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## **Global Nashville with Karl Dean**

**The Tennessee World Affairs Council in association with the  
Belmont University Center for International Business, and the Nashville Area  
Chamber of Commerce**

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**Introduction by LCDR Patrick W. Ryan, USN (Ret)  
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**Patrick Ryan** [00:00:25] Hello and welcome to the February 17th edition of Global Nashville with Karl Dean. I'm Patrick Ryan, President of the Tennessee World Affairs Council, and today we're going to talk about the international scene in Nashville with John Scannapieco. John is a partner at Womble Bond Dickinson US LLP. He's also a member of the Tennessee World Affairs Council Board of Directors, and he has extensive experience in Nashville developing business relationships internationally, especially in East Asia and with European partners. He's the honorary consul general for the United Kingdom in Tennessee and has welcomed ambassadors, consuls general, business delegations and others to Nashville. So we're anxious to talk to John about his assessment of what's happening in the world of international commerce as it affects Tennessee and the things that make national and global city. So John, welcome and I'll turn it over to Mayor Dean.

**Karl Dean** [00:01:27] Thanks Pat. John, welcome to the to the broadcast. It's good to have you back.

**John Scannapieco** [00:01:32] Thank you, mayor.

**Karl Dean** [00:01:34] So I guess I want to start off with just asking about your interest in foreign trade and foreign business. Where does that come from? How did you get involved in it?

**John Scannapieco** [00:01:46] My father was a serial entrepreneur, and when I was 14, we were living in Massachusetts and he decided he was going to go start a new company down in Texas. So he moved us from Cape Cod down to San Antonio, Texas, and there's a little company called Santa Fresh, liquid soap. They were like the first to gel alcohol, and he took that little company and took it to like forty-two countries by the time they sold it. And as a kid, my father being first generation Italian born in the United States, he wouldn't take his distributors or his customers out to a restaurant to talk, he'd bring them to our house. And so as a teenager, I saw people from literally all corners of the globe coming through our house and listening to them talk about their lives and whatever country they were from and the businesses they would do and how they would do business. And it was just really for me, it was really interesting. I didn't really think there was much opportunity for me to ever do that. I thought you had to go to law school like Harvard, Georgetown or someplace like that. And then when I arrived here in Nashville within a short period of time, my arrival, I realized that it was all of this cross-border business going on in the community and nobody was really serving that community. And so that's how I kind of got into it as a lawyer perspective. But really, most of my interest really came through my father. And just watching him do business with, like I said, people from all over the world - just fascinating to me.

**Karl Dean** [00:03:18] So when you went to law school, did you focus on what commercial transactions or?

**John Scannapieco** [00:03:25] Well, you know that when I was in law school, there were some law schools that say, focused on environmental issues or these kinds of issues. But I went to Southern Methodist University down in Dallas, and they had a program that focused on international issues. And so there were some of those classes that were available to us, as, you know, just regular law students, but it wasn't really a focus. So you just kind of went and got your law degree and then you went out into the world, you know, to practice law. And my real exposure to cross-border work really did not come until I arrived here in Nashville, and I'd been practicing law for maybe five or six years at that time.

**Karl Dean** [00:04:07] And did in terms of your undergraduate work, I mean, did you have a desire to study foreign languages or culture?

**John Scannapieco** [00:04:16] Yes. Yes, yes. So like my for example, my again, my mother also was first generation Italian born here in the United States. And so we were not allowed to learn Italian because we had to be American, and you spoke English to be American. But I really wanted to learn because I, my grandparents and my father, they were all, you know, all talking in Italian all the time. And so I took Italian when I was in college. I have to tell you that my ability to learn a foreign language, apparently I didn't get that gene - was very hard and my Italian was at best passable. But yes, I did that. And then with the history and you know, the classes around government and politics and in economics, I always tried to learn, you know, get exposed to these types of issues, you know, in those different fields. Again, I think the world is a fascinating place and just learning a little bit about different cultures. And then of course, I had friends from different backgrounds and cultures, and that was also very helpful as well.

**Karl Dean** [00:05:29] Right. So when you arrive in Nashville, you join a law firm that is a general practice or did everything pretty much?

**John Scannapieco** [00:05:37] Yes. Yes. Yeah. And I joined as a litigator, so because everyone said, I'm Italian, I talk a lot, so I should be a litigator. And so that's what I did. And then I was probably I just made partner. This was at Bulk Coming, which is now Bradley and I got to attend a board meeting and they were talking about some global legal network that we belong to, and they were trying to get a handle on whether it is really worth it. And I said, well, you know, I'll go and check it out and see what we can find out. And so they actually sent me and my goal was to really focus on the domestic firms in the United States. And I just so happened to meet all of these different lawyers from firms around the world and in talking to them, they had all of this work they were sending into the United States. And I thought, well, you know, we can do that. You don't have to be a lawyer in New York to do this, commercial contracts, assisting on mergers and acquisitions, you know, employment issues. I mean, things that really a lawyer here in Nashville could do as well.

And so I started doing that work for these non-U.S. law firms. And after doing that for a couple of years, I said, well, you know, if I'm doing that for them, why can't they do that for me? And I just started at that time when I talked to companies and we learned a little bit about what they're doing, and they would have a global issue that, you know, we could help you with that. And again, there was nobody really in town that I was aware of that was focusing on any kind of cross-border issues. And so the practice just kind of took off from there. Ed Bradley ended up having about five of us in a little group and then eventually, that wasn't really something. I mean, they were fine with it. It wasn't something they really wanted to invest in. And another law firm in town, Baker Donelson, had asked for a couple of years to set up their global practice. And so I went over there and that's what I did. I set up a global practice and we ended up having, you know, before we just recently left, a bunch of us had left. We had probably about 15 of us. It's all we did all day long. And it was it was a really good opportunity. And now we're doing it at Womble Bond Dickinson, they have more of a global platform for us.

**Karl Dean** [00:07:51] How do you go about doing a global practice, I mean, you just announced to the world this, I'm doing a global practice and -

**John Scannapieco** [00:07:57] Well, don't laugh, but yes, because again, there was nobody here that could mentor me. Right? But if you think about it, I mean, you really think about what a cross-border practice is. You know, there's no - I always joke. There's really no such thing as international law unless we're focused on treaties or something like that. You know, most of the time, like a business deal, for example, it's going to be governed by the law of some country - Germany, or it's going to be governed by the law of some state here in the United States. And so, you know it, you just kind of do it and you start to learn. And then I leaned on all of these different people that I would meet around the world to say, you know, I've got this commercial contract that I like. These are the of the issues our client wants to achieve within this contract. I revised it to reflect that. Now, can you please look at it and make sure and help me localize it? I would say, for example, business practices, culture and law of whatever particular country or province that we were going to say China or something like that. And then I would try to stay as close to it as I could. So I would learn for the next time. I knew a little bit more and a little bit more and a little bit more. And eventually, now I've literally worked all over the world. You know, I'm never going to tell you, I'm an expert in German water rights or anything, but I probably know

enough to be dangerous. But at least I know enough - hey, that's an issue. And let's go get that looked at.

And now we have the resources in terms of people that we know in government and law, accounting, banking, literally all over the world. So if a business has issues or is trying to buy something, sell something now we can really help. And one of the things that I think has been very helpful to me was the fact that all of these folks that I've gotten to know the last twenty-five plus years, they've really helped me understand the culture because, you know, we I think too often we wear our American lenses and we view everything through that American lens, but we negotiate that contract. I'm going to use Germany as an example, but German communicate differently. They negotiate differently than we do. Not right, not wrong. It's just different. And I think that's really what's been the most helpful thing for me today, even if I'm not doing the law, but is when I see something or I hear something, I try now to view it, maybe from the perspective of a person in that country and how maybe they perceive it and what that means to them, because I think it helps me understand, maybe from the United States, maybe what we should be doing, how we should be reacting. And of course, that really translates, I think, very well in helping a client negotiate a business deal or help them maybe resolve the dispute. Having that, that understanding.

**Karl Dean** [00:10:49] And really probably an essential aspect to this is your ability to do this type of practice here in Nashville is dependent upon the city being a center for business that goes beyond national borders. And so as the city has grown and I guess the diversity in the business has grown here, it's probably been a good thing for you in terms of your own practice.

**John Scannapieco** [00:11:15] Oh, yes, definitely. You know, I moved here for the first time in the summer of 1989 did my clerkship, and then I came back in 1990. And when I first got here, they thought, maybe just like you when you first arrive, you know, coming from New England, they thought we were foreigners, right? And of course, when you see my last name, you're even more certain of that fact. And you know, my wife is a native, and so I was the oddity then and now she is the oddity now being a native and all of these people have come into town from literally all over the world. You know, one of my former German colleagues, we were having lunch one day and he was just we were talking about this very issue and he said, you know, I have to be careful not to talk to my wife all the time in German as we're walking down the street and we would maybe, you know, get a little catty about this or that. He said I can't do it anymore because I hear so much German on the street, you know what I mean? So it's just you're really starting to see now this inflow of people from not only the United States, but also from around the world because this is a great place to be.

When I first got here, my goal is to be here for a couple of years and then really go back to Boston. A lot of my friends were. But now, I mean, this is my home and this is going to be my thirty second year of being here and the city every single year since I've arrived, it just seems like it's getting better and better and better and more and more folks coming from outside of the United States here. We hosted a dinner. Oh man, must be 10, 12 years ago and we had six different consuls general here for this dinner from different countries in Europe and other places. I remember sitting at that dinner thinking of myself like, wow, when I first got here, I mean, I never could have imagined getting one consul general. And now we have so many. And I bet while you were mayor, I can't even imagine how many you probably visited with who are now interested in this region because of the opportunities that are presented, not only for companies here to go there, but also from

their companies to come here. So I think it's been a really good, good opportunity. And from what we do, it's great because I mean, this is what I love to do. It's business either going out of the United States and then coming in.

**Karl Dean** [00:13:32] And so you now serve as honorary counsel for the United Kingdom.

**John Scannapieco** [00:13:38] Yes. Yes.

**Karl Dean** [00:13:39] What is that and how did you get that position?

**John Scannapieco** [00:13:44] Yes. And so again, for what I do, I believe that if we work together, you know, government private business working together as we all have limited resources, we can do so much more. And so any chance I had, I would reach out to the consul general and usually there in Atlanta for our region. I would reach out and just say, hey, you know, what can we do to help you maybe get to know our community better? And so I would work with the Israelis, I actually set up a cybersecurity conference in Georgia in Atlanta for that. We've worked with the Canadians, the Brits, the I mean, Mexico. I mean, it goes on and on again, just trying to get them to see our community I think like I do and I think all of us on this webcast do, it's a really great place to do business.

And just by doing that, I got a call from the consul general. I guess it would be two ago for the UK asking me to go to lunch. We went to lunch. We used to do that every once in a while just to catch up. And he then said they were reconfiguring the role of the honorary consul. It used to be a lot of consular services like lost passports and things like that. You really want to focus more on trade and investment. And with my background, they thought I'd be a perfect fit. And so I asked him, I said, well, you know, you realize I'm Italian, right? I mean, I'm not. I'm definitely not British and he laughed. And oh, you don't have to do that. And so that's how that's literally how I got the job. It was just, I think that we were always willing to try to help and try to bridge, you know, bridge our community with these other communities abroad. And I think they saw that as a as a resource to maybe help in this case strengthen the ties with Tennessee and the UK because they could see coming down the pike. At that point, it was pre Brexit, but maybe a free trade agreement between the EU and the U.S.. Now, of course, we're working on the U.K.-U.S. free trade agreement and these relationships are so much more important.

**Karl Dean** [00:15:51] And how much of your time does that take? Is it a real heavy commitment in time?

**John Scannapieco** [00:15:57] No. I mean, you know, it just depends. So for example, recently we had in town the Minister of State for Trade Policy coming from the UK. We also had a visit by the new North Trade Commissioner for North America in the UK. So they came, the consul general came up and putting that those meetings together and the different programs, you know, that takes a lot of time. But usually it's me fielding calls from UK businesses, UK citizens, U.S. businesses or U.S. citizens looking to do something. A lot of times it can be I lost my passport. I need to get a visa. How do I do it around COVID? It was helping British citizens find resources that they could use and then get home and remember now the borders were all starting to close. If there is a natural disaster here, then I will call around to see if I can identify any UK citizens who may have been injured or worse, or who need some other assistance. And I'll help there. But most of it is just doing things like this and talking about the benefits of global trade, of global investment and why maybe you should consider it, or why you should look at it a little differently. If you think it's something that maybe it's not good, and then I just try to strengthen those relationships,

make introductions, so it's working with the Nashville Chamber, working with the Tennessee World Affairs Council, really all the other groups in town again, just trying to promote those developing those relationships. So it's as much as I want to put into it, I think. But there are some days I get more phone calls than others.

**Karl Dean** [00:17:35] In terms of your own practice and I guess what you've observed as honorary counsel, has Brexit had a big impact on foreign investors? English investment in the US, has it had a big impact on trade?

**John Scannapieco** [00:17:53] Yes, it has, because, you know, again, if you think about it, the UK is part of the EU, right? Then the EU is making decisions regarding who are we going to trade with, how are we going to trade all those relationships, and what are they going to emphasize in terms of the EU as a whole. So now that the UK has left the EU, they are now able to determine what their own priorities are going to be. And one of their priorities, probably one of the more significant priorities, is strengthening the U.S.-U.K. Relationship. I mean, we've been friends for hundreds of years. It's been a very important relationship, one of our largest trading partners. But we can do a whole lot more. And now this has allowed the British government to really focus. And that's actually going to be a priority for 2022, is to really focus on the states and developing those relationships and because of Tennessee, if you think about its geographical location, Nashville and all that's happening here, this has become a focal point for the UK and really strengthening those relationships. Having that direct flight from Nashville to the UK is all very important as well.

So Brexit actually has freed up the UK government now to focus on what it determines to be maybe more of a priority than, say, that was for the EU. And so I think that is really at the end of the day, going to be much more of a benefit to us because they really see Nashville as kind of the new capital of the new South. Right. And there's so much happening here from technology, EV batteries, you know, the financial services sector all growing here. I was surprised we actually hosted a virtual trade mission between London and Nashville. I mean, who would have thought that 20 years ago, right, that you would actually get groups to attend? And it was all around financial, fintech because Nashville now has this growing fintech community. So I think it's going to be very beneficial for the city and for the region.

**Karl Dean** [00:20:01] And you mentioned in terms of the trade with the UK, the importance of the London Nashville flight that runs now from our airport. How important is the airport to the growth of trade and Nashville being part of that?

**John Scannapieco** [00:20:22] Yeah, I mean, you think about it if you can't, you know, there's that old song, you can't get there from here. You know, if you can't get there, then no one's going to come because, you know, at the end of the day, it has to be accessible both from a cargo perspective and also say just from the business community traveling. Tourism is also a big business. So if we can't get there, then I just don't think you would see the growth. I mean, look at Atlanta. Atlanta was smaller than Nashville. I think it's pre-World War Two. They decided to put in their airport, and I'll say the rest is history because they had, it was easy to get to. You could get there. And I think as our airport grows and you want this community to grow, then our airports are going to have to grow with it and hopefully will get more direct flights to other parts of the world so that people will say, well, you know, that's convenient for me. I want to go there and do business because, you know, Nashville itself and even Tennessee has so much to offer the global business with access to both UPS and FedEx. You know what Memphis has. Was it five of the six class rail lines in the country? Nashville is intersected by three interstate highways. You know,

this is - we have a lot to offer. Access to the Mississippi River gets down to the Gulf. You can go up north into Canada. So this is a great place. But if you can't get here you're going to go someplace else, so I think I think the growth of the airport is really important now.

**Karl Dean** [00:21:50] In terms of consul general offices. We have, of course, our first one is Japan, who have been here, I think, since '08 and it has been successful. Do you see Nashville attracting more full blown council offices?

**John Scannapieco** [00:22:09] You know, I had heard floating around that potentially Mexico was considering a consulate here just to service the growing community from Mexico that's in this in this region. I don't know. That was just someone, you know, for a little pie in the sky where if that, you know, there's some truth to that, I think it would be great. And hopefully will, you know, if we can do that and then we can attract some more. You know, I think it's really helpful if you have the consulate in your community because you can service your nationals so much better. They're more aware of what's happening. And then I think you'd be more proactive in figuring out ways, maybe that the local community in which they're located and also their communities back home can get together more, both culturally and on a business side. So I would I would love it. I have - I jokingly, with the consul general, always try to encourage them to open up a consulate here. But you know, Atlanta is what it is. Again, it goes back to that ease of access as you get home. And, you know, maybe we get more direct flights, you know, maybe it opens up more.

**Karl Dean** [00:23:22] Yeah, yeah. During this period of time with COVID and I guess the resulting supply problems we're having around this country and I guess globally, how has that impacted global trade for Nashville?

**John Scannapieco** [00:23:41] Well, I mean, if I could describe global trade in one word, it'd be challenging in all caps and bold because it really, it really is, and I think it will be for the foreseeable future. Obviously, we still have a lot of COVID impact, right? We're short on a lot of goods. There's been a lot of money flushed into our system that now people are using that to buy all sorts of things. They they're working from home, whether they're in a hybrid relationship, sorry, hybrid working situation. And so again, that increased demand. So that is really causing, I think, some headaches there. Obviously, we had the chip shortage, which now impacts so many different products that people use from cars to other electronics that are also very helpful in a hybrid or a remote work experience. So I think what you're seeing now, we also have the backlog at US ports and you know, that could be significant in the West Coast. They're doing the labor negotiations, so there's no major disruption. Maybe that will ease over time, but that could be a problem even on the East Coast are having similar problems. But I think what - that should over time, now that the stimulus is over, that should, I think, work itself out as manufacturing more and more people are going back to work in manufacturing.

But the issues now you have, for example, Russia, Ukraine, that could put some real strains on the U.S. and Europe and other parts of the world that could then impact global trade. What is China going to do vis-a-vis Taiwan? Would they use, for example, let's say there is some issues with Ukraine and Russia. Does China use that now as a, I guess, a distraction to do more with Taiwan, which then could further disrupt trade, especially if you look at shipping density maps in the South China Sea. I mean, they're almost it's almost black. You know, there's so much that goes back and forth. So I mean, these are going to be difficult times, I think. And hopefully, as COVID as this Omicron strain kind of lessens around the world. Hopefully, that will be it. But you know, you never know another strain

could come along and the next, you know, China zero COVID policy, for example, you know, you're fine one day. And the next thing you know, they've locked down the whole port can't get anything in or out or they've locked down entire cities and you can't make anything or get anything from the manufacturers to the port.

So all of these things, it's really uncertain. I think now what we're seeing is companies are really trying to examine their supply chains. It's really trying to figure out, okay, where does my stuff come from that I need? And are there ways that I can build in resiliency and contingency plans? So if we do have some of these disrupting events, I can still find the key products I need because as you know, if you need 90, 100 components to make your product, you get 99 of them, but you're missing that one, you're shut down. And so trying to figure all that out, I think, is really the challenge right now. That's what we're seeing most of our calls are all around, hey, help me figure out my supply chain and help me understand what my contract looks like. What do they need to look like going forward? So we're seeing a lot of that, but I think it's going to be challenging, you know, at least through prior to the third or fourth quarter this year. But again, unless we have another major disruptive event like Russia Ukraine or another COVID strain.

**Karl Dean** [00:27:33] Investment, foreign investment in Nashville and Tennessee. Is it continuing to go up during this time period or is it pulling back at all because of COVID?

**John Scannapieco** [00:27:42] Yeah, I mean. Well, the answer to that is yes and yes, and I'll explain. So I think generally our overall foreign direct investment is up. I know from talking recently with folks at the state and also the Nashville Chamber. They've got lots of projects in the works and there's a host of reasons for that. Anything from the politics to just again, as we talked about, you know, if you look at it with UPS two hours up the road and FedEx three hours to the West, you know you can sell later into the day and that extrapolates into real cash over time. And other reasons. So that said, look at the same time, though, China is way down and our governor has announced that he will not offer any discretionary incentives to any Chinese investment, even to existing companies who have invested here in the state. I've had some experience with companies from both China and another part of the world say, yeah, that's not on my list anymore. So we may see long term, I don't know some real impact. I was speaking with a government official from a European country, and he said this jokingly, but the point was made, he said how do you feel about Tennessee becoming the new Saudi Arabia? First of all, what are you talking about? And then he explained, and I said, oh, come on, that's an exaggeration. He said, yes, I know. But you know, these policies now are becoming known around the world. And I think that could have some real problem down the road.

**Karl Dean** [00:29:21] Saudi Arabia, I mean, is that a reference to the Saudis not allowing or aiding investment in Saudi Arabia?

**John Scannapieco** [00:29:29] Well, no. It has to do with more of a religious litmus test to everything coming at the state level, it seems like. And then you have one of the things that has really made this state a popular destination for companies is the fact that folks are just moving here. There used to be like when my folks or even my generation, you didn't move to a city unless you got a job in that city, right? You got the job, then you moved. Now people are coming here because they really like it. It's a great place to live. But if those young people find, you know, that's just not for me because of some of these issues that are going on politically in the state, that could then also serve as a detriment to companies also locating here because if the people aren't here, I'm not going to come. I mean, I'm going to go with the people I need to fill my workforce. So, you know, I'm not



telling you my politics in any of this. I'm just telling you what I've been told, what people commented on and that that concerns me because, you know, this is my business, too. And when we all want to see that community continue to grow so -

**Karl Dean** [00:30:37] That issue could be on the national and international level, that businesses are going to move where people want to work and live and talent goes. And if there's sort of a negative perception about the social environment, then that's going to hurt.

**John Scannapieco** [00:30:49] Oh, yeah, definitely, that's right.

**Karl Dean** [00:30:52] Both internationally and nationally. You hear the phrase all the time direct foreign investment like this is something we all want. I mean, what is meant by that phrase and do we all want that?

**John Scannapieco** [00:31:09] Yeah, well, I mean, you know, it's so for example, I'm a company in France, and I want to set up some kind of operation here in the United States. So, you know, well, I want to do business in the United States. There's lots of ways you can do it. You can retain agents or distributors. You can sell online. You can buy an existing company or you can set up your own company from scratch. And so, you know, I look at foreign direct investment as you know, I'm going to come and I'm going to set up a distribution center. I'm going to set up a sales center. I'm going to set up manufacturing here, either when I say greenfield meaning, you know, literally there's a pasture out there. I'm going to buy some land and I want to build something or a brownfield investment where there's an existing place and I'm going to come in and fix it up to make it mine. That's what we're talking about. And for me, that's my definition, and I believe you want that because again, yes, that's a French company that French company now is going to invest ten million, one hundred million, a billion dollars in our community, right? And employ 50 people or a thousand people, and they're going to get paid and those people are going to spend money in the community, they're going to pay taxes in the community, which then helps, as the former mayor you know, those tax dollars that can be used to improve education, they can be invested in affordable housing, transportation, all things that cities need in order to continue to grow. Again, if you're not growing, I think you're dying.

And so I think it's really important to attract foreign investment. First of all, I don't think it's enough capital in the U.S. to just, you know, continue the U.S. economy to continue to grow on its own. We need that foreign investment into our country. Plus bringing a diverse, more diverse workforce into the community, I think only then helps our community by bringing these different perspectives I was talking about. You know, when I was a kid, everyone lived about 60 miles around Providence, Rhode Island, because that's where my family was from. And nobody, you know, nobody went beyond that. When my father moved to Texas, you would have thought we moved literally to China. They couldn't believe it. And so now, but having now all these different people coming in - until I was five I didn't know there were people in this world that weren't Italian, right? And so now having all these people, it's just been - it makes the city better. I mean, from food to music to just different perspectives on life and everything, it just makes it better. So I think that really helps our community. So to me, foreign direct investment is very positive, creates jobs in our community. Tax dollars, tax revenue. And that I think just broadens the overall, you know, education of the community. And you know, there's a great world out there and you should go try to experience it.

**Karl Dean** [00:34:12] Right? Good way to put it. Long term, optimistic bullish on Nashville?

**John Scannapieco** [00:34:19] Oh, yeah, I mean, for all the things we just talked about, you know, you'd be saying - like I said, I mean, where we look at this community from the creative class that's here and how that, you know, most of them were songwriters and musicians, but how that skill set is now translated into different technology, whether it's coding or other types of creative stuff within technology. You have again the access to FedEx and UPS, which again allows for you to sell later in the day. So, you know, that's great. You want to come here, you have all these universities and a skilled workforce. While land is not as cheap as it used to be, you know, you can still find land that would support a business. I think that's going to be one of our challenges, though, is affordability. If people deem this to be too expensive a place to live, then again, going back to a point we were talking about earlier, they don't come, they choose someplace else.

And so we have to work on some of those issues because it's great that I think it's the neighborhoods that when I first moved here, especially like, you go to the Station Inn and you park and literally run for the door, you know what I mean? Now look at the Gulch. I mean, it's amazing. I mean, my new office is in the Gulch. I never would have thought that. And but at the same time, people are now being pushed out further away from the core. And so it makes it much harder for them to get to their jobs without suitable or appropriate public transportation. We need to work on that affordable housing. You know, these are all, you know, a stronger safety net. I know that being these are all things that you were working on, as you know, as mayor, because it really is that symbiotic relationship. You know, you need business to be strong, right? And that's why I think you'll see Nashville continue to grow a lot of strong businesses coming here. But as they grow, what do they need? They need employees and employees need access to health care. They need education, they need all these things. So hopefully we'll be able to get those things to marry up a little bit better. And I think if we can do that, then I feel like my kids and their kids will have a future here in the city because I think we've just now scratched the surface as to what Nashville really can be vis-a-vis the rest of the United States and really the globe.

**Karl Dean** [00:36:39] Yeah, great. Great. Well, thank you for this conversation. I really enjoyed it. Pat, do you have any questions you want to ask or any comment?

**Patrick Ryan** [00:36:47] Yeah, Mayor Dean if I could just get a couple of questions in here. John, one thing - fintech, tell us what that is and also talk a little bit more about the importance the impact of Japanese businesses in Tennessee. You talk about the new Consul General Yoichi Matsumoto is here replacing Consul General Fukushima. But you know, from end to end, Tennessee has over 200 Japanese businesses, so they're the biggest FDI investment here, and just touch a little bit on what that means to Tennessee.

**John Scannapieco** [00:37:18] Sure. I remember it when I was in, I'll give you an analogy. I remember in high school -

**Patrick Ryan** [00:37:22] I apologize for missing in the introduction that you're a former chairman of the Japan-America Society of Tennessee, so you have additional insights.

**John Scannapieco** [00:37:33] Yup. So you know, my analogy. So remember chemistry class, you have a test tube of a solution in a right and you drop that one little thing in the whole thing would crystallize. I believe the Japanese investment was really the catalyst for what we see today in terms of overall the global growth and the strength of our economy, you know, in this state. When Nissan decided to put their plant here, you know, it just

really changed the conversation around what Tennessee was. You know, growing up in New England. I have to be honest that country music, it's all I knew, and I didn't give it much, much thought. But as time has gone on, the Japanese have really made a commitment to this state and it's something that I think we should appreciate more because I think they really have done a lot of good for us here in the state and they introduced some communities was probably the first person they'd ever met from outside of Tennessee or definitely outside of the United States. And again, opening their eyes to, hey, you know, this is pretty interesting. You know who these people are and what they eat, how they talk and what they like. So I think that's been really good for the state as a whole. And also will continue to be, you know, for the foreseeable future. And so with respect to fintech, I guess I look at it as you know, really any technology in the financial services community.

So, for example, AllianceBernstein is somewhat of a fintech company. There's a new U.K. company that has arrived over the last year, Smart Pension. They're basically a technology company. They, you know, in the U.K., you have a mandatory retirement plans. Here in the United States that is something that we've been trying to get, right? So, you know, so people have a safety net when they retire. Passage of a law, I want to say maybe in '17, '18. So small plans, you know, small companies will have to have these plans. They have a platform that will allow that to happen. So, you know, something like that. Oracle will also be, you know, will be providing technology to be used in financial services. So I think you're starting to see now more and more companies. This used to be mostly health tech place, right? HCA right down the street and you're starting to see now a broadening of what is the technology that's in this community. So fintech, medtech. I don't know what the term is for hospitality technology, but right around Ryman and all that. But you know, around tourism and the technology that's used. Logistics tech is also something that's really growing. And if we go down to Memphis ag-tech is huge, it's really big. If you remember, Governor Lee talked about trying to create like the next Silicon Valley, but not in the sense of what Silicon Valley is, but focused on agricultural tech. And so you have that as well. And I know Ted Townsend down in Memphis doing economic development. That's one of their areas of focus, also around med device, that technology. So technology is becoming something I think this community, you know, you never would have thought about it. You just thought about music and HCA and some other big companies. But you're seeing now that with the Asurion here, Amazon's Logistics Center of Excellence, EY has an innovation center here. You know, technology is now finding Nashville to be a really good ecosystem for it to grow.

**Patrick Ryan** [00:41:10] And, you know, you've mentioned a number these companies, AllianceBernstein, you know, we have Cat Financial International. These are international businesses that found their way to Nashville, and you can probably, you probably wouldn't be able to connect the dots with the Bridgestone headquarters downtown, but certainly that was one of the first footprints downtown. And now we have all these other companies. What does that mean to the energy and the financial power of Nashville to have all these companies move their headquarters and major operations here?

**John Scannapieco** [00:41:42] Well, I mean, I think it's great. Typically, these headquarter companies, the jobs are much higher paying, I don't know, I can't remember the numbers that I've seen on some of these new these new companies that are coming. But, you know, the wages are significantly higher. And which I think is great for the community as well. Also, again, they bring in these, how do I say, the culture from their countries where they come from? They're bringing people from these places, you know, from their from their home countries into Nashville, which again goes through this whole thing about

broadening people's horizons to say, wow. I look at my neighborhood. I've got people from Turkey, India, Japan because we're kind of close to Nissan. I mean, my kids get have gotten to grow up with folks from all over the world participating in these folks, their cultural events and religious holidays and whatever they have. And I think it's been great for them.

So I think it's good for the community, but also it's like anything else, right? You see Asurion here, you see Bridgestone and Nissan and all these companies here and you know, you're a big company looking and you're saying, well, if they're there, must be a reason to go there. I'm going to go check it out. And when you get here, how can you not like this place? This is a great place. You know, you're living in a big city, but not really. You know, I live in Franklin, and some days in the summer, I'll throw my fly fishing stuff in the back of my car and I'll stop, change right there at that little, you know, the Harpeth, and go in there and fly fish a little bit and I'll go home. Where can you do that? I mean, it's awesome where you get the Titans or the Predators or now the soccer, which is great because that's opened up the sport, I think, to a whole new community. So that's been wonderful. So I mean, you know, I think at the end of the day, you can't help but see those companies coming here and you say, I want to be part of that because clearly there's something happening there that is worth my time. Please check it out. And like I said, the folks here, whether it's the Nashville Chamber or the State of Tennessee Economic Development or down in Memphis or up in Knoxville, wherever - Clarksville. All these folks did such a great job of selling this state and this region. I think it's just a wonderful place to be. I was asked the other day, where would I live if I could go anywhere? And I'm like, you know, I believe I've been everywhere. I feel like and I want to stay right here. I love it here. I got so lucky to come here, like I said, thirty two years ago. So I think it's a wonderful place.

**Patrick Ryan** [00:44:26] Thanks for sharing your energy about Nashville, John. Mayor Dean, any last comments?

**Karl Dean** [00:44:34] Nope. Thank you, John, for everything.

**John Scannapieco** [00:44:37] Yeah, thank you, I appreciate it.

**Patrick Ryan** [00:44:39] Thanks, John. Again, this is Global Nashville with Karl Dean and thanks for joining us today. We've been talking with John Scannapieco. He's an attorney, a partner in Womble Bond Dickinson LLP, U.S. LLP. He's also former chair of the Japan-America Society, honorary consul of the United Kingdom to Tennessee and a member of the Tennessee World Affairs Council Board of Directors. Thanks, John, for your time. And let me also remind everyone to check the [YouTube.com/TNWAC](https://www.youtube.com/TNWAC) YouTube channel for all of these Global Nashville broadcasts and much, much more. And we ask that you consider becoming a member of the Tennessee World Affairs Council or making a contribution. You can visit [TNWAC.org](https://www.TNWAC.org). That's it for today. Thank you all for joining us and have a good day.

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