

Leading Through Uncertainty

Collaboration to Strengthen Competitiveness

2025 ANNUAL REPORT



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Making Massachusetts More Competitive

The Massachusetts Business Roundtable is a public policy organization comprised of Chief Executive Officers and senior executives from some of the state's largest employers. Roundtable members employ more than 300,000 people in the Commonwealth.

The Roundtable's mission 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.

MESSAGE FROM THE CHAIR



Jon Bernstein

Regional President, New England

PNC Bank

Chair, Massachusetts Business Roundtable

On behalf of the Massachusetts Business Roundtable, I am pleased to share our 2025 Annual Report. Thank you to our members, partners, and public leaders for your continued engagement during a year defined by uncertainty and rapid change.

Throughout 2025, Massachusetts confronted an increasingly challenging landscape, including workforce pressures, federal policy uncertainty, and economic volatility. These challenges reminded us that keeping Massachusetts competitive requires leadership that is collaborative, pragmatic, forward-thinking, and willing to act decisively together.

Under the theme Leading Through Uncertainty: Collaboration to Strengthen Competitiveness, this report reflects both what the Roundtable accomplished in 2025 and, just as importantly, how we accomplished it. Across workforce, cost of living and doing business, housing, energy, and more, the Roundtable served as a platform where business leaders and policymakers came together to align priorities, share perspectives, and advance solutions. Through member engagement, research, and policy advocacy, the Roundtable elevated the business voice in conversations aimed at strengthening the conditions that help employers and workers to grow and thrive in Massachusetts.

Equally important, the Roundtable continued to deliver on its core value proposition to members: convening. Through Board meetings, Open Forums, working groups, and one-on-one engagement, we created opportunities for leaders to connect, exchange ideas, and build relationships across sectors and regions. These conversations sharpened our policy priorities and reinforced the importance of collaboration as a competitive asset.

Looking ahead, the challenges facing Massachusetts demand sustained focus and collective leadership. The Roundtable will remain focused on collaborating on strategies required to strengthen the Commonwealth's long-term competitiveness. Thank you to our members for your leadership and engagement. I look forward to what we can continue to accomplish together in 2026.

A handwritten signature in black ink that reads "Jon A. Bernstein". The signature is fluid and cursive, with a long horizontal stroke at the end.

EXECUTIVE BOARD

CHAIR



Jon Bernstein
*Regional President,
New England*
PNC Bank

VICE CHAIR



Lucy Pérez
Senior Partner
McKinsey &
Company

VICE CHAIR



Joe Preston
President & CEO
New Balance

TREASURER



**Katherine
Craven**
*Chief Administrative
& Financial Officer*
Babson College

SECRETARY



John Bissell
President & CEO
Greylock Federal
Credit Union

COMPETITIVENESS COMMITTEE CHAIR



**Colleen Richards
Powell**
Chief Inclusion Officer
American Tower

PAST CHAIRS



Lisa Murray
*Massachusetts
President*
Citizens



Jane Steinmetz
*Atlantic Growth
Market Leader
& Boston Office
Managing Principal*
Ernst & Young LLP



Robert Rivers
*Executive Chairman
& Chair of the Board
of Directors*
Eastern Bank



**Joseph
Campanelli**
President & CEO
Needham Bank

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2025 LEADERSHIP IN ACTION

In 2025, Massachusetts navigated a period of sustained uncertainty. Yet even in this environment, the **Commonwealth's strengths remained clear**. Massachusetts continues to compete because of its **people** and its ability to bring leaders together to solve problems collaboratively.

Q1 HIGHLIGHTS

- Released an updated **Talent Agenda to Drive Massachusetts' Competitiveness**
- Statewide Graduation Council** holds its first monthly meeting
- MassSkills Coalition** launched Skills-First Virtual Learning Communities
- Board Meeting at **Deloitte** featuring **Lauren Jones, Secretary of Labor and Workforce Development** and **Pat Tutwiler, Secretary of Education**
- Hosted a networking lunch for new members
- Roundtable member visits: **Amazon** and **UMass Amherst**



Q2 HIGHLIGHTS

- Traveled to Washington, DC, for meetings with **state business roundtables** and the **national Business Roundtable**



- Roundtable member visit: **Bridgewater State University**



- Released the **5th annual Talent & Competitiveness Survey** with **McKinsey & Company**
- Board Meeting at **Citizens** featuring **Christopher Skeete, Québec's Minister of the Economy and Minister Responsible for the Fight Against Racism**
- Joined **TD Bank** for a new branch opening in Nubian Square



Q3 HIGHLIGHTS

- Co-hosted a reception with **Specialty Minerals** at the Adams Theatre in the Berkshires



- Conducted **63 summer meetings** with members
- Co-hosted an energy convening with the **U.S. Secretary of Energy**
- Held the 3rd annual dinner with business leaders and **Bentley University** to discuss the **Business in Society** report
- Annual Meeting at **Mintz** featuring **Eric Paley, Secretary of Economic Development**



Q4 HIGHLIGHTS

- Launched the **AI Ecosystem** project with **Boston Consulting Group**
- Co-hosted a stablecoin event with **Nixon Peabody**



- Joined **WSG** to host the **16th Annual Jobs and Workforce Summit**



- Joined the **Healey-Driscoll Administration** for the release of the high school graduation framework
- Attended the first meeting of the **Massachusetts Competitiveness Council**

LEADERSHIP BY THE NUMBERS



12+ Meetings with State Policymakers



11 Op-eds and Media Stories



9 Legislative and Administrative Commissions and Working Groups



25+ Member Events



175+ Posts on LinkedIn



4.4k visitors on MBR Website

Throughout 2025, the Roundtable advanced **member-driven priorities** aimed at making **Massachusetts a more competitive place to live, work, and do business.** Guided by a refreshed **Talent Agenda** and new data from our annual talent survey, we framed our advocacy around policies that strengthen the state's greatest competitive advantage, its people, while opposing policies that would stifle innovation and economic growth.

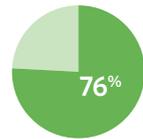
2025 Talent and Competitiveness Survey

Finding Opportunity in Uncertain Times

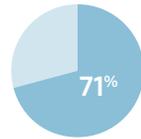
The **5th annual Talent and Competitiveness Survey**, which was conducted in the spring of 2025 in collaboration with **McKinsey & Company**, sought to gain the latest insights on workforce and economic competitiveness issues. The **2025 Survey** had **five key findings**:

- **Federal uncertainty is reshaping decisions.**

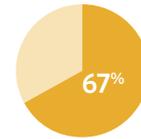
76% of employers cited tariffs as a strategic concern, and 71% are worried about shifting federal policies—more than double the share from last year. Additionally, 67% expect tariffs to increase macroeconomic uncertainty.



Trade-related concerns



Changes in federal policies



Economic recession

“There is an opportunity to reset the **working relationship between companies and the state**, so that each side contributes to **problem solving, contributing policy**, as well as funding to address issues.”

- **Employers are ready to collaborate to keep Massachusetts competitive.**

Nearly 75% of employers are interested in partnering with other companies or state government to tackle competitiveness challenges.

“As a healthcare leader in Massachusetts, I value the Roundtable’s platform to ensure that leaders from different sectors are working together to address our complex challenges.”

KEVIN CHURCHWELL
President & CEO
Boston Children’s Hospital



- **AI is becoming a core lever for performance and productivity.**

88% of employers believe AI will boost the economy, and 81% say it will aid in hiring and retention. Adoption is accelerating, with 35% citing it as a top strategic trend for 2025.

“Majority of respondents cited expanding AI-focused workforce programs to **build a stronger talent pipeline** as one of the greatest opportunities for **Massachusetts to accelerate AI adoption.**”

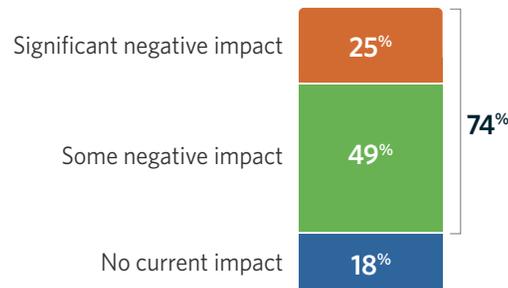
- **Employers are shifting where talent is based.**

Over 85% of employers reported having at least some staff based outside Massachusetts—up from approximately 75% last year and 70% the year before. Hybrid and remote work have become lasting elements in the talent strategy playbook.

- **Employers are concerned about the cost of living and are investing in talent to stay competitive.**

To compete for talent, 73% of employers have increased salaries to match the cost of living and market benchmarks. In fact, 74% indicate that the cost of housing is having a negative impact on their ability to recruit and retain talent.

IMPACT OF HOUSING COST ON HIRING/RETENTION



CHALLENGES IMPACTING ORGANIZATIONS' PRESENCE IN MA



“As the largest clean energy employer in the state and as its most prominent Energy Technology Partner, we know the Massachusetts Business Roundtable plays a critical role in engaging the Commonwealth’s broader business community. It also offers an important platform to connect and learn from peers, all of whom we look forward to working with to advance innovative energy tech throughout the state in 2026.”

BRYAN STEVENS
*Senior Vice President, Strategy
 & Commercial Operations
 Schneider Electric*

In a year defined by uncertainty, the Roundtable provided **steady leadership**, translating member priorities into action and focusing on policy solutions that **support growth and opportunity**. By working in partnership with **key stakeholders** in the public, private, nonprofit, and labor sectors, the Roundtable spent 2025 building on our **strengths** and making progress on our **challenges**. Through testimony, letters, and strategic collaborations, we ensured **business perspectives** were front and center with state policy leaders.

A Talent Agenda to Drive Massachusetts' Competitiveness

The Roundtable released its **Talent Agenda** for the **2025-2026 legislative session**, providing the framework for our advocacy.

The agenda identified the three key challenges facing Massachusetts: high cost of living, outmigration of talent, and high cost of doing business in the Commonwealth. More importantly, it outlined solutions across three strategic pillars: **Attract and Retain Talent**; **Develop Untapped and Diverse Talent**; and **Create a Competitive Environment for Growth**.



LEGISLATIVE ADVOCACY

Attract and Retain Talent

H.4375, An Act to preserve and advance Massachusetts' competitiveness in discovery, research, and innovation for a vibrant economy (DRIVE Act): The Roundtable submitted testimony in support of the DRIVE Act, urging state leaders to think boldly and creatively about maintaining the state's leadership in research, innovation, and attracting the best talent in the world.

H.1, An Act making appropriations for FY2026: The Roundtable testified before the Joint Committee on Ways and Means in support of investments in early childhood education, early college programs, STEM, career and technical education, and community colleges.

Develop Untapped and Diverse Talent

H.2080/S.1326, An Act to promote economic mobility through ESOL: The Roundtable submitted testimony in support of increased investments and coordinated statewide strategies for English for Speakers of Other Languages (ESOL) programs, one of the Roundtable's top legislative priorities in 2025.

H.54, An Act to build resilient infrastructure to generate higher-ed transformation (BRIGHT Act): The Roundtable submitted testimony in support of \$2.5B in new capital resources for public higher education institutions statewide to modernize campuses, meet student demand, and support economic and workforce development. The Roundtable noted that "an important part of growing and nurturing our state's talent includes investing in the public institutions that educate them."

Creating a Competitive Environment for Growth

S.2516/H.78, An Act establishing the Massachusetts data privacy act: The Roundtable helped to lead a coalition of 20 business associations across the state in submitting a letter opposing efforts in the Senate to create a Massachusetts Data Privacy Act, which would adversely impact the state's competitiveness.

H.3110/S.2033, An Act relative to offshore tax avoidance:

The Roundtable joined the Associated Industries of Massachusetts, the Massachusetts Taxpayers Foundation, and the Greater Boston Chamber of Commerce in submitting testimony opposing changes to the tax treatment of Global Intangible Low-Taxed Income (GILTI), citing the ongoing uncertainty and the risk of making Massachusetts an outlier in business taxes.

"We have an excellent track record in Massachusetts of collaboration on tough issues—and the Roundtable has long helped foster that. Now, as health care costs put unprecedented pressure on employers, collaboration between all stakeholders—including not-for-profit health plans, hospitals, business, labor, and policymakers—is more essential than ever."



SARAH ISELIN

President & CEO, Blue Cross Blue Shield of Massachusetts

Shared Agenda on Competitiveness

In 2025, the Roundtable joined with colleagues from the Associated Industries of Massachusetts, Greater Boston Chamber of Commerce, and the Massachusetts Taxpayers Foundation on a coordinated competitiveness agenda focused on four core priorities:

- Growing and maximizing the state's labor force
- Supporting core economic sectors
- Viewing policy through the prism of cost
- Maintaining strong public finances

This collaboration and framework set out a roadmap for continued collaboration. The Roundtable remains committed to advancing this shared agenda and goals, as it aligns with our mission to ensure Massachusetts remains a highly desirable place to live, work, and do business.



Roundtable Representation on Commissions and Boards in 2025

- BCBSMA Foundation Health Care System Access and Planning Study Advisory Group
- DRIVE Advisory Council
- Early Education Legislative Data Advisory Commission
- Massachusetts Competitiveness Council
- MassHire State Workforce Board
- MassSkills Coalition
- One Massachusetts/Our Commonwealth
- Poverty Commission
- SHIELD Working Group
- Statewide High School Graduation Council



What Members Told Us

Key insights from Roundtable convenings, surveys, and meetings in 2025



Across every meeting and conversation, one message was clear: **protecting and strengthening Massachusetts' competitiveness** depends on close **collaboration** between the private and public sectors. Members consistently emphasized that while talent remains Massachusetts' competitive advantage, this advantage is under threat. Regardless of industry or region of the state, **business costs and the high cost of living** continue to shape where and how employers grow and invest. Finally, **uncertainty**, which was the defining word of 2025, continues to challenge employers as they adapted to shifting federal policies, economic volatility, and the rapid acceleration of AI.

CONVENE & CONNECT: COLLABORATION IN PRACTICE

In 2025, the Roundtable convened members for business development, relationship-building, and sharing best practices—core elements of the Roundtable’s value proposition. Through **four Board Meetings** (including the **Annual Meeting**), **four Executive Committee Meetings**, **10 Open Forums**, **six Small Group Meetings**, and **five Convenings on Federal Issues**, members had numerous opportunities to build deeper connections and engage on shared priorities.



At the **March** Board of Directors Meeting, hosted by **Rebecca Chasen of Deloitte**, we welcomed **Lauren Jones, Secretary of Labor and Workforce Development**, and **Patrick Tutwiler, Secretary of Education**. The Secretaries spoke with members about alignment between their agencies’ work and the Roundtable’s agenda, the Administration’s response to federal changes, and efforts to better integrate immigrants into the workforce. A pulse poll conducted at the meeting identified tariffs and reductions to government spending/funding as members’ top policy concerns.

At the **June** Board of Directors Meeting, hosted by **Lisa Murray of Citizens**, we welcomed **Christopher Skeete, Québec’s Minister of the Economy and Minister Responsible for the Fight Against Racism** (pictured above), who shared insights on trade relations between

Massachusetts and Québec. The meeting also featured **Mark Williams, Master Lecturer at Boston University’s Questrom School of Business**, who provided an overview of how federal policies are impacting Massachusetts’ economy and the state’s economic future.

At the **December** Board of Directors Meeting, members heard from **Maggie Orr and Lisa Vura-Weis, Managing Directors and Partners at Boston Consulting Group (BCG)**, who shared updates on the Roundtable’s AI Ecosystem project. The meeting also included discussion and polling on potential upcoming ballot initiatives and the broader economic outlook. The meeting wrapped up with remarks from **Bob Rivers, Executive Chairman and Chair of the Board of Directors, Eastern Bank**, who previewed MA250, the statewide commemoration of the nation’s 250th anniversary.



ANNUAL MEETING

The Roundtable convened its **46th Annual Meeting**, hosted by **Elissa Flynn-Poppey of Mintz** in September. The meeting featured a fireside chat with the new **Secretary of Economic Development, Eric Paley**. The discussion centered on the Secretary's background, how the business community can collaborate with the Administration, and key issues including AI, research funding, and innovation. At the meeting, the Board also elected **Jon Bernstein of PNC Bank** as Chair of the Roundtable.



Summer Meetings

The Roundtable team participated in over 60 one-on-one meetings with members this summer, gaining insights into members' industries and the broader economic landscape. Not surprisingly, uncertainty, AI, tariffs, housing, and energy were the top words of the summer.



KEY THEMES

- **Persistent Economic Uncertainty:** *"Nothing makes any sense."*
- **Massachusetts Competitiveness is Under Threat:** *"Massachusetts is going to have an economic crisis in the next two years."*
- **Downstream Effects are Worrisome but Offer Opportunity:** *"Nothing has hit yet."*
- **Businesses Continue to Manage Through Uncertainty:** *"Many companies are pulling out their pandemic playbook."*
- **Rapid Acceleration in AI Adoption:** *"Everyone needs to be AI literate."*

Bi-Weekly Convenings on Federal Issues

New in 2025 and launched in response to member feedback, the Roundtable introduced a virtual bi-weekly convening focused on federal policy developments and providing a space for dialogue during a period of rapid change. Over the course of three months, members met regularly to discuss tariff impacts, DE&I policy shifts, NIH funding cuts, and other emerging federal issues affecting Roundtable members. Guest speakers included leaders from **EY, national Business Roundtable, the Massachusetts Taxpayers Foundation**, and more.

Open Forums

In 2025, the Roundtable continued its monthly Open Forums series, providing members with opportunities to learn and connect on timely topics:

JANUARY: Representative Aaron Michlewitz, Chair, House Committee on Ways and Means, joined members to discuss the FY26 budget, the Commonwealth's fiscal outlook, and the House's priorities for the 2025-2026 legislative session.

FEBRUARY: Roundtable staff presented the refreshed **Talent Agenda** and policy priorities for the 2025-2026 legislative session.

MARCH: **New Balance** joined leaders from **Commonwealth Corporation** to discuss how to tap untapped talent through ESOL programs.



APRIL: Rachel Heller of **Citizens' Housing and Planning Association** and Jesse Mermell of **Our Massachusetts** joined to discuss what is next for housing in Massachusetts.

MAY: Lucy Pérez of **McKinsey & Company** previewed the findings from the 2025 Massachusetts Talent and Competitiveness Survey.

JUNE: Edward Rios of **BAL** led a discussion on federal immigration policy and how companies can prepare.

SEPTEMBER: Eric Turner of **KPMG** shared consumer spending insights from KPMG's Back-to-School Survey.

OCTOBER: The Roundtable partnered with the **Massachusetts Taxpayers Foundation** and the **Massachusetts Business Alliance for Education** to host a conversation soliciting input from business leaders on the state's new high school graduation standard.

NOVEMBER: Joe Preston of **New Balance** and Lisa Murray of **Citizens** presented on the "You Can't Beat Boston" employer toolkit, a new initiative to promote Boston and the region as a top destination for talent.

DECEMBER: Tamara Small and Anastasia Daou of **NAIOP Massachusetts** discussed the proposed rent control ballot question.



"As we continue to navigate economic and workforce uncertainty, strong connections between higher education, business, and government are critical. The Roundtable helps institutions like Curry College engage directly with business leaders to ensure talent can learn, stay, and succeed in Massachusetts."

JAY GONZALEZ
President
Curry College

AMPLIFYING MEMBER VOICES

In 2025, the Roundtable leveraged **social media**, **op-eds**, and **cross-sector coalitions** to elevate the **business voice** in key public conversations. Through these efforts, the Roundtable ensured business leaders' perspectives influenced dialogue and helped to advance shared priorities around the Commonwealth's competitiveness.

OP-EDS

Troubling decline in women's workplace progress

BBJ, FEBRUARY 2025

"There is no doubt that there is work to be done. However, we are confident that a collective commitment to advancing women leaders will ensure that the Massachusetts business community remains a leader in driving equity, inclusiveness, opportunity, and success for all."

Mass. companies to gain advantage by embracing sustainability

BBJ, APRIL 2025

"When sustainability-related issues are well-managed, companies can not only become more resilient, but they can also realize opportunities that make them more competitive."

Tackling housing costs, smart use of AI among top priorities for Mass. Business leaders

COMMONWEALTH BEACON, JULY 2025

"The key takeaway from this year's survey is that in these uncertain times, there is a great opportunity to think and collaborate in new and innovative ways. AI adoption, for example, is scaling rapidly, with 35 percent of respondents anticipating AI being a top trend impacting their business over the next year, up from 23 percent last year and 11 percent the year before."

Trump administration assault on offshore wind is bad for business and our economy

COMMONWEALTH BEACON, SEPTEMBER 2025

"Offshore wind can deliver critical energy needs while supporting the region's economic growth and job creation."



Employers can turn uncertainty into opportunity

BBJ, OCTOBER 2025

"By responding to uncertainty in the short-term, planning for the long-term, addressing the state's competitiveness, and committing to becoming a global leader in AI, we can turn uncertainty into opportunity and make Massachusetts the most desirable place to live, work, and do business."

BLOGS

- A Talent Agenda to Drive Competitiveness
- Spending Smart this Holiday Season: Insights from KPMG's 2025 Consumer Surveys
- Payment Stablecoins Under the GENIUS Act: What Business Leaders Need to Know
- Crossing Boundaries: Building a Community Black Professional ERN in Massachusetts
- Do Americans Trust Business and AI? Bentley and Massachusetts Business Roundtable Lead the Conversation



Read more blog posts, including guest pieces by Roundtable members, on the Roundtable's website!

COALITIONS

The Roundtable continued its longstanding history of partnering with a **broad coalition of stakeholders** to develop new solutions, with a particular focus on **supporting and building diverse talent throughout the state.**



OUR MASSACHUSETTS
HOMES FOR A THRIVING COMMONWEALTH

As a co-chair of **Our Massachusetts**, the Roundtable prioritized advancing housing production by bringing together leaders across sectors around a common goal of building **222,000 homes by 2035**. In 2025, this coalition convened **50 business and civic leaders** for a housing conversation with **Eric Paley, Secretary of Economic Development**, delivered **six trainings** to help business leaders engage in housing decisions within their communities, and provided **toolkits and support for business leaders** to participate in local MBTA Communities Act implementation.



**MASSACHUSETTS
Business Coalition
FOR Early Childhood
Education**

The Roundtable continues to serve as an essential partner to the **MA Business Coalition for Early Childhood Education**, a statewide coalition of employer leaders and business groups. The Coalition's thought leadership and advocacy helped to produce a historic state budget investment in child care of **\$1.7 billion—a 142% increase** from just six years ago. Additionally, the Coalition is supporting implementation of the recommendations of the **Governor's Inter-Agency Task Force on Child Care**, a whole-of-government approach to strengthening and increasing child care options, as well as a new **Employer Child Care Innovation Fund**, which will pilot innovative employer-child care models to support workers, employers, communities, and overall competitiveness.



At the start of 2025, the **MassSkills Coalition**, co-chaired by the **Roundtable, Lauren Jones, Secretary of Labor and Workforce Development, Jerry Rubin of Eastern Bank Foundation**, and **Chrissy Lynch of MA AFL-CIO**, and in partnership with **Grads of Life**, launched **three virtual Learning Communities** to advance a **skills-first approach** across the state. These sessions brought together employers, workforce organizations, higher education leaders, and community partners to share strategies for inclusive hiring and upward mobility. Over six months, **12 interactive learning sessions** engaged **over 80 participants** and culminated at an in-person event in December at **Beth Israel Lahey Health** to discuss a newly released employer toolkit and priorities for the coalition in 2026. The MassSkills Coalition continues to release new resources designed to help employers rethink hiring practices and build more diverse, resilient workforces.

ADVANCING DIVERSITY, EQUITY, & INCLUSION

Over the past five years, the Roundtable has worked intentionally to increase gender and racial diversity on its Board. We also continue to advance diversity, equity, and inclusion in the workplace as an essential strategy to ensure employers have access to the diverse talent they need to grow and thrive. This past year, in partnership with key allies, the Roundtable supported several efforts aimed at advancing equity and expanding opportunities across the Commonwealth.

Expanding the Table

Health Equity Summit: The Roundtable sponsored and attended, alongside many members, the **Health Equity Trends Summit** hosted by the **Health Equity Compact** in



June 2025. Held at the John F. Kennedy Presidential Library and Museum, the Summit brought together a diverse group of leaders from across Massachusetts, including government officials, community-based organizations, health systems, and advocates. Speakers shared collaborative strategies for how stakeholders can align efforts and accelerate progress toward a shared “North Star,” achieving health equity for all residents of Massachusetts.

Briefing with BECMA on Diverse Supply Chains: In February 2025, the Roundtable partnered with the **Black Economic Council of Massachusetts (BECMA)**



for a member briefing on best practices for **diversifying supply chains**. BECMA’s mission is to “drive economic equity and prosperity for Massachusetts to achieve inclusive growth through advocacy, programming, and strategic partnerships that enable Black-owned businesses and Black communities to thrive.” The goal of this convening was to connect more large employers with BECMA so that they can learn about new ways to diversify supply chains and partner with local businesses.

Roundtable and Schneider Electric Convening: In October 2025, the Roundtable and **Schneider Electric** co-hosted a convening to explore the creation of a **cross-industry Black Professional Employee Resource Network** in Massachusetts. Building spaces where Black professionals feel connected and supported is invaluable and can help to strengthen community, visibility, and growth across workplaces. This year-long planning effort, which will officially launch in 2026, presents an opportunity for the Roundtable and its members to drive greater scale and impact through cross-company collaboration.



PARTNERS & COLLABORATIONS

- Asian Business Empowerment Council
- Black Economic Council of Massachusetts
- Conexión
- English for New Bostonians
- Massachusetts Immigrant and Refugee Association
- We Are ALX

2025 NEW MEMBERS



Fred Clark
President
Bridgewater State University



Susan Fournier
Allen Questrom Professor & Dean
Boston University Questrom School of Business



Freddie Jacobs
President & CEO
Northeast Retirement Services/Global Trust Company



Jonathan Sanchez
Regional Head of Commercial Banking
M&T Bank*



Kevin Conroy
Partner
Foley Hoag*



Christopher Garcia
Senior Vice President, Corporate Legal
Dell Technologies*



Fiona Mack
Head, East North America, External Scientific Innovation
Johnson & Johnson



Matthew Walsh
Regional Head of State & Local Public Policy, East
Waymo



Robert Covino
Managing Director, Boston, Wealth Management Sr. Market Director
UBS Financial Services Inc.*



Matthew Gardner
Managing Partner
Sustainerv



Maggie Orr
Managing Director & Partner
Boston Consulting Group

* New representative for an existing member company



Benjamin L. Ebert, MD, PhD.
President & CEO
Dana-Farber Cancer Institute



Patrick Gilligan
President & CEO
Point32Health*



Edward Rios
Partner
BAL

NEW MEMBER COMPANIES



2025 BOARD OF DIRECTORS

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 300,000 people across the Commonwealth.

Dr. Joseph Aoun

President
Northeastern University

Rick Ascroft

Senior Vice President, Head of
Plasma-Derived Therapies for the
US Business Unit
Takeda

Navjeet Bal

President & CEO
MassDevelopment

Alicia Barton*

CEO
Vineyard Offshore

Meredith Beeson

Director of East Region
Siemens USA

Max Bergeron

Manager of Stakeholder Relations
Enbridge, Inc.

Jon Bernstein***

Regional President, New England
PNC Bank

John Bissell*

President & CEO
Greylock Federal Credit Union

Patrick Brophy

Vice President of State & Local
Government Affairs
Suffolk Construction

Brenda Burdick

Director, Strategic Communications
General Dynamics Mission
Systems

Joe Campanelli*

President & CEO
Needham Bank

John Capone

Office Managing Partner, New England
& Upstate New York Region
KPMG LLP

Jeniffer Carson

CEO & Shareholder
CMBG3 Law

Rebecca Chasen*

New England Managing Partner
Deloitte

Joan Christel

Chief of Staff to the President & CEO
State Street

Dr. Brent Chrite*

President
Bentley University

Kevin Conroy

Partner
Foley Hoag

Dr. Kevin Churchwell*

President & CEO
Boston Children's Hospital

Fred Clark

President
Bridgewater State University

Anthony Consigli

CEO
Consigli

C. Jeffrey Cook, Esq.*

Chairman
Cohen, Kinne, Valicenti
& Cook LLP

Robert Covino

Managing Director, Boston, Wealth
Management Sr. Market Director
UBS Financial Services Inc.

Katherine Craven*

Chief Administrative &
Financial Officer
Babson College

Shaun Cusson

President & CEO
Hillcrest Educational Centers, Inc

Tim DelGiudice

Director, New England Government
Affairs | Portsmouth, RI Site Executive
Raytheon

Ed Dugger, III*

President & Founding Partner
Reinventure Capital

Karan Dyson

Vice President of Global Process &
Engineering
Procter & Gamble

Benjamin L. Ebert, MD, PhD.

President & CEO
Dana-Farber Cancer Institute

John Emra

President
AT&T Atlantic Region

Christina Fisher

Public Policy Manager, Northeast
Amazon

Elissa Flynn-Poppey

Chair, Government Law Practice
Mintz, Levin, Cohn, Ferris,
Glovsky, and Popeo, P.C.

Susan Fournier

Allen Questrom Professor & Dean
Boston University Questrom
School of Business

Dr. Aisha Francis*

President & CEO
Franklin Cummings Tech

Andrew Friendly

Associate Vice President,
Government Affairs
Autodesk

Christopher Garcia

Senior Vice President, Corporate Legal
Dell Technologies

Matthew Gardner*

Managing Partner
Sustainserv



Ethan Gauvin

Head of Government Affairs, Northeast
Google

Patrick Gilligan

President & CEO
Point32Health

Jay Gonzalez

President
Curry College

Carolynne Hannan

Senior Vice President, New England
Region
Comcast

Mary Ann Heino

Interim CEO
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Jose Antonio Miranda Soto

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Nitin Mhatre

President & CEO
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Erik Montlack

President
Delta Dental of Massachusetts

“Massachusetts’ competitiveness depends on retaining talent across regions and industries. The Roundtable brings leaders together to address both shared and unique regional challenges, helping ensure the Commonwealth remains attractive for employers and workers statewide.”



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Director, Marketing & Strategic Communications
General Dynamics Mission Systems

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Massachusetts President
Citizens

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Head of the US-Group Political Office
EMD Serono / MilliporeSigma /
EMD Electronics

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Matthew Walsh
Regional Head of State & Local Public Policy, East
Waymo

Maeghan Welford
Director, Strategic Finance, Growth & Transformation
The MITRE Corporation

Lisa Wieland
President, New England
National Grid

IN APPRECIATION



Lisa Murray

The Roundtable is incredibly grateful to Lisa Murray, Massachusetts President at Citizens, for her thoughtful and impactful leadership during her two-year term as Chair of the Board. During Lisa's tenure, the Roundtable's reputation, revenue, and reach grew, and Lisa was an invaluable thought partner to Roundtable staff. Thank you, Lisa!

Austin McCarthy

The Roundtable had the pleasure of welcoming Austin as our summer intern. Austin is a junior at Wesleyan University, where he is on the football team and is majoring in Economics with a minor in Data Analysis. Over the course of the summer, Austin conducted research on an AI project and participated in numerous summer meetings. The Roundtable was fortunate to have Austin on our team, and we wish him continued success in his studies!



Dr. Rebecca Yemo

On and off for over four years, Rebecca was an invaluable member of the Roundtable team. During her time at the Roundtable, she conducted outstanding research on a range of issues, helping to elevate the Roundtable's voice in important policy conversations. Rebecca brought an unmatched work ethic and positive attitude, and we miss her dearly! Today, Rebecca works in Atlanta as the Global Policy Coordinator at the W.E.B. Du Bois Southern Center for Studies in Public Policy. Congratulations, Rebecca!



“Massachusetts’ ability to compete depends on how effectively leaders across business and government align around data, insights, and shared priorities. The Roundtable creates a trusted space to connect, learn, and have productive dialogue about our state’s future.”



MAGGIE ORR
Managing Director & Partner
Boston Consulting Group





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