

CONSULTANTS FORUM



The Ritz-Carlton, New Orleans

JUNE 1-3, 2026

organized by **AREADEVELOPMENT**

HOST SPONSORSHIP

LOUISIANA ECONOMIC DEVELOPMENT

Matthew Fairbrother, Manager, Economic Competitiveness & Analytics

Chelsey Gonzales, Director, Business Development

Audrey Hutchinson, Executive Director, Business Development

Ileana Ledet, Chief Economic Competitiveness Officer

ENTERGY

Zach Hager, Business Development Manager (LA)

Kate Moore, Business Attraction Executive (LA)

Gabby MacNabb, Business Expansion & Retention Representative (MS)

GREATER NEW ORLEANS INC.

Gary Silbert, Director, Business Development

Josh Tatum, Vice President, Retention & Growth

PLATINUM SPONSORSHIP

WELCOME DINNER – NATIONAL GRID (NEW YORK)

Brian Anderson, Regional Economic Development Manager

Anna Nguyen, Director, Economic Development, CenterState Corporation for Economic Opportunity

Marc Barraco, Chief of Staff, Mohawk Valley EDGE

OPENING BREAKFAST – CLECO (LOUISIANA)

Connor Bradford, Economic Development Project Manager

Richard Cornelison, Director, Marketing & Economic Development

Eric Schouest, Vice President, Marketing & Government Affairs

Amy S. Thibodeaux, Project Manager, Economic Development

NETWORKING LUNCH – VIRGINIA ECONOMIC DEVELOPMENT PARTNERSHIP

Jacquelyn Harris, Events Director

Kevin Miller, Vice President, Strategic Projects & Lead Generation

Kristine O'Dette, Vice President, Marketing & Communications

GOLD SPONSORSHIP

MONDAY PRIVATE RECEPTION – FREDERICK COUNTY OFFICE OF ECONOMIC DEVELOPMENT (MARYLAND)

Solash Aviles-Montanez, Senior Business Development Manager

Mary Ford-Naill, Manager, Economic Development, City of Frederick

WELCOME RECEPTION – OPELIKA ECONOMIC DEVELOPMENT (ALABAMA)

Madison Bush, Project Manager

John Sweatman, Director

TUESDAY MORNING BREAK – NORTH LOUISIANA ECONOMIC PARTNERSHIP

Megan Delgado, Senior Project Manager

Justyn Dixon, President & CEO

TUESDAY AFTERNOON BREAK – CENTRAL SC ALLIANCE (SOUTH CAROLINA)

Jason J. Giulietti, President & CEO

Zechariah Willoughby, Director, Business Recruitment

TUESDAY PRIVATE RECEPTION – LAFAYETTE ECONOMIC DEVELOPMENT AUTHORITY (LOUISIANA)

Mandi Mitchell, CECD, President & CEO

Mark Mouton, Director, Business Development

NETWORKING RECEPTION – CITY OF NORFOLK (VIRGINIA)

Mia Byrd Wilson, Business Development Manager

Pete Schrider, Business Development Manager, Attraction

SPEAKER CHARGING STATIONS – SELECT FORT BEND (TEXAS)

Carlos Guzman, Director, Economic Development

Jackie Wehring, Assistant Director

GOLD SPONSORSHIP

CONFERENCE WI-FI – GEORGIA DEPARTMENT OF ECONOMIC DEVELOPMENT

Wylly Harrison, Site Development Program Manager

Elizabeth McLean, Assistant Director, Statewide Projects

SPEAKER TRAVEL BAGS – SOUTH CENTRAL INDIANA ECONOMIC DEVELOPMENT

Kathy Ertel, President

Jim Plump, CEcD, Member

SPEAKER REFRESHMENT STATION – NV ENERGY (NEVADA)

Jeff Brigger, Vice President, Business Development & Programs

Mark Berg, Chief Commercial Officer, Reno-Tahoe Airport Authority

SILVER SPONSORSHIP

CITY OF PEORIA (ARIZONA)

Maria Laughner, Director, Economic Development

CORNERSTONE ENERGY PARK (LOUISIANA)

Creed Romano, Director, Business Development & Marketing

GREATER BATON ROUGE ECONOMIC PARTNERSHIP (LOUISIANA)

Jayson Newell, Acting Co-CEO

GREATER MEMPHIS CHAMBER (TENNESSEE)

Gwyn Fisher, Chief Economic Development Officer

ONE COLUMBUS (OHIO)

Rich Fletcher, Senior Vice President, Business Development

PENNSYLVANIA DEPARTMENT OF COMMUNITY & ECONOMIC DEVELOPMENT

Mike O'Rourke, Managing Director, Business Retention & Expansion

SALT RIVER PROJECT (ARIZONA)

Matthew Laudone, Economic Development

UPSTATE SC ALLIANCE (SOUTH CAROLINA)

Aimee Redick, Director of Global Engagement

WISCONSIN ECONOMIC DEVELOPMENT CORPORATION

Melinda Osterberg, Senior Director, Business & Investment Attraction

SPRING CONSULTANTS FORUM

Area Development would like to acknowledge our Host Sponsors



OPENING — MONDAY, JUNE 1ST

5:30 – 8:30 pm **Registration**
Lafayette Ballroom Foyer (2nd floor)

6:00 – 7:00 pm **Sponsor and Speaker Private Reception**
Crescent View (12th floor)

Sponsor:



7:00 – 9:00 pm **Welcome Reception and Dinner**
Courtyard (3rd floor)

Reception Sponsor:



Dinner Sponsor:



DAY ONE — TUESDAY, JUNE 2ND

7:15 – 8:15 am **Opening Breakfast**
Lafayette Ballroom

Sponsor:



8:30 – 8:45 am **Opening Remarks**
Grand Ballroom (2nd floor)

Dennis Shea
President & Publisher, **Area Development**

Susan B. Bourgeois
Secretary, **Louisiana Economic Development**

8:50 – 9:25 am **Available to Viable: Defining a Truly Ready Site**
Speed-to-market has become a defining factor in project success, but not all “ready” sites are created equal. This discussion will unpack how site readiness is evaluated in real time, providing a clearer understanding of where gaps most often exist.

Panelists:

Lindsey Cannon, Managing Director
Quest Site Solutions

Courtney Dunbar, Director, Site Selection
Burns & McDonnell

Scott Kupperman, Founder
Kupperman Location Solutions

9:30 –
10:05 am

Risk is the New Currency: How Uncertainty is Reshaping Site Selection Decisions

Today's location decisions are increasingly shaped by what can go wrong, and how quickly. From public resistance to regulatory hurdles, this session unpacks how risk is being assessed, priced, and mitigated throughout the process. Panelists will share how shifting risk dynamics are influencing where projects ultimately land.

Panelists:

Seth Martindale
Vice Chairman
CBRE

Shannon O'Hare (moderator)
Executive Managing Director, Strategic Consulting
Cushman & Wakefield

Gray Swoope
President & CEO
VisionFirst Advisors

Brandon Talbert
Managing Director
Austin Consulting

10:10 –
10:30 am

Refreshment Break
Foyer
Sponsor:

Conference Wi-Fi Sponsor:

10:35 –
11:10 am

The Pregame: How Projects Take Shape

Before an RFP is issued, critical decisions are already shaping the outcome of a project. This session explores how companies and consultants define needs, narrow geographies, and quietly eliminate locations early in the process. Gain insight into what happens before communities are even invited to compete.

Panelists:

Annie Baxter
Executive Vice President, Location Incentives
CBRE

Alicia Janesko Hutchings
Director, Site Selection & Incentives
Cresa

Alan Reeves
Executive Managing Director, Global Strategy
Newmark

11:15 –
11:50 am

Competing in the Next Phase of Global Investment

FDI into the U.S. is evolving as companies navigate shifting supply chains, geopolitical pressures, and changing economic conditions. This session will examine the competitive global dynamics shaping today's projects and how international companies are evaluating locations through the lens of cost, risk, infrastructure, and speed.

Panelists:

Paige Carter (moderator)
Chief Business Development Officer
Louisiana Economic Development

Jack Ellenberg
Managing Director
Maxis Advisors

Julia Fisher-Cormier
Executive Director
Port of South Louisiana

Ford Graham
Partner
McGuireWoods LLP

12:00 –
1:00 pm

Networking Lunch
Lafayette Ballroom
Sponsor:


AFTERNOON — BREAKOUT SESSIONS

Please refer to the emails that were sent to you or the monitors in the Ballroom Foyer for session details and room assignments.

- 1:15 – 2:00 pm Breakout Sessions**
Grand Ballroom Salon I, II & III
- I Brian Corde – Atlas Insight**
From Boomers to Gen Z: Workforce Realities Shaping Location Decisions
- II Kim L. Moore | Brooklin Salemi – Newmark**
When Incentive Programming Undermines Competitiveness
- III Mac Farr – Strategic Development Group**
Beyond Sites & Buildings: Building a Smarter Community Asset Strategy
- 2:15 – 3:00 pm Breakout Sessions**
Grand Ballroom Salon I, II & III
- I Kevin Major – CBRE**
AI, Onshoring & Data Centers, oh my!
- II Jennifer Fletcher – Deloitte Consulting LLP**
Shovel-Ready is Not the Finish Line: Adapting to Win Complex Projects
- III Gregg Healy | J.C. Renshaw – Savills**
Supply Chain Considerations in the Site Selection Process
- 3:00 – 3:15 pm Refreshment Break**
Foyer

Sponsor:



ROUNDTABLE DISCUSSIONS

Grand Ballroom and Lafayette Ballroom

3:15 – 4:45 pm

The four (4) Roundtables are meant for casual discussion and to provide an additional platform for speakers and attendees to connect. Please refer to the back of your badge for your assigned table numbers (left to right).

DRINKS AND HORS D'OEUVRES

Felix's Restaurant and Oyster Bar

739 Iberville Street | Use Bourbon Street Entrance

SPEAKER AND SPONSOR PRIVATE RECEPTION

5:30 – 6:30 pm

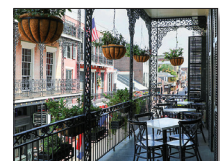
Sponsor



GROUP NETWORKING RECEPTION

6:30 – 8:00 pm

Sponsor



Must wear your badge | Plan for Dinner on the Town

DAY TWO — WEDNESDAY, JUNE 3RD

NETWORKING BREAKFAST 7:30 AM | CLOSING BREAK 10:45 AM

Refreshment Station Sponsor



Travel Bag Sponsor



Charging Station Sponsor



BREAKOUT SESSIONS: 8:45-9:30 AM

SALON I

The Shifting Role of the Economic Developer

With the rise of social media and opposition to projects growing nationwide, today's economic developers are facing challenges like never before. The session will address how EDOs are managing the changing landscape while still staying competitive to win projects.

Speaker:

Nelson Lindsay, Managing Principal
Parker Poe Consulting

SALON II

The AI-Empowered EDO: Offense, Defense, and the Desktop Review

AI is a double-edged sword for economic development. While it offers EDOs unprecedented efficiency for crafting RFI responses and identifying target opportunities, site selectors are using those same tools to dig even deeper into a community. Join this session to learn how to wield AI to your advantage and uncover the hidden data narrative your community is already broadcasting to the world.

Speaker:

Devin J. Hillsdon-Smith, Founder & Principal Consultant
Hyphen Strategies, LLC

SALON III

Investment Readiness: Telling the Heartland's Story

Every smaller metro or rural community has a unique story to tell about why it is a competitive location for jobs and investment. In this session, the speaker will explain what Heartland Forward, a nonpartisan, nonprofit think-and-do tank, is doing to level the playing field.

Speaker:

Katie Milligan-Dixon, Director, Entrepreneurship, Human Capital & Workforce Development, **Heartland Forward**

BREAKOUT SESSIONS: 9:45-10:30 AM

SALON I

Site Selection Opportunities for Steel Manufacturing in the U.S.

This session will review the steel industry and opportunities for attracting both steel-making facilities and supporting upstream and downstream subsectors. The impact of tariffs and international competition will also be reviewed along with an outlook for the sector.

Speaker:

Tommy J. Kurtz, Managing Director
Avident Advisors

SALON II

Strategy to Shovel: What Really Drives Industrial Location Decisions

In this session, you'll learn how organizations evaluate their supply chain infrastructure strategy, including the key factors and tradeoffs they consider, the analyses they perform, and how these elements relate to site selection and economic development. The goal is to build your understanding of modern corporate location strategy.

Speaker:

Grayson Scott, Senior Associate, Industrial Strategic Consulting
Cushman & Wakefield

SALON III

Site Selection Behind the Scenes: How North America and Your Community Stacks Up

A glimpse into the site selection process and real-world perspectives on how North America compares Globally. Deep dive into what communities can control and should be focused on in a data-driven site selection landscape.

Speaker:

Shelby Zaricor, Senior Consultant
Global Location Strategies

Area Development wishes to thank the following organizations for their support and sponsorship.

Silver Forum Sponsors





ANNIE BAXTER

Executive Vice President, Location Incentives
CBRE

Annie Baxter, Executive Vice President in the Advisory & Transaction Services Practice, is responsible for translating clients' business objectives into smart, executable real estate strategies. She is a member of the Location Incentives group and advises clients globally with site selection and economic incentive negotiations. With more than 18 years of experience in economic development, Annie has led large site selection projects and negotiated incentives as a local community, a utility provider and on behalf of the state of Georgia resulting in more than 7,000 new jobs and more than \$2 billion in investment. Since joining CBRE in 2018, Annie has negotiated more than \$1B in incentives representing clients on corporate headquarters, technology, data center, food processing, manufacturing and logistics projects. She has an in depth understanding of all decisions that contribute to successful site selection.

Prior to joining CBRE, Annie served as a Business Recruitment Manager at Duke Energy Corporation where she was responsible for creating a business development strategy to identify and recruit large energy users with planned expansions to Duke's six-state territory.

Prior to her role at Duke Energy Corporation, Annie served as the Director of Logistics, Energy, Agribusiness and Food Processing team at the Georgia Department of Economic Development. She was responsible for recruiting companies in these sectors to locate in Georgia and managed a team of project managers who assisted company decision-makers, led tax incentive negotiations on the state's behalf, and generated leads for planned expansions.

Annie also has experience with the Electric Cities of Georgia and the Albany Dougherty Economic Development Commission recruiting new industry to Georgia, with an end goal to expand the state's tax base.

PROFESSIONAL AFFILIATIONS / ACCREDITATIONS

- Licensed Georgia Real Estate Salesperson
- Globe Street Real Estate Forum, Industrial Influencer, 2019
- Georgia 4-H Foundation, Board Member, 2019 – present
- NAIOP Georgia, Board Member '13,'14; '16-present, Volunteer of the Year 2017
- NAIOP Future Leaders Class 2011; Executive Committee 2012; NFL Director 2013
- Consultant Connect, Top 50 Economic Developers in the United States – 2015, 2016
- Leadership Georgia Graduate – 2016
- Bachelor of Arts in Spanish and Public Relations from the University of Georgia



LINDSEY CANNON

Managing Director
Quest Site Solutions

Lindsey Cannon is the Managing Director of Quest Site Solutions, providing site selection services and economic development consulting to companies and organizations worldwide. Before founding Quest, Lindsey was a Principal with McCallum Sweeney Consulting.

With nearly 20 years of experience in site selection and economic development, Lindsey assists companies in identifying, evaluating, and selecting the optimal location for their capital investment. She provides specialized skills and services to clients in the areas of detailed location evaluations including properties, infrastructure, transportation, labor and demographics, state and local taxes, and incentives.

Lindsey also provides services and programs for states, utilities, communities, and private landowners to increase the attractiveness of their community and/or property to industrial prospects. These services include site evaluations and certifications, site identification, strategic planning, target industry analysis, and workforce/labor evaluations.

PROJECT HIGHLIGHTS

- Black Hills Energy | Industrial Site Audit
- BMC | Headquarters - Atlanta, GA
- Boy Scouts of America | Jamboree + high adventure base - Glen Jean, WV
- Iowa Economic Development Authority | Certified Site Program
- Mitsubishi Electric Power Products Inc. | Manufacturing - Memphis, TN
- Oklahoma Department of Commerce | Targeted Opportunities Program
- SELEE | Manufacturing - Hendersonville, NC

PROFESSIONAL INVOLVEMENT & AWARDS

- Counselors of Real Estate (CRE) | Member, Board Member - Carolinas Chapter
- CREW Network | Industrial Council, Education Advisory Group (2025), Communications and Editorial Committee Member (2018)
- USC Moore School of Business' Business Partnership Foundation | External Relations Committee, Board of Advisors (BOA), BOA Co-Chair (2025)
- CoreNet Global | Master of Corporate Real Estate (MCR), ESG Level 1 Certificate



BRIAN CORDE

Managing Partner
Atlas Insight, LLC

Brian Corde is the co-founder and managing partner at Atlas Insight LLC based in Freehold, NJ. Atlas assists businesses from all sectors in helping them choose the best strategic locations for their operations, helping to create competitive advantage and achieve overall corporate goals by using location and incentives as ways to reduce operating costs and produce optimum results.

Brian brings 27 years of site selection and incentive consulting experience to the Atlas team. Prior to founding Atlas, he was a regional practice leader within BDO Seidman's Business Location Incentives and Site Selection (BLISS) group and was the point person on the firm's U.S. and European site selection clients. Prior to joining BDO, Brian was a partner with Mintax, where he developed their site location and discretionary incentive practice and held the position of executive director over the Location Advisory and Economic Development Incentive group at ADP.

Throughout his career, Brian has assisted numerous companies such as Wells Fargo, Allstate, Solvay, General Mills, HSBC, Kraft, Altria, Pfizer, Computer Sciences Corporation, and Yahoo with their site selection and incentive needs. He has also assisted government agencies with their business attraction and retention policies and has helped write incentive legislation to keep them competitive within the global marketplace.

Brian has authored numerous articles for various trade publications, including Area Development magazine, and has been the featured speaker at conferences including the Industrial Asset Management Council (IAMC), CoreNet Global, Tax Executive Institute, and The World Research Group. He is the former Chair of the Associate Membership Committee for IAMC.

EDUCATION & AWARDS

Brian is a graduate of Rutgers University with a degree in Economics, with concentrations in Accounting and Finance. He received accolades for his work within the Labor Studies Department and was invited back as a teaching assistant.

In 2011, one of Brian's site selection projects won a CiCi award given by Trade & Industry Development magazine for major community impact. After Hurricane Katrina, he was an invited guest of the governor of Louisiana in Washington, D.C., to help develop strategy and incentive policy to encourage redevelopment in the states of Florida, Mississippi, and Louisiana.



COURTNEY DUNBAR, CECD, EDFP, AICP

Director of Site Selection

Burns & McDonnell

Courtney Dunbar has 27 years of combined career experience in site selection, economic development, community planning, and project funding. In her current role, she serves as the Director of Site Selection for Burns & McDonnell.

Courtney's goal is to align Burns & McDonnell industrial, advanced manufacturing, mission critical, food and consumer products, and aerospace clientele with optimal site and facility options for growth. In addition, her team actively develops site plans for industrial development. She has written many community plans focused on developing vital, innovative communities that entice economic growth. Her career has centered on industrial and allied primary development.

She is a member of the Site Selectors Guild and serves as a contributing writer and speaker for Area Development, with articles centered on site selection and site preparedness for economic development opportunities. She is a sought-after speaker nationally on topics related to site selection and industrial site preparedness.

Courtney serves as the Dean of the University of Oklahoma's Economic Development Institute (OU-EDI) and instructor of real estate and infrastructure development curriculum for both the OU-EDI and the Heartland Basic Economic Development Course. Her comprehensive expertise in site selection, economic planning, development analysis, industrial infrastructure planning, and project finance uniquely positions her as a qualified industrial site selection and site development partner.



JACK ELLENBERG

Managing Director
Maxis Advisors

Jack Ellenberg advises CEOs, CFOs, and executive leadership teams on North American market entry, capital deployment, and policy-sensitive growth decisions. His work focuses on helping leaders make confident decisions early, before investment, operating model, and location choices become costly to unwind. He brings a perspective that sits at the intersection of strategy, government affairs, and capital planning, helping leadership teams navigate complexity with a clearer view of regulatory, policy, and long-term operating realities.

Jack joined Maxis Advisors after more than 28 years in senior leadership roles across economic development, infrastructure, corporate partnerships, and strategic growth. His background includes cabinet-level roles supporting multiple U.S. governors, executive leadership at a major North American port, and senior responsibility within a leading R1 research institution focused on advanced industry and innovation. Over the course of his career, he has supported more than \$35 billion in new investment and over 100,000 jobs, working with globally recognized organizations including BMW, Boeing, Bosch, ZF, Mercedes-Benz, and others where credibility, discretion, and sound executive judgment are essential.

Jack was named Southern Business & Developments "Person of the Year" for his work as lead recruiter of Boeing's 787 Dreamliner assembly operation in North Charleston, South Carolina. In 2011, he was awarded the Order of the Palmetto, South Carolina's highest civilian honor, for his service to the citizens of the state.



MAC FARR

Senior Principal
Strategic Development Group

Mac is a Senior Principal at Strategic Development Group (SDG), where he specializes in U.S.-based site selection for domestic and international manufacturers in the metals, chemical, and automotive sectors.

With more than eight years of experience in corporate location strategy, Mac leads a team of consultants focused on helping clients achieve optimal location outcomes that support long-term business success. In addition to advising manufacturers, he leads site evaluation and site readiness initiatives for a range of economic development and utility-sector organizations. His work includes helping clients assess potential locations, strengthen site competitiveness, and prepare industrial properties for successful project attraction and long-term investment.

Prior to joining SDG, Mac worked in commercial real estate development. He studied real estate finance at the University of South Carolina's Darla Moore School of Business and is a licensed real estate broker. Mac is also a contributor and speaker on industry trends impacting corporate location strategy and site readiness.



JENNIFER FLETCHER

Senior Manager, Location Strategy
Deloitte Consulting LLP

Jennifer is a Senior Manager in Deloitte Consulting's Location Strategy practice. Prior to joining Deloitte, Jennifer spent more than 25 years working on behalf of state and local governments in economic development strategy, business recruitment and site evaluation and development.

During her four years at Deloitte, Jennifer has worked with numerous corporate site selection projects evaluating locations for manufacturing deployments. The projects span several industry sectors; however, her work has focused on complex, utility intensive manufacturing site selection including automotive, EV supply chain, electronics and data centers. Jennifer was the project manager for the recently announced Hyundai Steel manufacturing complex, representing more than \$5B in capital investment and 5,000+ jobs.

Leveraging her experience in state and local government, Jennifer has led numerous strategy and site evaluation engagements for economic development organizations, helping them clarify their value proposition, assess evolving ecosystems, analyze workforce dynamics, and develop strategies to better position their regions for investment. Her work includes target industry studies, industrial site evaluations, workforce analyses, economic impact assessments, and strategic planning initiatives.

Prior to Deloitte, Jennifer served as Deputy Secretary of Commerce for the State of South Carolina under two governors, following more than 15 years with the agency. She led the state's project management efforts for Volvo Cars' first U.S. manufacturing facility—a \$1B+ investment creating more than 4,000 jobs—and supported major location and expansion projects for global companies including BMW, Mercedes-Benz Vans, Boeing, Samsung, Michelin North America, Honda, Lockheed Martin, Continental Tire, Nephron Pharmaceuticals, Blackbaud, E. & J. Gallo, and Magna across diverse industry sectors.

EDUCATION

- MBA, General Management, University of South Carolina
- Bachelor of Science, Business Administration, University of South Carolina



W. FORD GRAHAM

Partner, **McGuireWoods LLP**

Senior Vice President, Infrastructure & Economic Development, **McGuireWoods Consulting**

W. Ford Graham, IMBA, Esq. is a senior vice president on McGuireWoods Consulting's national infrastructure & economic development team and a partner with McGuireWoods LLP.

Ford has a depth of experience working in the economic development sector where he has facilitated new industry and industrial expansion in over 139 projects in 14 states, which have resulted in commitments of more than 14,000 new jobs and \$58.9 billion in new investment. Ford's practice focuses on companies opening or expanding operations in the U.S. In addition to economic incentives, Ford assists companies with the full spectrum of legal needs that arise when companies enter new markets.

Most recently, Ford was a partner at an international AmLaw 100 law firm, and he previously served as director of international strategy and trade for the South Carolina Department of Commerce. In that role, he directed all aspects of the agency's international efforts, including South Carolina's four international offices in Delhi, Munich, Shanghai, and Tokyo, uncovering foreign direct investment opportunities, and assisting South Carolina companies with exporting their products to the rest of the world. Before that, he worked as general counsel for a real estate development/investment firm and served as a judicial clerk in the 5th and 14th Judicial Circuits of South Carolina. Ford served as a United States Peace Corps Volunteer in Guatemala.

Ford is an avid runner and has completed over 45 marathons/ultramarathons in 20 states including multiple 50-mile races and a 100-mile race in Georgia. Ford became a member of the Site Selectors Guild in 2023, and has been named to The 2026 edition of The Best Lawyers in America®.

EXPERIENCE

- Assisted an American data center company in establishing multiple operations in the Southeastern U.S and Northeast, resulting in the second largest investment announcement in US history.
- Assisted a Canadian clothing manufacturer with the expansion of their existing HQ and distribution facility and expansion of production facility in the Southeastern U.S.
- Assisted a multinational paper products conglomerate with the acquisition and large-scale expansion of production facilities in the home goods sector in the both the Southeastern and Midwestern U.S., and the expansion of production facilities in both the Southeastern and Northwestern U.S.
- Assisted an Israel-based international defense electronics company with a greenfield production and HQ facility for advanced manufacturing in the defense sector in the Southeastern U.S.
- Assisted an India and U.S.-based advanced manufacturing company with a greenfield production facility for advanced manufacturing in the aerospace sector in the Southeastern and Northeastern U.S.
- Assisted a U.S.-based solar developer with 136 greenfield industrial solar arrays (2-150MW) in the Southeastern U.S.
- Assisted a large, German vehicle manufacturer with multiple large-scale expansions of their existing production facility in the Southeastern U.S.
- Assisted a Canadian manufacturer of multilayered laminated products with a greenfield production facility in the Southeastern U.S.
- Assisted a U.S.-based, prepared meal delivery company with greenfield production and distribution facilities for the food service sector in both the Northeastern and Mid-Atlantic U.S. and a greenfield distribution facility for the food service sector in the Southeastern U.S.



GREGG HEALY

Head of Industrial Services, North America
Savills

Gregg Healy is executive vice president and head of Savills Industrial Services group in North America. Based out of Savills' Orange County, California, office, he manages the company's industrial practice in the U.S. and Canada as a single, unified force — setting strategy and best practices, as well as guiding service delivery and client solutions across markets. In this leadership role, he is committed to matching Savills industrial and logistics advisory capabilities with client needs by continuously refining the company's industrial market footprint and service platform.

Prior to joining Savills, Gregg served in several leadership positions at Colliers International, culminating in his role as head of location strategy. He oversaw more than 600 brokerage professionals on the firm's Supply Chain and Workforce Analytics Solutions teams and is credited with launching the company's Supply Chain Solutions practice in 2016.

Gregg is an expert in third-party logistics and supply chain management, with deep knowledge of sourcing, manufacturing, warehousing and distribution solutions, and trends. He has worked as both a real estate advisor and as a logistics and manufacturing leader. Before Colliers, he was president and CEO of Smart Turn Logistics Inc., a third-party logistics company he founded in 2014. Gregg also served as vice president and board member at Komvo America, a subsidiary of Honda Motors Japan, where he led large teams across North America for almost 11 years and launched the company's Mexico operation in 2008.

AWARDS, ACHIEVEMENTS AND ACTIVITIES

Gregg was recognized by Bisnow as one of the top 10 influencers in industrial real estate for 2021 and is regularly quoted in various media circles, including The Wall Street Journal. Last year, his articles, posts, presentations, and television interviews garnered over 110 million unique impressions worldwide.

Gregg is a member of the Industrial Asset Management Council (IAMC) and serves on the Board of Advisors of Grand Canyon University. His global business perspective is informed by living and working in Europe and Asia. Starting as an exchange student in both Norway and Japan and earning a full scholarship to study overseas from the government of Japan, Gregg went on to gain extensive experience in global manufacturing and distribution practices throughout his career. He is fluent in Japanese and Norwegian and is conversational in German, Swedish, and Danish.

EDUCATION

- University of California, Los Angeles, Bachelor of Arts — Philosophy and Japanese
- University of Michigan, Stephen M. Ross School of Business, Master of Business Administration — Business Administration, Management, and Operations



DEVIN HILLSDON-SMITH

Founder & Principal Consultant
Hyphen Strategies, LLC

Devin Hillsdon-Smith is the Founder and Principal Consultant at Hyphen Strategies, LLC, where he helps corporate and public-sector leaders make better, faster location and investment decisions. With 15+ years of experience and \$8B+ in investment advised across economic development and private-sector site selection, Devin brings a rare “dual-sided” perspective, he understands what communities need to win projects and what companies need to confidently choose a site.

At Hyphen Strategies, Devin advises on corporate site searches, utility and infrastructure readiness, certified sites programs, strategic planning, and incentive and capital stack strategy. His work is especially relevant in today’s power- and schedule-constrained environment, where grid realities, deliverability, and risk management can make or break a project. Clients value his ability to translate complex technical and market inputs into decision-ready recommendations, while staying candid about tradeoffs and uncertainty.

Devin is a licensed attorney and real estate broker, and he is active in industry leadership, including service on the board of the Indiana Economic Development Association and on the board of directors for a U.S. technology park. He is also the host of the podcast Site Selectors Are People, Too, a platform focused on the human side of site selection—how leaders navigate pressure, ambiguity, and stakeholder dynamics when the stakes are high.



ALICIA JANESKO HUTCHINGS

Director, Site Selection and Incentives
Cresa

In her role as Director of Site Selection and Incentives at Cresa, Alicia partners with clients to navigate complex location and incentive decisions. She brings extensive economic development experience and a collaborative approach to identifying the right sites for headquarters, manufacturing, logistics, and back-office facilities across both domestic and international markets. Known for her strong negotiation skills, Alicia has secured and managed incentive packages that maximize client ROI and ensure full value realization.

Throughout her career, Alicia has driven projects that facilitated multi-billion-dollar investments and generated more than 40,000 jobs through corporate expansions and relocations. Her client portfolio includes global brands such as Amazon, Hostess Brands, Merck Animal Health, The Coleman Company, Honeywell, Dairy Farmers of America, and Garmin International.

Before joining Cresa, Alicia held senior economic development roles in both Kansas and Texas. In Kansas, she directed the state's business recruitment team, guiding it to multiple national recognitions, including back-to-back Area Development Gold Shovel Awards and the state's first Site Selection Magazine Governor's Cup. She also spearheaded the development of project tracking platforms, marketing strategies, and incentive program reforms that improved state competitiveness. Notably, she played a pivotal role in drafting legislation that positioned Kansas to secure Panasonic's \$4 billion, 4,000-job EV battery plant.

A respected leader in her field, Alicia was recognized by Consultant Connect as one of the Top 50 Economic Developers in the U.S. in both 2016 and 2020.

EXPERTISE

- Site Selection & Incentives
- Corporate Expansions & Relocations
- Economic Development
- Incentive Program Development
- Data & Project Management

EDUCATION

- University of Kansas
- The University of Oklahoma's Economic Development Institute



SCOTT KUPPERMAN

Founder

Kupperman Location Solutions (KLS)

Scott Kupperman formed Kupperman Location Solutions ("KLS") in July of 2011 after spending 12 years with A. Epstein and Sons International, Inc., a Chicago based architectural/engineering/construction firm. KLS focuses on providing full-service site location consulting services designed to maximize the long-term value of a well-informed facility location decision. The firm specializes in working with companies in the food and beverage industry, including manufacturers of consumer facing brands, ingredient and packaging suppliers, products with health and wellness benefits, and distribution facilities for grocery retailers.

Scott's 25 plus years of experience include more than 11 years working for one of Florida's largest community developers. His background includes nationwide experience in identifying & evaluating property solutions, labor availability, utility availability, state and local government support, incentive programs, and other state and local resources that offer value to a requirement.

Over the past 25 years, he has worked with clients to successfully deliver such site selection services as site acquisition support, acquisition/operating cost analysis and comparison, due diligence management, entitlement and permitting acquisition, and incentive identification and negotiation. As a sole practitioner, Scott manages and coordinates all aspects of the site selection process in a highly cost-effective manner.

A SAMPLING OF CLIENT RELATIONSHIPS INCLUDES:

- Albertsons, Inc. Grocery Distribution Centers – Chicago, Illinois
- Almark Foods – Gainesville, GA
- Alpina Foods, Inc. – Miami, Florida
- Capital Area Food Bank – Washington, DC:
- Michael Lewis Companies – Woodridge, Illinois
- Crown Bolt, Inc. – Cerritos, California
- Keurig Dr. Pepper – Waterbury, Vermont
- Hans Kissle – Haverhill, MA
- Frulact – Porto, Portugal
- JBS Foods USA – Greeley, CO
- Johnsonite Corporation – Chagrin Falls, Ohio
- Kettle Brands – Salem, Oregon
- Layn USA – Newport Beach, CA
- Manzana Products – Sebastopol, CA
- Medline Industries, Inc. – Mundelein, Illinois
- Miniati Companies – South Holland, IL
- Nonni's Food Company, Inc – Westchester, Illinois:
- Peet's Coffee & Tea – Emeryville, CA
- Phoenix Packaging Group, LLC – Hollywood, Florida
- PlastiQuimica – Medellin, Colombia
- Premex Inc. – Medellin, Colombia
- Ruiz Food Products, Inc. – Dinuba, California
- Traditional Medicinals - Rohnert Park, CA
- VWR International – West Chester, Pennsylvania:
- Winco Foods – Boise, Idaho
- 99 Cents Only Stores – City of Commerce, California:
- Chobani, LLC – New York, NY
- Sturm, Ruger & Company, Inc. – Southport, CT
- VEETE Foods Ltd. – Kent, UK

EDUCATION

- MBA, University of Miami, 1985 • Bachelor of Science, Management, Tulane University, 1984



TOMMY J. KURTZ

Managing Director

Avident Advisors, an affiliate of Jones Walker LLP

With more than three decades of leadership in economic development across the Gulf Coast, Tommy Kurtz is a trusted advisor to corporations, government bodies, and public-private partnerships on site selection, expansion, relocation, and strategic growth. As Managing Director of Avident Advisors, the site selection and economic development arm of Jones Walker LLP, Tommy blends experience from private, nonprofit, and public sectors.

Tommy has facilitated transformative outcomes, including the creation of more than 12,000 new direct jobs, the retention of over 21,000 jobs, and the attraction of \$40 billion in new capital investment. His career highlights include directing business attraction, marketing, strategic planning, and site development as Vice President of Business and Strategic Development for the Corpus Christi Regional Economic Development Corporation (CCREDC).

From 2008 to 2013, Tommy served as Executive Director of the Business Expansion and Retention Group at Louisiana Economic Development (LED), where he coordinated over \$26 billion in new investment and facilitated 3,000 new direct jobs through high-impact manufacturing and headquarter projects across the state.

In addition to his roles with LED and CCREDC, Tommy has held senior positions with the Ascension Economic Development Corporation, Greater New Orleans, Inc., Entergy, and the City of New Orleans, earning recognition from industry publications and organizations including inclusion in Southern Business and Development Magazine's Southern Hall of Fame.

Most recently with Avident/Jones Walker, Tommy was lead site consultant for Nemo Industries, the US's largest pig iron plant (final location in Ascension Parish, LA) and completion of a strategic plan with Dr. Ed Bee of Tamerica for Entergy New Orleans to attract import distribution centers tied to Port NOLA's new container terminal. He is currently working on multiple green energy and steel-related projects exploring the Southern and Midwestern U.S. for potential new plants.

Tommy served on boards such as the Texas Economic Development Council, LIDEA-now LEAD (as past chairman), and other civic organizations. He is a Certified Economic Developer (CEcD), holds a Master of Public Administration from LSU, a Bachelor's in economics from Boston College, and is a graduate of the Economic Development Institute at the University of Oklahoma.



NELSON LINDSAY

Managing Principal
Parker Poe Consulting

Nelson Lindsay helps businesses expand their footprints in North America by identifying optimal solutions for entry, expansion or relocation. He also advises state, regional and local economic development organizations on strategies to achieve their goals. He has nearly three decades of expertise in economic development, including most recently as President and CEO of the Central SC Alliance (CSCA).

Nelson oversaw the execution of CSCA's efforts to recruit jobs and increase investments in Columbia and its eight surrounding counties. Prior to that, he was the Director of Global Business Development for the South Carolina Department of Commerce. His role included supervising all project management activity, new industry recruitment and aiding existing industry with growth opportunities. He has also previously served as the Economic Development Director for Richland and Kershaw counties.

REPRESENTATIVE EXPERIENCE

- Assists both domestic and international clients with corporate relocation, site selection and business expansion projects.
- Assists businesses in structuring economic development incentive agreements with state and local governments as well as other project stakeholders.
- Advises state, local and regional economic development organizations, as well as county and municipal governments, in the following functional areas of economic development operations: organizational management and operations, product and market development, external marketing and communications, and incentive policy and financing.

MEMBERSHIPS & AFFILIATIONS

- South Carolina Economic Developer's Association, Board of Directors, 2011-2018, President 2016-2017, Ex-Officio 2017-2021
- Industrial Asset Management Council, Member
- Southern Economic Development Council, Past Member

EDUCATION & CERTIFICATIONS

- SC Certified Economic Developer
- University of Oklahoma, Economic Development Institute, Graduate
- University of North Carolina at Chapel Hill, Post-Graduate Studies, Economic Development
- Wofford College, BA in History



KEVIN MAJOR

Managing Director, Americas Consulting, Labor and Location Strategy
CBRE

Kevin Major, based in Phoenix AZ, is a managing director of consulting and the practice leader CBRE's Labor & Location Strategy Group. Kevin has over 20 years of experience in operational and economic analytics. Prior to joining the Labor Analytics group Kevin worked on a global portfolio account for CBRE leading portfolio optimization analytics. Currently, with the Labor and Location Team, Kevin leads site selection projects and labor market due diligence by leveraging proprietary tools and local market intelligence.

Through engagement with employers, local economic development groups, and third-party groups like staffing agencies, Kevin has gained a depth of qualitative knowledge on the North American markets and general labor trends. Kevin also researches and drafts thought leadership pieces to address key trends that are top-of-mind for employers.

While Kevin leads a broad spectrum of projects across all operation and industry types, the primary areas of focus for Kevin's projects over the past several years have been:

- Manufacturing
- Tech Hubs
- Shared Services
- Developer/Investor Projects (Industrial)
- Transportation/Warehouse
- Back Office
- Call Centers

CLIENTS REPRESENTED:

- Ace Hardware
- Charter Communications
- Geico
- SMBC
- AT&T
- Defi Solutions
- Greenheck
- Toro
- Bellwether
- Dermody Properties
- Kwik Trip
- Vitas Healthcare

EDUCATION:

Bachelor's degree from the University of Arizona



SETH MARTINDALE

Vice Chairman

CBRE

Seth Martindale is responsible for Site Selection, Portfolio Optimization, and Economic Incentive Negotiation strategies. Mr. Martindale has extensive experience assisting companies determine where to expand, consolidate, and relocate across the Americas. This includes developing strategies across asset classes including headquarters, R&D hubs, manufacturing operations, distribution, etc.

Mr. Martindale has helped countless clients determine their optimal location while also securing the most advantageous economic incentives offer by utilizing a variety of proven techniques. This has resulted in over 200+ successful client engagements resulting in billions of net-new capital expenditure and 25,000+ net-new jobs.

Mr. Martindale is also responsible for creating several proprietary tools utilized within the consulting practice. These tools are actively utilized by the broader CBRE platform and focus on Portfolio Optimization, Optimal Site Selection, Economic Incentive Analysis, and Diversity/Inclusion.

CLIENTS REPRESENTED

- Bank of America
- Kawasaki
- Owens Corning
- Visa
- Chrysler
- Meta
- USAA
- Walt Disney Corporation
- CocaCola
- Microsoft
- US Dept. of State

PRO AFFILIATIONS / ACCREDITATIONS

- CBRE Location Incentives Practice
- LEED AP
- CoreNet Global – MCR & SLCR Designations

EDUCATION

- Bachelor degree in Economics from Claremont McKenna College
- Master of Business Administration from Drucker School of Management – Claremont Graduate University



KIM L. MOORE, CSSC, MCR, CECD, EDFP, MEDP

Executive Managing Director, Consulting
Newmark

Kim L. Moore joined Newmark in 2014 as a part of the firm's Global Strategy Team, a practice within Occupier Solutions. Kim leads the Economic Incentives Advisory and the Economic Development Consulting Services practices. With a diverse background in economic development, incentive negotiation, site selection and strategic planning, Kim leads business strategy, marketing efforts and strategic planning for both the private and public sectors.

Kim is based in Dallas.

Kim has managed multiple projects securing almost 24.2M SF of new and redeveloped space, increasing the tax base with committed investments of more than \$20.5B, creating over 34,900 new jobs and negotiating almost \$50B in incentives.

Kim has developed economic development strategic plans, target industry studies and labor surveys for communities, counties and utilities in many U.S. States as well as International Promotion Agencies in Canada and Guatemala. She is often a featured speaker/panelist at multiple economic development and site selection focused conferences.

PARTIAL CLIENT HQ AND OFFICE RELOCATION LIST

• AllianceBernstein's global HQ • AT&T's global HQ • Pentagon Federal Credit Union Regional Center of Excellence

PROFESSIONAL ACHIEVEMENTS

- National honoree, Connect CRE's 2024 Women in Real Estate Awards
- Finalist in the GlobeSt. Elite Women of Influence in CRE, Consulting category, 2019

PROFESSIONAL AFFILIATIONS

- Full Member and Certified Site Selection Consultant (CSSC), Site Selectors Guild, 2021-2026 (Associate Member, 2021)
- Certified Master of Corporate Real Estate (MCR), CoreNet, 2025
- Certified Economic/Community Developer (CECD), IEDC, 2020
- Certified Master Practitioner of Economic Development (MEDP), AEDL, 2020

EDUCATION

Kim graduated from the University of North Texas with a Bachelor of Business Administration degree majoring in Marketing. She also graduated from the Economic Development Institute in the University of Oklahoma. Kim completed the Advanced Economic Development Leadership Master Practitioner (MEDP) certification from the University of New Mexico, Clemson University, Texas Christian University, and the University of Southern Mississippi.



SHANNON O' HARE

Executive Managing Director, Strategic Consulting, Incentives
Cushman & Wakefield

Shannon O' Hare has over 25 years of experience in economic development and financial incentive negotiation. She creates financial benefits for clients in tech, distribution, manufacturing, research, and headquarters facilities. Ms. O'Hare represents clients across a wide range of industries including automotive, energy, technology, hospitality, healthcare, consumer products, and retail. She has extensive experience in negotiation of public-private partnerships involving various economic development incentive tools.

Shannon prides herself on her long-standing client relationships, adding value to client deals throughout the US. She remains involved with clients and projects long after incentives are negotiated, ensuring clients have the ability to fully monetize benefits.

EDUCATION & QUALIFICATIONS

Ms. O'Hare has a BS in Accountancy from the University of Illinois, Urbana-Champaign. She is a frequent speaker on and contributor to economic development topics and publications. She also serves on the CREW National Industrial Board and the Board of Managers of the University of Illinois, Urbana-Champaign Research Park.



ALAN REEVES

Executive Managing Director, Global Strategy
Newmark

Alan Reeves joined Newmark in 2018 and is currently an executive managing director in the Global Strategy consulting group. Alan has 10+ years of experience in economic development and real estate consulting and advises clients on location and site selection strategy worldwide.

Alan has worked with a diverse range of industries since joining Newmark, but maintains a specialized focus on the life science, medical device, and enterprise technology sectors. His work has primarily involved advising high-growth companies on cross-functional expansion initiatives in both domestic and international locations, including fieldwork in 12 countries across North America, South America, and Europe. He has successfully managed strategic investment initiatives totaling more than \$8 billion throughout his career.

Prior to joining Newmark, Alan worked at the Birmingham Business Alliance in Birmingham, AL, where he managed a variety of economic development projects and initiatives across multiple disciplines.

A partial client list for Alan includes GRAIL, Solid Biosciences, Dropbox, Bullhorn, iRhythm, Benchmark Electronics, Samsung, BASF, Robinhood, and Tonal.

EDUCATION

Alan graduated from Harvard University with a Bachelor of Arts in Government and a secondary in Sociology. He is also a graduate of the University of Oklahoma Economic Development Academy, University of Alabama Economic Development Academy, and Auburn University Intensive Economic Development Course.



J.C. RENSHAW

Head of Supply Chain Consulting, North America
Savills

Renshaw is the Head of Savills Supply Chain Consulting for North America and is based in the Savills Charleston, South Carolina office. J.C. works with clients across industries to address issues and opportunities within their supply chain ranging from network strategy and optimization to inside-the-box layout, flow, and operational efficiency, as well as capability maturity and performance opportunities. By working with clients to identify the specific needs and aspirations for their supply chain, J.C. can help in the following areas: identifying strategic and tactical solutions for network transformation and optimization, improving costs, service, growth, performance management, technology, systems utilization and optimization, insource/outsource strategy and operational capability enhancements.

Prior to joining Savills, J.C.'s accomplished background spanning over 30 years included consulting with Accenture and with other commercial real estate firms in Distribution Operations. J.C. was previously a Director with Avison Young and a Principal with Honour Consulting. He spent the first part of his career managing distribution centers and networks, as well as building and launching them while with The Home Depot. J.C.'s 'real-world' experience in distribution center and manufacturing operations along with deep consulting expertise delivers a unique perspective that resonates with his clients.

AFFILIATIONS/RECOGNITION

- Council of Supply Chain Management Professionals – SC Board
- Industrial Asset Management Council (IAMC)

INDUSTRY SPECIALTIES

- Supply Chain Consulting
- Network Strategy & Optimization
- Operational Efficiency & Capabilities Improvement
- Systems Utilization & Functional Optimization

EDUCATION

- Clemson University, Bachelor of Arts, Political Science
- Northwestern University, Kellogg School of Management Professional Certificate - Leading with Analytics Powered Strategy



BROOKLIN SALEMI

Senior Managing Director, Economic Incentives Advisory
Newmark

Brooklin Salemi is a Senior Managing Director in Newmark's Economic Incentives Advisory Practice. She has over ten years of experience providing major U.S. and international clients with location advisory and incentive services. Brooklin has served a variety of clients across all industries including life sciences, professional services, manufacturing, data centers, and tech. Collectively, she has provided support on projects resulting in over \$1.7 billion investment, 10,000 jobs, and \$388 million in total benefits for her clients.

Prior to joining Newmark, Brooklin worked at BDO USA, LLP, a public accounting firm, and previously as a consultant with Cushman & Wakefield's Business Incentives Practice.

Brooklin has been published in the Journal of Multistate Taxation and Incentives and participates in IPT and other industry events. Brooklin speaks at economic development conferences and events offering guidance to state and local economic developers on site selection trends, best practices, strategic planning, and the role of credits and incentives.

PROFESSIONAL AFFILIATIONS

- Institute of Professionals in Taxation (2019 – 2022, 2024 - Present)
- Tax Executives Institute (2019–2022)
- Council on State Taxation (2019–2022)

EDUCATION

Bachelor of Business in Economics, Western Illinois University



GRAYSON SCOTT

Senior Associate, Industrial Consulting
Cushman & Wakefield

Grayson Scott is a member of Cushman & Wakefield's Industrial Consulting practice, where he aligns clients' business objectives with strategic real estate solutions. With deep expertise in supply chain and logistics strategy, network optimization, retail strategy, site selection, and workforce analytics, and by leveraging robust data on labor, location, incentives, and utilities, Grayson enables clients to make holistic, well-informed decisions that optimize their industrial real estate footprints, improve operational efficiency, and strengthen their bottom line.

Prior to joining Cushman & Wakefield, Grayson held leadership roles in both supply chain consulting and supply chain infrastructure organizations. As Head of Strategic Partnerships for Stakkd, a supply chain infrastructure and real estate development firm, he led efforts to align key real estate stakeholders, including end users, supply chain consultancies and integrators, economic development organizations, design-build firms, and capital groups to deliver optimal infrastructure solutions. He also oversaw the strategy and investment thesis for Stakkd's real estate portfolio, including build-to-suits, acquisitions, and speculative development.

Before his time at Stakkd, Grayson was a member of CBRE's Supply Chain Advisory global consulting practice, where he served on the Americas leadership team. In this role, he supported corporate occupiers, private equity groups, and institutional investors through major supply chain transformations, leading solution design, engagement delivery, and thought leadership. He also contributed to CBRE's Global Supply Chain Collective and Industrial Leadership Team.

Grayson began his career at H-E-B in San Antonio, TX, where he served on several internal advisory teams focused on performance improvement, retail strategy, procurement, supply chain, operations, and finance.

ACCOMPLISHMENTS

In his 5+ years as a supply chain practitioner, Grayson has advised more than 25 organizations across three continents in both the private and public sectors. Throughout his career, he has helped clients to identify and/or achieve over \$35 million in logistics related cost savings.

EDUCATION

Bachelor's Degree, Supply Chain Management, Sam M. Walton College of Business, University of Arkansas



GRAY SWOOPE

President & CEO

VisionFirst Advisors

Gray Swoope is a recognized leader in economic development and the President and Chief Executive Officer of VisionFirst Advisors. With more than 30 years of experience, Gray launched VisionFirst in 2015, establishing a trusted firm known for its results-driven approach and continued client engagement.

VisionFirst's portfolio spans 49 states and includes services in economic development strategy, workforce planning, site selection, incentives negotiations, and compliance. Its clients include 29 Fortune 500 companies across industries such as information technology, biopharmaceuticals, aerospace, advanced manufacturing, and logistics.

Gray's ability to build collaborative solutions and lead high-performing teams earned him membership in the prestigious Site Selectors Guild, the industry's highest standard for corporate site selection professionals.

Before founding VisionFirst, Gray served as Florida's Secretary of Commerce and President of Enterprise Florida, where he led the state's economic development efforts under Governor Rick Scott from 2011 to 2015. He previously served as Executive Director of the Mississippi Development Authority under Governor Haley Barbour, playing a key role in attracting major companies to Mississippi and driving the state's economic recovery after Hurricane Katrina.

Gray's passion for economic development is rooted in decades of service across urban and rural regions at various levels. A lifelong learner and dedicated professional, he continues to apply his unmatched expertise to help clients thrive in today's fast-changing economy. He holds both undergraduate and graduate degrees from Mississippi State University.

In his spare time, Gray can most likely be found out on the water. He has a passion for boating, fishing and simply spending time outdoors. He has a deep appreciation for Florida's natural beauty, from the coastlines to the wetlands to the freshwater springs. Gray and his wife have two daughters, one practicing law in Houston, TX and the other working in the film and entertainment industry in New York City.



BRANDON TALBERT

Managing Director

Austin Consulting

Brandon Talbert serves as managing director of Austin Consulting, the site location services arm of The Austin Company, an international design-build firm based in Cleveland, Ohio. Austin Consulting is a full-service site location and incentives consulting group focused on the food, aerospace, automotive, and clean energy sectors. Brandon has led projects for clients including NSG Group, JBS Foods, Tyson Foods, Ultra Safe Nuclear Corporation, SIG Combibloc, and More Than a Bakery.

Brandon joined Austin Consulting in 2012. In 2020, Brandon was appointed managing director and has led the group on a significant growth trajectory. He has expertise in multi-state site selection evaluations, labor market analysis, incentives negotiation, property acquisition, and technical site evaluations.

Prior to joining Austin, Brandon worked for economic development organizations in Indiana and his home state of Tennessee. His background has enabled him to help companies establish strong public and community support for projects.

Brandon is a frequent presenter and participant at various industry events focusing on trends in site selection and economic development.

Brandon is a graduate of Milligan College, where he earned Bachelor of Science degrees in Business Administration and Computer Information Systems. He is an avid distance runner, world traveler, and wine enthusiast.



SHELBY ZARICOR

Senior Consultant

Global Location Strategies

As a senior site selection consultant, Shelby advises companies on making informed location strategy decisions that drive growth and success. She takes the time to learn the client's process, key drivers, preferences, and risks to address their location, logistics, workforce, and incentive needs and, ultimately, reach their goals.

Shelby has a passion for supporting the strategic growth of communities. She started her career working in local economic development in Mobile, Alabama with the Mobile Area Chamber of Commerce, where she assisted in the expansion and attraction of industries to Mobile County. Prior to joining GLS, Shelby worked at the Virginia Economic Development Partnership (VEDP). During her time at VEDP, she was a part of the business investment team focusing on the recruitment of strategic industries across the Commonwealth of Virginia.

Shelby holds a bachelor's degree in marketing and a master's degree in Economic Development from the University of Southern Mississippi. She is a Certified Economic Developer (CecD) and a graduate of Oklahoma University's Economic Development Institute. Shelby enjoys spending time with her husband Art, her daughter Sadie and their two dogs, either by a body of water or on the nearest patio.

STATE

Alex Cate

Senior Project Manager
Alabama Department of Commerce
Alabama

Wylly Harrison

Site Development Program Manager
Georgia Department of Economic Development
Georgia

Elizabeth McLean

Assistant Director, Statewide Projects
Georgia Department of Economic Development
Georgia

Roy Martin

Director, Business Development Expansions & Retention, Central Indiana
Indiana Economic Development Corporation
Indiana

Linda Walczak

Vice President, Business Development Expansions & Retention
Indiana Economic Development Corporation
Indiana

Matthew Fairbrother

Manager, Economic Competitiveness & Analytics
Louisiana Economic Development
Louisiana

Chelsey Gonzales

Director, Business Development
Louisiana Economic Development
Louisiana

Audrey Hutchinson

Executive Director, Business Development
Louisiana Economic Development
Louisiana

Ileana Ledet

Chief Economic Competitiveness Officer
Louisiana Economic Development
Louisiana

Matt Doyle

Senior Business Development Representative
Maryland Department of Commerce
Maryland

Alexandra Husted

Greater Boston Regional Director
Massachusetts Office of Business Development
Massachusetts

Susan Proctor

Site Selector Engagement Director
Michigan Economic Development Corporation
Michigan

Joey Roberts

Deputy Director, Economic Development
Mississippi Development Authority
Mississippi

Deborah Price

Senior Vice President, Business Recruitment & General Counsel
Missouri Partnership
Missouri

Stephanie Kedzior

Project Manager
Empire State Development
New York

Allison Stark

Senior Director, Industry Development
Empire State Development
New York

EJ Wilson

Business Recruitment Manager
Economic Development Partnership of North Carolina
North Carolina

Josh M. Mayo

Industry Recruiter
Oklahoma Department of Commerce
Oklahoma

Ali Doyle

Managing Director, Business Attraction
Pennsylvania Department of Community & Economic Development
Pennsylvania

Mike O'Rourke

Managing Director, Business Retention & Expansion
Pennsylvania Department of Community & Economic Development
Pennsylvania

Teresa Powers

Deputy Director, Global Business Development
South Carolina Department of Commerce
South Carolina

Erin Farr

Deputy Director
EDCUtah
Utah

Jen Wakeland

Associate Vice President, Business Development
Utah Governor's Office of Economic Development
Utah

Russell Young

Vice President, Port Centric Logistics
The Port of Virginia
Virginia

Jacquelyn Harris

Events Director
Virginia Economic Development Partnership
Virginia

Kevin Miller

Vice President, Strategic Projects & Lead Generation
Virginia Economic Development Partnership
Virginia

Kristine O'Dette

Vice President, Marketing & Communications
Virginia Economic Development Partnership
Virginia

Melinda Osterberg
Senior Director, Business & Investment Attraction
Wisconsin Economic Development Corporation
Wisconsin

LOCAL

Ryan Brown
Project Manager
Baldwin Alliance
Alabama

McCall Lugo
Director, Economic Development
Baldwin Alliance
Alabama

Trevor Sutton
Chief Economic Development Officer
Birmingham Business Alliance
Alabama

Jacob Morgan
President
Covington County Economic Development
Commission
Alabama

Jennifer Richburg
Project Manager
Mobile Chamber
Alabama

Madison Bush
Project Manager
Opelika Economic Development
Alabama

John Sweatman
Director
Opelika Economic Development
Alabama

Max Snyder
Director, Business Development
Tuscaloosa County Economic Development
Authority
Alabama

Edyie McCall
Senior Program Manager
City of Chandler
Arizona

Christian Price
Economic Growth Officer
City of Maricopa
Arizona

Maria Laughner
Director, Economic Development
City of Peoria
Arizona

Devin Howland
Director, Economic Development
City of Fayetteville
Arkansas

Jonathan Woodward
Vice President
Aurora Economic Development Council
Colorado

Tim Dougher
Vice President
Business Development Board of
Palm Beach County
Florida

Valerie Pianta
Director
Hernando County Office of Economic
Development
Florida

Suzanne Christman
Director, Business Development
Pinellas County Economic Development
Florida

Keith Bowers
Director
Tallahassee - Leon County Office of
Economic Vitality
Florida

James Coughlin
Executive Director
Camden County Joint Development Authority
Georgia

Sylvia Abernathy
Director, Economic Development
City of Fairburn
Georgia

Kevin Hanna
President & CEO
Conyers Rockdale Economic Development
Council
Georgia

Brandt Herndon
CEO
Effingham County Industrial
Development Authority
Georgia

McKenzie Padgett
Director, Business Development
Golden Isles Development Authority
Georgia

Rebecca Jordan
Director, Business Recruitment,
Economic Development
Metro Atlanta Chamber
Georgia

Mason Ailstock
President & CEO
Rowen Foundation
Georgia

Abby Powell
Director, Business Development
Springfield Sangamon Growth Alliance
Illinois

Shawn Gerkin
Mayor
City of North Vernon
Indiana

Bryan Robbins
Executive Director
Economic Development Corporation of
Greensburg/Decatur County
Indiana

Nicole Nemeth
Director, Business Recruitment
Indy Partnership
Indiana

Traci Lutton
Vice President

Muncie-Delaware County Economic
Development Alliance
Indiana

Cyndi Todd
Executive Director

Partnership Parke County
Indiana

Jon Bond
President

Switzerland County Economic Development
Corporation
Indiana

Josh Staten

Senior Director, Business Development & Real Estate
River Ridge Development Authority
Indiana

Kathy Ertel
President

South Central Indiana Economic Development
Indiana

Jim Plump, CECd
Member

South Central Indiana Economic Development
Indiana

Tiffany Louk

Director, Economic Development
Greater Des Moines Partnership
Iowa

Mickey Dean

President
Junction City Economic Development Commission
Kansas

Jeremy Worley

Client Relations Manager
BE NKY Growth Partnership
Kentucky

Niki Goldey

Director, New Business Development
Commerce Lexington
Kentucky

Jim Moore

Director, Business Development
Greater Paducah Economic Development
Kentucky

Kelly Forbes

Executive Director, Communications & Operations
Madisonville-Hopkins County Economic
Development Corporation
Kentucky

Joshua McKee

Chief Economic Development Officer
One Louisville
Kentucky

Creed Romano

Director, Business Development & Marketing
Cornerstone Energy Park
Louisiana

Jayson Newell

Acting Co-CEO
Greater Baton Rouge Economic Partnership
Louisiana

Gary Silbert

Director, Business Development
Greater New Orleans, Inc.
Louisiana

Josh Tatum

Vice President, Retention & Growth
Greater New Orleans, Inc.
Louisiana

Brookley Barnes

Director, Economic Development
Grow NELA
Louisiana

Mike Tarantino

President & CEO
Iberia Industrial Development Foundation
Louisiana

Mandi Mitchell, CECd

President & CEO
Lafayette Economic Development Authority
(LEDA)
Louisiana

Mark Mouton

Director, Business Development
Lafayette Economic Development Authority
(LEDA)
Louisiana

Megan Delgado

Senior Project Manager
North Louisiana Economic Partnership
Louisiana

Justyn Dixon

President & CEO
North Louisiana Economic Partnership
Louisiana

Megan Malmay

Director, Economic Development
One Acadiana
Louisiana

Troy Wayman, CECd

President & CEO
One Acadiana
Louisiana

Keith Espadron

Director, Business & Industry Development
St. Tammany Economic Development Corporation
Louisiana

Russell Richardson

President & CEO
St. Tammany Economic Development Corporation
Louisiana

Ginger Cangelosi

Executive Director
Tangipahoa Economic Development
Louisiana

Mary Ford-Naill

Manager, Economic Development
City of Frederick
Maryland

Solash Aviles-Montanez

Senior Business Development Manager
Frederick County Office of Economic Development
Maryland

Kevin Johnson
President & CEO
Detroit Economic Growth Corporation
Michigan

Alan Weber
Managing Vice President, Business Development
Detroit Regional Partnership
Michigan

Joel Feick
Business Development Manager
Flint & Genesee Economic Alliance
Michigan

Hali Lenney
Senior Economic Developer
Macomb County Planning & Economic Development
Michigan

Sheri Wegner
Economic Development Manager
Kandiyohi County Economic Development
Minnesota

Tina Wilson
Community and Economic Development
Waseca County
Minnesota

Chad Newell
President
Hattiesburg Area Development Partnership
Mississippi

Hunter Gardner
Executive Director
Hinds County Economic Development Authority
Mississippi

Regina Todd
Assistant Director
Rankin First Economic Development Authority
Mississippi

Perry Ursem
Economic Development Specialist
City of North Las Vegas
Nevada

Mark Berg
Chief Commercial Officer
Reno-Tahoe Airport Authority
Nevada

Anna Nguyen
Director, Economic Development
CenterState Corporation for Economic Opportunity
New York

Kenneth Adamczyk
Economic Development Specialist
Fulton County Center for Regional Growth
New York

Marc Barraco
Chief of Staff
Mohawk Valley EDGE
New York

Maxwell Olle
Economic Development Manager
Charlotte Regional Business Alliance
North Carolina

Charla Duncan
Director, Economic Development
Granville County Economic Development
North Carolina

Stephen Barrington
Economic Development Director
Harnett County
North Carolina

Kyle Touchstone
Director
Raleigh Economic Development
North Carolina

Dennis Mingyar
Consultant
OhioSE
Ohio

Rich Fletcher
Senior Vice President, Business Development
One Columbus
Ohio

Bill Murphy
President & CEO
Ardmore Development Authority
Oklahoma

Kevin Gullette, CEcD
Senior Economic Development Manager
Greater Oklahoma City Chamber
Oklahoma

Stacy Smith
Vice President, Economic Development
Tulsa Regional Chamber
Oklahoma

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