

A large group of people, including men and women in business attire, are posing for a group photo on the deck of a ship. They are standing in front of several large, grey gun barrels that point upwards. The ship's superstructure and other vessels are visible in the background under a cloudy sky. The image is framed by decorative vertical bars in blue and yellow on the left and right sides.

POWERING INNOVATION SECURING THE FUTURE

HAMPTON ROADS ALLIANCE 2024 ANNUAL REPORT RT

CONTENTS

| | |
|-----------------------|----|
| Welcome | 3 |
| About | 4 |
| 2024 Results | 7 |
| Business Development | 8 |
| Business Intelligence | 14 |
| Real Estate Solutions | 15 |
| Marketing | 15 |
| Investor Relations | 16 |
| Leadership | 18 |
| Financials + Staff | 19 |

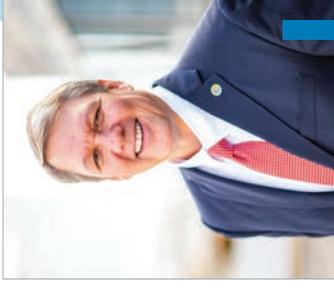
WELCOME

We are living in an era of unprecedented global shifts, and **Hampton Roads is uniquely positioned** in an economy being reshaped by global pandemic realities, and exponential increases in energy. Hampton Roads can build upon its first and enhance its economic position. There is no known for military prowess, no region more known for maritime manufacturing surge, and no region to benefit from an enhanced portfolio of energy than Hampton Roads. A hyper focus on energy within core industries including defense, and knowledge work will produce long-term growth, and the results are already proving themselves alone, the Alliance and its partners **achieved \$1 billion in investment related to energy**

The Alliance's focus on the energy supply chain earned in 2020, when GO Virginia funded the Alliance's offshore wind supply chain development. Since that time the Alliance and its partners cement Hampton Roads' position as a hub for manufacturing and logistics. That work resulted in an achievement this year, as **LS GreenLink announced the largest industrial investment in Hampton Roads**. With plans to build a submarine cable manufacturing facility in Chesapeake, LS GreenLink's \$681 million investment in more than 300 people and tower above the tallest building in Virginia. Concurrently, the Alliance created a regional energy roadmap and strategy to face the oncoming challenge of securing the energy future. This challenge is not only necessary to meet the needs of existing businesses have the energy they need to move forward, but also an opportunity to recruit and retain energy supply chain. In September, as part of the Alliance **partnered with the Virginia Chamber to cohost a successful Energy Summit**, which was held across the Commonwealth discussed potential obstacles and prepare for the myriad opportunities that increased demand for energy will create.

Congress first commissioned the construction of the Chesapeake Bay Bridge-Tunnel in Hampton Roads in 1794, and the region's national security has been unmatched ever since.

Douglas L. Smith
Alliance President & CEO



Keith Vander Vennet
2024 Alliance Chair
President - East Region
Senior Vice President
Ferguson Enterprises

ABOUT

The Hampton Roads Alliance (the Alliance) is the leading regional economic development organization for Hampton Roads, Virginia. Three years ago, the Alliance represented 11 localities. With the addition of New Kent County in 2024, following the addition of Williamsburg, James City County and York County in 2022, it now represents **15 jurisdictions** and **more than 100 private investors**. With the support of its community and business partners, the Alliance serves as a single point of contact to assist domestic and international companies who are considering Hampton Roads for expansion or investment.

MISSION

The Hampton Roads Alliance works collaboratively to lead the Hampton Roads region in attracting, growing and retaining companies and talent to create a more resilient, inclusive and equitable region of choice.

VISION

To be the catalytic partner that drives economic empowerment for the region, companies, organizations, and people who call Hampton Roads home.

VALUES

An **EMPOWERING** environment. Instilling confidence and encouragement.

A **COLLABORATIVE** nature. Fostering working together as a team and with our partners.

DIVERSITY in thinking. Supporting unique perspectives and thought processes.

INTEGRITY in all we do. Earning the trust of the business community to represent our region.

NEW KENT
COUNTY

JAMES CITY
COUNTY

V

SOUTHAMPTON
COUNTY

FRANKLIN

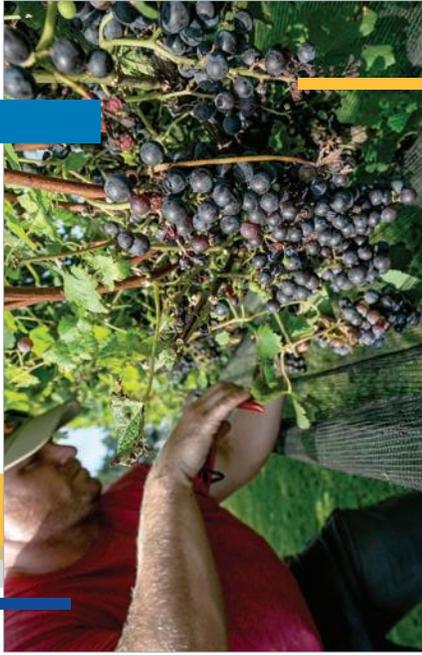
LOCALITY HIGHLIGHT: NEW KENT COUNTY

Regional economic development got a boost thanks to **New Kent County officially joining the Hampton Roads Alliance as its newest locality member** in July 2024. The partnership designed to bolster the county's growth opportunities and leverage the region's resources to attract new business, enhance infrastructure and promote regional cooperation.

New Kent County, located between Richmond and Williamsburg, is a rapidly growing community that offers a unique blend of rural charm and economic opportunity. Home to 23,000+ residents, the county has experienced significant growth in recent years, making it one of the fastest-growing localities in Virginia. New Kent boasts a highly educated workforce, with nearly 30% of its residents holding a bachelor's degree or higher. The county's strategic location, coupled with its business-friendly environment, has attracted numerous businesses, contributing to a low unemployment rate and a robust local economy. Its proximity to major transportation corridors, including Interstate 64 and Route 60, offers attractive logistics advantages to businesses considering expansion into the area. **When the Hampton Roads Bridge Tunnel expansion is completed in 2027 and the 29 mile I-64 Gap is closed in 2028, New Kent County will be very well positioned to meet the manufacturing and logistics opportunities that will come.**

Starting in 2025, the Virginia Derby at Colonial Downs in New Kent will become a qualifying race for the Kentucky Derby. This development is a monumental win for the county and the entire Commonwealth of Virginia, positioning the Virginia Derby as a key event on the national horse racing circuit. Colonial Downs is a cornerstone of the region's tourism and entertainment industry, drawing national visitors and contributing significantly to the local economy. The Virginia Derby's status as a Kentucky Derby qualifier will undoubtedly elevate New Kent's profile and potential to be a major player in Virginia's economic landscape.

With its inclusion in the Alliance, New Kent County will now have greater exposure to industries that align with the region's strategic sectors, including advanced manufacturing, logistics, maritime, renewable energy, technology and defense. The Alliance's unified approach to economic development will provide New Kent with opportunities to collaborate on key initiatives that drive regional prosperity.



2024 RESULT

The Hampton Roads Alliance added \$1 billion in 2024, with nearly

13 ANNS

\$936 MILL

1,000+



BUSINESS DEVELOPMENT

The Alliance was proud to work alongside its state, regional, and local partners to support 13 announcements in 2024. These projects highlight ongoing investment and job creation across various sectors including logistics, defense, energy, and advanced manufacturing.

FreezPak Logistics: Cold and dry storage provider investing \$77.5 million to build a 245,000-square-foot cold storage facility in Suffolk, supporting the Mid-Atlantic region through The Port of Virginia.

Quality Maritime Surveyors: Australian company opening operations in the Hampton Roads Alliance IDEA Lab, while seeking a permanent location in Newport News, focusing on maritime non-destructive testing education and training.

AMP & RDS of Virginia: A next generation, AI-powered sortation system debuted at RDS of Virginia's Portsmouth waste processing facility, showcasing AMP's cutting-edge advancements in recycling technology.

PadenCold Storage: Expanding once again in Norfolk and retraining over 20 employees to keep up with the latest evolutions in the industry.

Total Quality Logistics: Second-largest freight brokerage in the U.S. and one of the largest global third-party logistics firms expanded with a new office in Norfolk, adding to its presence in Virginia, which began in Richmond in 2015.

LS GreenLink USA: Investing \$681 million to build a 750,000-square-foot submarine cable manufacturing facility in Chesapeake, creating 330+ jobs, and cementing the region's place as a hub for the offshore wind industry.

Nose Corporation of America: A Japanese manufacturing company relocating from Washington State to Virginia, initially operating in the Virginia Beach International Incubator, with plans to expand.

Canon Virginia: Expanding its Newport News facility to scale a new technology isolating natural silk protein and retraining 30 employees for the new line.

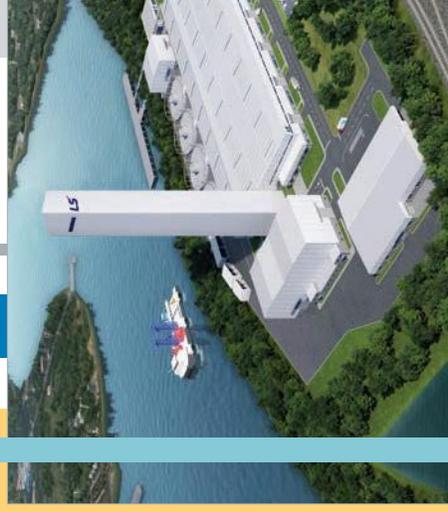
Semper Melior (Code Name): A company in the defense space investing more than \$14,000,000, creating 200 jobs.

Kongsberg Defence & Aerospace: Norwegian manufacturer of strategic missiles for the Department of Defense investing \$100 million to establish a 150,000-square-foot facility in James City County, creating 180+ jobs in defense and aerospace.

Sirius Analysis: A UK-based defense software consulting firm investing \$305,000 to open U.S. operations in Virginia Beach, creating 105 new jobs.

Currie Medical: Expanding in Norfolk with a \$1.2 million investment in a new 30,000-square-foot facility, creating 60 new jobs in medical device reprocessing and distribution.

Born Primitive: A veteran-owned business specializing in functional active-wear expanding into a new 58,000-square-foot facility in Virginia Beach.



EVENTS & ACTIVITIES REPORT

Bringing site consultants into the region remains pivotal to the Alliance's business development strategy. Notably, in June 2024, **Hampton Roads hosted the Area Development Spring Consultants Forum** at the Marriott Virginia Beach Oceanfront. This gathering united top site consultants and corporate real estate advisors to explore trends influencing corporate location decisions and economic development strategies. The Alliance's collaboration with the City of Virginia Beach, The Port of Virginia, and the Virginia Economic Development Partnership highlighted a joint commitment to position Hampton Roads as a premier destination for business growth and investment.

GROWING SECURITY AND SHIPBUILDING HUB

In March, the Alliance had the honor of hosting the Embassy of Finland, NATO's 31st allied nation, for a comprehensive tour of our region. The delegation explored local business opportunities, particularly in shipbuilding and port security, areas where Hampton Roads shines as a global leader. With our strategic location and robust infrastructure, the region serves as a pivotal hub for global security, making it an attractive destination for Finnish maritime companies.

A GLOBAL VOICE FOR CRITICAL TECHNOLOGIES

The Alliance actively participated in the Submarine Industrial Base Council and Aircraft Carrier Industrial Base Council's annual action days, a vital platform for engaging with supply chain stakeholders and industry leaders. As the U.S. faces escalating global tensions, the modernization and transformation of its military has become an urgent concern and Hampton Roads is well positioned to capitalize on the "Defense Dividend". Similarly, the Alliance was part of a collaborative effort with regional and state partners to represent Virginia at AUVSI's XPONENTIAL 2024 — a yearly gathering of global leaders and end users in the uncrewed systems and robotics industry.

In November, **the Alliance's Doug Smith and Jared Chalk were joined by Steve Cook of the Hampton Roads Workforce Council on a mission to Australia.** While there, they visited with a number of companies exploring opportunities related to AUKUS and the HII Supplier uplift program, attended the MAST Conference alongside the U.S. State Department, and toured the famed Lot Fourteen Innovation District.

INTRODUCING THE IDEA LAB

The Alliance unveiled the expanded Offshore Wind Landing, now known as **the IDEA Lab, representing Innovation, Defense, Energy, and Aerospace.** The IDEA Lab will host companies focused on these industries as it has since 2021 with our offshore wind partners. The first defense related company to join came from the Australian delegation: Quality Maritime Surveyors (QMS), a company that specializes in nondestructive testing and inspection of materials used in marine vessels. QMS plans to establish a submarine and shipbuilding training institution in Norfolk and will use the IDEA Lab as a temporary home as they cement those plans. They plan to seek a permanent home in Newport News once established.



INITIATIVE HIGHLIGHT:

In September 2021, Australia (AU), the U.K., and the United States (US) announced an enhanced trilateral security partnership. With a goal to strengthen the ability of each support security and defense interests, the partners promote deeper information and technology foster deeper integration of security and science, technology, industrial bases and include producing nuclear-powered submarines. In support of this critical initiative, the Alliance partners embraced several strategic opportunities connect and engage with industry leaders and in both Australia and the U.K.

WESTERN AUSTRALIA AND HAMPTON PARTNERSHIP TO TRAIN FUTURE SHIPBUILDERS

A technical college in Western Australia and the Workforce Council, in partnership with the Alliance this year a collaboration aimed at development of global shipbuilders. This strategy will leverage workforce development and training of both regions to help equip future submarine skills and knowledge necessary to support maritime sector. The **Hampton Roads Workforce Council made the partnership official by signing a memorandum of understanding (MOU) with South Metropolitan and Further Education (TAFE)** during a ceremony at the Mariners' Museum in Newport News.

"The MOU is fantastic because it is about formalizing the discussions," said Darshi, Managing Director for South Metropolitan. "Western Australia's most diverse training providers are sharing knowledge around training, workforce development, curriculum and business development at opportunities. It's about us being able to leverage our knowledge and experience that you've got here."

REGIONAL VISITS FROM AUSTRALIAN LEADERS

One of the key components of AUKUS is the plan to acquire nuclear-powered submarines with the U.S. and the United Kingdom. With continuing to strengthen, Australian defense Hampton Roads in April 2024. A notable event

INDUSTRY HIGHLIGHT: DEFENSE & ENERGY

The Hampton Roads Alliance has strategically shifted its approach from traditional tactics like proverbially casting a wide net to a data-driven, industry research-based attraction and retention approach. The Alliance anticipated momentum in the key sectors of energy and defense and, working alongside our partners, engaged industry experts to do a deep dive into these sectors. In 2023, the Alliance finalized a regional energy roadmap and created an energy steering committee which outlined the anticipated demand for energy and ways to recruit additional investment and components of energy supply chain. As those discussions unfolded, the increasing demands on the region's core industry, defense, also emerged. This year, **the Alliance worked with renowned Drexel University researcher and Urban Economist, Bruce Katz, to create a Regional Investment Playbook**, which identifies key opportunities within the defense, energy, and critical technologies spaces.

The focus on these areas is already yielding results. LS GreenLink announced the single biggest manufacturing investment in Hampton Roads history with its plans to create a \$681 million submarine cable manufacturing facility to support the offshore wind industry. Meanwhile Kongsberg, a major Norwegian manufacturer, announced plans to build a \$100 million facility in James City County to produce missiles for the Department of Defense. While these are two of the more well-known examples, **in the past two years (2023 and 2024), the Alliance has supported 11 announcements in the energy and defense industries. Combined, these projects represent 1,695 jobs and \$959 million in new capital investment.** A list of those companies can be found below:

| COMPANY | LOCATION | JOBS | INVESTMENT |
|-----------------------------|----------------|------|---------------|
| Bauer Compressors | Norfolk | 47 | \$7,400,000 |
| Automatic Coating | Suffolk | 71 | \$22,800,000 |
| Fugro | Norfolk | 15 | \$100,000 |
| Dominion Energy | Norfolk | 200 | \$40,000,000 |
| Fairlead/Hill | Norfolk | 500 | \$100,000,000 |
| Lyon Shipyard | Norfolk | 134 | \$8,000,000 |
| Quality Maritime Surveyors | Norfolk | 1 | TBD |
| LS GreenLink USA | Chesapeake | 338 | \$681,100,000 |
| Nose Corporation of America | Virginia Beach | 2 | TBD |
| Semper Melior (Code Name) | Portsmouth | 200 | \$14,000,000 |
| Kongsberg | James City | 187 | \$100,000,000 |

BUSINESS RETENTION

The heart of any economy is existing businesses in existing businesses, and the Alliance is working with localities and the state to ensure that Hampton Roads businesses are able to succeed.

In March, the Alliance held a successful collaboration of economic development excellence. Focus was on Knowledge Work sectors, including services, and aerospace and defense innovation. The immense growth potential of our state representing various industries, engaged in valuable feedback to shape pioneering economic development strategies to propel our region to new heights.

In celebration of Business Appreciation Month, **The Port of Virginia to execute a series of events** throughout the region. Joined by Laura Swann, with the following companies and localities:

- Suffolk Cold Storage, with Suffolk
- Southeastern Freight, with Portsmouth
- Maersk Line Limited, with Norfolk
- Yupo Corporation, with Chesapeake

Meeting with companies with similar experience the team to learn more about current industry trends with the partnership of the Port, we could address the region's industry experts.

The key takeaway from this effort is that the new-normal since the global pandemic impacted new technologies at the Port have allowed competitiveness in the industry.

The Business Retention and Expansion together professionals from each locality to accomplishments like protocols, these professionals together when a business is seeking to expand.

In addition, the Alliance presented to a variety of associations to discuss the services available at regional, and local levels. The Alliance's Business some of these services, including research demographic and workforce information, site Alliance is committed to BRE and the results of



BUSINESS INTELLIGENCE

The Alliance's Business Intelligence Division has become an indispensable resource for understanding the region's dynamic business environment and workforce. By delivering actionable insights and market intelligence, the division empowers stakeholders, including investors, prospects, and public-sector partners, to achieve their strategic goals.

In 2024, the Business Intelligence Division achieved transformative results, reinforcing its role as a trusted partner across the region:

- Completed **640+ BUSINESS INTELLIGENCE ASSISTS** in response to research and real estate solutions requests, a remarkable 402.3% year-over-year increase, showcasing the growing reliance on the division's expertise for data-driven decision-making.
- Generated over **\$100,000 IN SAVINGS** for investors through tailored research and consulting services, providing tangible value to businesses and communities.
- Hosted the Alliance's annual Economic Forecast event in partnership with the Federal Reserve Bank of Richmond, setting a new standard for regional economic dialogue and equipping local leaders with insights for fiscal planning.
- Onboarded two new partners to the Alliance's regional Salesforce platform and enhanced property data storage, streamlining site selection, improving response efficiency, and delivering comprehensive market intelligence to stakeholders.

With deep expertise in economic impacts, market potential, and strategic planning, the Business Intelligence Division aims to equip stakeholders with the tools needed to make confident, data-driven decisions. Tailored insights uncover emerging trends, pinpoint opportunities, and address challenges across key sectors, ensuring stakeholders stay ahead in a competitive environment.

From economic and demographic overviews to workforce research and industry analysis, the division delivers a comprehensive understanding of the region's business landscape, labor market, and population dynamics. By providing strategic and forward-thinking planning support, the team shapes transformative economic development strategies, attracts high-value businesses, and maximizes the potential of key development sites.

The Business Intelligence Division is more than a service provider, we are a trusted strategic partner, dedicated to driving economic competitiveness and delivering lasting value to the region. Building on the successes of 2024, the division is ready to tackle the opportunities and challenges of 2025, equipping stakeholders with innovative insights and strategic support to foster growth, attract investment, and shape a prosperous future for Hampton Roads.



REAL ESTATE

In the past few years the importance of available buildings has emerged as arguably the most significant factor that determines the outcome of major economic projects. Since 2018, VEDP estimates that a ready sites has cost the Commonwealth more than \$64 billion in capital investment, and up to \$1.5 billion in lost jobs. As a result, the region's site inventory and determining the availability of more sites is a critical component of the Alliance's strategic plan. Being accomplished by adding two verticals: the Real Estate Solutions Division and the Eastern Virginia Regional Industrial Facility Authority (EVRIFA).

This year, **Real Estate Solutions became the new vertical of the Alliance.** As part of the Business Intelligence Division's initial focus is to gain an understanding of the region's building stock by compiling a comprehensive site inventory that are typically requested by prospects and investors. In August, **Josh Sterling was hired as the Alliance's Real Estate Analyst.** He spent the latter half of 2024 and working alongside his Real Estate Solutions team at VEDP to tour major sites and buildings across the region.



Eastern Virginia Regional Industrial Facility Authority

The Alliance also **continued its role as the real estate partner for the EVRIFA.** The EVRIFA's first project, the Commerce Center, attracted multiple prospective investors to provide a substantial return on investment for the communities. The EVRIFA also welcomed the new Real Estate Solutions team to Beach and Portsmouth to its ranks, marking a significant step toward uniting the region in an effort to attract and develop needed sites for development and sharing in the economic growth. EVRIFA Director Jim Noel concluded his tenure at the end of 2024. The Alliance thanks him for his leadership and congratulates him on a remarkable career. The Alliance also congratulates the entire Hampton Roads community on the success of the Commerce Center.

INVESTOR RELATIONS

The Alliance continues to be one of the premier networking organizations for the region by providing impactful investor events. In February, the Alliance held a highly successful annual meeting with several hundred of its stakeholders at Hampton University to hear from renowned author and scholar Bruce Katz. During this meeting, the Alliance **awarded its Ally of the Year award to Chelsea Jenkins Olivieri, Deputy Secretary of Commerce and Trade** under Secretary Caren Merrick and Governor Glenn Youngkin.

The Alliance's investor relations efforts continued throughout the year and included events such as its Mid-Year Summer Soiree at Norfolk Botanical Gardens, and its regionally-renowned Holiday Party at the Chrysler Museum of Art, as well as partnering with the Virginia Chamber to host the Virginia Forum on Infrastructure and its Impact on Economic Development.

EVENT HIGHLIGHT: VIRGINIA GOVERNORS' PANEL

The Alliance started 2024 with a remarkable investor event in January, **a bipartisan panel discussion featuring three former Virginia governors: George Allen, Bob McDonnell, and Ralph Northam**. The event was one of the largest investor events in recent years and offered valuable insights into Virginia's business landscape.

The Governors engaged in thoughtful conversations about their respective tenures, shedding light on the significant economic development events and initiatives that shaped the Commonwealth. **Attendees gained a deeper understanding of Virginia's economic journey**, with a focus on job creation and overall economic growth. The panel included a series of thought-provoking questions that delved into the past, present, and future of the state economy including discussion on some of the most significant projects during their terms and how these initiatives have influenced the state's current economic landscape. The Governors, drawing from their rich experience, closed with valuable advice for our regional leaders. **All three governors decided to call Hampton Roads home** after they left office, a testament to the quality of life in our region.



DIAMOND (\$100,000+)



Dominion Energy



SO

PLATINUM (\$50,000+)



Hampton Roads Community



HAMPTONROADS WORKFORCECOUNCIL
ONE REGION. ONE WORKFORCE. ONE ECONOMY.



SILVER (\$10,000+)

- The Breeden Company
- ECPI
- Chesapeake Regional Healthcare
- Francis and Taylor Children's Hospital of the King's Daughters
- Clancy & Theys Construction
- garrick
- Kaufmann
- Lang
- The MEB
- Dollar Bank
- Eastern Virginia Medical School

BRONZE (\$5,000+)

- ARCO Design/Build
- Colliers
- Atlantic Dominion Distributors
- Columbia Gas of Virginia
- Automatic Coating Limited
- Crenshaw, Ware & Martin, PLLC
- Bank of America
- CV International
- Berkshire Hathaway Energy GT&S
- Divaris Real Estate
- Birdsong Peanuts
- Doug Ellis
- The Branch Group
- Drucker + Falk
- Burgess & Niple
- Elevance Health
- C.A. Barrs Contractor, Inc.
- Forvis Mazars
- Canon Virginia, Inc.
- Fulton Bank
- Centura College
- Hanbury

LEADERSHIP

The Alliance Board of Directors is comprised of mayors/county chairs, private CEOs/executives, and ex-officio directors who help provide strategic direction and guidance to the organization. Similarly, the Alliance's Regional Economic Development (RED) Team includes one representative from each member locality, regional partners and utilities, who work collaboratively with the Alliance to propel regional growth. **Thank you to the following individuals for their service to the Alliance and the region at-large in 2024!**

BOARD OF DIRECTORS

PRIVATE SECTOR

Ferguson Enterprises
Mr. Keith D. Vander Vennet, Chair
 Virginia Natural Gas
Mr. Robert Duvaill, Vice Chair
 TowneBank, Virginia Beach
Ms. Buffy Barefoot, Treasurer
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Ms. Nneka Chiazor
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Mr. Jerry Miller
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 City of Virginia Beach
Honorable Robert M. "Bobby" Dyer
 City of Portsmouth, At Large Representative
Honorable Shannon Glover
 City of Williamsburg, At Large Representative
Honorable Douglas G. Pons

EX OFFICIO

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 City of Norfolk
Mr. Sean Washington, RED Team Chair
 Hampton Roads Alliance
Mr. Douglas L. Smith, Secretary
 Hampton Roads Executive Roundtable
Ms. Nancy Grden
 Hampton Roads Workforce Council
Mr. Shawn Avery
 HII-Newport News Shipbuilding (Retired)
Mr. Bill Ermatinger, Past Chair
 Willcox Savage
Mr. Jimmy Wood, General Counsel

RED TEAM LOCALITIES

Chesapeake Economic Development
Mr. Steven Wright
 Franklin Southampton Economic Development, Inc.
Mr. Karl Heck

Hampton Economic Development
Mr. Leonard Sledge
 Isle of Wight County Economic Development
Ms. Kristi Sutphin

James City County Economic Development
Mr. Chris Johnson
 New Kent County Economic Development
Ms. Lindsay Hurt

Newport News Department of Development
Ms. Florence Kingston
 Norfolk Economic Development
Mr. Sean Washington

Poquoson Economic Development
Ms. Tonya O'Connell
 Portsmouth Economic Development
Mr. Brian Donahue

Suffolk Economic Development
Mr. Kevin Hughes
 Virginia Beach Economic Development
Ms. Amanda Jarratt

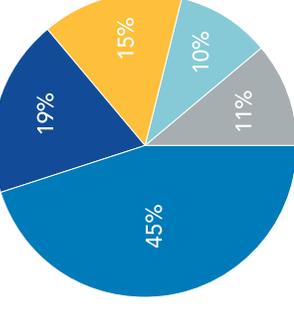
Williamsburg Economic Development
Ms. Yuri Matsumoto
 York County Economic Development
Ms. Kristi Olsen-Hayes

UTILITIES & REGIONAL PARTNERS

Dominion Energy
Mr. Bryan Smith
 Hampton Roads Planning District Commission
Mr. Bob Crum
 Hampton Roads Executive Roundtable
Ms. Nancy Grden
 Hampton Roads Workforce Council
Mr. Shawn Avery
 Port of Virginia
Ms. Laura Swankler
 Virginia Natural Gas
Ms. Shannon Pierce

FINANCIALS

A detailed budget for 2024, as well as the approved



EXPENSES

- Business Development
- Business Int
- Marketing
- Investor Relations
- Administration

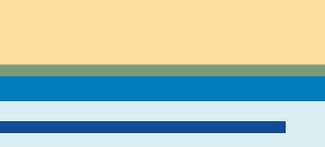
STAFF

Pictured left to right:

Matt Smith — Director, Energy & Water Technology
Adelaide Gilmore — Senior Administrative Specialist
Toi Hunter — Vice President, Business Retention & Expansion
Olivia O'Bry — Director, Operations
Amy Parkhurst — Sr. Vice President, Business Development
Steve Harrison — Chief Operating Officer
Josh Sterling — Real Estate Analyst, Business Intelligence
Michael Evans — Director, Business Intelligence
Alisa Hegrenes — Director, Investor & Public Relations
Jillian Goodwin — Director, Marketing & Communications
Jared Chalk — Chief Business Development Officer
Doug Smith — President & CEO

Not pictured:

Carmon Schietzelt — Marketing Specialist
Jim Noel — Director, EVRIFA/Real Estate Solutions





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