

MBR

MASSACHUSETTS BUSINESS ROUNDTABLE

ANNUAL REPORT 2023

MASSACHUSETTS



STATE STREET.



COHEN | KINNE | VALICENTI | COOK



MESSAGE FROM THE CHAIR



Lisa Murray

*Massachusetts President, Citizens
Chair, Massachusetts Business Roundtable*

As we look back at 2023, it was a year filled with new beginnings, changes, challenges, and solutions. We began the year with a new administration and a new legislative session. We also said goodbye to valued Roundtable staff members. We ended the year strong, with a new team in place, and have accomplished so much together.

We continue to hear from Roundtable members that the ability to recruit and retain talent remains difficult because Massachusetts is a high-cost state. Economic uncertainties, high interest rates, and continued adjustments to return to office policies have also brought unique challenges this year. At the same time, Massachusetts has dedicated and collaborative leaders and a business community that is committed to thinking creatively about the future of our Commonwealth.

At the Roundtable, we know there are headwinds, but we are focused on the ideas, investments, and solutions that will make Massachusetts more competitive. Together, the private, public, and nonprofit sectors must face these challenges head on and work collaboratively to make the Commonwealth a place where both people and employers can thrive.

In 2024, we will work to create and implement the types of bold solutions that will help to create the Commonwealth of tomorrow. We are grateful for the leadership of the Roundtable members. We look forward to an impactful and productive 2024, leveraging the collective wisdom and expertise of our members. Working together, we can achieve our mission to make Massachusetts the most desirable place to live, work, and do business and to ensure access to a robust, diverse, and talented workforce that enhances the Commonwealth's competitiveness in a global economy.

Sincerely,

A handwritten signature in black ink that reads "Lisa Murray". The signature is written in a cursive, flowing style.

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Citizens*



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Robert Rivers
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Joseph Campanelli
*President & CEO
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NEW STRATEGIC PLAN AND MISSION

In 2023, the Roundtable underwent a strategic planning process with EY-Parthenon, the first in more than ten years. Under the new strategic plan approved by the Board in April 2023, the Roundtable will continue to be a member-driven organization, framing our agenda and advocacy around attracting and retaining talent. We will also expand the value proposition to provide more opportunities for members to share experiences and best practices, implement an intentional recruitment strategy to broaden, grow, and diversify the membership, and implement a new governance structure to facilitate a more effective decision-making process.

Within the updated strategic plan, the Roundtable also **refreshed its mission statement.**

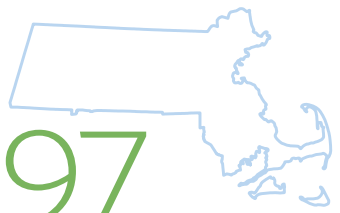
MISSION

The mission of the Roundtable is to 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.

2023 BY THE NUMBERS

300,000+
EMPLOYEES of member
companies in Massachusetts


 **15**
pieces of **TESTIMONY**
submitted to the legislature

 **97**
MEMBERS COMPANIES
statewide

 **four**
OP-EDS PUBLISHED

10 NEWS stories in local
media outlets

eight new member
COMPANIES

 **27** MEETINGS with leaders
from the Administration,
Legislature, and other
elected officials

 **465** new FOLLOWERS
on LinkedIn

Over **100k** VISITS to
the Roundtable's website

Throughout 2023, the Roundtable focused on **collaboration** and **solutions**. As a convener and connector, we ensured the business voice was part of key conversations around the policies and investments that will shape the future of the state. With a member-driven message, we highlighted the role of the business community in driving change and partnering with state leaders to build a more competitive Commonwealth.

HIGHLIGHTS

- Released **three in-depth reports on “untapped talent,”** highlighting diverse talent pools in the Commonwealth that could be better connected to employers to help address the state’s talent challenges.
- Served as one of 20 non-public members on the Economic Development Planning Council, resulting in the creation of an **Economic Development Plan** that will guide the Administration’s economic development activities over the next four years.
- Conducted our **Third Annual Talent and Competitiveness Survey**, capturing insights related to economic and talent issues impacting Roundtable members.
- Collaborated with the **MA Business Coalition for Early Childhood Education** to promote childcare as a vital infrastructure to make Massachusetts more economically competitive, including filing **H.1934, An Act to encourage**

“I appreciate the leadership and engagement that the Roundtable brings to the key issues facing the Massachusetts business community.”

JOE PRESTON
President & CEO, New Balance



employer supported childcare. State budget investments in early education have doubled to **\$1.5 billion over four years**, including historic investments in the FY24 budget.

- Expanded our **workforce development leadership** by partnering on efforts around early college, student pathways, apprenticeship, and more, through partnerships with **Massachusetts Alliance for Early College**, the **Massachusetts Business Alliance for Education’s Student Pathway’s Coalition**, **MA Apprenticeship Network**, **Workforce Solutions Group**. More than **\$185M in investments** in various education and workforce development line items were included in the FY24 budget.

RESEARCH TO ADDRESS TALENT CHALLENGES

In 2023, the Roundtable released three reports focused on talent, recognizing that access to talent is a top reason why employers choose to stay, relocate, or expand within the Commonwealth. Yet, affordability issues, demographic trends, and a persistent and troubling outmigration of talent is making it difficult for employers to find and retain the talent they need to fill open jobs.

Framed around talent and “untapped” sources of talent, these reports highlight solutions for how employers and policymakers can collaborate to think differently about how to access the diverse talent throughout the Commonwealth who have been sidelined for various reasons.

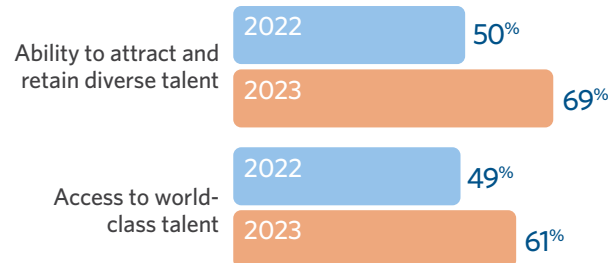
2023 TALENT AND COMPETITIVENESS SURVEY

Building on the Future of Work Surveys in 2021 and 2022, the Roundtable, in collaboration with **McKinsey & Company**, surveyed and interviewed members in the spring of 2023 to gain the latest insight on talent and economic competitiveness issues. **The 2023 Talent and Competitiveness Survey** highlighted four key priorities for employers and the state.

Invest in talent—the core of Massachusetts’

competitiveness: For 69% of survey respondents, their ability to attract and retain diverse and world-class talent in Massachusetts is the key factor influencing their decision to stay in the state over the next 1-2 years.

Most common factors that impact organizations’ decision about their presence in MA



Align skills training with employer needs: The skills selected as “most critical” by respondents were problem-solving, creativity, critical thinking, team management, and interpersonal and emotional skills.

Promote policies to attract and retain employers and employees to the state: For 45% of survey respondents, changing worker expectations (e.g., hybrid/remote, flexible hours, well-being support, career development, and perks like childcare assistance) is a trend that will most impact their organization in the next 1-2 years.

31% OF RESPONDENTS said their organizations have more than **10%** of **employees** affiliated with MA-based operations or locations that are **based outside of MA and work remotely today.**



Up from 9% of respondents pre-COVID-19.

Keep experimenting with the new world of work: A vast majority of respondents, 79%, expressed concerns around inflation and a recession over the next 1-2 years, with 76% expecting it to hurt their profits and 52% to impact their talent pipeline.

“Our workforce needs are actually quite diverse. But if there’s one constant that goes across everything—Boston and industry-wide—it’s that we need more diverse talent.”

ROUNDTABLE MEMBER

TAPPING UNTAPPED TALENT

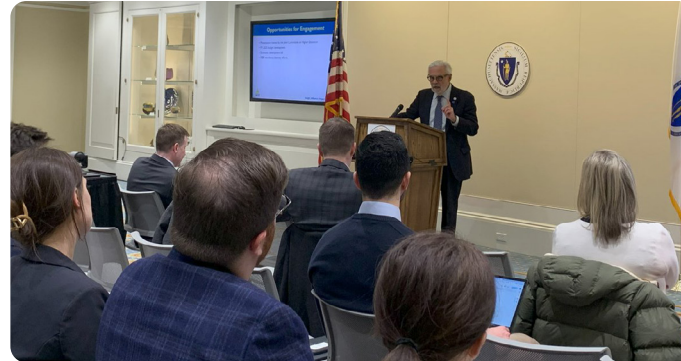
Foreign-Educated Immigrants

Expanding upon the Roundtable's [Talent Agenda](#), which provides a framework for how to recruit, retain, develop, and diversify talent pipelines in the Commonwealth, the Roundtable, with support from the Center for State Policy Analysis at Tufts University, released a report on [Tapping Untapped Talent: How Foreign-Educated Immigrants Can Strengthen the Massachusetts Economy](#).

The report found that there are **106,000 foreign-educated college graduates currently in the Commonwealth** who have not gone on to pursue graduate work. This population has a harder time finding jobs that match their degrees and tend to earn less than their U.S.-educated peers, costing the state's economy approximately **\$2.3 billion per year in lost earnings and productivity**.

The report outlines important policy changes and solutions for employers, immigrant-serving organizations, and state government. From flexibility in hiring and increased talent recruitment efforts, to dedicated funding, tax incentives, and rethinking licensing and credentialing requirements, we can ensure that access to diverse talent continues to be a competitive advantage for employers and the Commonwealth.

Massachusetts is at an inflection point. The state faces two interrelated challenges: a workforce shortage and racial inequities within our labor force, both of which limit our economic potential. Increasing the state's ability to connect diverse populations to in-demand jobs is both a moral and economic obligation that is critical for the long-term sustainability of the Commonwealth.



Minority Serving Institutions

The Roundtable ended 2023 releasing a report, in collaboration with the Massachusetts Taxpayers Foundation, on [Equitably Addressing the Workforce Crisis in MA: How to Capitalize on Minority Serving Institutions](#). The report provides policymakers with a better understanding of what MSIs are and offers recommendations for how Massachusetts can better use these critical institutions to strengthen workforce diversity as well as meet its current and future labor force needs. Recommendations included:

- Establishing a **clear definition of MSIs** in Massachusetts.
- **Rethinking the funding model for higher education** to take into account student demographics and provide direct support for MSIs.
- **Adjusting existing higher education** and workforce programs to prioritize MSIs.
- Coordinating **connections between employers, associations, and MSIs** to expand a diverse talent pipeline in growing sectors.

Thank you to two leaders of MSIs and Roundtable members **Aisha Francis, President & CEO, Franklin Cummings Tech** and **Marcelo Suárez-Orozco, Chancellor, UMass Boston** for their leadership and partnership on this report.



"The Roundtable does amazing work broadening the perspective of business leaders to better understand how "business" can be a part of every other social or economic issue we face. Thank you to the Roundtable for your compelling and pivotal work."

ED DUGGER
President & Founding Partner
Reinventure Capital

POLICY SOLUTIONS THROUGH COLLABORATION

The Roundtable advocated for our member-driven policy priorities around workforce, early education, economic development, housing, taxes, and more. We continued to be guided by our three principles of Opportunity, Equity, and Competitiveness. Our voice brought the business communities' perspectives, ideas, and solutions to important policy conversations with the legislature and administration about how to improve the state's competitiveness.

“The Commonwealth’s competitiveness is fundamentally about its people. Affordability in Massachusetts increasingly influences whether employees can reside, and employer are able to do business here. Therefore, tax policy must be a key consideration in the state’s broader competitiveness strategy. The tax reform law is a significant investment in positing the Commonwealth, its residents, and employers to be competitive in an increasingly global economy. We thank the House, Senate, and Healey-Driscoll Administration and look forward to continuing to partner with public leaders to promote a comprehensive competitiveness agenda that prioritizes the attraction, retention, development, and diversity of workers while creating a cost environment that allows for both people and employers to thrive.”

JD Chesloff
MBR President & CEO



TESTIMONY AND LEGISLATION

In 2023, the Roundtable submitted 15 pieces of testimony, framed around the Talent Agenda’s focus on attracting, retaining, developing, and diversifying the state’s talent pool and pipeline.

- **H.1934, An Act to encourage employer supported childcare**, a bill the Roundtable filed with the MA Business Coalition for Early Childhood Education to establish a public/private partnership to support employee child care needs.

- **Joint Committee on Ways and Means Hearing on Education Issues**, endorsing investments in early childhood education, early college, STEM education, career and technical education, and community college.

H.43, An Act to create the executive office of housing and livable communities and to rename the executive office of economic development, noting support for an “...intentional focus on housing, its elevation within the Governor’s cabinet, the ability it provides to work across Secretariats, and the promise it brings to address shared priorities such as increasing housing production, reducing regulatory barriers, and easing the path to homeownership...”

- **H.42, An Act creating tax relief for affordability, competitiveness and equity**, joining the broader business community to support the first tax relief bill to be passed in the Commonwealth in the past 20 years.

A GLANCE AT 2023



FEBRUARY
Member briefing with **Secretary Matt Gorzkowicz** to discuss the FY24 budget and tax proposal



MAY
Roundtable Executive Committee met with **Lt. Governor Driscoll** and **Boston Mayor Michelle Wu** joined member Open Forum



JULY
Secretary Ed Augustus joined Roundtable Executive Committee meeting



OCTOBER
Representative Josh Cutler joined member Open Forum

APRIL
Secretary Lauren Jones and **Secretary Yvonne Hao** joined Roundtable Board Meeting



JUNE
Secretary Yvonne Hao attended Roundtable Board Meeting to discuss the Economic Development Plan



SEPTEMBER
Attorney General Andrea Campbell joined the Roundtable Annual meeting



NOVEMBER
Senator Barry Finegold and **Representative Jerry Parisella** joined member Open Forum



- **Joint Committee on Ways and Means on Economic Development, Housing, and Labor and Workforce Development**, supporting investing in programs to connect jobseekers to meaningful career paths that will yield greater economic mobility among the unemployed and underemployed and strengthen the state’s pipeline of future workers.
- **H.3905/S.2029, An Act to promote gender and racial diversity on public boards and commissions**, sharing the five-year diversity goal that the Roundtable has adopted and our experiences in implementing it.
- **FY24 Budget Conference Committee**, highlighting the Roundtable’s support for targeted investments aimed to move the Commonwealth forward, including offering instate tuition for immigrants without legal status who have attended a Massachusetts high school for at least three years and graduated.

H.1857, An Act relative to apprenticeship standards, noting that “meeting the workforce challenges of today and tomorrow will take creative solutions, like expanding apprenticeship, and a collective will to ensure that Massachusetts continues to have the diverse talent pipeline that employers throughout the Commonwealth need to grow and thrive.”

- **H.495/S.246, An Act empowering students and schools to thrive**, expressing concerns that lowering high school graduation standards could worsen already significant workforce challenges that threaten the state’s economic competitiveness.
- **Massachusetts Data Privacy Protection Act**, emphasizing a need to balance consumer privacy with employer feasibility, compliance costs, and avoiding any unintended consequences impacting economic competitiveness.
- **H.592/S.256, An Act to create and expand student pathways to success**, highlighting ways to ensure better connections between what students are learning in high school and the careers that await them after graduation.



COMMISSIONS

The Roundtable was honored to represent members on important legislative and administrative commissions this year, including:

- Economic Development Planning Council
- Commission on Clean Energy Infrastructure Siting and Permitting
- Free Community College Advisory Committee

The Economic Development Planning Council and the Healey-Driscoll Administration released its plan in December 2023, titled “**Team Massachusetts: Leading Future Generations.**” This plan will drive the Healey-Driscoll Administration’s economic development strategy and includes important initiatives aimed to support the state’s fundamentals to enable economic growth; retain and attract talent; and support businesses to power the state’s economy. In addition, the Roundtable led the Council’s Climate Working Group, helping to lead multiple convenings with members and state officials to think collaboratively about the state’s clean tech future.



FORGING CONNECTIONS AND CONVERSATIONS

Part of the value proposition for members is the ability to network and build relationships with business leaders across industries throughout the state. In 2023, the Roundtable hosted four **Board Meetings**, including our **Annual Meeting**, and nine **Open Forums**. We also hosted small group gatherings on geopolitics, the future of energy, talent, and more. Collectively, these different forums present opportunities to further foster member connections and networking. The Roundtable also participated in nearly 50 one-on-one member meetings from July through September, an annual effort to connect directly with Roundtable members and learn about their business, their industry, and the economy. The feedback helps to focus and refresh the Roundtable's member-driven policy priorities.

BOARD MEETINGS

At the **April** Board of Directors meeting hosted by Roundtable member **Jim Vallee** of **Nixon Peabody**, we were joined by **Secretary of Labor and Workforce Development, Lauren Jones**, and **Secretary of Economic Development, Yvonne Hao**. The Secretaries spoke with members about ideas, strategies, and policy recommendations to address the state's competitiveness, while members shared feedback about how the state can support employer talent and growth needs.



At the **June** Board of Directors meeting, we were joined by **Secretary of Economic Development, Yvonne Hao**. The Secretary and her team engaged members in a discussion around policy recommendations and ideas as the Healey-Driscoll Administration created its economic development plan for the Commonwealth. Through live pulse polls, members were able to provide meaningful feedback on issues such as workforce development, retaining and attracting businesses, and making the Commonwealth more affordable to residents.

At the **December** Board of Directors meeting, we were joined by **Steve Koczela, President of the MassINC Polling Group**, and **Kristen Silverberg, President & COO of the national Business Roundtable**. Steve presented data from two recent polls MassINC conducted, looking at Massachusetts' competitiveness on a range of issues important to everyday residents. Kristen shared federal updates from D.C.



"As a leader of a large employer in the Berkshires, I rely on the Roundtable to keep me informed and to ensure that policy conversations center around the challenges and opportunities for the entire state. I find it helpful to engage with other Roundtable members as we work collaboratively to find solutions that drive change in our Commonwealth."

DARLENE RODOWICZ

President & CEO, Berkshire Health Systems

ANNUAL MEETING

The Roundtable held its 44th Annual Meeting on September 19, hosted by Roundtable member **Martha Coakley of Foley Hoag**. We were thrilled to be joined by **Massachusetts Attorney General Andrea Campbell**. Attorney General Campbell shared insights on the work of the Attorney General's office and how it works with the business community.

OPEN FORUMS

The Roundtable hosts Open Forums to allow members and partners to discuss topical issues, share best practices, and hear from interesting guest speakers. We continued these forums in 2023 on topics such as **trust in the workplace, tapping untapped talent, increasing the state's competitiveness, and transitioning to a clean energy future**. These timely conversations have become invaluable to members and we thank everyone who made our 2023 forums so successful and informative.

FEBRUARY Deloitte hosted a conversation on "The Four Factors of Trust," and their research on TrustID and its impact on corporate performance and employee loyalty.

MARCH The NAACP presented on the NAACP Convention that was coming to Boston and identified opportunities for business community engagement.

APRIL McKinsey & Company joined to discuss issues around the future of talent and competitiveness as the Roundtable conducted its annual survey of members.

MAY Mayor Wu joined to discuss how important social issues can impact the state's competitiveness.

JUNE The Roundtable shared findings from its 2023 Talent and Competitiveness Survey.

SEPTEMBER Eversource and National Grid presented their Electric Sector Modernization Plans (ESMPs), discussing the role the business community can play in the state's transition to clean energy.

9 Open Forum Events

15+ FEATURING thought leaders on engaging and timely topics



Attorney General Andrea Campbell addresses Roundtable Board of Directors at Annual Meeting.

OCTOBER Hosted a panel conversation with **Shaun Cusson**, President & CEO of **Hillcrest Educational Centers**; Representative Josh Cutler; Emmanuel Owusu, Executive Director of African Bridge Network; and Evan Horowitz, Executive Director of the Center for State Policy Analysis at Tufts University, to discuss the Roundtable's new report on untapped talent.

NOVEMBER Senator Barry Finegold and Representative Jerry Parisella, Chairs of the Joint Committee on Economic Development and Emerging Technologies, joined to discuss the state's competitiveness and strategies to improve it.

DECEMBER Mass Taxpayers Foundation presented on our report on the role of MSIs and addressing the workforce crisis.

AWARDS

- The Roundtable received the **Corporate Leadership Award** at the **2023 NAACP Boston Freedom Fund Awards** as a result of our policy and legislative work.
- The Roundtable attended the 10th Annual Raising Our Voices Breakfast with **English for New Bostonians** where we received their annual **Business Leadership Award** for our work advocating for immigrants as an essential part of the workforce.

VOICE FOR THE BUSINESS COMMUNITY

By utilizing OpEds, media coverage, blogs, social media, coalitions, and partner events, the Roundtable shared a consistent message framed about how to improve the state's competitiveness and long-term economic vitality.

Competitiveness is the Key: Here's What is Needed, COMMONWEALTH BEACON, JANUARY 2023

"Competitiveness is more than a buzzword. It is a set of conditions and strategies to attract and retain both people and employers that will determine the future economic viability of the state and region."

JD Chesloff highlighting how our state's competitiveness is fundamentally about people.

Healey cuts capital gains, estate taxes in \$750M tax relief package, BOSTON BUSINESS JOURNAL, FEBRUARY 2023

Massachusetts can win in the new world of work, COMMONWEALTH BEACON, JUNE 2023

"A new world of work is upon us, one that is hybrid, diverse, and driven by technology and changing worker expectations. . . We must collectively commit to solutions to address the mounting cost pressures, the persistent outmigration of our talent, and demographics that show slowing population growth in our state."

JD Chesloff highlighting findings from the 2023 Talent and Competitiveness Survey.

Three-plus years after COVID onset, Mass. companies still figure out the future of work, BOSTON GLOBE, JUNE 2023

Mass. business groups push feds to speed up work permits for migrants, BOSTON BUSINESS JOURNAL, SEPTEMBER 2023

The Roundtable led an effort by twenty-one business organizations—representing more than 10,000 businesses collectively employing more than 1,000,000 people—to support the state's efforts to get additional federal funds and speed up the process for work authorization for migrants.

Citizens executive Lisa Murray lands chair position at Mass. Business Roundtable, BOSTON BUSINESS JOURNAL, SEPTEMBER 2023



Foreign-educated immigrants can strengthen the Mass. economy, COMMONWEALTH BEACON, OCTOBER 2023

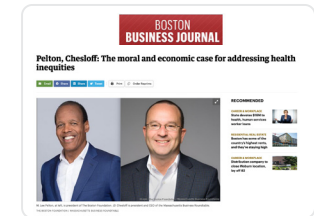
"The inability to connect foreign-educated college graduates with jobs that fit their skills costs the state economy about \$2.3 billion per year in lost earnings and productivity."

JD Chesloff highlighting the economic impact of foreign-educated college graduates

Foreign-educated workers losing out in Mass. economy, report finds, BOSTON GLOBE, OCTOBER 2023

We could start to move the needle: Iowa offers model for fixing Mass. child-care crisis, BOSTON GLOBE, OCTOBER 2023

The moral and economic case for addressing health inequities, BOSTON BUSINESS JOURNAL, OCTOBER 2023



"We believe Massachusetts can make great progress in improving health equity with leadership, infrastructure and the collective will to make it happen."

JD Chesloff and Lee Pelton highlighting the important work of the Health Equity Compact

Minority-focused higher ed institutions should get more funding, report says, COMMONWEALTH BEACON, NOVEMBER 2023

FROM THE ROUNDTABLE BLOG

Perspectives from the Annual Meeting of State Roundtable Executives

Massachusetts' Future of Energy

Growing MA's Labor Market: Why Immigrants Should be Part of the Solution



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



As a member of the Massachusetts Alliance for Early College, a cross-sector coalition focused on increasing the number of students with access to high-quality Early College, the Roundtable joined in efforts to increase investments and scale Early College programming across the Commonwealth. This resulted in over \$30M for early college and other career activities in the FY24 budget, an increase of over \$10M from the prior fiscal year.

WORKFORCE SOLUTIONS GROUP

Continuing the Roundtable's role as Co-Chair of the Workforce Solutions Group, we successfully advocated for key line items in the FY24 budget and helped to file two bills aimed to improve the Commonwealth's education and workforce data systems. The Workforce Solutions Group also hosted its 14th Annual Massachusetts Jobs & Workforce Summit, featuring conversations around AI and its impact on the workforce; the Healey-Driscoll Administration's education, economic development, and workforce development priorities; and supporting immigrant workers. At the Annual Summit, Roundtable member **Berkshire Health Systems** was awarded the 2023 Employer of the Year award.



Roundtable member Liz Schwab of Google and Venky Venkatachalam of Roundtable member organization UMass Boston speak on a panel during the MA Jobs & Workforce Summit.



Roundtable members and partners discuss apprentice opportunities at a roundtable with Governor Healey. PHOTO: Joshua Qualls, Governor's Press Office.



The Roundtable continued our partnership with the Greater Boston Chamber of Commerce and Accenture to help lead the Massachusetts Apprentice Network. In 2023, we hosted multiple events including a CEO Roundtable with Governor Healey, Lieutenant Governor Driscoll, and Secretary of Labor and Workforce Development, Lauren Jones. The Roundtable continues to view the apprenticeship model as one way to reach untapped talent and build diverse talent pipelines. Roundtable members in the Network include: **Franklin Cummings Tech, Beth Israel Lahey Health, Boston Children's Hospital, and Liberty Mutual.**

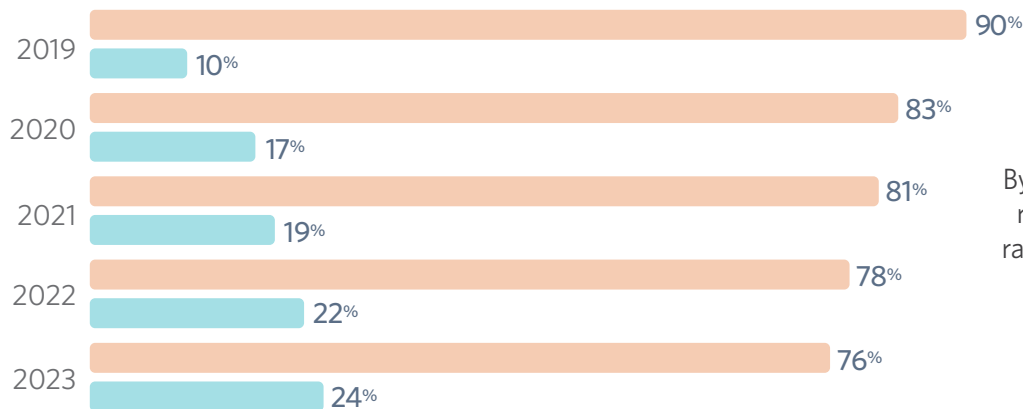
ADVANCING DIVERSITY, EQUITY, AND INCLUSION

Increasing Board Diversity

In 2021, the Roundtable Board of Directors approved a five-year goal to increase diversity on the Board. While the Roundtable is especially focused on attracting and retaining women and people of color, the Board recognizes the value of promoting diversity and inclusion among all underrepresented groups, industries, and regions in Massachusetts.

PEOPLE OF COLOR

WHITE PEOPLE OF COLOR

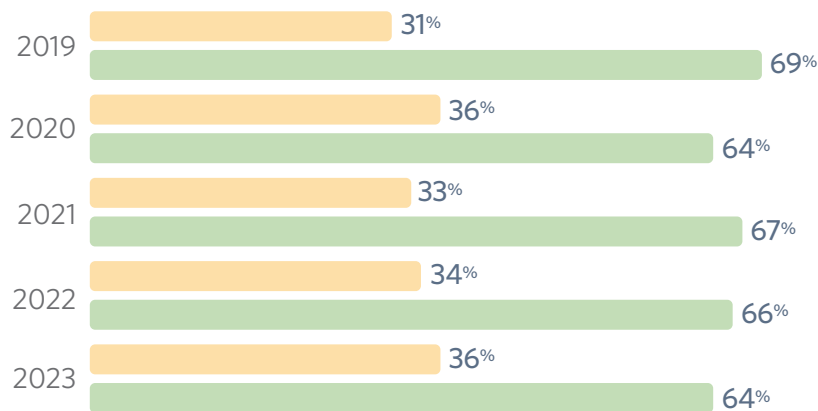


GOAL

By 2025, the Board should reflect, at minimum, the racial demographics of the Commonwealth.

GENDER

FEMALE MALE



GOAL

By 2025, the Board should be represented by at least 50% women.



“As Chancellor of Boston’s premiere public research university, which educates the most diverse, talented student body in Massachusetts, building strong relationships with the broader business community is vital. I value my membership with the Roundtable and the connections and knowledge I gain from my fellow board members.”

MARCELO SUÁREZ-OROZCO
Chancellor, UMass Boston

2023 NEW BOARD MEMBERS

The Roundtable serves as a platform for members to work collaboratively with a diverse network of public officials and senior business executives to express ideas, develop innovative solutions, and influence the state's public policy agenda. Roundtable members represent a range of industries and employ more than 250,000 people across the Commonwealth.



Max Bergeron
Manager of Stakeholder Relations
 Enbridge, Inc.*



Anthony Bowling
Senior Vice President, Greater Boston Region
 Comcast*



Brenda Burdick
Director, Marketing & Strategic Communications
 General Dynamics Mission Systems*



Dr. Brent Chrite
President
 Bentley University



Kellie Crantz
Senior Vice President, Human Resources
 Dell Technologies*



Ryan Dalton
Senior Director of External Affairs & Policy
 Siemens



Patricia DiOrio
Head of Offshore Development and Origination
 Orsted Offshore North America*



Elissa Flynn-Poppey
Chair, Government Law Practice
 Mintz, Levin, Cohn, Ferris, Glovsky and Popeo, P.C.*



Sean Gallimore
President
 Dynisco



Sarah Iselin
President & CEO
 Blue Cross Blue Shield of MA*



Brendan Joyce
Public Policy Manager, Northeast
 Lyft*



Kevin Kopanon
Office Managing Partner
 RSM*



Kristen Lepore
Executive Vice President & Chief Administrative Officer
 Beth Israel Lahey Health*



Tom McCourt
President & CEO
 Ironwood Pharmaceuticals



John McLaughlin
President & CEO
 Sullivan and McLaughlin Companies



Sheryl McQuade
New England Regional President
 TD Bank



Erik Montlack
President & CEO
 Delta Dental of Massachusetts



David Morales
General Manager
 Wellpoint



Carl Rust
Executive Director of Industry Engagement and Business Development
 UMass President's Office*



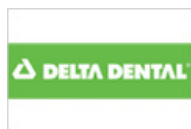
Jeff Tengel
Chief Executive Officer
 Rockland Trust*



Lisa Wieland
President New England
 National Grid*

* New representative for an existing member company

NEW MEMBER COMPANIES



2023 ROUNDTABLE BOARD OF DIRECTORS

Dr. Joseph E. Aoun

President

Northeastern University

Rick Ascroft

Senior Vice President, Managed Markets and Patient Services

Takeda

John Barros

Managing Principal

Cushman & Wakefield

Alicia Barton

President & Chief Executive Officer

FirstLight Power Resources

Joe Basile

Senior Advisor

Hogan Lovells

Max Bergeron

Manager of Stakeholder Relations

Enbridge, Inc.

Jon Bernstein

Regional President—Boston

PNC Bank

John Bissell *

President & Chief Executive Officer

Greylock Federal Credit Union

Anthony Bowling

Senior Vice President, Greater Boston Region

Comcast

Patrick Brophy

Vice President of State and Local Government Affairs

Suffolk

Brenda Burdick

Director, Marketing & Strategic Communications

General Dynamics Mission Systems

Joseph P. Campanelli *

President & Chief Executive Officer

Needham Bank

John Capone *

Office Managing Partner, New England and Upstate New York Region

KPMG LLP

Jeniffer Carson

CEO & Shareholder

CMBG3 Law

Joan Christel *

President, State Street Foundation

State Street Corporation

Dr. Brent Chrite

President

Bentley University

Dr. Kevin Churchwell *

President & Chief Executive Officer

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“The Roundtable is not only a leading voice in the business community, but is an active and willing partner to so many stakeholders committed to making Massachusetts a highly desirable place to live and do business. I find great value in the networking, best practice sharing, and engaging with members and public leaders to address the pressing issues impacting employers in the Commonwealth.”

BOB RIVERS

Chairman & CEO, Eastern Bank



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APPRECIATION

Jeff Cook

A heartfelt thank you to **Jeff Cook**, a dear friend and the longest-serving member of the Roundtable, who stepped down this year as Secretary of the Board. Jeff is a respected business leader in the Berkshires and has been a longtime supporter and engaged Officer for the Roundtable. Thank you, Jeff, for your dedication to the Roundtable and we are thrilled you will continue as a valued member of the Board!



Claire Cooper

The Roundtable expresses its appreciation to **Claire Cooper**, former Vice President of Operations and Public Policy. Claire left the Roundtable in April 2023 for an exciting opportunity to become the Vice President of Business Development at a valued partner of the Roundtable, The Partnership, Inc. Claire was a consummate professional who left an impact on the Roundtable's operations, members, and staff. We are thrilled to continue to engage and partner with Claire in her new role!



Jane Steinmetz

The Roundtable is grateful to **Jane Steinmetz**, Boston Office Managing Principal of EY, for her steady, thoughtful, and accessible leadership during her two-year term as Chair of the Board. During Jane's tenure, the Roundtable's membership, revenue, and impact grew, while Jane remained an engaged and thoughtful leader during a time of organizational and staff transitions. Thank you, Jane!



In Remembrance of Bob Popeo

This year, the Roundtable mourned the passing of **Bob Popeo**, a long-time Roundtable member and pillar of the business community. Bob had a legendary career and was a trusted advisor, mentor, and dedicated supporter of the Roundtable. His impact will be his legacy and Bob will be sorely missed at the Roundtable.



Christian Rodas

The Roundtable enjoyed hosting **Christian Rodas**, a Doctoral Candidate, UMass Lowell Global Studies Program, and a UMass Boston Civic Action Project Fellow in the summer of 2023. Over the course of the summer, Christian conducted extensive research on the state's new talent initiative and other state's workforce development programs. The Roundtable was fortunate to have Christian on our team and we wish him well in his studies!





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