



NATIONAL
CHAMBER
OF THE YEAR



2023 ANNUAL REPORT



Together, with our business leaders and community partners, we will help lead the Dallas Region to become the best place in the United States for all people to live, work, and do business.

A MESSAGE FROM OUR CEO



We are thrilled to have been named the National Chamber of the Year by the Association of Chamber of Commerce Executives (ACCE) in July. But we don't do the important work we do to win awards. We do it to help make the Dallas Region the best place in the United States for all people to live, work, and do business. I'm so proud of our DRC team of 55 talented and hard-working professionals. We also can't do what we do without our Board of Directors, who provide great guidance and support, and our 700-plus member companies, whose financial contributions and confidence allow us to do the work we do on their behalf.

Since 2010, 205 companies have moved their headquarters to the Dallas Region, and more than one million new jobs have been created here. We are now home to 24 Fortune 500 companies, and 10 of the last Fortune 500 headquarters moves are from eight different business sectors. The Dallas Region is No. 1 in the nation in three-year job gains, and our employment numbers have now exceeded pre-pandemic levels.

The DRC's 2021-23 strategic plan allows us to build on that success by focusing on four key priorities: Economic Development; Education and Workforce; Public Policy; and Diversity, Equity, and Inclusion.

The DRC leads the region's economic development efforts, so we have a responsibility to ensure that the students of today are prepared for the jobs of tomorrow. That's why we work hard every day to strengthen our education system to help create a pipeline of homegrown talent with the skills and training needed to succeed in the future. Our high quality of life at an affordable cost makes this a great place to start a career or raise a family. There's no better place in America to be than right here, right now.

Yet while opportunity abounds, we are clear-eyed about our challenges: Our region will not reach its full potential until we bridge the opportunity gap that has divided our community for far too long. The DRC is dedicated to advocating for Diversity, Equity, and Inclusion in all we do — in Board rooms and C-suites, where decisions are made; investing in underserved areas to provide living wage jobs; and through accountable policing and equitable criminal justice policies.

Your investment in our Tomorrow Fund allows us to improve the chances for long-term economic prosperity of our business community and the enhanced quality of life for all who live and work in the Dallas Region.

We carry the National Chamber of the Year honor with pride and humility, and we look forward to working alongside you again this year to make the Dallas Region even better tomorrow than it is today.

Thank you for your continued partnership.

All my best wishes,

Dale Petroskey

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CONNECT WITH US



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MEET OUR 2023 BOARD CHAIR



Rafael Lizardi, a Senior Vice President and the Chief Financial Officer of Texas Instruments (TI), is the 2023 Board Chair for the Dallas Regional Chamber. He also serves as Chair of the DRC’s Executive Committee and Co-Chair of the DRC’s Diversity, Equity, and Inclusion Council.

Prior to his current TI role, he served as the company’s Corporate Controller. During his career at TI, Rafael has held a number of other leadership positions in finance and operations, including Controller for the company’s high-volume analog and logic business, and the Director of Corporate Financial Planning.

Rafael joined Texas Instruments in 2001 as part of the company’s finance development program after serving five years as an officer in the U.S. Army Corps of Engineers. He earned a bachelor’s degree in electrical engineering from the United States Military Academy at West Point, a Master of Business Administration from Stanford University, and is a certified management accountant.

Rafael also serves as a member of the board of the TI Foundation.



BUILDING TOMORROW TOGETHER

Our strategic plan, called “Building Tomorrow Together,” allows us to build on our record of success by focusing on four key priorities: Economic Development; Education and Workforce; Public Policy; and Diversity, Equity, and Inclusion. The DRC’s strategic plan is supported by Tomorrow Fund investors.

BUILDING TOMORROW TOGETHER: OUR STRATEGIC PLAN 2021-23



ECONOMIC DEVELOPMENT

Continue to drive economic growth that allows us to recruit companies and talent to the Dallas Region, and help our existing companies grow



EDUCATION & WORKFORCE

Foster collaboration between the business community, educational institutions, and workforce development organizations to meet industry needs and the job aspirations of workers



PUBLIC POLICY

Advocate for pro-business, pro-growth public policies to ensure the continued prosperity of our region while maintaining a high quality of life for all



DIVERSITY, EQUITY & INCLUSION

Address diversity in leadership; education and workforce; community investment in underserved areas; and policing and criminal justice policies

BUILDING TOMORROW TOGETHER IS SUPPORTED BY THE TOMORROW FUND

Our Tomorrow Fund is an additional investment above and beyond DRC membership that supports the implementation of our strategic plan. Tomorrow Fund investments allow us to improve long-term economic prosperity and enhance the quality of life for all who live and work in the Dallas Region. Our goal is to make the Dallas Region better tomorrow than it is today.



TOP TOMORROW FUND INVESTORS

| | |
|--|-------------------------|
| AT&T | Texas Instruments |
| Toyota Motor North America | Wells Fargo |
| Atmos Energy Corporation | Deloitte |
| AECOM | Ernst & Young LLP |
| Baylor Scott & White Health | KPMG |
| Blue Cross and Blue Shield of Texas | PwC |
| Comerica Bank | 7-Eleven, Inc. |
| Copart | Frito-Lay North America |
| Hillwood, a Perot Company | Haynes and Boone, LLP |
| McKesson | JPMorgan Chase |
| The Men and Women of Hunt Consolidated, Inc. | Locke Lord LLP |
| American Airlines | Texas Capital Bank |
| Jacobs | HKS, Inc. |

TOP INDIVIDUAL INVESTORS

| | |
|------------------------|-------------------------------|
| Jay Adair | James Erwin |
| Peter Beck | Hawthorne Family Fund |
| Hal and Diane Brierley | Bill Henry |
| Lyda Hill | Bobby Lyle |
| Robert Kaplan | Steinhart Family Advised Fund |
| Craig and Kathryn Hall | Williams Family Foundation |

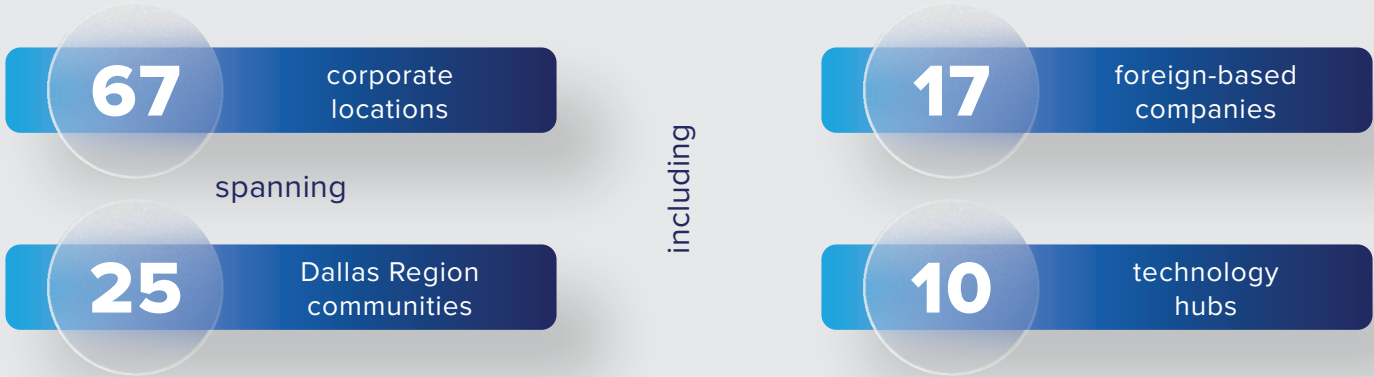
STRATEGIC PLAN IMPACT



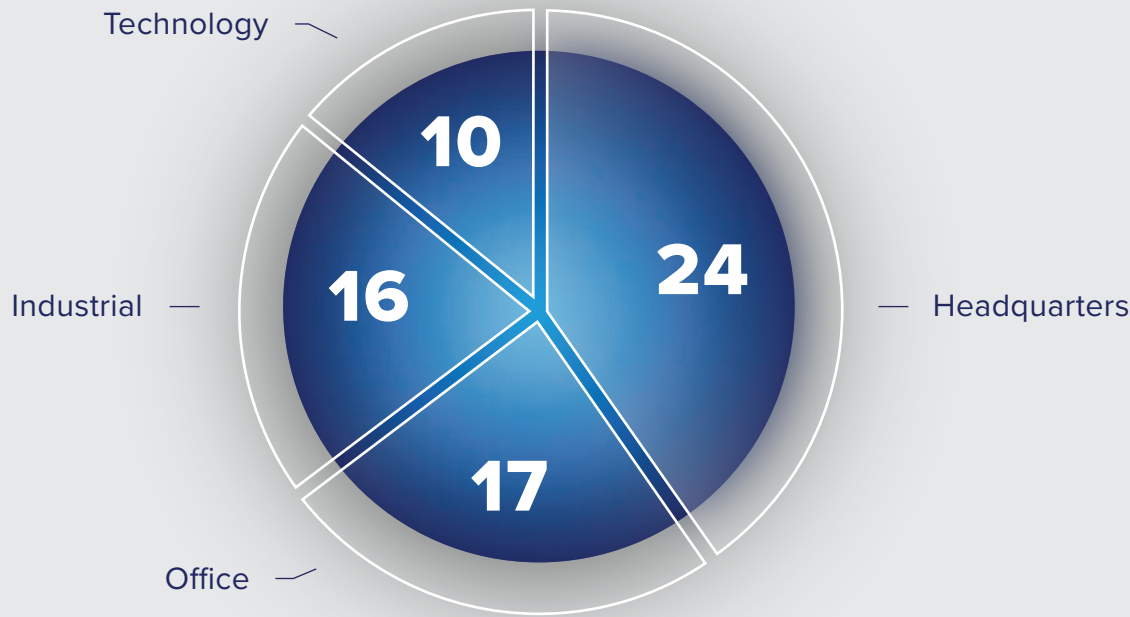
ECONOMIC DEVELOPMENT

The DRC works with our regional and state allies to recruit companies and talent. We focus on companies that pay living wages, lift underserved areas of our region, bring future technologies and innovation, and make our region a better place for all people to live, work, and do business.

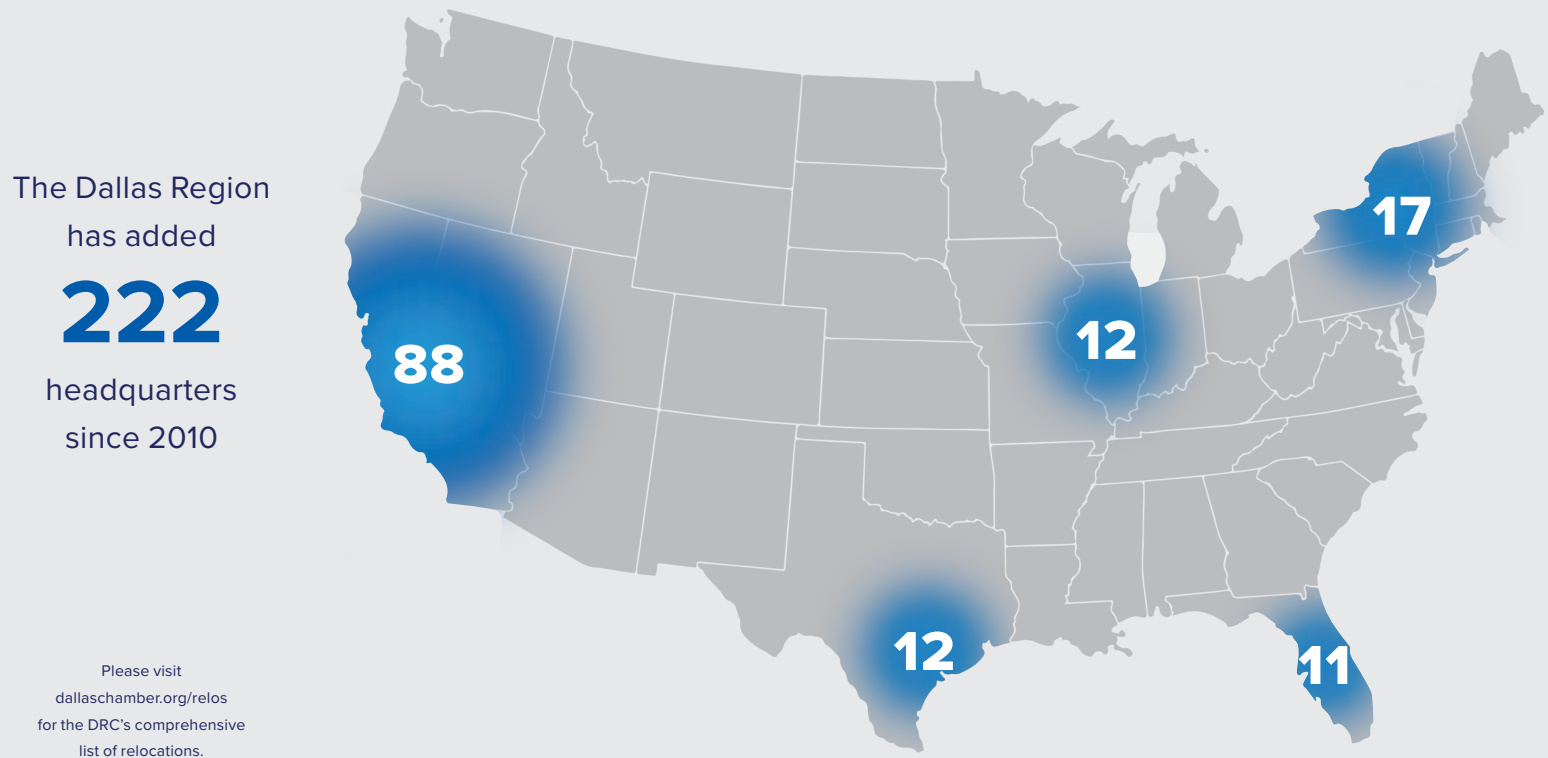
2022 TOMORROW FUND IMPACT



2022 CORPORATE LOCATIONS AND EXPANSIONS BY TYPE

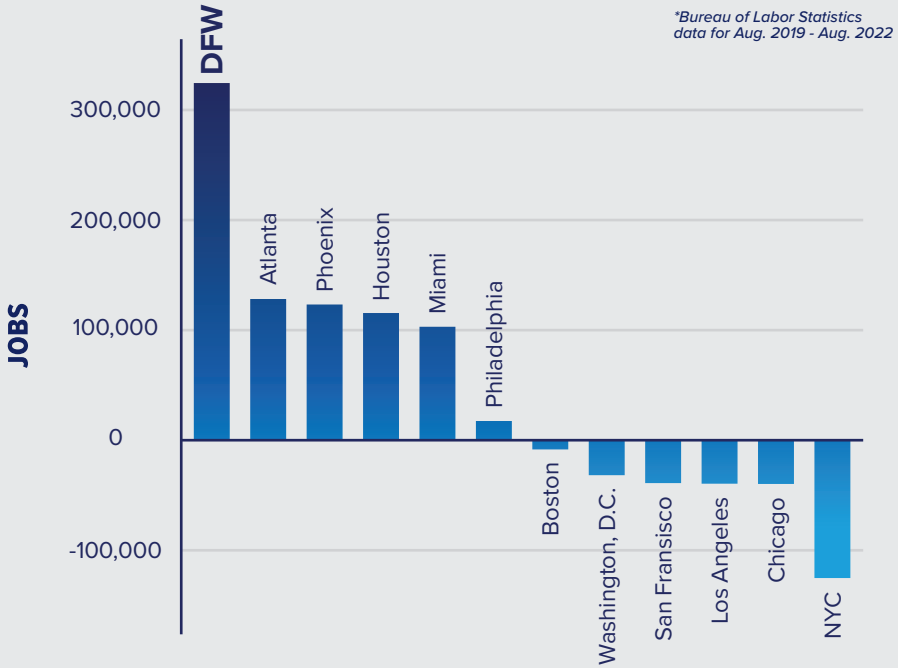


TOP FIVE STATES OF ORIGIN FOR COMPANIES RELOCATING TO THE DALLAS REGION



DALLAS REGION RANKS NO. 1 IN JOB GROWTH AMONG MAJOR METROS*

More than 323,000 jobs have been added over the past three years.



THE DALLAS REGION IS A HIGH-TECH HUB

2nd fastest-growing in the nation with 41,593 new tech jobs since 2017

5th in the nation with 282,021 total tech jobs

34% of Texas' tech jobs are in the Dallas Region

NOTABLE HQ RELOCATIONS



EDUCATION & WORKFORCE

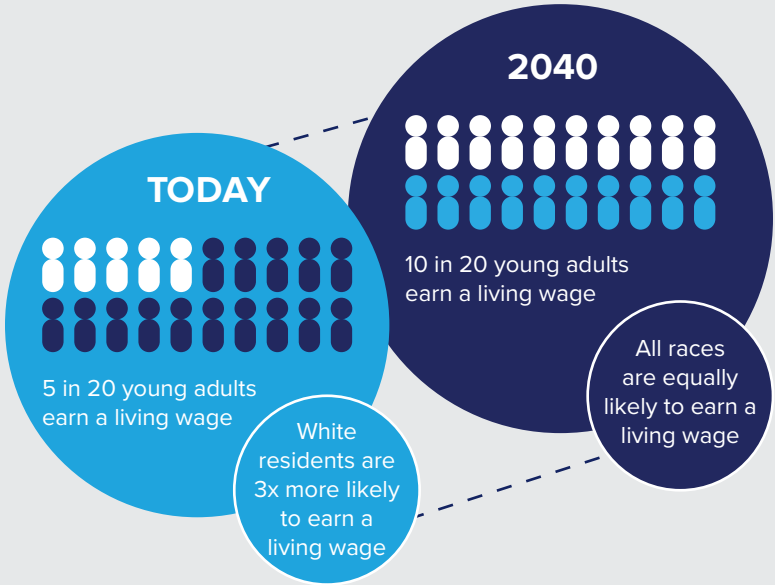
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2022 TOMORROW FUND IMPACT



DALLAS THRIVES CAMPAIGN

Building upon the Dallas Thrives initiative and the Say Yes to Dallas brand, the DRC launched a marketing campaign to promote connecting young adults to jobs in the information technology and health care sectors. The campaign is focused on raising awareness of educational programs and high-demand career pathways among students, recent graduates, and job seekers living in the Dallas Region.



sayyestodallas.com/jobs

TEXAS COMMISSION ON COMMUNITY COLLEGE FINANCE

The DRC engaged 12 regional business leaders in a year-long advocacy campaign focused on making recommendations to the Texas Commission on Community College Finance. The group’s efforts included these recommendations for new state investment in community colleges for the 88th Texas Legislature:

\$650M

in proposed new state funding for community colleges



State funding based on community college student outcomes



Increased financial aid offerings to improve affordability



Enhanced community college capacity for employer partnerships

BEST PLACE FOR WORKING PARENTS DALLAS®

The DRC’s Best Place for Working Parents® Dallas, presented by PNC Bank, promotes the importance of family-friendly policies in the workplace.

121

Dallas Region companies recognized in 2022

38%

increase in certified companies since 2021

ECONOMIC IMPACT OF CHILD CARE*



Texas employers lose \$7.6B annually due to work absences and turnover related to child care



74% of Texas parents reported missing work due to child care issues within the past three months



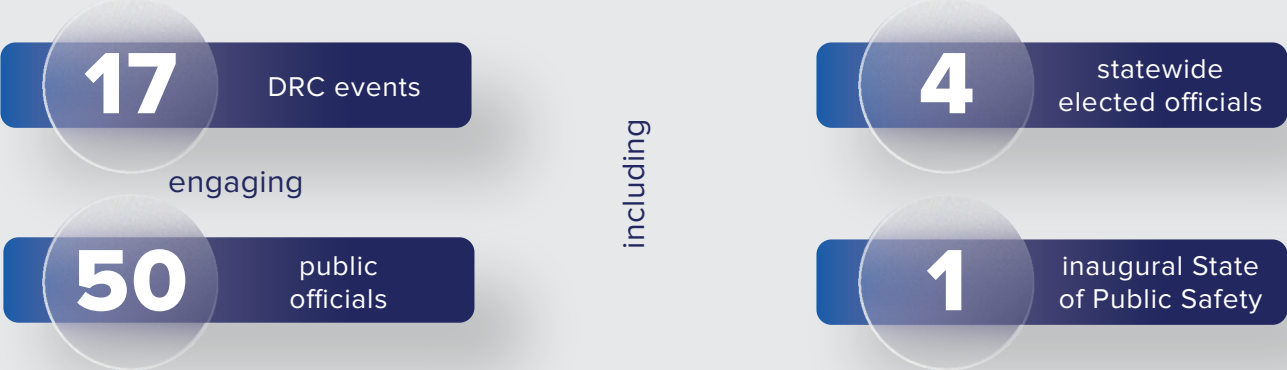
11% of Texas parents reported significant employment disruptions as a result of child care issues

*U.S. Chamber of Commerce

PUBLIC POLICY

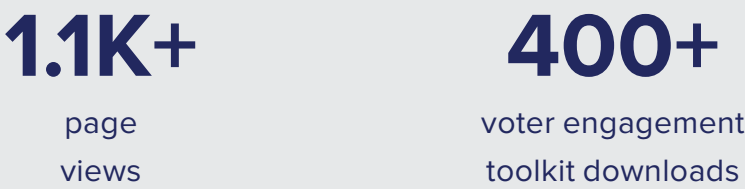
As the voice of the Dallas Region’s business community, the DRC connects member companies with key stakeholders at all levels of government to advocate for pro-business, pro-growth policies that ensure the continued prosperity of our region while maintaining a high quality of life for all.

2022 TOMORROW FUND IMPACT



HELPING BUSINESSES INCREASE VOTER ENGAGEMENT

As our region continues to grow, businesses have an essential role to play in promoting increased civic engagement. To help our members in this effort, the DRC created a nonpartisan Voter Engagement Toolkit that companies can share with their employees.



INFORMATIONAL RESOURCES



dallaschamber.org/vote

88th TEXAS LEGISLATIVE SESSION AGENDA

The DRC’s advocacy in 2023 will aim to continue driving prosperity in Texas and the Dallas Region by creating opportunities for workers and businesses to thrive. The agenda was informed by:



The DRC also joined the statewide Jobs for Texas Coalition as an executive committee member to advocate for policy solutions to revamp the state’s economic development incentive tools.



PRESERVING TEXANS’ ECONOMIC SUCCESS

- Preserve Texas’ friendly business climate advantage through incentive programs that promote job creation
- Ensure Texas’ energy, water, broadband, housing, and transportation options are affordable, reliable, sustainable, and secure



INVESTING IN TEXAS’ WORKFORCE

- Preserve the competitiveness of Texas’ educational institutions through improved investment in community colleges and reskilling programs
- Provide systemic supports for Texas’ child care infrastructure to allow more parents to join the workforce



SUPPORTING A HEALTHY TALENT POOL

- Support innovative approaches to addressing health care labor shortages and creating a pipeline for future talent
- Support policies that increase access to quality care options, particularly behavioral health services



PROMOTING A HIGH QUALITY OF LIFE FOR ALL

- Protect businesses’ rights to manage their organizations and employees according to their unique needs
- Ensure Texas remains a welcoming state for all, particularly through public safety initiatives and investments that build an inclusive community

To view the DRC’s complete legislative agenda, please visit dallaschamber.org/stateagenda

KEY POLICY DATES



DIVERSITY, EQUITY & INCLUSION

The DRC is working with businesses and the community to increase diverse representation in leadership positions, accelerate company involvement in building a talent pipeline, connect companies to investment in underserved areas, and advocate for accountable policing and equitable criminal justice policies.

2022 TOMORROW FUND IMPACT



DEI BENCHMARK REPORT

The DRC’s inaugural Benchmark Report highlights best practices and areas of opportunity in diversity, equity, and inclusion based on the results of a survey sampling of Dallas Region employers.

BEST PRACTICES

90%
offer mental health counseling or benefits

84%
offer paid maternity leave

78%
partner to serve underserved communities

OPPORTUNITIES FOR ACTION



Have a dedicated DEI team with direct line to the CEO



Establish sponsorship programs and conduct retention interviews



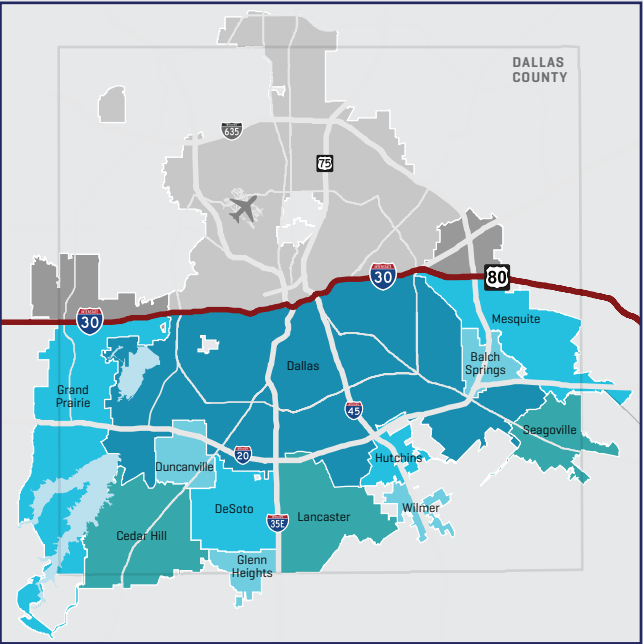
Establish supplier diversity programs with spending goals

dallaschamber.org/dei

SOUTHERN DALLAS COUNTY COMMUNITY INVESTMENT AND ENGAGEMENT

DRC Vision Tours bring members and investors to Southern Dallas County to showcase its ever-growing economic potential. These interactive tours highlight state-of-the-art infrastructure, education, and workforce development opportunities. Participants hear from project leaders who are positioning Southern Dallas County as a premier location to live, work, and do business.

70+
companies introduced to Southern Dallas County opportunities



SOUTHERN DALLAS COUNTY ECONOMIC DEVELOPMENT GUIDE

The Southern Dallas County Economic Development Guide is the DRC’s initiative to bring economic development, investment, and jobs to Southern Dallas County. This online resource showcases news, communities, real estate, employers, and talent spanning 12 cities and 486 square miles.



BUSINESS & REAL ESTATE DECISION-MAKERS

- Guide your relocation or expansion process
- Monitor economic and real estate development



COMMUNITY MEMBERS

- Access new and expanding employer announcements
- Learn more about your community



SMALL BUSINESS OWNERS

- Access tools to create business plans, presentations, and marketing materials
- Learn about programs and resources to help your business grow



POLITICAL & CIVIC LEADERS

- Gain insight into population and community data
- Learn about real estate developments/projects across Southern Dallas County

southerndallascounty.com

MEMBER ENGAGEMENT

The DRC connects industry experts, business and community leaders, young professionals, and individuals passionate about the Dallas Region. DRC membership provides access to engage with the business community and support the region through events, councils and task forces, sponsorships and branding opportunities, and more. Together with our member companies, we are leading the Dallas Region to be the best place in the United States for all people to live, work, and do business.



115 NEW DRC MEMBERS IN 2022

| | | |
|---|---|--|
| Akin, Gump, Strauss, Hauer & Feld LLP | Gallagher | Prison Fellowship |
| Aligned Data Centers | GameStop Corp. | PROAN Trading LCC |
| AmplifAI Solutions, Inc. | GEICO | Public Financial Management |
| Arches Media | Helping Hands for Single Moms Dallas | Qatar Airways |
| Ashford | Impact Intelligence and Investigations, LLC | Readers 2 Leaders |
| Aurora | Ito En North America | RECARO Aircraft Seating Americas, LLC |
| Be An Angel | JSX | Reef Technology |
| Big Rock Educational Services | Kanarys, Inc. | Rehab Synergies |
| Buckner International | KaZee, Inc. | Resultant |
| Cafe Momentum | KEIRUS BY KJE | Retina Foundation of the Southwest |
| CBD Kratom | Labora Group | RoundTable Technology |
| Celanese Corporation | Live Nation | Russell Reynolds Associates Inc. |
| CGL Companies | Low Country Quisine | Sands Corporation |
| Charter Communications | LURIN Advisors, LLC | Smith Seckman Reid, Inc. (SSR) |
| Chime Solutions | M&J Lupton Investments, LLC | SRP Environmental |
| Choctaw Nation of Oklahoma | Marsh USA Inc. | Steptoe & Johnson PLLC |
| CKP Group | MC2 Institute | Susser Bank |
| Commerce Bank | McCownGordon Construction | Tangram Interiors |
| Communities In Schools of the Dallas Region | Mercer | Tata Consultancy Services |
| Corner Bakery Cafe CBC Restaurant Corp. | Merrill Gardens | Telvista |
| Cresa Global, Inc. | Mommies In Need | Texas 2036 |
| CrossFirst Bank | Mr. Cooper Group | Texas Central |
| Cushman & Wakefield of Texas, Inc. | MW Logistics, LLC | The Bridge Homeless Recovery Center |
| Dallas Children's Advocacy Center | NAF | The Event Nerd |
| Daseke Inc | NDBT | The Reeds Public Relations Corporation |
| DeVry University | NexPoint* | The Thanks-Giving Foundation |
| Diodes Inc. | Nexstar Media Group | True North Advisors, LLC |
| Dominus Commercial Inc. | Nomi Network | Unispace |
| Dorsey & Whitney LLP | Ofenloch Consulting | Uplift Education |
| DPR Construction | Okon Metals | Urban Land Institute |
| EarthX | OpenKey | US Army Recruiting Office |
| EisnerAmper | Optimal Partners Inc | Vanguard |
| Encore Bank | Our Door to Yours, LLC | Vela Wood, P.C. |
| EssilorLuxottica | Park Place Dealerships | VIP |
| First Horizon Bank | Pegasus Bank | Walter P Moore |
| Forest Forward | PGA of America | We Are All Human d/b/a The Hispanic Star |
| Fresh Consulting | PMG | Zirtue |
| Funneled Through | Potandon Produce | |
| Fuzse | Pridestaff | |

as of Sept. 30, 2022

EXECUTIVE ENGAGEMENT PROGRAMS

The DRC provides programming tailored to C-suite executives to build relationships and discuss key issues as we work together for the continued prosperity of the Dallas Region.



EXECUTIVE CIRCLE

The Executive Circle (formerly Board of Advisors) is an invitation-only program that brings the top executive from member companies together to develop relationships and foster discussions about key issues affecting the Dallas Region.



EXECUTIVE WOMEN'S ROUNDTABLE (EWR)

EWR provides senior executive women a forum to build relationships, discuss current issues, overcome challenges, and achieve more in their professional and personal lives. This unique program brings together a diverse array of industries.



WELCOMING NEW EXECUTIVES (WNE)

WNE helps new C-suite executives fast-track their transition into the Dallas Region business community by making connections with top business and community leaders, while showcasing dynamic cultural, entertainment, and educational offerings.



LEADERSHIP PROGRAMS

The DRC's suite of leadership programs creates a pipeline of personal and professional development opportunities for all career stages, growing leaders across companies, careers, and communities.



LEADERSHIP DALLAS (LD)

Founded by the DRC in 1975, LD is the region's premier leadership program, designed to help executives address challenges and opportunities facing the Dallas Region through a one-of-a-kind curriculum.

8

class days

featuring

70+

subject-matter experts



LEADERSHIP DALLAS ALUMNI (LDA)

LDA is comprised of graduates of LD as well as alumni of similar leadership programs across the country who now call the Dallas Region home. Forty-seven years and more than 2,300 participants later, the contribution and dedication of alumni has had an invaluable impact on our dynamic region.

4

events

connecting

500+

business leaders



YOUNG PROFESSIONALS (YP)

YP engages emerging leaders who are committed to leadership development, public policy, and community engagement through dynamic programming and exclusive events. Additionally, LEAD YP is a professional development program specifically for YP members.

11

events

connecting

1.1K+

young professionals

say *yes* to *Dallas*



Say Yes to Dallas is a talent attraction initiative of the Dallas Regional Chamber. This communications and marketing campaign connects workers with the **resources they need to discover** the Dallas Region and enjoy a thriving career for years to come.

RESOURCES TO ATTRACT & RETAIN TALENT

The DRC helps local employers and human resource professionals attract and retain talent by providing resources and information through Say Yes to Dallas toolkits and marketing materials highlighting why the Dallas Region is the best place for all people to live, work, and do business.

- ▶ **Recruiting Toolkit:** key messages and marketing materials about the Dallas Region
- ▶ **Diversity in Tech Hiring Toolkit:** resources to help employers recruit and diversify their tech workforce
- ▶ **Essentials Guide for Candidates:** information on communities, schools, parks & outdoors, and culture
- ▶ **Dallas Newcomer & Relocation Guide:** free magazine for candidates & newcomers
- ▶ **Newsletter:** seasonal newsletter with everything to know about what's happening in the Dallas Region
- ▶ **Events:** designed for HR and recruiting professionals, college interns, job seekers, and tech talent



sayyestodallas.com/recruiting-toolkit

DRC

DALLAS REGIONAL CHAMBER

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dallaschamber.org