principal

Ernst & Young LLP

Dr. Marcelo Suarez-Orozco

Chancellor

UMass Boston

Seidu Sumani

Senior Vice President and Head of Internal Audit

MFS Investment Management

Frank Sweet*

Chief Executive, Environment & Energy Global Business Line

AECOM

James M. Tierney*

Managing Director, New England Market

JLL

Derek Townsend

Principal

PwC

James Vallee

Managing Partner

Nixon Peabody

Jane Walsh

President & Chief Executive Officer

Northmark Bank

Steve Woerner

President, New England

National Grid

“I appreciate the Roundtable’s ability to convene leaders from a range of industries to discuss challenges our organizations, the Commonwealth, and economy continue to encounter. I gain great insight from these forums and discussions especially as I think about preparing future talent and the next generation of leaders.”



DR. ROBERT JOHNSON

President

Western New England University

OUR MISSION

Make Massachusetts the most desirable place to live, work and do business by engaging private sector executives and public leaders to ensure access to a robust, diverse and talented workforce that enhances the Commonwealth’s competitiveness in a global economy.

Retired Members of the Board of Directors

The Roundtable congratulates long-standing members of the Board of Directors on their retirements in 2022. Thank you to these leaders for your impactful contributions to your organizations and amazing partnership with the Roundtable.



Jerry Burke
CEO
Hillcrest Educational Centers
Retired July 2022



Mark Butler
President, New England Market
Cigna
Retired March 2022



Andrew Dreyfus
President & CEO
Blue Cross Blue Shield of MA
Retired December 2022



David Phelps
CEO
Berkshire Health Systems
Retired Early 2022



Secretary Lauren Jones

The Roundtable celebrates Governor Healey's appointment of **Lauren Jones** as the Commonwealth's Secretary of Labor and Workforce Development and thanks Secretary Jones for her two years of impactful leadership as Executive Vice President at the Roundtable. As EVP, Secretary Jones elevated the Roundtable's stature on issues of workforce development, professionalized and grew our internal and external communications, engaged with numerous

Roundtable members to access state funding and share best practices, and always centered equity in her work. She will always be a dear and trusted colleague to the Roundtable and we look forward to our continued collaboration with her as Secretary.

Baker-Polito Administration

The Roundtable is extremely grateful to **Governor Charlie Baker, Lt. Governor Karyn Polito**, and the entire Baker-Polito Administration for its leadership and partnership over the past eight years. The Roundtable valued the collaboration with the administration to advance housing choice, invest in early childhood education, grow workforce development programs, promote STEM education, improve regional infrastructure, navigate the complexities of the pandemic and future of work, and so much more.

Thank you for taking the time to meet with our members, solicit feedback from members, visit companies across the Commonwealth, and champion issues of greatest importance to the business community. Thank you!



Mahesh Admankar

The Roundtable enjoyed hosting **Mahesh Admankar**, a doctoral student at UMass Boston's McCormack Graduate School of Public Policy, as a UMass Boston Civic Action Project Fellow in the summer of 2022. Over the course of the summer, Mahesh led research on expanding career opportunities for immigrant professionals with international credentials in Massachusetts' labor market. Mahesh's research continues to be useful as the Roundtable advocates for strategies to improve career outcomes for immigrants in Massachusetts. Additionally, Mahesh supported work on early childhood education, clean energy, and survey data. While Mahesh contributed greatly to our team, the Roundtable also learned a lot from Mahesh's professional and personal experience.





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