

## Chamber members can now access Virginia Benefits Market



### Virginia Benefits

#### Private exchange is newest member benefit.

Navigating today's health and benefits landscape can be confusing and frustrating. That's why the Hampton Roads Chamber of Commerce, the Virginia Chamber, and fellow Chambers across Virginia have partnered with CieloStar, a leading national benefits administration company, to launch Virginia Benefits Market—an online marketplace for employee benefits.

"We are excited about Virginia Benefits Market and the opportunity that we as chambers of commerce have to help shape the future of Virginia's employee benefits market," said Bryan K. Stephens, President and CEO of the Hampton Roads Chamber of Commerce. "Our members frequently tell us that rising employee benefits costs are a concern. We are hopeful that this new model will help them bend the cost curve."

Businesses can now visit the online market to compare insurance costs and benefits from different carriers in one easy-to-use, central location. Although the platform cannot reduce the cost of health insurance premiums, it does simplify and streamline the enrollment and ongoing administration of employee benefit plans. Additionally, through the use of voluntary products, the platform allows each enrolled employee to tailor a benefits plan to their own unique and

specific need. "Small employers historically have not been able to provide the same level of benefits as large employers. This exciting new program levels the playing field," said William P. Mehus Executive Chairman, CieloStar.

At launch, the Virginia Benefits Market portfolio includes coverage for health, dental, vision, life, accident, critical illness, telemedicine, legal, and more. "This is just the beginning," said Barry DuVal, President and Chief Executive Officer of the Virginia Chamber. "We will continue to refine and enhance benefit offerings and carrier selections to provide competition and choice through the Virginia Benefits Market. We will seek new and innovative ways to provide Virginians with a private option to navigate the complex issue of employee benefits."

#### Program Highlights

- Compare insurance plans and rates
- Tailor health benefit programs to fit the needs of the business and employees alike
- Enable employees to select from a wide array of voluntary ancillary benefits
- Enroll and manage plan options through the employer/employee online portals
- Consolidated billing for most benefits

To learn more about this exciting new program, members are encouraged to watch the overview video that can be found on the chamber's website. Members may also visit [www.virginia-benefitsmarket.com](http://www.virginia-benefitsmarket.com) or contact their local chamber member insurance professional for more information.

CieloStar stands ready to assist; you can chat with them via the market's website, or call toll-free 1-855-781-7616.



Bryan K. Stephens

## Message from the President & CEO

### Business doesn't just happen.

Sun Tzu, in the book *The Art of War* wrote, "Strategy without tactics is the slowest route to victory, tactics without strategy is noise before defeat."

Nothing worries me more than an organization that is busy at being busy. Failure is almost certain without each member of the team knowing exactly what the big picture strategy is and the role they play in executing that strategy.

**"To be successful, a business must not only have a strategic vision, but the steps it takes to turn that vision into reality."**

Here at the Hampton Roads Chamber of Commerce we are focused on setting the conditions so businesses can succeed. This includes focus on economic development, workforce development and infrastructure development. At the operational level we define our success by how successful your business is. At the strategic level we envision success with the rebirth of a stronger regional economy rooted in innovation, entrepreneurship and diversifying our industries. A lasting, strong, vibrant economy isn't balanced on luck or busy work in the absence of planning. It takes thoughtful critical analysis, planning and hard work. As you in business understand, successful businesses do not thrive by winging it. Neither does your Chamber and neither does the economy of our region.

We've been working to get the right people engaged in the projects which will further our mission and optimally support our stakeholders. Yes, 2014 was a good year and we're proud to report we've turned the corner operationally. But it's 2015 where the Hampton Roads Chamber of Commerce strategy takes shape to be as purposeful and impactful as possible to serve for the business community for the long-term.

As in other editions of CONTACT, you can quickly see the number of purpose-driven events we host each quarter. Our events are but tactical movements, serving a greater regional strategy. In this edition, I wanted our strategy to resonate with you as you assess the value of membership today.

For this purpose, I have developed a "quad chart." A one-page document which synthesizes our new culture with our vision and focus areas. In it you see the foundation of our corporate culture (our mission, vision and values), and what we intend to achieve this year for our member clients. As you have certainly seen this past year, we were Chamber on the move, with a focused purpose that has our members' best interests in mind. More than ever before, the business community saw us taking vocal positions on issues important to members. Not just commenting on issues, but shaping those issues and leading the charge to affect positive change on behalf of the business community.

In 2015, our tempo is determined and strong. Among our goals, we will seek U.S. Chamber of Commerce accreditation, in a sense validating our strategy by achieving a coveted bar of excellence. We will also once again execute a profitable AAU Junior Olympics Games this summer, currently estimated to have an economic impact of \$50 million on the region. The Chamber will help implement a unique military and veterans support council, and will undertake research with the goal of diversifying our economy. With our Inter-Regional Visit to the Gulf Coast of Louisiana, the Chamber takes steps to better inform the business community about what offshore energy exploration and development could mean to our region, and how to best position ourselves for success.

We will be communicating to you throughout the year all we have planned for 2015. On our website, you can learn more about what we'll be developing this year, all with the intent of helping your business succeed, driving the return of our regional economy and improving our residents' quality of life. If it impacts business, the Chamber will be involved.

## Hampton Roads Chamber of Commerce

### Mission

The HRCC is the Region's premier business organization; helping our members succeed, driving regional economic growth and enhancing the quality of life of our community's residents.

### Values

- Excellence
- Selfless Service
- Integrity
- Commitment
- Leadership
- Loyalty
- Advocacy
- Diversity
- Respect

### Vision

The HRCC will be the recognized national leader in ensuring a regional pro-business environment, strengthening a regional economy, and enhancing its member's success, growth and vitality.

### MISSION VISION VALUES

**Develop** and improve the economy and quality of life in the region.

**Build** awareness and support of the Chamber's mission, value and accomplishments with all key audiences.

**Operate** the Chamber in an effective and efficient manner to ensure its long-term viability and growth

**Provide** tangible ROI to our members through programs and services which enhance their ability to succeed and grow their business.

**Consistently** and effectively represent business viewpoints and interests to the public sector (positive influence).

### OVERARCHING GOALS

### FOCUS AREAS

- Legislative advocacy
- Regional economic development / Diversification
- Regional workforce development & Veteran support
- Regional infrastructure development
- Business and quality of life issues resolution
- Issue discussion / Information opportunities
- Connections / Networking opportunities
- Marketing / Sponsorship opportunities
- Small business / Entrepreneur development
- Economic impact through sporting events
- Leadership & Professional development
- Member savings & benefits
- Community partnerships

### 2015 GOALS

- Meet or exceed all financial objectives
- Meet or exceed all membership objectives
- Develop and implement an impactful Strategic Communications Plan
- Earn US Chamber of Commerce Accreditation
- Implement a HRCC Young Professional Association program
- Implement the HR Military & Veteran Support Council
- Plan and execute an Inter Regional Visit (IRV) to New Orleans
- Plan and execute a profitable AAU JO Games (HRSC)
  - Implement Propel (SBDC)
- Implement the VA Benefits Market program (CS)
  - Execute all LHR programs to a high standard of excellence (LHR)



## 2015 General Assembly Session



More than 2,200 bills and resolutions were introduced in the 2015 Virginia General Assembly that convened in January.

The Chamber's team of registered lobbyists review all of the legislation, directly communicating with our state Senators and Delegates

on those that have an impact on the business community during the 45-day, non-budget year session.

On February 11 when the General Assembly hit its midpoint, called "crossover," a large number of bills and resolutions were defeated or withdrawn. In a year when all 140 members of the General Assembly stand for an election in November, some bills stood out to include minimum wage bills and Labor Day school start bills that were opposed by the Chamber. Of particular note, HB 2275 that would have diluted funds for inter-city passenger rail was withdrawn by the patron after the Chamber issued a legislative alert, a tactic of a larger coalition of partners that opposed the bill.

A number of bills supported by the Chamber appear to be headed to Governor McAuliffe's desk for signature. HB 1275 and HB 1276 that fund the Commonwealth's portion of a new Virginia Beach Veterans Care Center were supported by the Chamber.

Transportation bills like HB 1886 that ensure the Public-Private Transportation Act best serves the public interest, and HB 1887 that changes transportation allocations, garnered broad support. New regulations for ride-sharing services Lyft and Uber were placed in HB 1662 and SB 1032.

Also of significance was SB 1349 that freezes electric rates for five years and suspends the review of earnings for the utility. With ethics a priority, HB 2070 limits tangible and intangible gifts to legislators at \$100. Further, a bill supported by the Hampton Roads Chamber that promotes property assessed clean energy, HB 1446, is also up for a vote.

Your Hampton Roads Chamber of Commerce works each day to inform, engage and collaborate in the public policy arena as the regional voice of business. The weekly "News and Notes" update provides members with strategic progress during the open session.

## Virginia Beach City Council Unanimously Votes to Move Forward on Arena Project



On December 9, Virginia Beach City Council voted unanimously to pass a resolution approving the term sheet for the Virginia Beach Arena that would be built across from the Convention Center near the oceanfront. The term sheet outlined what the City is willing to provide in exchange for United States Management to build the 18,000-seat capacity \$200-million facility. USM can move forward with private financing for the project, with construction beginning as early as next fall. The City's contribution will be \$52-million in infrastructure costs plus a sharing of the existing hotel tax as well as revenue generated on the site once the arena opens.

The City of Virginia Beach held a public hearing in the City Council Chamber on December 2 for questions and comments on the proposal. The Chamber's 2015 Virginia Beach Division Chair Glen Robertson, a partner with Wolcott Rivers Gates, spoke on behalf of the Chamber in support of the arena. Robertson, who served on the city's arena committee representing the Chamber, highlighted the proven track record of ESG, S.M.G. Worldwide Entertainment, Mortensen and SB Ballard Construction, AECOM and Clark Nexsen Architects and the private sector equity partners that will create and operate the arena.

**"The Chamber's Virginia Beach Division board members have been involved and engaged with this project from its inception. We are grateful for Glen Robertson's volunteer leadership. The arena will host events that will increase hotel stays, restaurant and retail business, attract world class entertainment, and add to the quality of life for residents in Virginia Beach and the surrounding Hampton Roads region."**

**Ira Agricola**

Andrea Kilmer, CPA, CFF, CGMA, President & CEO of The ESG Companies, was grateful to have the support of the Hampton Roads Chamber of Commerce's Virginia Beach Division Board throughout this process. "Our sincerest thanks to you for your time and efforts in helping us achieve this important milestone," said Kilmer. "Our entire team is extremely encouraged by the input and participation received to date, and we remain committed to fostering community involvement as the project progresses. We are very pleased with this successful step and look forward to continuing on our path to bringing a world-class arena to life. It means a great deal to have leaders whom we know we can count on in order to make this dream a reality."

USM and the City of Virginia Beach are now negotiating the details of a development agreement that will likely come before City Council for a vote during the spring. For more information on the project, visit <http://www.VBArenaNow.com>.

## Quarterly Regional Board Addresses Economic Diversification



Hampton Roads business leaders gathered January 21 for the Chamber's first quarterly Regional Board of Directors and Trustees meeting of 2015 to discuss important issues affecting the business community, chief among them the means for Virginia to achieve energy independence.

These quarterly meetings allow volunteer leaders from the membership to substantively shape the priorities and positions the Chamber takes as the regional voice of business.

Chris Saxman, Director of the Virginia Energy Forum, briefed the merits of energy exploration and the development of sources of energy that could pump oil and natural gas into the Commonwealth, bringing with it revenue and jobs.

Saxman tied exploration to much-needed diversification of the regional economy, as well as the country's need to achieve energy independence.

"We have to have, from an economic standpoint, a call to arms on the energy race where we can lead," said Saxman.

"We have this opportunity, Virginia, to be at the forefront of this energy revolution."

Saxman believes that energy development when coupled with the other pillars of the regional economic base – Defense, tourism, and the Port – equates to strength in Hampton Roads. A former member of the House of Delegates, Saxman encouraged the board and trustees to take an active role in advancing the issue of exploration.

To that end, the Chamber is sponsoring an inter-regional visit to Louisiana in March that will include Congressman Scott Rigell, an advocate for off-shore energy, as a special guest.

**"When you add it all up, this opportunity including the development of energy exploration off the coast, including wind, is substantial. A real economic multiplier with lasting generational impact."**

**Chris Saxman**

"Our region must have all the facts," said Bryan K. Stephens, President & CEO of the Chamber. "Business leaders, joined by elected officials and educators, will see firsthand what offshore drilling might offer our region," said Stephens. "We will assess the opportunities, challenges and risks posed by off-shore energy options, and interact with subject matter experts from the gulf coast of Louisiana."

The next Regional Board of Directors and Trustees will take place Wednesday, April 22.

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## Best-Selling Author Addresses Chamber Audience



Courtney Lynch, author of *Leading From the Front*, addressed a sold-out audience at the first Professional Women's Leadership event of the year on February 5th.

The presentation was a unique installment of the series, with Lynch forgoing the podium for an interactive question-and-answer format as she walked around the audience. Lynch has previously participated in the Chamber's leadership series and the return engagement was based on audience demand.

"So much about being an effective leader is about being better than your instincts," said Lynch. "I'm a huge believer in intentional action. I think what separates leaders from those who are still developing their leadership skills are their ability to take intentional action."

Lynch also believes that for a leader to take intentional action, one must have vision. Leaders also must work on building credibility before offering criticism, working outside your comfort zone, being self aware and taking accountability.

Lynch is a frequent lecturer on the principles of leadership, drawing on her experiences as a Marine. She also uses her time in the private sector, to include a background in sales and practicing law, to demonstrate what she considers some of the counterintuitive elements associated that thwart leadership and success.



"It's not about how far down you are," said Lynch, "but how many times you're willing to get back up. The majority of my success was built in response to failure."

Working together is also crucial for today's leaders. She states that leadership isn't about authority, but in achieving results. "The days of the lone wolf leader, if they ever existed, are absolutely long gone. The problems of today are way too complex for one person to solve on their own. So how do we begin to learn how to work with and for other people – with other people for a solution for other people?"

In response to her own question, Lynch says that by being open to counterintuitive steps such as allowing other people to have the experience of failure. "Sometimes we have to step back, but be there to help. Allowing the failure to happen and letting people have the chance to learn from it."

Lynch co-founded Lead Star a decade ago, growing it into a multi-million dollar consultancy firm dedicated to providing leadership development opportunities to those in leading corporations, nonprofits and colleges and universities. Her clients include FedEx, Stihl, Norfolk Southern, CACI, 3M and Bank of America. A regular on the talk show and news program circuit, she has worked to advance the discussion on leadership on FOX, CNBC and CNN. In addition to her book, Lynch's work has been noted in publications ranging from "Business Week" to "The New York Times."



## Former U.S. Chief Technology Officer Briefs Membership



The country's first Chief Technology Officer, Aneesh Chopra, told a rapt audience of nearly 500 his three ideas to catalyze regional innovation. His keynote remarks were part of the Hampton Roads Chamber of Commerce's 30th Annual Meeting of the Membership on December 10 at the Norfolk Waterside Marriott. This luncheon is one of the largest local gatherings of business and community leaders and elected officials.

Chopra said, "Our best days are ahead of us. There is an opportunity for a new enthusiasm, an excitement around the economy. Part of it is because of the context that I see of a more functioning working public private opportunity, the pioneering government spirit."

Chopra became the country's first Chief Technology Officer under the Obama administration. He is credited for designing the National Wireless Initiative and also helped to launch Startup America. Chopra values resolving problems through new thinking, executing an "open innovation" strategy across the government with the cooperation and participation of the private sector.

Chopra was eager to address the regional business community as a part of the Hampton Roads Chamber of Commerce's commitment to exposing its members to thought leadership and new avenues of potential business growth. He explained that from 2006-2009, new businesses account for nearly all net new job creation and almost 20 percent of gross job creation and young and small firms (fewer than 5 years old and 20 employees) generated 8.6 percent job growth. Growth is crucial to the Hampton Roads economy, but unfortunately Chopra shared a scorecard that showed at 7.7 startup businesses per 10,000

residents, Hampton Roads ranks last among Virginia's regions. He said, "The rate of entrepreneurship seems to be the Achilles heel for how this region can turnaround."

Entrepreneurism is something Chopra can validate first-hand. Following a brief run for lieutenant governor, Chopra founded Hunch Analytics in northern Virginia, a data and analytics firm.

"Aneesh's presentation provided tremendous insight for our business community," said Hampton Roads Chamber of Commerce President & CEO Bryan Stephens. "He provided some eye-opening data and ideas for innovation that our membership can put into place to contribute in the growth of our region."

The annual luncheon also marked the installment of the 2015 board and recognition of the Volunteer of the Year, Shepelle Watkins-White. Outgoing Chair Michael Dudley of Optima Health Plans, commended Watkins White for her tireless service to the membership body as this year's Vice-Chair of Governmental Affairs.



During his remarks, Michael Dudley said, "It has been a privilege to serve as the chair over this past year." He added, "This year, the Chamber has had significant influence in the legislative agenda

in the state of Virginia on issues like transportation, Medicaid, taxation and workers' compensation. The Chamber's team works on behalf of the members of the Chamber representing the issues and ideas that are important to all of us here. Your Chamber does have influence and connections."

Dudley also turned over the ceremonial gavel to 2015 Chair Joe Witt of Old Point National Bank, formally installing the new officers and regional board, as well as divisional boards. Witt concluded the luncheon, thanking the Chamber's leadership and staff. Witt said, "I am grateful and humbled to accept the Chair position for 2015. I hope my service as Chair continues to reinforce the importance of regionalism."

## Chamber Unveils Unique Leadership Series



The Hampton Roads Chamber of Commerce is proud to initiate a new leadership series in 2015. The Chamber Leadership Series is designed to give attendees the opportunity to interact with important leaders who provide practical knowledge, sharing what helped them rise to the top of their field. Speakers in the series include leaders in business, industry and government.

Governor Terry McAuliffe kicks off the series in March, discussing the impact the 2015 General Assembly will have on Hampton Roads.

Jason Redman, founder of Wounded Wear, is next in the series, speaking in April. A decorated Navy lieutenant, Redman will share his personal journey with the Navy Seals, and talk about how to overcome

your own challenging obstacles as well as his involvement with Wounded Warriors.

Then in May, Admiral Philip Davidson, Commander, U.S. Fleet Forces Command will educate the business community on what lies ahead for the U.S. Navy around the globe. He'll also discuss how that mission will impact Hampton Roads, allowing the business community to better position itself for the years ahead.

For June, the series includes a panel discussion featuring the Hampton Roads leaders who are instrumental in the decision making process in Richmond.

For more information on these events, or to register, visit [www.hrcleadership.com](http://www.hrcleadership.com) or contact Priscilla Monti at [pmonti@hrccva.com](mailto:pmonti@hrccva.com).



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AMBASSADOR OF THE YEAR



Sharon D. Holliday  
Independent Associate

**Sharon D. Holliday** was named the 2014 Ambassador of the Year for her commitment to helping other area business professionals take full advantage of all membership has to offer.

That she has time to be an ambassador is amazing as she is both an independent associate for Legal Shield and a full time Deputy Sherriff with the Norfolk Sherriff's Office. The investment, says Holliday, is well worth it.

"You get to meet so many other like-minded professionals and now people know me, they like me and they trust me because I'm a member and ambassador," said Holliday following the announcement, adding, "I really think of the program as an extension of my growing Chamber family."

A member since 2012, Holliday has devoted time and effort as an ambassador for just a single year, making her mark on the program early on. The award paid tribute to Holliday's enthusiasm and determination that members form real relationships.

Holliday and a diverse group of two dozen volunteers make up the elite ambassador corps. All are dedicated to expanding the Chamber's efforts to support the business community. Seen at virtually every event the Chamber hosts, ambassadors are often the first friendly face they see after making a membership investment.

If you're interested in becoming a part of this program, call Marianne Collins at 757-664-2504.

TRUSTEE PROFILE



Kevin J. Todeschi  
Executive Director & CEO

**Edgar Cayce's A.R.E** was founded in 1931 to research and explore holistic health, personal transformation, and ecumenical spirituality.

The subject of hundreds of books, Edgar Cayce was called "the father of holistic medicine." More than \$5 million in construction projects

has renovated the popular Health Center and Spa and created new space for the Cayce/Reilly School of massage. A popular destination for massage, chiropractic treatments and acupuncture, the Cayce/Reilly School of massage has been a leader in holistic education and wellness for decades (CayceReilly.edu).

A.R.E. has just announced the creation and endowment of the Tarsia Center – a mentored, year-long, distance program in spiritual growth and emotional healing.

Founded in 1930, Atlantic University was the first university in Virginia Beach (AtlanticUniv.edu). Today, the university is accredited to provide two Master's degrees – one in Transpersonal Studies and the second in Leadership Studies. AU also offers online continuing education for adult learners.

More information is available at: [www.EdgarCayce.org](http://www.EdgarCayce.org).

More than a Name Change – Three revamped series

The Chamber helps grow your business by offering networking events that connect you to business leaders. Members gain valuable information and build relationships essential to growing their business. The Chamber holds more than 20 events each month.



Jump-start your morning and join the Chamber for a fun business networking opportunity. The Coffee &

Connections is caffeine-charged power networking from 7:45am -9:00am typically held on the last Tuesday of the month. Enjoy a light breakfast while you connect with other business professionals and build new relationships. Coffee & Connections is free to members and \$15 at the door for prospective members.

Finish your day with fellow business professionals and grow your circle of contacts. Mix & Mingle, held six times a year, takes place at a member company location, and provides a relaxed, casual networking atmosphere. Mix & Mingle is free to members and \$25 at the door for prospective members. Advance registration is not required and a cash bar is available.



ChamberConnects is a popular lead exchange and networking event offered exclusively to Chamber members held monthly in each

Southside city. A representative from each registered company is given the opportunity to introduce the services, skills, and talents the business provides. They also get a chance to express current or typical needs the company has for its expansion and growth. Following the Connect, attendees receive a roster reflecting contact information for all participants at the event. Registration is for members only and limited to the first 40 registrants.

For more information, or to register for any upcoming networking events, go to [events.hamptonroadschamber.com](http://events.hamptonroadschamber.com).

Save The Date  
In 2015

Thursday, April 2  
**PORTSMOUTH STATE OF THE CITY**  
Renaissance Portsmouth Hotel & Waterfront Conference Center

Thursday, April 9  
**SPRING B2B EXPO**  
Marriott Chesapeake

Wednesday, April 15  
**CHESAPEAKE STATE OF THE CITY**  
Chesapeake Conference Center

Welcome New Members

Join us in welcoming these new Chamber members. More than 125 companies have joined you in membership last quarter.

NOVEMBER 2014

- Convergence Media Company
- Direct Auto Insurance
- Doma Technologies
- Echelon Services, LLC
- Expertly Real, Inc.
- First Team Honda
- First Team Subaru
- First Virginia – Kempsville Road
- Guardian Life Insurance Company of America dba Light Tower
- Wealth Strategies
- HealthLogix, LLC
- InA Associates
- Insurance Shopper VA
- Livingston & Haven
- Mark E Snapp & Associates
- Principal Restorations
- Solar Services, Inc
- Stanley Steemer
- Syncon, LLC
- Tidewater Diagnostic Consultants, LLC
- Virginia's Staffing Choice

DECEMBER 2014

- 9Round Chesapeake Great Bridge/Hickory
- Aubrey Pithwa State Farm
- Cooper Hurley Injury Lawyers
- Cruiseplanners
- Doescher Company
- First Virginia – Holland Road
- Fit With Kim, LLC

For the most current member directory, visit [www.HamptonRoadsChamber.com](http://www.HamptonRoadsChamber.com)

- Just Grilling
- Kudzu Health & Safety, LLC
- Maxim Healthcare Services
- Norfolk Botanical Gardens
- PM-Pest Control, LLC
- Richard Calderon - Rose and Womble
- Signal 88 Security of Hampton Roads
- Tastebuds Popcorn VB
- The Adventure Park at Virginia Aquarium
- The Studio Hampton Roads
- UniFirst Corp.
- Wellness and Autoimmune Center of Virginia

JANUARY 2015

- America's Swimming Pool of Coastal Virginia
- Calming Waves Massage & Wellness
- Focus Executive Suites
- Lickety Nit
- Linden Tree, LLC
- Marine Corps Community Services Camp Allen
- Melissa Curtis/AllState Insurance
- Minuteman Press
- PayChex
- Sandpiper Capital, LLC
- Snap Fitness
- South Beach Dentistry
- SportClips - Virginia Beach
- The Oyster Farm at Kings Creek
- Virginia Eye Consultants - Virginia Beach
- Virginia Eye Consultants - Suffolk
- Wave of Life Chiropractic Center

Anniversaries

Congratulations to the following businesses that celebrated milestone membership anniversaries from Nov. 2014 – Jan. 2015

- 45 YEARS**  
GTL Transport Co., Inc.  
Jones CPA Group, P.C.
- 40 YEARS**  
Clark Nexsen, Architecture & Engineering  
R & R Motors
- 35 YEARS**  
Armada Hoffer
- 30 YEARS**  
ABNB Federal Credit Union  
Olympia Development Corp.  
W. E. Curling, Inc.
- 20 YEARS**  
Access College Foundation  
Creative
- 15 YEARS**  
Bryant & Stratton College  
Southern Auto Group
- 10 YEARS**  
Bay Capital Advisors, LLC  
Crane Tech Solutions  
Flowers Baking Co. of Norfolk  
Homewood Suites by Hilton  
The Williams School
- Virginia Tidewater Consortium for Higher Education  
Wal-Mart Store #5253
- 5 YEARS**  
A. Morton Thomas & Associates, Inc  
Blessed Hope Christian Center  
Charles Schwab & Co., Inc.  
Community Alternatives, Inc.  
Elizabeth River Crossings OpCo, LLC  
Greenbrier Comfort Suites Chesapeake  
I & O Medical Center  
M.H. West & Co.  
Mid Atlantic Benefit Solutions  
Mr. Robert G. Bagley  
Panera Bread  
PB Mares, PLC  
ShepelleWatkinsWhite, Consulting & Law, PLLC  
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