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From the Publisher - Bill Sisson

Trade Critical for Mobile's Continued Growth

There's been a lot of talk recently about trade and big business, but I'm challenging all of us to think about trade and small business.

At the Mobile Area Chamber, we work with many local owners and managers of companies who depend on international customers to both sustain and increase sales. Some of those companies employ 15 people or less.

Companies such as Centralite, Gulf Trading, Horizon Shipbuilding, Masland Carpets, Mitternight, The Northern Gulf Group, OPICO, Page & Jones, Prism Systems, Quality Valve, Red Lion (formerly N-tron), to name a few, sell lighting systems, valves, carpet, farm equipment, engineering systems, lumber products, ships and more. And they



sell their products throughout the world. Collectively, they employ hundreds of Mobilians.

Plain and simple, we live in a global economy. Trade agreements have boosted Alabama exports a whopping 86 percent, with Mobile County alone accounting for nearly 10 percent. The impact on our

community is real.

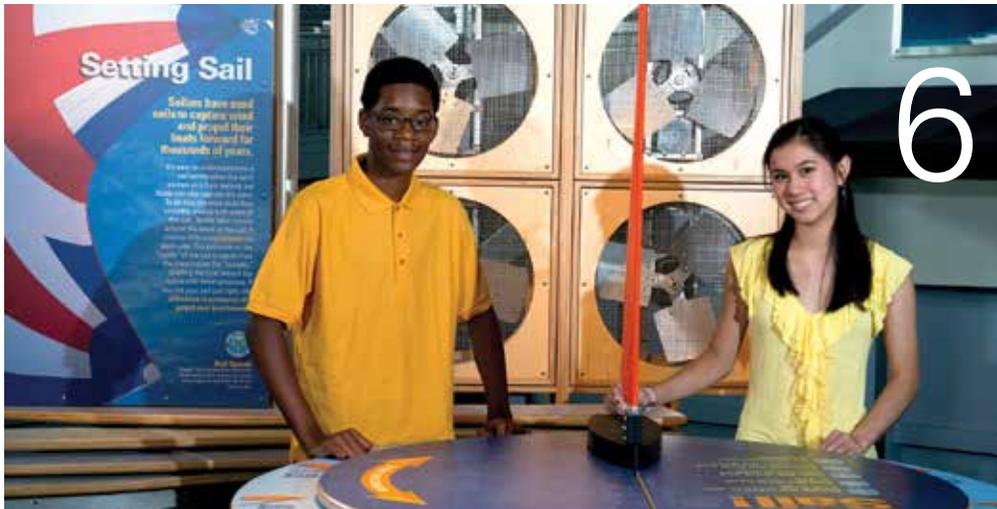
That's why the Mobile Area Chamber supports Trade Promotion Authority, as have many of our members. This program levels the playing field for any local business moving exports through the Port of Mobile.

When local companies succeed and the port thrives, it strengthens the economy. And a strong economy is good for all of us.

ON THE COVER GulfQuest is scheduled to open its doors on Sept. 26 in downtown Mobile. Recent McGill High School graduate and Spring Hill College-bound student Brennan Smith (left) and Baker High School student Darrin Blanchard (right) were among those who got a sneak peak of GulfQuest. Read more about the museum's opening on page 6.

Photo by Jeff Tesney

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APM Terminals continues to grow at the Port of Mobile. Photo by Alabama State Port Authority

APM Terminals Expansion to Create 97 New Jobs

APM Terminals announced it will undertake a major expansion of its operations at the Port of Mobile. The expansion consists of two parts: the purchase and installation of two large ship-to-shore cranes and increased activities at the Alabama State Port Authority's Intermodal Container Transfer Facility will service five Class I railroads.

The \$47 million capital investment will increase the

terminals' capacity and create 97 new jobs with an average annual salary of \$53,000 over the next three years.

According to **Troy Wayman**, the Mobile Area Chamber's vice president of economic development, the project will add a key asset to Mobile's competitive advantage of excellent logistics; increase potential for more international trade; and create numerous highly

skilled local jobs at competitive salaries.

"The importance of this expansion to our local economy is quite significant," said Wayman. "Any infrastructure improvements we can foster for our port represent significant benefit to us in economic development." 

You'll see this symbol  with stories featuring Chamber initiatives.

AM/NS Calvert Plans for \$87-Plus Million Expansion

In July AM/NS Calvert announced its intention to expand operations at its north Mobile County facility to produce a high strength and highly formable steel, according to **Troy Wayman**, vice president of economic development for the Mobile Area Chamber.

The estimated capital investment of more than \$87 million includes about \$77 million in machinery and equipment and would incorporate nearly \$24 million in locally-sourced construction labor and engineering services. Company officials say the expansion is expected to create six new jobs with an average annual wage of \$65,000.

Specifically, the proposed expansion would include the following components:

- Batch annealing facility
- Continuous anneal line improvements
- Hot dip galvanizing line upgrade
- 40 metric ton upgrade
- Automatic test line
- Lase protection building
- HDFL inspection
- Inspection sitting line cold inspection

AM/NS Calvert, with more than 1,600 employees, has been investing significant capital in its facility. In 2014, the company announced it would hire 16 people and invest \$70 million to increase its slab yard storage area. 

Advice on Handling Individual Insurance Plans

by: Wilkins Miller, LLC

Premium reimbursement arrangements are a common practice of small employers wanting to assist employees with the cost of health insurance, but not wanting to be burdened with the administration of a group health insurance plan. Under these arrangements, an employer would reimburse an employee for all or part of their individual healthcare plan.

But these arrangements are not consistent with market reform rules now imposed by the Patient Protection and Affordable Care Act (ACA) and, as a result, the small employer (two or more employees) may be subject to a \$100 per day per employee excise tax for maintaining such an arrangement.

Employers who are paying or reimbursing employees (whether pre-tax or after tax) for individual health coverage (i.e., not part of an employer's group health insurance plan) were required to stop doing so by June 30.

In lieu of reimbursing or paying employee individual plan premiums, employers should consider either (a) increasing the employee's wages by an amount that would allow them to pay for their own coverage (but the "raise" may not be conditioned on maintaining coverage) or (b) considering a group health insurance plan (it may be possible to set up such a plan through a SHOP exchange), possibly in combination with a Section 125 cafeteria plan.

Note: Corporations may continue to reimburse 2 percent or greater to shareholders for their individual plan premiums through Dec. 31, 2015. Further guidance for these 2 percent shareholder arrangements is expected for 2016 and subsequent years.

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Take the Helm, a panoramic simulator theater, may prove to be GulfQuest's most popular attraction. Visitors will pilot ships, navigating through Mobile Bay into the Port of Mobile on the Mobile and Tombigbee rivers.

GulfQuest

Grand Opening Set for Sept. 26

On Saturday, Sept. 26, the public will be able to climb aboard the GulfQuest National Maritime Museum of the Gulf of Mexico.

Visitors will see where pirates ruled the waves, spot early settlements and forts, locate sunken Spanish galleons and a German U-boat, relive

important naval battles and locate lighthouses in the Gulf.

Exhibits will introduce patrons to what it's like to stand outside in a hurricane, experience deep-sea exploration, view ports and maritime commerce, and more.

Museum officials set the grand opening earlier this summer for the 90,000 square-foot hands-on, interactive museum located on the Mobile River.

The \$62.3 million facility will feature 90 exhibits – all dedicated to the historical, cultural and economic significance of the Gulf of Mexico.

In addition, **Tony Zodrow**, GulfQuest executive director, says the museum will offer various traveling exhibitions, educational programs for students and educators, and weekend, holiday and summer specials geared toward families.

GulfQuest is a public/private partnership between the city of Mobile and the nonprofit organization overseen by the National Maritime Museum of the Gulf of Mexico board of trustees.

Early projections, according to Zodrow, for Mobile's newest museum will draw more than 300,000 visitors and bring \$650,000 in tax revenue annually.



The museum's board chair, **E.B. Peebles**, says GulfQuest "boosts Mobile's profile in regional tourism."

The facility will also house a museum store, café and special event space. Hours will be Tuesday through Friday from 9 a.m. to 5 p.m., open to 6 p.m. on Saturdays. Sunday hours will be 11 a.m. to 6 p.m. Individual tickets for adults will be \$18, with special pricing for youth, children, seniors and groups.

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Mobile Named Among Winners



of Best of Economic Development in Alabama Award

Mobile recently was recognized with several 2015 Best of Economic Development in Alabama awards by *Southern Business and Development* magazine. Mobile Area Chamber members, programs and infrastructure assets were included in the honor.

According to magazine publisher **Michael Randle**, members of the magazine's Southern Economic Development Roundtable were polled on a variety of topics and Southeastern U.S. projects. This group includes nearly a dozen current and former Secretaries of Commerce of Southern states.

Below are the categories in which Mobile was ranked in the top three. Winners are listed in alphabetical order.

Alabama's Three Best Economic Development Assets

- AIDT/Workforce
- Alabama Community College System
- Port of Mobile

Alabama's Most Important New Employers

- Airbus
- Carpenter Technology
- Polaris

Alabama's Most Admired Companies

- Alabama Power Co.
- Brasfield & Gorrie
- Regions Bank

Alabama's Most Admired Manufacturers

- Austal
- Honda
- Hyundai (tie)
- Mercedes-Benz (tie)

Alabama's Most Admired Service Companies

- Alabama Power Co.
- Regions Bank
- TVA

Best Major Market Aerospace Locations in Alabama

- Birmingham
- Huntsville
- Mobile

Best Engineering/Architecture Firms in Alabama

- Goodwyn, Mills and Cawood
- Sain Engineering
- Volkert

Alabama's Best Economic Development Law Firms

- Balch & Bingham
- Bradley Arant Boult Cummings
- Maynard Cooper

Best Contractors for Industrial Projects in Alabama

- Brasfield & Gorrie
- Gray
- Hoar

Best Small Business Banks in Alabama

- Bryant Bank
- Regions Bank
- River Bank & Trust (tie)
- ServisFirst Bank (tie)

Best Megasites in Alabama

- Brilliant Alabama Black Creek Site
- Huntsville Sewell Site
- South Alabama Megasite

Alabama's Best Manufacturing Workforce (Large Market)

- Birmingham
- Mobile
- Montgomery

Best Alabama Cities for African-American Business Ownership

- Birmingham
- Mobile
- Montgomery

Alabama's Best Non-Sporting Events

- Mardi Gras - Mobile
- National Shrimp Festival - Gulf Shores
- "To Kill a Mockingbird" production - Monroeville

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How Quality Valve Benefits from International Customers

Editor's Note: In his publisher's column, Mobile Area Chamber President and CEO Bill Sisson lists Quality Valve as one of the local companies that benefits from international customers. So *The Business View* posed a few questions to Quality Valve Owner Raymond McCaffrey to get a small business perspective.

Headquarters: Mobile

Founded in: 2004

Employees: 13

What the company does:

Sells industrial valve parts used at chemical plants, energy production facilities and refineries.

Where its products go:

Parts are shipped to all 50 states and have customers in more than 20 countries.

Why is trade good for Mobile?

"We are first and always a Port City. It's a competitive advantage for our region and



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generates economic activity. Even if we do not deal with the port directly, our company and others benefit from the international expertise in the area that comes from being a center for international trade."

Why should business owners be interested in Trade Promotion Authority (TPA)?

"The TPA, in general, is all about generating economic activity through international trade. Trade is good for everyone, but this benefits Mobile even more so because of the number of industries here that focus on it."

What are the top three things business owners need to know about trade?

1. "International trade is a vital segment of Mobile's economy."
2. "As the city thrives, we all grow with it."
3. "This segment is like any other – momentum matters. We should keep pushing."

What advice would you give someone looking to expand into trade/international sales?

"An Internet presence with good search engine optimization (SEO) can be a real difference-maker. It's an achievement when you can reach the point where you are screening for good business instead of just trying to find some business, but it all starts with traffic."

Who/what influenced you to pursue international trade?

"We assumed that the same drivers that make us successful in our niche domestically exist internationally. We've been proven right, thankfully. Our customers need expertise, service and access to inventory, wherever they are."

Why and how has trade been good for Quality Valve?

"We've grown, but more importantly, we've diversified our base of customers, and reduced the seasonality of our business."



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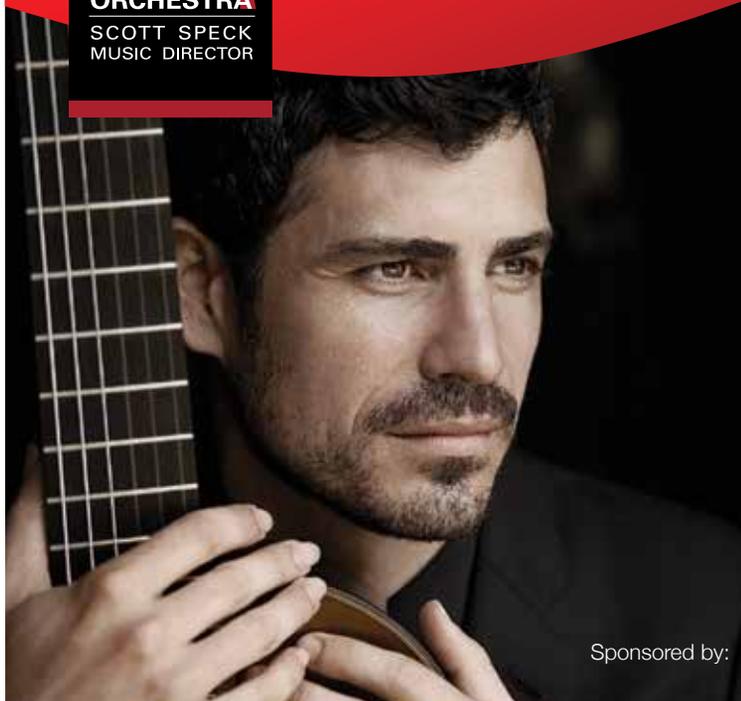
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Chocolate and its national tour were developed by The Field Museum, Chicago. This project was supported, in part, by the National Science Foundation.



Worlds of Opportunity Reaching Out to Local Students in its Sixth Career Expo

Another 10,000 eighth-grade students will learn about future careers at the Worlds of Opportunity Career Expo. The sixth annual event is set for Sept. 23-24 at the Mobile Civic Center.

A program of the Southwest Alabama Workforce Development Council (SAWDC), the expo introduces participating students to the available jobs in 13 of the Mobile area's top industries. Those represented include aerospace and aviation; automotive technology; communication; computer and information technology; construction; energy; engineering and design; healthcare; hospitality and tourism; manufacturing;

public service; safety; and shipbuilding and repair.

Area students from Baldwin, Choctaw, Clarke, Conecuh, Escambia, Mobile, Monroe and Washington counties will arrive at the Civic Center and move through specific industry worlds to experience different jobs. Activities range from driving a simulator and digging a hole on a virtual construction site, to seeing what it's like to present the weather on camera.

A new world this year, computer and information technology, will give students the chance to see how a video game is developed and use code to create new

characters and playing options.

"The Mobile Area Chamber has been a part of Worlds of Opportunity since the beginning, and we've seen the effects the event has had on the students and the industry leaders," said **Emily McGrath**, the Chamber's director of education and workforce development. "The local businesses look forward to this event each year to show our students what we have to offer them in a future career along the Gulf Coast."

Visit www.worldsofopportunity.com or www.sawdc.org to learn more. 

Worlds of Opportunity Chamber Member Companies

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Airbus	ExxonMobil	Palmer's Toyota and Scion Superstore
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Alabama Aviation Center at Mobile	FusionPoint Media	PNC Bank
Alabama Career Center	G.A. West & Co.	PowerSouth Energy Cooperative
Alabama Department of Transportation	Gulf Coast Exploreum Science Center	Providence Hospital
Alabama Media Group	Gulf Equipment Corp.	Remington College
Alabama Power Co.	Gwin's Commercial Printing	Riley-Stuart Supply Co.
Alabama State Port Authority	Hargrove Engineers + Constructors	Robert J. Baggett Inc.
Alabama State Troopers	H.O. Weaver & Sons Inc.	S & S Sprinkler
AM/NS Calvert	Infirmary Health	Safety Plus
ATN (Alabama Technology Network)	Ingalls Shipbuilding	Safety Source Inc.
Austal	ITT Technical Institute	Sherwin Williams
Auto Nation - Ford	Joe Bullard Automotive	Springhill Medical Center
BAE Systems	LEGAL Imaging LLC	Springhill Toyota
Bagby & Russell Electric Co. Inc.	Lexus of Mobile	SSAB
BASF	Local 15/UTV 44	Tecnico
Bay Area Healthcare Coalition	Maynard Cooper & Gale P.C.	Teklinks
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Bishop State Community College	Metals USA Plates and Shapes Southeast	Threaded Fasteners
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Block USA	Mobile Area Education Foundation	United States Air Force
BMW of Mobile	Mobile Area Water and Sewer System	United States Army
Boise Paper	Mobile Civic Center	United States Coast Guard
Brand Energy & Infrastructure Services	Mobile County Commission	United States Marine Corps
Chick-fil-A	Mobile Bay Convention & Visitors Bureau	United States Navy
City of Mobile	Mobile County Public School System	United Way of Southwest Alabama
C Spire	Mobile County Sheriff's Office	University of South Alabama
Cumulus Broadcasting	Mobile Gas, a Sempra Co.	USA Children's & Women's Hospital
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Family-Owned Business Has Grown Beyond Expectations

The Nelson family recently built office and warehouse space – a move that put the management team and employees of Nelco Commercial Maintenance under one roof. Pictured are Doug, Tammy and Kenneth Nelson.

When **Doug Nelson** started a pressure-washing business in 2000, he knew it would take a grueling schedule to succeed. He would work until 3 a.m., sleep until 8 a.m. and spend the day drumming up business and submitting quotes.

Today, Nelco Commercial Maintenance offers a wide range of services including pressure washing; parking lot maintenance, such as seal coating and striping; and lawn maintenance.

The company's industrial, commercial and residential customers are mostly located in Mobile and Baldwin counties, with occasional projects along the Mississippi Gulf Coast, north to Jackson, Ala., and the Florida Panhandle.

Nelco is the Mobile Area Chamber's Small Business of the Month.

After spending years working in sales for a floor coatings company, Nelson decided to take a chance on running his own business. His contacts, background and training from his former employer helped him know who to call and how to market his new company, Doug says.

It paid off. Nelco now employs Doug's son, **Kenneth Nelson**, as vice president of operations, and his wife, **Tammy Nelson**, as vice president of administration. Year-round, the company has 10 permanent employees and typically hires four more for the summer.

"We truly are a family-owned business. We get to work together every day, and we really get to know the people that work for us, as well as their families," Doug says.

The company's first account was pressure-washing trucks for Barber's Dairy. Its current client list includes hospitals, apartments, shopping centers, office buildings, the Arthur R. Outlaw Mobile Convention Center and the Alabama Cruise Terminal.

The turning point for Nelco came in 2005, when Kenneth, who had worked at the business part-time, took over operations and logistics, freeing his dad to call on customers and bid projects.

A few years earlier, Doug's wife Tammy had joined the company full-time to handle payroll, taxes and insurance. Her attention to detail, Doug says, is the reason Nelco wins projects with extensive submission processes.

Another milestone came a year and a half ago, when the company built warehouse and

office space. Previously, the Nelsons worked from their home, and the employees worked out of the company's former warehouse.

The company's growth continues to exceed Doug's expectations. More than six times, sales have reached a milestone that he wasn't sure was possible. In 13 of its 14 years, the company experienced double-digit increases.

"You have to put the customer first, and those rewards will come back to you," he says.

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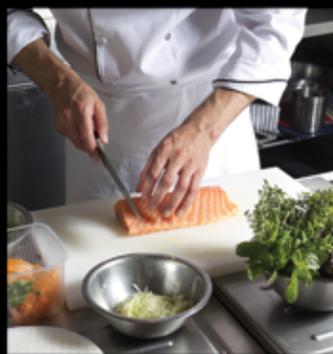
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10 Tips for Effective Mobile Device Management in the Business World

By: Marc Geis, general manager, Mobile Business Center for C Spire

Thanks to the proliferation of smartphones, tablets and other mobile computing devices in recent years, businesses are embracing “Bring Your Own Device” policies as more employees use their personal devices for work.

In today’s work world, researchers say more than 80 percent of workers who own a smartphone or tablet use it to access corporate data. Research firm Gartner predicts that by 2017, half of all employers will no longer provide mobile devices to employees, instead requiring them to use their own.

To help cope with the challenge of getting all those devices to work with their network systems smoothly and

securely, many companies have turned to mobile device management policies and software as tools to manage them.

Employers can keep the company’s trade secrets and sensitive data secure by following these quick tips for all mobile devices:



• **Set passwords and auto-lock.**

Enable the password and passkey protection features on every device in your network and enable auto-lock.

• **Disable auto-complete.**

Most phone and tablet browsers offer this feature to help streamline the browsing experience.

Disabling auto-complete will prevent unwanted users from skirting past essential log-in screens.

• **Encrypt your data.**

Software can encode sensitive documents with one touch. If your workforce does this as a matter of practice, you can prevent most cases of data theft.

• **Invest in anti-virus software.** Today’s mobile operating systems, such as Apple’s IOS and Android, are malware targets and represent the fast-growing frontier in hacking. Install anti-malware software on all devices and use a strong, continuously updated anti-virus app.

• **Add remote wipe and location tools.** Many mobile operating systems offer apps designed to foil thieves, including features such as live GPS reporting and pictures. Most also enable a remote wipe, which instructs the device to erase all its data.

• **Back up mobile devices.**

This simple practice, if done regularly and routinely, can make remote wipes far less painful.

• **Limit data storage on devices.** Many businesses keep important documents in the cloud and avoid storage on mobile devices. This limits exposure and risk for sensitive company information and data.

• **Manage remote downloads.** Adopt and enforce best practices for downloading apps and data from the Internet. Consider creating a whitelist of acceptable apps to help keep infected software off your network.

• **Curate a device list for your network.** Your IT staff or vendor can help you select the safest phones, tablets and laptops on the market.

• **Avoid questionable WiFi networks.** Many public WiFi networks are not secure and can be used by hackers to steal company data. Always use secure connections and a curated list of known, trusted public WiFi hotspots.

Your mobile workforce can be the engine that drives your business’s future success. Like any good machine, though, it must be fine-tuned and maintained to avoid a costly breakdown.

Marc Geis is general manager of the Mobile Business Center for C Spire, a diversified telecommunications and technology services company. He can be reached via email at mgeis@cspire.com.

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Some local customers and jobs include:

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- Gulf Shores Swim and Racquet Club
- Mobile County Health Department
- Infirmary Health Systems
- Mobile County Schools
- Mobile Airport Authority

- Barton Academy
- Thomas Hospital
- Gulf Packaging
- Safe Archives
- Go Daddy Bowl
- Mattress Factory



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Corporate Social Responsibility Isn't Just for Big Corporations

You often read about the large donations major companies make to charities, their commitment to environmentally sustainable operations or other acts that demonstrate corporate social responsibility (CSR).

Though the clout and resources of these corporations may make headlines, a small business can do just as much to improve the quality of its communities and its world.

In some ways, crafting and implementing a CSR philosophy for a small business is easier because there are fewer stakeholders to appease, and you have the flexibility to adopt a strategy that aligns ideally with your business goals. CSR also has a ripple effect among customers who want to do business with socially responsible firms, and employees who are willing to give extra effort for a good cause.

Here are some ways to make CSR an integral part of your small business practices:

Donate money and/or time to the community.

Some of the best opportunities for making a difference are right outside your door. "Adopt" a local charity or cause, and find out what their needs are. A school is another good partner, as they are often in need of tutors, resources for in-class or extra-curricular activities or expert advisors for various special interest groups.

Choose your suppliers carefully. Do they use high levels of recycled content in their products, or source materials from sustainable producers? Have there been any issues with fair treatment of employees or unethical

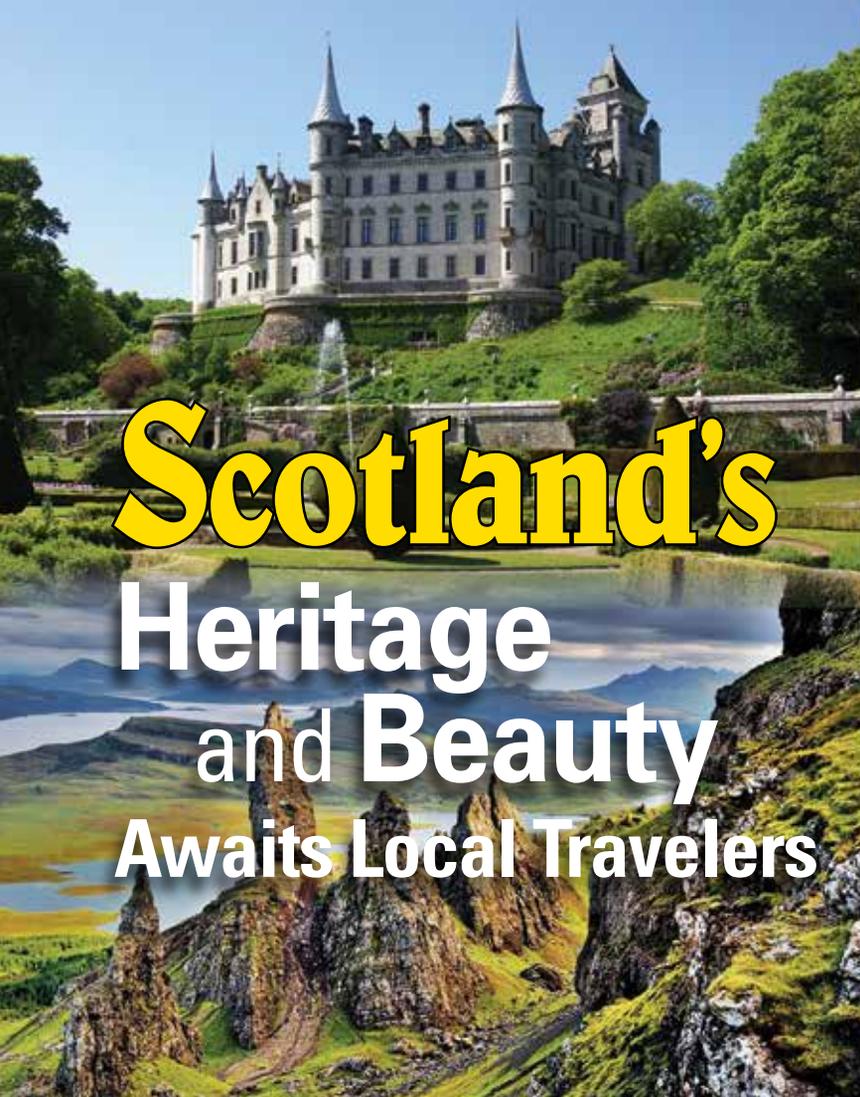
practices? And what are their CSR initiatives? Supporting a business that promotes causes you believe in enhances their ability to make a difference as well.

Communicate, inside...

If you have employees, find out what interests them. You may learn of a local family who needs help dealing with a severe illness, or was displaced by a fire or flood. Food drives or volunteering at local events is also a good way to get employees engaged in your CSR strategy.

...and out. Though making a difference is sufficient reward for being socially responsible, be sure to share what you're doing with customers and colleagues. Notify local media of your involvement in an event or achievement of a milestone (e.g., 1 millionth pound of paper recycled), and promote them on your own company website, Facebook page and in e-newsletters. Making presentations about your CSR program to professional groups is another way to communicate your efforts, and enlist more participants as well.

In November, the Mobile Area Chamber, in partnership with The Junior League of Mobile, presents its annual Corporate Community Service Award to a local company committed to corporate social responsibility. Be on the lookout for information electronically about how your company can apply, or call 251-431-8621 for details on this program.



Scotland's Heritage and Beauty Awaits Local Travelers

Mobile Area Chamber members and guests who sign up for a spring trip to Scotland will explore cities including Glasgow, Ballachulish, Thurso and Inverness.

The in-depth, nine-day tour will take place April 3-12, 2016. The trip costs \$3,549 per person based on double occupancy, and includes roundtrip airfare, hotel accommodations, many meals, tour guides, motorcoach travel, transfers and more. Single-room occupancy is an additional \$500.

Only 26 seats are available for this trip. A deposit of \$250 and a completed registration form is required to hold your space. To learn more, or to receive a full travel brochure and register, contact **Leigh Perry-Herndon** at 251-431-8645 or lherndon@mobilechamber.com.

Below is a full itinerary of the trip:

April 3 – Leave Mobile for an overnight flight to Glasgow.

April 4 – The tour begins in Glasgow.

April 5 – Glasgow to Ballachulish: Take a cruise on famed Loch Lomond, the largest lake in the United Kingdom. Enjoy the charming town of Callander before visiting one of Scotland's renowned whisky distilleries. Taste and see for yourself why Highland malt whisky is considered the world's finest. Travel through Glencoe and Rannoch Moor before arriving at the hotel on lovely Loch Linnhe.

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Visit us at one of the following locations to apply:

Mobile - Dauphin/65 Branch (251) 345-0750

Mobile - Schillinger Branch (251) 304-3241

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April 6 – Ballachulish to Isle of Skye and back to Ballachulish: Take a drive along the “Road to the Isles” and over the Skye Bridge to the legendary Isle of Skye, also known in poetry and song as Eilean à Cheò (The Misty Isle). Then visit Armadale Castle & Gardens and the Museum of the Isles to learn about island life and the history of Skye. Return to Ballachulish, and see Glenfinnan, where Bonnie Prince Charlie rallied the clansmen for battle during the 1745 Jacobite Rebellion.

April 7 – Ballachulish to Loch Ness to Thurso: Enjoy stunning and unspoiled landscapes on a journey further into the Highlands. Take in the panorama of Loch Ness, one of Britain’s most scenic bodies of

water. Soak up the view at the striking ruins of Urquhart Castle. Travel through the Great Glen, famous for its many lochs (lakes).

April 8 – Thurso to Orkney Islands and back to Thurso: Voyage by ferry to the Orkney Islands, for many years a Viking stronghold off the coast of Scotland. On the crossing, see abundant bird life, porpoises and seals, as a local guide introduces this magical place that few visitors to Scotland get to experience. Visit Skara Brae, and discover the remains of a Neolithic village built at the same time as the Great Pyramid in Egypt. Next, pass the prehistoric Ring of Brodgar, reported to be older than Stonehenge. Visit the town of Viking Kirkwall before returning to the mainland.

April 9 – Thurso to Inverness: Visit the Culloden Battlefield where, on this spot in April 1746, a half-hour battle changed the course of history. Stop at the majestic Dunrobin Castle, dating back to the 1300s. Experience a fascinating falconry display in the formal gardens overlooking the North Sea. Soak in the breathtaking views as you drive along the windswept cliffs of Scotland’s east coast. Continue to Inverness, “Capital of the Highlands,” for an overnight stay.

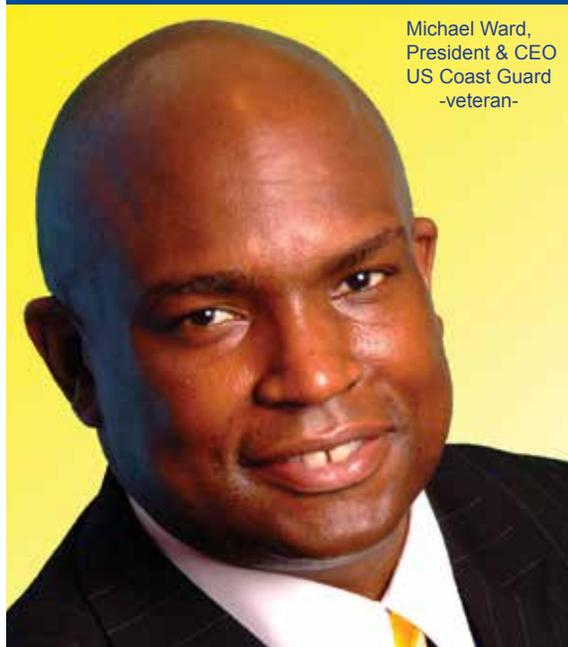
April 10 – Inverness to Pitlochry to St. Andrews to Edinburgh: As the group departs the rugged Highlands, see a traditional farmer working his sheep dogs. Next, stop at Pitlochry, a vibrant Victorian town. Travel

to St. Andrews, the beautiful town in the Kingdom of Fife that gave the world the game of golf, to see the Royal and Ancient Clubhouse and the famous Old Course. The day ends in Scotland’s capital city of Edinburgh.

April 11 – Edinburgh: Take a locally guided tour of Edinburgh Castle, home of the Scottish Crown Jewels, and the Palace of Holyroodhouse, the Queen’s official residence in Edinburgh and former home of Mary, Queen of Scots. In the afternoon, enjoy free time to independently explore the city. A farewell dinner will be complete with traditional Scottish entertainment.

April 12 – Return to Mobile.

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Michael Ward,
President & CEO
US Coast Guard
-veteran-

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Source: *Barron's* magazine, February 23, 2015, America's Top 1,200 Financial Advisors list. Advisors considered for the "America's Top 1,200 Financial Advisors list" ranking have a minimum of seven years financial services experience and have been employed at their current firm for at least one year. Quantitative and qualitative measures used to determine the advisor rankings include: client assets, return on assets, client satisfaction/retention, compliance records and community involvement, among others. *Barron's* does not receive compensation from advisors, participating firms and their affiliates, or the media in exchange for rankings. *Barron's* is a trademark of Dow Jones & Company, Inc. All rights reserved.

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Chamber Chase

Julye Clark, Regions Bank, and Rachel New, Trustmark Bank, were recognized for their efforts to bring in new members at a Chamber Chase reward session hosted by The Original HoneyBaked Ham Co.



Executive Roundtable Continues to Grow

A monthly forum for Chamber member small business owners and managers, the Executive Roundtable, continues to grow under the leadership of Chair Glenda Snodgrass, president, The Net Effect. Recent presentations included: Cart Blackwell, Mobile Historic Development Commission, who spoke on the topic "One Eye Forward and One Eye Backward: Preservation Progress in Mobile;" City of Mobile Mayor Sandy Stimpson, who gave an update on current developments in the city; and a group discussion on "Buy Local" with Snodgrass, Michelle Ritter of e-wor web & New Media, Keri Senderak and Kevin Flynn with Save Local Now. More than 80 people have attended recent meetings.

Women's Roundtable Meets Bimonthly

Two recent Women's Roundtable events were held at the Chamber with Paris Love of Paris Love Productivity Institute and Betty Bentley RN, MSN with Springhill Medical Center serving as presenters. Female Chamber members are invited to join this bimonthly group sponsored by Springhill

Medical Center. To learn more about it, contact **Carolyn Golson** at 251-431-8622 or cgolson@mobilechamber.com.

New Board of Advisors

The Chamber named several new members to its board of advisors, bringing the total number of members to 265. New members include Alabama Technology Network; Al-Fla Plastics; A&R Investment & Hospitality Management Group; Arkema; Custom Direct Logistics; EcoSouth Services; Heritage Compounding Pharmacy; Hafez Corp. d/b/a/ McDonald's; Horizon Shipbuilding; Lamar Advertising Co. of Mobile; Mamun Real Estate; MCG Business Solutions; Murphy Business and Financial; Poarch Band of Creek Indians; Southern Cancer Center; Southern Home; The First, A National Banking Association; The Stewart Lodges at Steelwood; and Woerner Agribusiness LLC. To learn more about this program, contact **Katrina Dewrell** at 251-431-8611 or kdewrell@mobilechamber.com.

AMBASSADOR of the month



Photo by Jeff Tesney

The Chamber's Ambassador of the Month is **Adriana Bright**, the director of sales for the **Homewood Suites Mobile**. Bright, who works to establish corporate and local business relationships, joined the ambassadors program last year. "I enjoy working with the public and meeting new people who visit the promising Port City."

Ambassadors are volunteers who support the Mobile Area Chamber by visiting members, and assisting with events and ribbon-cuttings. To learn more, contact Dawn Rencher at 251-431-8649 or drencher@mobilechamber.com.

HUB International Gulf South, with its home office in Metairie, La., is a full-service brokerage with more than 250 employees in nine locations serving Louisiana, Mississippi and Alabama. The company offers experts across all lines of insurance, including property and casualty, employee benefits and personal insurance.

Pictured (L-R) is Executive Vice President Allen Chapman with Jerime Kitsos and Mike Dunnam. The company recently located to its new office at 1141 Montlimar Dr. Ste. 2500.

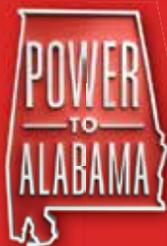


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Forum Alabama

Rep. Bradley Byrne (center) spoke recently to members of the Mobile Area Chamber. Byrne spoke on a variety of topics including the importance of trade to Alabama's economy, settlement and the I-10 River bridge. Pictured above, left to right: Frank Lott, Heritage Homes; Clark Thomason, U.S. Chamber of Commerce; Bill Sisson, Mobile Area Chamber of Commerce, Rep. Bradley Byrne; Mark Drew, Maynard Cooper and Jay Watkins, Maynard Cooper.



Summer Scrubs

Summer Scrubs participants are seen in these photos at Providence Hospital. Above, left to right: Elaine Russ, Cottage Hill Christian Academy; Bettina Tobias, Cottage Hill Christian Academy; Grace Bailey, Cottage Hill Christian Academy; Hannah Reid, UMS-Wright; and Chloe Tompkins, Cottage Hill Christian Adacemy. Below a group of students learn about radiology services.



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BOARD of advisors

James L. Henderson Jr. is senior vice president of Mobile Lumber & Millwork. He attended the University of South Alabama. Henderson is also vice president of Coast Design Kitchen and Bath, a division of Mobile Lumber. He is a member of the Home Builders Association of Metro Mobile, where he serves on the professional business committee, and is a past member of the board of governors of Mobile Yacht Club.



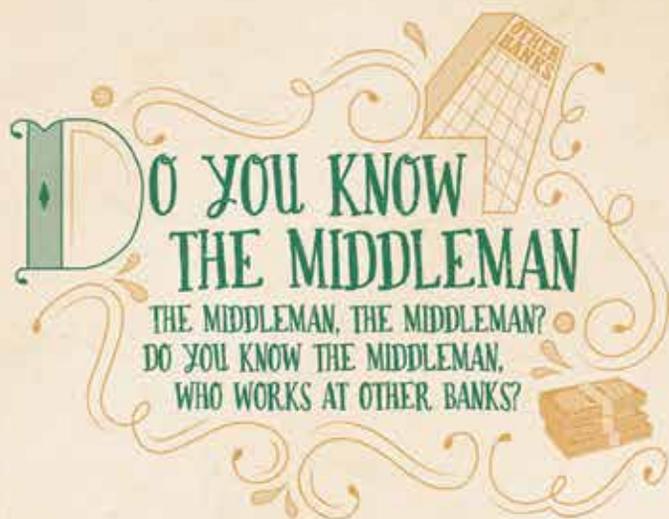
Wayne S. Keith is president of Keith Air Conditioning Inc. He attended The University of Alabama. Keith is a member of Mobile Kiwanis Club and a charter member of the Mobile Pops Band. He is a board member for Mobile Baykeeper, and a member and past chairman of the Better Business Bureau of Southwest Alabama. He is past state chairman of Alabama Ducks Unlimited and past member of the board of United Cerebral Palsy of Mobile. Keith Air Conditioning is a Partners for Growth Investor.



Leland T. Moore Jr. is chief operating officer for S & S Sprinkler Co. LLC. He served five years in fire and rescue service as an EMT. He has level III certification in sprinkler layout and level II certification in fire sprinkler inspection from the National Institute for Certification in Engineering Technologies. Over the past 18 years, he has served in sales, supply, project management, construction and operations management in the fire protection industry. He serves on the board of Associated General Contractors and is a member of the nonprofit Fired Up Inc.



Peter (Van) vanLingen II is president of Century Bank, a privately owned community bank established in 1903, with 11 offices in southeast Mississippi and Mobile. A Nashville native, vanLingen joined the bank in 1996 after graduating from the University of Mississippi with a bachelor's degree in public administration. He played for the university's tennis team and was captain of the 1995 National Championship runner-up team. Additionally, vanLingen is a graduate of the Bank Administration Institute (BAI) Graduate School of Bank Operations at Vanderbilt University, and BAI Graduate School of Retail Banking at the University of Wisconsin.



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For more information about the Chamber's board of advisors, contact Katrina Dewrell at 251-431-8611 or kdewrell@mobilechamber.com.

H.O. Weaver & Sons Inc.



H. O. Weaver & Sons Inc. management and officers are pictured on the Mobile Aeroplex at Brookley, downtown airport taxiway in front of the new Airbus facility. They are, from left to right: Paul E. Weaver, Michael P. Weaver, John E. Murphy III, R. Lewis Tillery, Ramona G. Weaver, Chesley Pierce, Stephanie J. Weaver, Ken Donoghue, Bret A. Paulk and Kirk Bunger.

Company management

and officers: **Paul E. Weaver**, president; **Michael P. Weaver**, senior vice president; **John E. Murphy III**, vice president – construction division; **R. Lewis Tillery**, vice president – asphalt division; **Ramona G. Weaver**, administrative vice president; **Chesley Pierce**, controller, secretary and treasurer; **Stephanie J. Weaver**, business development manager; **Ken Donoghue**, chief estimator, project manager; **Bret A. Paulk**, estimator, project manager; and **Kirk Bunger**, safety director

Years in business: 63

Brief company description:

Founded in 1952 by Hosea Weaver, H. O. Weaver & Sons Inc.

is a contractor specializing in civil site-work, heavy highway and paving. Licensed in Mississippi, Florida and Alabama, the company employs more than 100 local employees.

Why are you located in Mobile?

“This is home to our employees, including the company’s owners, who were born and raised in the Mobile area,” said **Paul Weaver**, president. “The area has great fishing, hunting, the very best seafood in the world and a low cost of living compared to other areas.”

Why do you support the Mobile Area Chamber of Commerce’s Partners for Growth initiative?

“We want the Mobile area to be the best

that it can be,” he said. “We feel the Partners for Growth initiative is a major factor in the economic development that has occurred in the past several years. We also feel that the Airbus facility and related businesses will be some of the best industries ever to come to the Mobile area. This brings good jobs with high wages, which can only help our area.”

What do you see as Mobile’s greatest potential?

“We have the following, which no one else has: a deepwater shipping port with a huge container terminal; a great river system; two major interstates (I-10 and I-65); multiple railroad systems that converge into Mobile; and Mobile Aeroplex at Brookley

Field, which has one of the longest runways in the Southeast and is currently underutilized.”

Length of continuous Chamber membership:

Since 1974



Partners for Growth (PFG) is the Mobile Area Chamber’s long-term economic and community development program. For more information, contact **Katrina Dewrell**, the Chamber’s investor relations coordinator, at **251-431-8611** or kdewrell@mobilechamber.com.

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Marty Pittman



Company: LifeSouth Community Blood Centers

Title: District Director

Hometown: Pascagoula, Miss.

Education: Pittman earned a bachelor's degree in English from the University of Mobile and a master's in administration from Southwestern Baptist Theological Seminary in Fort Worth, Texas.

First job: "Phone girl" at Pizza Express ("Yep, that was the real title," she said.)

Previous experience: Pittman previously served as the executive director of development at the University of Mobile, handled financial planning for Olson and Associates and served in several churches as a minister.

Secret to success: "Building a cohesive, loyal and smart team is the key to our success. Blood banking is a tough business (because, really, who wants a needle in the arm?), but what we do makes a difference in the lives of the people in Mobile and surrounding counties every single hour of the day. Having a team standing together to teach our community that their volunteer donation is life to those in need and accomplishing our goals for our hospitals makes me feel successful."

Brief company description: LifeSouth is a 501(c)(3) nonprofit community blood supplier to more than 100 hospitals in Alabama, Florida and Georgia. The donor center in Mobile is located at 967 Hillcrest Rd., and three bloodmobiles are on the move 363 days a year.

SEPTEMBER

For information on Chamber events, visit events.mobilechamber.com.

3 MEMBERSHIP 101

Come meet other members and Chamber staff to learn about the many ways to benefit from your membership.

When: 8 to 9 a.m.

Where: Mobile Area Chamber, 451 Government St.

Contact: Alison Unger at 251-431-8617 or aunger@mobilechamber.com

No charge, but seating is limited. RSVP requested. Free parking.

7 CHAMBER CLOSED - LABOR DAY

9 NETWORKING@NOON *Members Only

Make 30-plus business contacts in 90 minutes over lunch.

When: Noon to 1:30 p.m.

Where: Outback Steakhouse, 4017 Airport Blvd.

Cost: \$10 and must be paid with reservation

Contact: Alison Unger at 251-431-8617 or aunger@mobilechamber.com

Sponsor:



15 EXECUTIVE ROUNDTABLE *Members Only

A monthly forum for Chamber-member business owners and managers.

When: 8 to 9 a.m.

Where: Chamber, 451 Government St.

Speaker: Ken McElhaney, State Farm Insurance McElhaney Insurance Agency Inc.

Topic: "New Developments in Business Insurance"

Contact: Brenda Rembert at 251-431-8607 or brembert@mobilechamber.com

No charge, but seating is limited. RSVP requested. Free parking.

Sponsor:



16 NONPROFIT ROUNDTABLE *Members Only

A bimonthly forum for Chamber-member nonprofit executives and managers.

When: 8:30 to 9:30 a.m.

Where: Chamber, 451 Government St.

Speaker: Kathryn Cariglino, marketing consultant, Never Give Up Enterprises

Topic: "Social Media 101: Simple Strategies for Social Media Marketing"

Contact: Alison Unger at 251-431-8617 or aunger@mobilechamber.com

No charge, but seating is limited. RSVP requested. Free parking.

Sponsor:



23 SUCCESSFUL HABITS OF TOP PRODUCERS

When: 8:30 to 9:30 a.m.

Where: Chamber, 451 Government St.

Cost: \$20 members/\$25 potential members

Speaker: Jeff Brinson, Southwestern Consulting

Topic: Tips and techniques for sales professionals to produce immediate results and maximum earning potential

Contact: Brenda Rembert at 251-431-8607 or brembert@mobilechamber.com

Reservations required; seating is limited. Free parking.

24 BUSINESS AFTER HOURS

When: 5:30 to 7 p.m.

Where: USA Mitchell College of Business, 5811 USA Dr. S.

Cost: \$5 for Chamber members/\$10 for potential members

Contact: Alison Unger at 251-431-8617 or aunger@mobilechamber.com

Reservation are not needed.

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Who's New

First Community Bank hired **Aaron White** as a commercial lender. He graduated from Troy University with a bachelor's degree in business management and the Alabama Banking School. He also earned Six Sigma Certification from Villanova University.



White

Candice Frazier joined the staff at **GulfQuest** as the visitor services director. She graduated from the University of South Alabama with a bachelor's degree in music, with a concentration in business.



Frazier



Head



Stimpson



Chamlee



Rogers



Mackey

LLB&B Inc. Real Estate welcomed five new agents: **Appie Head, Ellie Stimpson, Linda Chamlee, Cay Rogers**

and **Catherine Mackey**. Mobile-based real estate sales and marketing firm **Sam Winter & Co.** hired **Heather Saad** as administrative assistant and **Stuart Sox** as photographer/

videographer. Saad is a graduate of The University of Alabama with a bachelor's degree in history. Sox graduated from the University of South Alabama with a bachelor's degree in communications, with a concentration in digital cinema and television.

Kasie Irby is the newly appointed business development specialist for **New Horizons Credit Union**.



Irby

Emily Miller was named property management and leasing assistant with **White-Spunner Realty**. Miller earned a bachelor's degree in international politics at Sewanee, The University of the South.



Miller

David Menaker joined the sales and leasing team at **Joe Bullard Automotive Companies**.



Menaker

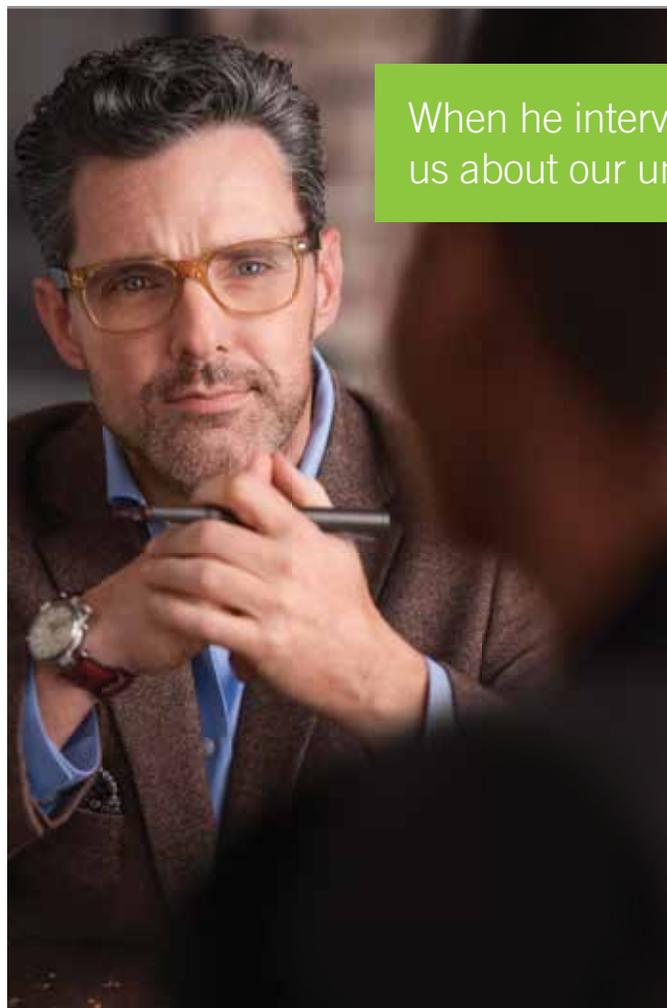
Menaker is a 25-year veteran in the automotive industry, including 15 years with Acura in the Washington D.C. market.



Coté

Mobile Area Water and Sewer System (MAWSS) named **Douglas Coté** assistant

director of operations. A 20-year veteran of MAWSS, Coté has a bachelor's degree in civil engineering from the University of Southwestern Louisiana and a master's degree in business administration from the University of Southern Mississippi.



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- 3 Can I expect smart advice and guidance through all those options?
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Berkshire Hathaway HomeServices Cooper & Co. Inc. REALTORS welcomed new associate **Karri Botts**.

Botts

Community Foundation of South Alabama named **Rebecca H. Tait** director of development. Tait earned a master's degree in business administration from the University of Alabama at Birmingham.



Tait



First Federal Mortgage hired **Clara Cannon** as vice president/branch manager of its Mobile office. Cannon

has 38 years of experience in the mortgage banking industry.

The law firm **Jones Walker LLP** named **Henry F. O'Connor III** a partner. He earned a law degree from the University of Virginia School of Law.



Bellingrath Gardens and Home hired **Lena Rieckenberg** as director of special events.

Rieckenberg A native of Germany, Rieckenberg has a master's degree in corporate communications and public relations from Leeds University Business School in the United Kingdom, and a bachelor's degree in languages from the University of Hamburg, Germany.

Business Endeavors

The **South Alabama Regional Planning Commission**, in coordination with the **City of Mobile**, **Downtown Mobile Alliance** and the Metropolitan Planning Organization's

Bicycle-Pedestrian Advisory committee, embarked on a study focusing on non-motorized mobility for downtown Mobile. The study will consider bicycle and pedestrian safety and connectivity in downtown and along the Henry Aaron Loop.

The **Alabama Department of Environmental Management (ADEM)** partnered with **Alabama State Port Authority (ASPA)** to reduce diesel emissions on a fleet of port-run diesel locomotives. The trains were fitted with automatic shut-down/start-up systems, partially funded by an ADEM grant. According to ASPA, these control systems reduce the amount of time locomotives spend idling.

The **University of Mobile** expanded its online degree program. New degree options include bachelor of science in marketplace ministry, bachelor of business administration, master of arts in education and associate of science in general

studies. For more information call 251-442-2662, or visit www.umobile.edu.

Marketing services company **FusionPoint Media Inc.** has a new office at 4356 Midmost Dr. The phone number is 251-473-6553.

University of South Alabama Physicians Group is one of 17 centers across the country using a new technology called **PillCam COLON**. With a pill-sized camera swallowed by patients, physicians are able to visualize the colon to monitor and diagnose disorders of the gastrointestinal tract without sedation or invasive endoscopic procedures.

The **SSI Group** and **Recondo Technology** jointly announced SSI will resell Recondo's automated claim status as an additional component to its suite of software offerings. The new product is designed to resolve common payment delays.

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LLB&B Inc. Real Estate moved to 3315-A Old Shell Rd. The phone number is 251-342-3200.

Well Done

Providence Hospital earned the Quality Respiratory Care Recognition under a national program aimed at helping patients and families make informed decisions about the quality of the respiratory care services available in hospitals. Providence Hospital is the only hospital in Alabama to earn this recognition.

*

Ten lawyers from **McDowell Knight Roedder & Sledge LLC** were selected to the 2015 Alabama Super Lawyers list. They are: **Richard Gaal, Walt Gilmer, Michael Knight, Brian McCarthy, Russel Myles, Tom O'Hara, Archie Reeves, Bill Roedder, Ed Sledge, and Skip Wilson.**

In other news, the firm's **Jon Lieb, Anne Laurie McClurkin, and Fraser Reid** earned recognition on the 2015 Alabama

Rising Stars list. **Brian McCarthy** was named to the Top 10 Alabama Super Lawyers list. *Mr. Super Lawyers*, published by Thomson Reuters, is a rating service of prominent attorneys who have attained a high degree of peer recognition and professional achievement.

Also, **Fredrick G. Helmsing Jr.** was elected to the board of bar commissioners for the state of Alabama, representing the 13th Judicial Circuit. The board of bar commissioners is the governing and policy-making body of the Alabama State Bar and has the authority to promulgate and enforce rules relating to admissions, rules of ethics and discipline of its membership. Helmsing's term is for a period of three years.

*

Partners for Environmental Progress (PEP) presented **Driven Engineering Inc.** the 2015 Environmental Stewardship Award for the firm's low-impact development for Mobile County Recycling Center.



Bolt



Gaddy

Three Hand Arendall

public finance attorneys were recognized by *Chambers USA*, a guide published by Greenwood London-based Chambers and Partners, as being among the best attorneys in their practice areas: **R. Preston Bolt Jr.**, public finance; **Ginger P. Gaddy**, public finance and economic development; and **P. Nicholas Greenwood**, public finance and economic development.

*

The **University of Mobile** swept the major end-of-year awards at the 2015 Southern States Athletic Conference (SSAC) awards banquet in Montgomery. **Joe Niland** is SSAC Athletic Director of the Year; **Jacob Lewis** is SSAC Athletic Trainer of the Year; and **Matthew Hicks** is SSAC Sports Information Director of the Year.

In addition, the university presented its annual Megginson Award, chosen by a committee of their peers, to faculty and staff. The 2015 William A. Megginson Teaching Award was presented to **Dr. Sue Gober**, professor of education and chair of the department of elementary/secondary education. **Dr. Matthew Downs**, assistant professor of history, received the Mitford Ray Megginson Research Award for significant contributions to both his academic field and the history department through his scholarly research of Southern history. The 2015 Emma Francis Megginson Service Award was presented to **Terri McNellage**, administrative assistant for adult and professional studies.

Mobile Area Water & Sewer System (MAWSS) inducted four retirees into its Employee Hall of Fame: **Alfreda A. Bradley**, who retired as meter reader supervisor after 25 years of service; **Dwight S. McGough**, who retired as planning and engineering manager after 27 years of service; **Janet F. Nichols**, who retired as purchasing agent in accounting after 24 years of service; and **Mary "Helen" Jackson**, who retired from the purchasing department after 20 years of service.

*

Neel-Schaffer Inc., an employee-owned, multi-disciplined engineering and planning firm, has moved up to 187th among the nation's Top 500 Design Firms for 2015, according to *Engineering News-Record*, which compiles the prestigious list.

*

Clark Christianson, president and CEO of **Providence Hospital**, was recently honored for



his time as chairman of the Alabama Hospital Association's board of trustees at its annual meeting.

*

Gov. Robert Bentley recently announced **Dick Russell's Famous Bar-B-Q** in Mobile will be included in a newly created hall of fame to honor Alabama's love of barbecue. The Alabama Barbecue Hall of Fame will include 29 restaurants in Alabama that have been open for at least 50 years.

*

3 Echoes Productions recently earned Silver recognition at the 32nd annual National Healthcare Advertising Awards. The Mobile firm produced the award-winning TV commercial spot for Palmetto Dental Arts titled "Now See What My Smile Says About Me!" by director **Scott Gardner**, photographer **Brad Rodgers** and editor/effects specialist **Mike Richardson**.

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Kyle Beason CPA, a senior accountant with **Wilkins Miller LLC**, was appointed as the 2015-16 treasurer of the Mobile chapter of the Alabama Society of CPAs. Beason graduated from the University of Montevallo with a bachelor's degree in business administration and a major in accounting.



Beason



United Way of Southwest Alabama (UWSWA) earned a four-star rating from Charity Navigator, America's largest independent charity evaluator, for the first time. The award is based on fiscal management practices.



Owen Bailey, administrator of **USA Children's and Women's Hospital**, was selected to the Southwest Council of the Alabama Hospital Association board of trustees. The Alabama Hospital Association is a statewide trade organization that assists member hospitals in effectively serving the healthcare needs of Alabama, through advocacy, representation, education and service.



Bailey

The **University of South Alabama Medical Center** received the American Heart Association/American Stroke Association's "Get With The Guidelines-Stroke Gold Plus Quality Achievement Award with Target: Stroke Honor Roll Elite," a national recognition for excellent stroke patient care.

Community News

The **Federal Emergency Management Agency (FEMA)** recently launched a National Flood Insurance Program (NFIP) call center pilot program to serve and support policyholders with claims. Call 800-621-3362 between 8 a.m. and 6 p.m. (CDT). For forms and more information visit www.fema.gov/national-flood-insurance-program.



The **Poarch Band of Creek Indians (PCI)** created a \$1 million scholarship fund to benefit high school graduates in the state of Alabama and parts of the Florida Panhandle. Previously, PCI made an initial \$250,000 contribution to **The Community Foundation of South Alabama** to establish The Poarch Creek Indian Community Scholarship Fund, and committed an additional \$750,000 for 2016.

The **Alabama Coastal Foundation** partnered with **Thompson Engineering** to promote recycling at corporate and public events. With a grant from the Thompson Engineering Foundation, ACF purchased 15 Clear Stream recycling containers, which are now available for groups in the Mobile area to use.

Submission deadline for Member News is two months prior to publication. News releases should be one or two brief paragraphs. Photos must be professional headshots, labeled with the person's last name, and must be 300 dpi at full size and saved in an eps, tiff or jpg format. Send your information to news@mobilechamber.com.

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The Mobile Area Chamber was awarded a five-star rating by the U.S. Chamber of Commerce, the highest designation given. Of the 6,936 chambers in the U.S., only 301 are accredited, and of those only 43 have achieved five-star distinction. The Mobile Area Chamber has been accredited by the U.S. Chamber since the designation's inception more than 40 years ago.



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