

the **business**VIEW



Legislative Wrap Up:
Key Bills to Know About

Staying Healthy,
"Wellthy" and Wise

Made in Mobile

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From the Publisher - Bill Sisson

Innovation PortAL Will Nurture Business Start-ups

There continues to be a lot of talk about innovation and entrepreneurship here in Mobile and across the country. And we should be talking about it. Entrepreneurship has been the driving force of American employment for decades. Simply stated, helping to keep our local economy strong is tied directly to our willingness to promote the start of new business ventures.



The building will be owned by the Chamber Foundation and open for clients sometime within the next two years, once it undergoes extensive renovations to update the space into a modern, state-of-the-art facility.

The Chamber has hired Hayley Van Antwerp to serve as the PortAL's executive

director, and she has already begun work attracting private funding and applying for federal grants to pay for purchasing of the building and renovations of the facilities. Additionally, she will be recruiting clients to the PortAL. By design, the clients at the PortAL will greatly benefit from the availability of business, financial, legal and human resources experts who will volunteer their time on site. Because the PortAL companies share office space, the start-ups can easily bounce ideas and experiments off one another, which will be invaluable.

Fostering entrepreneurship and "growing our own" is a sound economic development strategy. Entrepreneurs create job opportunities for not only themselves, but for others. It will be gratifying for this community to see that occur at Innovation PortAL, right in the heart of our metropolitan region.

According to data from the U.S. Census Bureau net employment growth rate in this country would be negative without the jobs created by start-up businesses.

It is for that reason the Chamber and its partners at the city, county and University of South Alabama are working together to bring Innovation PortAL to downtown Mobile. The PortAL will be located in a 35,000-square-foot building on St. Louis Street.



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ON THE COVER

Mobile-based Prism Systems is helping companies located all over the globe be more efficient and safer and produce more consistent quality products. From doughnuts to roller coasters, Fortune 500 companies to many locally, read the story on pages 12-13.

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Zoned In to Growth



The new design for Water Street is expected to serve as an example of how new city zoning codes could inspire additional development.

The City of Mobile's community-driven, long-range strategic plan, Map for Mobile, highlighted the need for a zoning overhaul.

Map for Mobile is the framework for the city's preservation, revitalization and growth aligned with economic and community development activities. And to fulfill the objectives, the city's zoning ordinances, subdivision regulations, streets and general land use plans, must be revised or replaced to achieve growth.

In April, the city contracted with White & Smith as the leading expert to revise the city's 50-year-old plan. The Missouri-based firm has

completed more than 50 zoning and development codes in 26 states, including those for Montgomery, Austin and St. Petersburg, Fla.

When complete, Mobile will have a single source document that not only updates codes, but also provides clarity and uniformity, streamlines processes and promotes growth, said **Shayla Beaco**, senior director of city planning.

"Once we have that, we have a tool for reinvestment that removes barriers of growth," said Beaco.

During the 24-month process, the city will meet with architects, engineers, homebuilders, developers and contractors to

get their input on current barriers and how they can be removed to ensure the final document is business-friendly.

Communities are returning to traditional design where there are homes, grocery stores and coffee shops – all within a walkable distance. Over the years, there were such strict zoning regulations, people had no choice but to get in their cars. "It's time to eliminate the hurdles," Beaco said.

Two recent examples that exemplify what the new regulations could promote is the proposed transformation of Water Street and Meridian at The Port, a proposed new apartment complex, going up

at North Water Street.

Thompson Engineering is working from a plan developed by MIG, a California-based planning and design company, to make Water Street the gateway to Mobile. It includes crosswalks, bicycle and pedestrian lanes, traffic signalization, landscaping and other elements. The work will extend from Beaugard Street to the 1,500 block, south of Government Street.

When complete, citizens and visitors will be connected to the Mobile riverfront and its amenities including Cooper Riverside Park, the Mobile Convention Center, GulfQuest Maritime Museum and the Mobile Cruise Terminal.

Rogers & Willard will serve as the local development consultant for Meridian at The Port developed by the Leaf River Group, based in Jackson, Miss.

Construction is set to begin this summer on the \$46.5 million apartment complex at 300 North Water St., where the old Delchamps grocery store headquarters once stood. The Class-A property, with waterfront and skyline views will consist of 264 units and feature parking and retail shops.



When complete, Meridian at The Port will add 264 Class-A apartments, parking and retail shops to downtown. It is another example of how the City of Mobile's updated zoning codes could spur additional development.



German Aircraft Seating Manufacturer Coming to Mobile

Recaro Aircraft Seating Co., a supplier to the Airbus U.S. Manufacturing Facility, announced this spring it will open an office at Mobile Aeroplex at Brookley.

According to **Roger Wehner**, executive director of the Mobile Airport Authority, Recaro will be located in Building 11, which is part of the newest phase of the airport authority's Airbus Incubator Strategy. It offers low-cost, flexible solutions to attract Airbus suppliers to Mobile during the initial low rate of production.

"The capability set at the aeroplex continues to grow to the benefit of all of our aerospace tenants," said Wehner.

Recaro Aircraft Seating ranks among the world's top three aircraft seat manufacturers, and offers a product portfolio tailored to the needs of the leading airlines in the world. The company's headquarters are in Schwäbisch Hall, Germany, and it operates plants in Germany, Poland, South Africa, the United States and China as well as service centers in Europe, the Middle East, the Americas, Asia and Australia. 

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

'Incredible Recruitment Tool' for the Region to Launch This Month

Southwest Alabama is on track to become the first regional ACT Work Ready Community in the state. It is one of several high-profile outcomes resulting from the Mobile-led manufacturing community designation.

A typical Work Ready Community is established on a county-by-county basis and requires two key measures: the work readiness of individuals, including graduating high school students, current workforce and the unemployed,

as measured by the National Career Readiness Certificate (NCRC); and the number of companies recognizing NCRCs as a valid measure of work readiness in potential and current employees.

The ACT Work Keys assessments (given by the same organization that offers the ACT college prep test) of applied mathematics, locating

information and reading for information form the basics of the NCRC and document the skills most critical for success in

the workplace. For employers, the NCRCs may be used in their screening, hiring and professional development.

With the designation, the region will have a nationally recognized measurement of its workforce readiness skills – an asset **Troy**

Over the years, I have noticed this interest in helping others often extends beyond the workplace.

Wayman, the Mobile Area Chamber's vice president of economic development, believes "will be an incredible recruitment tool" for future business prospects.

Led by Advancing Southwest Alabama, the regional partnership that earned the Manufacturing Community designation, Southwest Alabama is planning a public launch this month and is on track to become a Work Ready Community by late 2017. 

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Left to right: John Erwin, Aaron White, Carla Joyner, Sam Davis Jr., Doug Thomas, Brandon Armstrong, Joel Ross, Karen Morris, Jim Sigler, John Naughton

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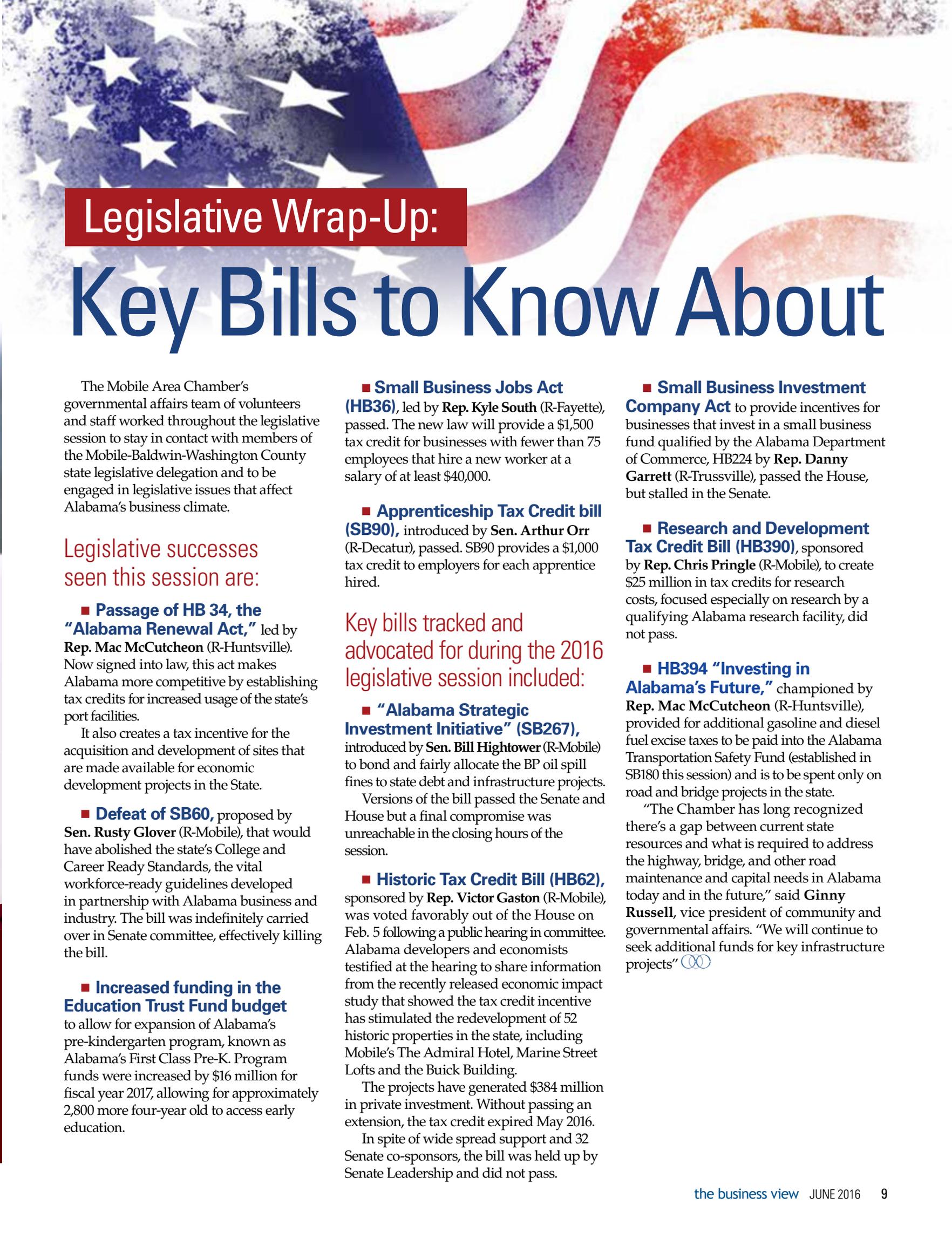
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Legislative Wrap-Up:

Key Bills to Know About

The Mobile Area Chamber's governmental affairs team of volunteers and staff worked throughout the legislative session to stay in contact with members of the Mobile-Baldwin-Washington County state legislative delegation and to be engaged in legislative issues that affect Alabama's business climate.

Legislative successes seen this session are:

- **Passage of HB 34, the "Alabama Renewal Act,"** led by **Rep. Mac McCutcheon** (R-Huntsville). Now signed into law, this act makes Alabama more competitive by establishing tax credits for increased usage of the state's port facilities.

It also creates a tax incentive for the acquisition and development of sites that are made available for economic development projects in the State.

- **Defeat of SB60,** proposed by **Sen. Rusty Glover** (R-Mobile), that would have abolished the state's College and Career Ready Standards, the vital workforce-ready guidelines developed in partnership with Alabama business and industry. The bill was indefinitely carried over in Senate committee, effectively killing the bill.

- **Increased funding in the Education Trust Fund budget** to allow for expansion of Alabama's pre-kindergarten program, known as Alabama's First Class Pre-K. Program funds were increased by \$16 million for fiscal year 2017, allowing for approximately 2,800 more four-year old to access early education.

- **Small Business Jobs Act (HB36),** led by **Rep. Kyle South** (R-Fayette), passed. The new law will provide a \$1,500 tax credit for businesses with fewer than 75 employees that hire a new worker at a salary of at least \$40,000.

- **Apprenticeship Tax Credit bill (SB90),** introduced by **Sen. Arthur Orr** (R-Decatur), passed. SB90 provides a \$1,000 tax credit to employers for each apprentice hired.

Key bills tracked and advocated for during the 2016 legislative session included:

- **"Alabama Strategic Investment Initiative" (SB267),** introduced by **Sen. Bill Hightower** (R-Mobile) to bond and fairly allocate the BP oil spill fines to state debt and infrastructure projects.

Versions of the bill passed the Senate and House but a final compromise was unreachable in the closing hours of the session.

- **Historic Tax Credit Bill (HB62),** sponsored by **Rep. Victor Gaston** (R-Mobile), was voted favorably out of the House on Feb. 5 following a public hearing in committee. Alabama developers and economists testified at the hearing to share information from the recently released economic impact study that showed the tax credit incentive has stimulated the redevelopment of 52 historic properties in the state, including Mobile's The Admiral Hotel, Marine Street Lofts and the Buick Building.

The projects have generated \$384 million in private investment. Without passing an extension, the tax credit expired May 2016.

In spite of wide spread support and 32 Senate co-sponsors, the bill was held up by Senate Leadership and did not pass.

- **Small Business Investment Company Act** to provide incentives for businesses that invest in a small business fund qualified by the Alabama Department of Commerce, HB224 by **Rep. Danny Garrett** (R-Trussville), passed the House, but stalled in the Senate.

- **Research and Development Tax Credit Bill (HB390),** sponsored by **Rep. Chris Pringle** (R-Mobile), to create \$25 million in tax credits for research costs, focused especially on research by a qualifying Alabama research facility, did not pass.

- **HB394 "Investing in Alabama's Future,"** championed by **Rep. Mac McCutcheon** (R-Huntsville), provided for additional gasoline and diesel fuel excise taxes to be paid into the Alabama Transportation Safety Fund (established in SB180 this session) and is to be spent only on road and bridge projects in the state.

"The Chamber has long recognized there's a gap between current state resources and what is required to address the highway, bridge, and other road maintenance and capital needs in Alabama today and in the future," said **Ginny Russell**, vice president of community and governmental affairs. "We will continue to seek additional funds for key infrastructure projects" (OO)

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The Sam Winter & Co Real Estate team includes two full time employees and five independent contractors. Pictured: front seated (l-r) Virginia Bender and Erin Graves. Standing (l-r) Onyabo Monagoe, Jeff Nelson, Owner-Sam Winter and Jennifer Cooley.

Sam Winter always knew he'd go into real estate. His mother worked in the business for 37 years, retiring as general manager of Roberts Brothers Inc. in 2014.

He also knew that he wanted to be an entrepreneur. So after starting his career with Roberts Brothers in 2004, Winter started his own firm, Sam Winter & Co. Real Estate, in 2013. He was inspired by Simon Sinek's book *Start With Why* and fueled by an innovative idea.

"My thought was that I wanted to create a new real estate brokerage model: a marketing firm that sells real estate," Winter said. "I realized that if I could create a company that had all the same components as a marketing firm, I could offer an upscale approach to marketing real estate.

"We focus not only on the properties for sale but the areas of the city, the neighborhoods

and the great quality of life that Mobile has to offer. People today are buying lifestyle and experiences as well as an address."

Sam Winter & Co. Real Estate is the Mobile Area Chamber of Commerce's Small Business of the Month.

Winter started his company as a one-man show in 2013 and now employs two full time employees plus five independent contractors, with plans to add a couple more at the office, located at 660 Springhill Ave. The company has remained small on purpose, focusing on one-on-one attention for the client. Winter believes a recent move downtown will benefit the firm and its progressive, turnkey approach to real estate.

"When an owner contacts us to market their property we have a team of marketing experts who assist with getting the property in front of the right

buyers," Winter said. "This type of model attracts buyers who are very knowledgeable and in tune with the market and value trends."

Since becoming an agent in 2004, Winter has closed more than 400 real estate transactions and earned the Council of Residential Specialists designation, the highest professional designation in the residential sales field.

He said his mother was "very influential" in showing him how to build a successful career in the field. "She inspired me, and many others in our community, to strive for utmost integrity, to be a full-time real estate agent and to be professional in every sense of the word," he said.

Winter, a Chamber member as an individual early in his career, said one of his first steps after striking out on his own was establishing Chamber membership for his new firm.

"The Chamber membership is key for my business," he said. "Participating in 'business to business' events is really rewarding – both in being knowledgeable about services and products available right here in Mobile and in supporting the Mobile economy."

Winter is also involved in several other civic organizations, including the Lions Club of Mobile, Rotary Club of Mobile and Mobile United, and he and his company have contributed to many others.

"I feel like community and civic involvement should be everyone's second profession," he said. "As Winston Churchill said, 'We make a living by what we get, but we make a life by what we give.'"

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Photo by Jeff Tesney

Need Speed? Mobile-Based Prism Systems Has It, and More

Amy Hataway and Shawna Smith are two of many engineers who work at Prism Systems. They are standing in front of what will be a control board for one of the company's global customers. Both are 15-year veterans of the company.

At this time of year, many families are heading to their favorite amusement park for summer vacation. And if you are (or have in recent history), then chances are your roller coasters, water rides and high-definition virtual attractions are guided by Prism Systems.

The company's work also influences your favorite candy bar, doughnuts or soft drink, or even a bottle of rum. Roller coasters, food and beverages are only a few examples of thousands of products this Mobile-based company impacts.

While Prism's client list is proprietary, what the company does is no secret to those seeking unique, customized solutions. Prism provides systems control software to Fortune 500 companies and other customers in 41 states and 31 countries in 12 key industries, such as energy, food and beverage, entertainment, government,

oil and gas, pulp and paper, education and more.

“We don't make the equipment, we make it smarter.”

Todd Hassel
business development
manager

In layman's terms, Prism develops tailored software that tells a computer or operating system or machine what to do and when to do it.

In the beverage industry, the program may tell a machine how much of an ingredient to

add, when to stir the batch or how fast the mixer needs to go.

“When controls make the decisions on quality, you get consistency. When people make decisions, you can get variations,” says **Alex Lynch**, Prism's vice president.

The software can also instruct how to fill individual containers, weigh the finished product, put on the logo, wrap it and ship it.

“We don't make the equipment, we make it smarter,” says **Todd Hassel**, business development manager.

In the company's research and development division, Prism is creating devices that talk to existing operating systems. For example, a device can be connected to a vending machine and report the transactions of the day, explains Hassel. With that information, the vending company knows when to send someone to restock or collect the cash.

Other recent R&D projects include designing a fast food kitchen from an energy perspective and working with robotic controls in the aerospace industry.

The results vary by industry, but making more efficient, safer, less costly and better quality products are a few things Prism customers are counting on.

Keith Jones, one of the company's three founders who serves as president, says he was first "teased with the entrepreneur bug" when he was working with a professor at Auburn University. Jones has a chemical engineering degree and was working in the paper industry in Ohio. He quickly

realized his future was in controls and returned to Auburn to pursue an electrical engineering degree.

While he was there the second time, a professor started a company and hired students to work. "We were given stock and big titles," he said. "We did everything from setting up the books to designing circuit boards."

After completing his electrical engineering degree, Jones continued to work for his former professor's company. In 1989, he moved to Mobile to start Prism Systems with two other engineers.

"We have a culture of pushing the edge of technology. We're constantly looking for new and more innovative ways to do things."

Keith Jones
president



Photo by Jeff Tesney

Designed and manufactured by Prism Systems, this is a new payment hardware for one of the company's vending machine clients.

Below Prism is developing software to operate this laser-cutting robot.

As part of the company's growth strategy, Prism bought a product line and some of the assets from Microtie Software. Some of the Microtie employees also joined Prism, and many of those are still with the company. And Jones has since bought the other two founders out.

Today, the company has

among its 58-employee roster a multidisciplinary team of engineers, including electrical, computer, mechanical, chemical and aerospace, as well as software development programmers.

The majority of Prism's employees are

Mississippi and Alabama natives in the Mobile area who find themselves working in exotic locations such as Africa, Brazil, Ecuador, Trinidad, China, Southeast Asia and Europe, says Jones.

"We have a culture of pushing the edge of technology," says Jones. "We're constantly looking for new and more innovative ways to do things."

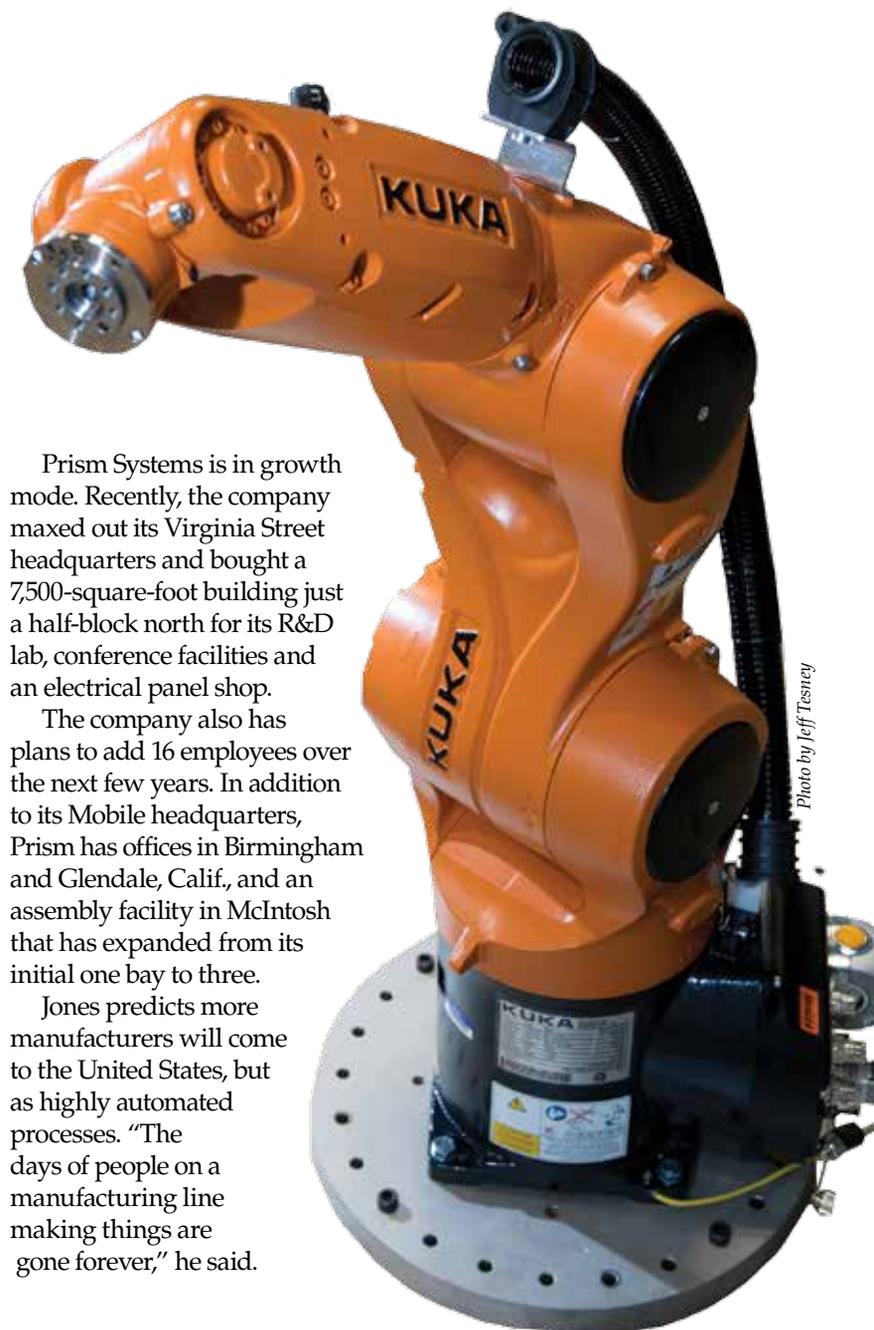


Photo by Jeff Tesney

Prism Systems is in growth mode. Recently, the company maxed out its Virginia Street headquarters and bought a 7,500-square-foot building just a half-block north for its R&D lab, conference facilities and an electrical panel shop.

The company also has plans to add 16 employees over the next few years. In addition to its Mobile headquarters, Prism has offices in Birmingham and Glendale, Calif., and an assembly facility in McIntosh that has expanded from its initial one bay to three.

Jones predicts more manufacturers will come to the United States, but as highly automated processes. "The days of people on a manufacturing line making things are gone forever," he said.

'Wellth' is the New Wealth

A New Focus on Happiness and Purpose is Driving the Common Consciousness

By Nick Goode, vice president of Cloud Product Management at Sage



Historically, wealth has been viewed as financial success in business that translates to success in life. Money, real estate, investments and "stuff" like cars and expensive vacations – if you've got these things, you're doing well for yourself ...right?

Perhaps it's time we recognized that the wealth game is changing. While money does matter, it's no longer the foremost defining attribute of personal or professional achievement. Instead, a new

focus on happiness and purpose is driving the common consciousness. This shift is due in part to the influence of millennials, whose priorities about work and life are reshaping everything from world economies to the business landscape as a whole.

The millennial mind looks at something like the price of real estate – the financial Everest they would need to climb to achieve some conventional form of "wealth" – and realizes that maybe there are more

important things within their reach. Indeed, 53 percent of millennials say they value health more than any other priority besides family. Additionally, nine in 10 say they pursue health in order to be successful in other areas of life. It's clear that, rather than wealth, this next generation of leaders prioritizes what I like to call "wellth."

What is Wellth?

Wellth is the combination of physical, mental and financial

wellbeing that provides a foundation for each of us to strive toward success by living our best lives. Wellth redefines what it means to "arrive" by focusing instead on the journey. It's about not being a slave to the daily grind; it's making a conscious decision to live well.

And while wellth may seem like some kind of New Age idealism, it's not limited to vegan yoga students, boot camp evangelists or spin bike enthusiasts queuing up to find inner strength at studios all

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over the world. In fact, there is a definite growing awareness among middle-aged professionals and corporate leaders that seeking wellness will help to accomplish larger goals.

Here are three trends that showcase how millennial-minded workers and businesses are switching their focus from wealth to wellth.

Trend No. 1: Fueling an Appetite for Ambition

It's true: green is the new black. Just take a look at the many healthy-eating gurus who are dominating Instagram feeds and building entrepreneurial empires on the foundation of wellness. Beyond the trendiness, though, this new focus on eating right underscores an emerging understanding and appreciation of how food affects all aspects of our lives.

The healthy food/happy employees connection has not gone unrecognized by most forward-thinking businesses.

Research shows that employees with unhealthy diets are 66 percent more likely to experience a loss in productivity than those who regularly eat whole grains, fruits and vegetables. This is something most people realize from personal experience without even needing the science to back it up. There are foods that increase focus, concentration and alertness, just as there are foods that make you feel sluggish, uninterested, and tired – it's the reason we all silently chide ourselves for

reaching for that bag of chips when we're stressed.

Not surprisingly, Google has spared no expense to ensure their cafeteria nurtures employees from the inside out. That's because they realize there's an integral correlation between health, employee happiness and the combined effect of both on business success. They value wellth.

Trend No. 2: Finding Focus in Action

Increasing your heart rate and physically pushing your body isn't only good for your muscles and bones, it's also great for your brain. This relationship is why many of the world's most successful business leaders turn to fitness to help them stay centered. In fact, Sir Richard Branson

cites daily exercise as his number one secret to staying healthy and productive.

But it's not only physical action that makes a difference. In addition to building fitness and wellness programs into their cultures, top companies are also recognizing

the impact of purpose on the emotional wellbeing of their employees (and, ultimately, their bottom line). Those that prioritize action in the form of corporate social responsibility and embrace the power of giving back are finding success, both in terms of profitability and employee motivation, retention and engagement.

“Increasing your heart rate and physically pushing your body isn't only good for your muscles and bones, it's also great for your brain.”

Trend No. 3: Taking Mindfulness to Work

Balance in life is necessary, and burnout at work can often tip the scales in the wrong direction. Burnout manifests as a lack of interest or motivation, depression or even physical illness – and 69 percent of employees cite burnout as a key contributing factor to poor productivity.

Along with eating right and staying fit, being mindful of burnout is essential for keeping your wellth account full. This can be as simple as scheduling time to unplug or learn new skills. Even technology—the supposed enemy of peace and quiet – can help. For example, apps like Headspace can act as a personal trainer for your mind and help you achieve your daily 10 minutes of mindfulness.

Businesses that want to help their employees avoid burnout can provide unique experiences, such as sponsoring a company cycling team or organizing regular outdoor retreats. Oftentimes, just getting outside is enough to reset the balance, as research shows that time spent in nature can increase happiness and attentiveness.

Nick Goode is the vice president product management at Cloud & Sage One, Sage's cloud accounting and payroll solution for start-ups and small businesses. Go to www.linkedin.com/in/nickgoodeuk or find him on Twitter @nickgoode.



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Balance Serves a Healthy Alternative to Dining Out, Every Day

Finding time during the week to eat healthy on a busy schedule isn't always easy. The temptation to pull into a drive-through while you're hungry, and your kids are hungry, is convenient and hard to resist. But you should resist, said **Elizabeth Smith**, owner of Balance, who stresses that planning ahead is key to resisting the quick fix of unhealthy food.

"You really shouldn't eat anything that is pre-packaged or that can sit on a shelf for months at a time," she said of snacking and eating in general. She went on to explain about the unhealthy preservatives that are added to those types of food to keep from spoiling.

"A good snack for working people, or people on the go, is always fresh fruit; a banana, an apple with peanut butter, or homemade granola," she said. "Try to think about what is in the food you are putting into your body. For example, one Oreo cookie will take the average person one mile running to burn off those calories."

Smith and her husband, John, are the owners of Balance, a "locally owned meal service that makes getting delicious, nutrient-rich food simple."

"We are the ultimate concierge for healthy eating," she said. The couple started the business after John's health – he's diabetic – and his mother's health required them to change their eating habits. "We started researching food options with



no salt, no dairy, no sugar and came up with some really delicious recipes that we now share with everyone also battling dietary restrictions," said Smith.

Balance also caters to those who are simply trying to eat healthy and don't have the time to shop, cook and plan meals. "We prepare meals each week for our clients with an extensive menu, and we have multiple pickup locations in Mobile, west

Mobile and Baldwin County," Smith said.

Balance uses locally sourced protein and organic produce and no processed sugar. All ingredients are listed in each meal so you can see what is in it. "Our Paleo meals are considered strict Paleo – that is, no grains,

legumes or dairy and no added sugars. We use real, whole foods in all of our meals, so there are no processed ingredients," said Smith.

Recently, the business expanded its meal packaging service to include a dine-in option for lunch weekdays (except for Wednesdays) from 11 a.m. to 2 p.m. at its midtown location. "We serve what we call Balance Bowls, with healthy grains and proteins as the base, and you can choose to flavor it from a variety of healthy options," said Smith.

For a complete menu for healthy eating, or to enjoy a healthy lunch at 2351 Airport Blvd., visit www.getbalanced.us.



Balance also caters to those who are simply trying to eat healthy and don't have time to shop, cook and plan meals.

A Recipe Recommended by Balance

BEEF AND BROCCOLI CAULI-RICE *Yield: Serves 4*

INGREDIENTS

1 large head cauliflower, grated (about 4 cups)
 ¼ cup coconut oil, divided
 4 oz. mushrooms, sliced
 2 cups small broccoli florets
 1 large onion, chopped
 2 medium celery stalks, sliced
 2 red sweet peppers, chopped
 1 lb. grass-fed or all natural lean ground beef, or steak of choice
 ¼ teaspoon Himalayan salt
 1 teaspoon freshly cracked black pepper
 ½ teaspoon Chinese five spice
 ½ teaspoon ground ginger
 2 bird's eye chili peppers, finely chopped
 ¼ cup coconut aminos
 2 tablespoons unseasoned rice vinegar
 1 tablespoon fish sauce
 ¼ cup sliced blanched almonds, toasted

INSTRUCTIONS

- Cut the cauliflower into small florets and place in the bowl of your food processor. Give it a few quick pulses (about 10 to 15) until it resembles the texture of rice. Alternatively, you could also use a box grater or the grater disc of your food processor.
- In a large wok set over high heat, melt 2 tablespoons of the coconut oil. Add the mushrooms and cook, sauteeing or stirring almost constantly until golden, about 2-3 minutes.
- Add the broccoli florets and continue sauteeing for a minute or so, until the broccoli turns vibrant green and is slightly softened. Transfer to a bowl.
- Return your wok to the heat source and add one more tablespoon of coconut oil, then add onion, celery, sweet peppers. Sprinkle lightly with salt and sauté until softened, about 2-3 minutes. Add to the broccoli and mushrooms.
- Return the wok to the heat source once more, add the last of the coconut oil, followed with ground beef. Cook the ground beef until it's almost completely brown, then add salt, pepper, five spice, ginger, chili peppers, fish sauce, coconut aminos and rice vinegar. Stir well and continue cooking until the beef is cooked through, then stir in cauliflower.
- Lower the heat to medium and continue cooking, stirring often, until the cauliflower is soft but retains a bit of crunch, about 5 minutes.
- Meanwhile, toast the sliced almonds in a dry skillet set over medium heat, until golden and fragrant.
- Add the reserved veggies and almonds to the beef and cauliflower, stir to combine and serve.



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ARKEMA CELEBRATES ITS 10TH ANNIVERSARY AND CONTINUES ITS SUPPORT FOR THE MOBILE COMMUNITY

Arkema became an independent, public company in May 2006 and for the last 10 years we have continued to support the LeMoyne area with investments in local education, health, charities, and business initiatives. As a member of the Chamber, Arkema supports Partners for Growth, the Board of Advisors, and the Chamber's annual membership drive "Chamber Chase." Arkema's volunteer team raised over \$95,000 during the 2015 Chamber Chase campaign.

Arkema also invested \$1.4 million in the Axis plant's health, environmental, and safety performance in 2015. We look forward to investing in our community in the years to come and cultivating stakeholder engagement through Common Ground®, Arkema's innovative approach to community outreach.

We offer our thanks to the community for its support and to the Mobile Chamber of Commerce for their great work with Arkema and local business.



1702 Kicks Off Second Year:

Bringing Silicon Valley's Entrepreneurial Ecosystem to Mobile



1702 kicked off its second class in the spring. Board members Brian Willman of Regions Bank (left) and Terry Harbin of BancorpSouth (right) meet with class participant Abe Harper of Harper Technologies.

After a successful inaugural class in 2015, 1702 began its second class of networking, counseling and training among a group of Mobile area CEOs and business leaders in the spring. Designed to foster a thriving entrepreneurial community similar to that in Silicon Valley, this year's class of 19 executives will spend the next eight months in this program learning from various subject-matter experts.

Class presenters will share their success stories and lessons learned on topics critical to launching, scaling and exiting a company. These include: corporate formation structures, legal and risk, raising venture capital, driving revenue, building a board, recruiting and retaining top talent, and successful exit strategies.

1702, formed in partnership with the Mobile Area Chamber of Commerce, represents the combined vision of **Michael Chambers** with the University of South Alabama and entrepreneur **Dean Parker**. Its mission is to stimulate collaboration on critical aspects of growing a business and drive innovation along the Gulf Coast, in an effort to help entrepreneurs grow their

businesses. Participants come from companies across the Mobile area in the technology, manufacturing, aerospace, healthcare and consumer sectors. To support participants, a local board serves as mentors and works one-on-one with class participants to help implement business start-up best practices.

Marcus Neto with Blue Fish Design

Studio was in the inaugural 1702 class that graduated in December 2015. When reflecting on his time in the program he said: "The ideas that are spawned when you are spending time with entrepreneurial minded individuals were great." His participation, he said, let him focus more time to consider the long-term

sustainability of his company.

"As we move into our second year in this program, it's exciting we have another large, diverse class of entrepreneurs. Our region's entrepreneur ecosystem continues to grow, and this large class size shows it," said **Bill Sisson**, president and CEO of the Mobile Area Chamber. "We saw, by the cross-section of industry sectors these participants represent, innovation is taking place in all of the Chamber's industry recruiting sectors." 

"The ideas that are spawned when you are spending time with entrepreneurial minded individuals were great."

Marcus Neto

Blue Fish Design Studio



Participating in this year's 1702 class are Jeremiah Newell of Mobile Area Education Foundation and Elyse Goonan of One Mobile.

1702 Class Members Are:

- Walt Armentrout, *Heart Legacy*
- Taylor Atchison, *Galt Gulch*
- Dean Brown, *Alabama Orthopaedic Clinic*
- Laura Burton, *Verge*
- Lance Covan, *Mitternight*
- Adam Gnek, *SGD Enterprises LLC*
- Elyse Goonan, *One Mobile*
- Abe Harper, *Harper Technologies*
- Haley Hill, *Access Magazine*
- Zehera Husain, *Doorstep Trash & Recycling*
- Jeremiah Newell, *Mobile Area Education Foundation*
- David Roberts, *Mitchell Cancer Institute*
- Mardia Scott Jr., *Easy Ads*
- Ajay Singh, *Tatva Biosciences LLC*
- Catina Short, *Daten System Consulting*
- Daniel Tucker, *WebSoutheast*
- Brian Ward, *Doc RX*
- Hayley Van Antwerp, *Innovation PortAL*
- Dirk Young, *Hurricane Electronics Inc.*

How to Nominate Outstanding Minority-Owned Businesses

Eagle Awards and the Rev. Wesley A. James Minority Business Advocate Award Applications are Being Accepted

The Mobile Area Chamber is accepting applications for its annual Eagle Awards and the Rev. Wesley A. James Minority Business Advocate Award through Friday, July 15. Eligibility information and the applications can be found at www.mobilechamber.com/small-business or by calling 251-431-8607. The awards will be presented at the Chamber's Minority Business Awards Luncheon set for Tuesday, Oct. 4, at The Battle House Renaissance Mobile Hotel & Spa.

Eagle Awards

The Eagle Award recognizes outstanding minority-owned businesses that demonstrate business growth and community commitment. Nominees must:

- Be at least 51-percent owned, operated and controlled by an African-American, Hispanic/Latino, American Indian or Asian-American;
- Be headquartered in Mobile, Baldwin or Washington counties;
- Be operational at least three years;
- Exhibit revenue and/or employee growth;
- Have apparent solid financial base;
- Be a for-profit company;
- Show evidence of community service contribution or involvement; and
- Be a Mobile Area Chamber member.

The Rev. Wesley A. James Minority Business Advocate Award

Named for a community leader, pastor, teacher, mentor and advocate for Mobile's minority-owned businesses, the Minority Business Advocate Award recognizes the efforts of a company or business to support minority-owned businesses. Applicants must be a Mobile Area Chamber member in good standing (limited exceptions); show a commitment to supplier diversity and minority business development; have three complete years of operation (as of Dec. 31, 2015); and have an office in Mobile, Baldwin or Washington counties.

Information for nominating a business or applying for either award is available at www.mobilechamber.com or contact **Danette Richards** at 251-431-8652 or drichards@mobilechamber.com.



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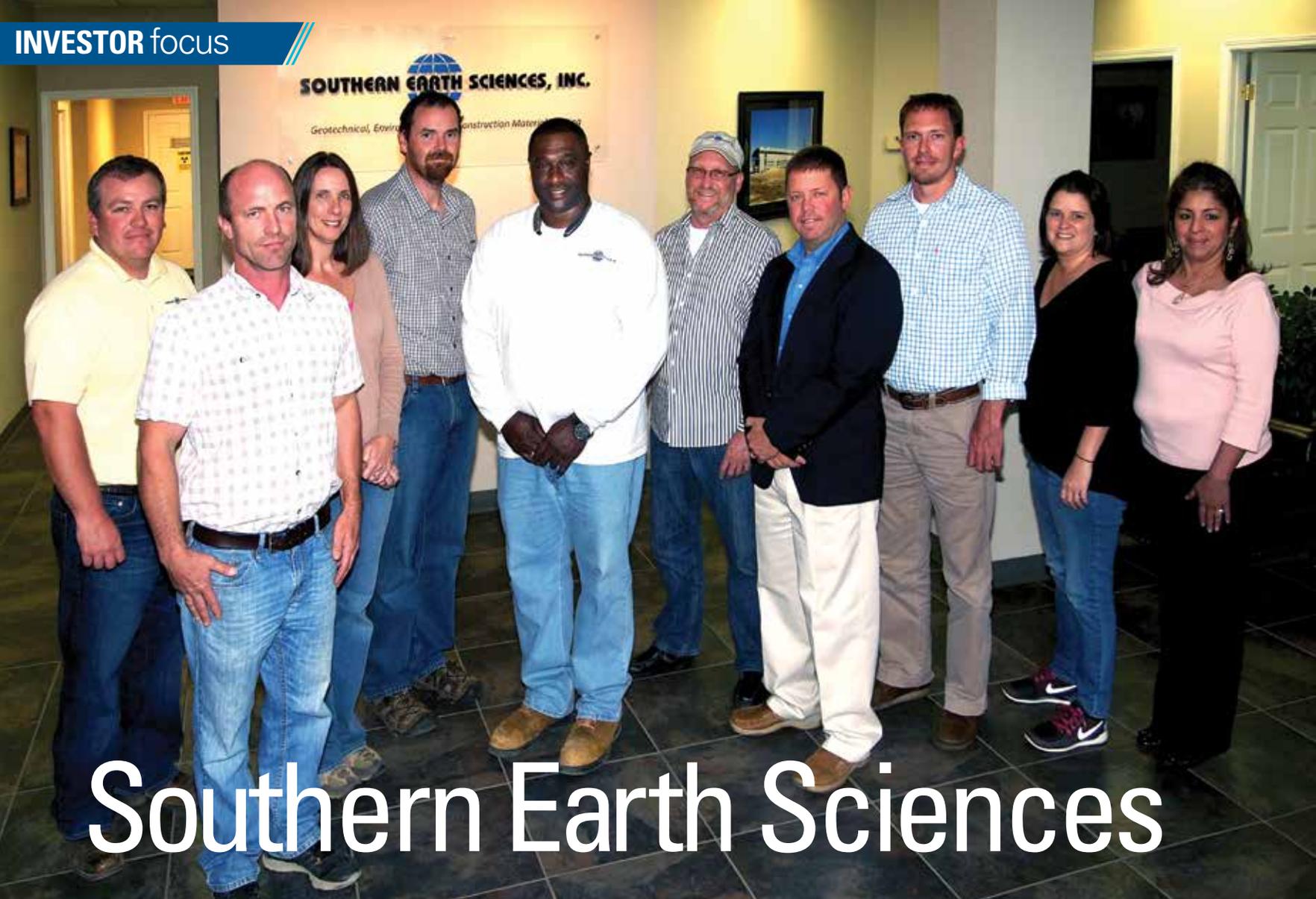
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Southern Earth Sciences

Headquartered in Mobile, Southern Earth Sciences staff includes (from left to right) R.J. Gonzales, CMT department manager; Danny Hines, field investigations manager; Stacey Guarino, staff geologist; Eric Guarino, environmental department manager; Carl Daniels, technician; Marty Reaves, professional geologist; Lewis Copeland Jr., executive vice president; Matt Coaker, geotechnical department manager; Jennifer Allen, project administrator; and Phyllis Bailey, administrative assistant.

Company officials: Board of directors: **Bill Brenner** (corporate president); **Lewis Copeland Jr.** (executive vice president, Mobile); **Matt Coaker** (geotechnical department manager, Mobile); **Mike Juneau** (branch manager, Baton Rouge); **Kenny Meyn** (branch manager, New Orleans); and **Mark Wilson** (branch manager, Tallahassee)

Years in business: 40 years

Brief company description: Southern Earth Sciences Inc. (SESI) provides geotechnical engineering, subsurface investigations, construction materials testing and environmental services throughout the Southeast on industrial, commercial, government and private projects. Headquartered in Mobile, SESI also has branch offices in

Montgomery and Summerdale, Ala.; Destin, Panama City and Tallahassee, Fla.; and Baton Rouge, Mandeville and New Orleans, La.

Why are you located in Mobile? “SESI founders **Dr. Jim** and **Diana Laier** started the company in their garage 40 years ago,” said Copeland. “Since that time the company has grown from such humble beginnings to currently having 10 offices located across the Southeast, including a branch office and our corporate offices here in Mobile.

SESI has built many positive working partnerships with area firms over the years and has been heavily involved in the growth of our city for the last four decades. From involvement in major industrial projects, the development at the University

of South Alabama, to county and city roads and infrastructure projects, and so much more. SESI’s roots are here and we feel good knowing that our work plays a part in making a better Mobile.”

Why do you support the Mobile Area Chamber of Commerce’s Partners for Growth initiative? “SESI has thrived in the Mobile area for 40 years and we want to ensure we continue to thrive for another 40 years and beyond,” said Copeland. “We see the value of the Chamber initiatives and believe the Chamber is a vital piece to not only our success but to that of the community.”

What do you see as Mobile’s greatest potential? “Mobile is continually evolving and adapting to attract new business,” said Copeland. “The

area has seen significant wins over the last several years and we still see major opportunities for continued development in the port, aviation and industrial markets on the horizon.”

Length of continuous Chamber membership: Since 1985



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 **kdwrell@mobilechamber.com**.

Travel to beautiful

Costa Rica

with the Chamber in November

November 3-11, 2016

Highlights of the trip include: San Jose, Coffee Plantation, Guanacaste, Monteverde Cloud Forest, Hanging Bridges Tour, Arenal Volcano, Lake Arenal Cruise, Cooking Demonstration, Cano Negro Refuge, Zarcero, National Theatre

Learn about Costa Rica's unique vegetation on a guided nature walk through the cloud forest.

Spot indigenous wildlife while on a Cano Negro riverboat cruise.

Enjoy the tropical landscapes and breathtaking scenery surrounding Arenal Volcano.

Cost: \$2,699 per person (based on double occupancy)

Includes: Airfare, hotel, tour guides, transportation, many meals, excursions & more

Contact Leigh Perry-Herndon at 251-431-8645





Tammy Little

Company: Shell Chemical LP

Title: General Manager, Mobile Site

Hometown: Memphis, Tenn.

Education: Bachelor's degree in chemical engineering from Christian Brothers University in Memphis, Tenn., and a master's in business administration from Tulane University in New Orleans

First job: She worked as an assistant dance instructor at a dance studio in Ohio.

Previous experience: Little began her career with Shell as a process and controls system engineer at its large-scale olefins plant in Norco, La. She held a variety of technical and commercial positions before becoming the technology and engineering manager for Norco's chemical plant. Later in Deer Park, Texas, she was both the production manager for the chemical plant and later the refinery prior to her current position at Shell's Mobile location.

Accomplishments: "I hold raising my son and daughter as my most significant accomplishment," she said. "They are both in college and working toward their longer-term aspirations. As a business leader, I am most proud of leading sustained business improvements at multiple sites and in a variety of roles."

Secret to success: "My secret to success has been fueled by a passion for people – helping to support and enable them to be all that they can be while delivering business success. I also encourage persistence and resilience – the seeds of learning from failures are what nourish true success."

Brief company description: Shell Chemical is a 90,000-barrels-per-day refinery that produces gasoline, jet fuel and diesel for the greater Mobile area. The facility also produces high-value olefin plant feedstocks for its world-scale olefin plant in Norco, La.

Chamber Names New Advisors

Gulf Coast Corporate Attorneys LLC, H&S Commercial and Industrial Supplies and Services LLC and netpoint IT-Services joined the Chamber's board of advisors, bringing the total number of members to 258. To learn more about the program, contact Katrina Dewrell at 251-431-8611 or kdewrell@mobilechamber.com.

Panel Presentation on Offshore Energy Development

Steve Russell, the Chamber's director of business retention and expansion, participated in "a panel discussion in Virginia on potential offshore energy development in the Atlantic and its implications for Virginia's economy, jobs and environment. Federal and state policy leaders and members of the business community were in attendance. Russell spoke about the Chamber's offshore energy committee, OffshoreAlabama.com.

Subsea Exhibition

Russell also attended the Subsea Tieback Forum & Exhibition, the largest oil and gas global exposition and conference for the subsea market, in March. While there, he met with several Mobile companies who were exhibiting. The event provided an opportunity to hear more about oil and gas companies in the area, meet industry professionals and learn about current industry trends.

Forty-Plus Travel to Scotland

The Chamber hosted a group of more than 40 on an eight-night tour of Scotland in April. While there, they visited Edinburgh, Thurso, Inverness, Ballachulich and Glasgow. Later in the year, a group will travel to Costa Rica, and limited space is still available for this trip.

See pg. 23 for details.



Chamber Staff Participates in Day of Caring

In April, 13 members of the Chamber staff participated in the United Way of Southwest Alabama's annual Day of Caring. The group spent the day at Penelope's Closet sorting donations within the store and staging the nonprofit retail shop. The Chamber has actively participated in Day of Caring since the program's inception.

Pictured from left to right are: Leigh Perry-Herdon, Ashley Horn, Christina Stimpson, Marion Randall, Cesny Soffronoff, Patty Howell, Carolyn Wilson, Darrell Randle and LeMaris Alston.

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Legislative Reception



In April, the Mobile Area Chamber hosted a reception in Montgomery during the legislative session to honor elected officials. Sponsored by AT&T and Hurricane Electronics, members of the Baldwin-Mobile delegation came to the event, albeit a little late, after they successfully filibustered a proposed BP oil spill fines bill.

Pictured above are: Mickey Harbin, AT&T; Glyn Agnew, AT&T; Bill Sisson, Mobile Area Chamber; and Mike Farrell, Hurricane Electronics. Pictured left are: Rep. Margie Wilcox, Rep. Alan Baker and Rep. Adline Clarke.

A photograph of a large group of people in a grand hall, celebrating. The hall has a checkered floor and high ceilings. People are dressed in formal attire, and there are balloons and tables set up. The atmosphere is festive and celebratory.

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Military Appreciation Day

The Mobile Area Chamber hosted its 29th annual Military Appreciation Lunch on April 20 at the USS ALABAMA Battleship Memorial Park. The event recognized outstanding ROTC and JROTC cadets from area schools with awards for exceptional service. In addition, was a special recognition by the Military Affairs Committee to VT MAE's Bill Hafner. Vice Admiral William "Dean" Lee Commander, Atlantic Area Commander, Defense Force East Director, DHS Joint Task Force East U.S. Coast Guard, was the keynote speaker.



Our Spring Hill Team



Dominic Gable, Jaye B. Patterson,
Mike Johnson, and Lyn Peterson



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YEA Students Pitch Business Proposals



Shoe Boo was the local winner, and entrepreneurs Isabella Fank and Dominique Williams, above, will advance to the regional competition to compete for scholarships, business start-up packages and a trip to attend the U.S. Chamber's America's Small Business Summit in Washington D.C.

Five minutes. That's the amount of time students in the Mobile Area Chamber's inaugural Young Entrepreneurs Academy (YEA) had to pitch the businesses they have envisioned, developed and nurtured to an investor panel for funding. Thirteen Alabama School of Math and Science (ASMS) students made up the pilot group and participated in 30 weeks of after-school instruction at the University of South Alabama, learning how to create a business plan, logo and website, and conduct market research. The students presented seven business ideas from products to services to nonprofit organizations, competing for \$5,500. Start-up monies were donated by: Chalkable, Alabama Power, Sam's Club, Warren Averett, Workshops Etc! and the Ben May Charitable Trust.

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Member Appreciation Day



In April, the Mobile Area Chamber held its annual Member Appreciation Day. Attended by more than 150 people, members enjoyed live music by The Tommy Morse Band and a fish fry catered by Alec Naman Catering. Event sponsors were: Blue Cross and Blue Shield of Alabama, C Spire, Quality Valve and Roberts Brothers. Product sponsors were Blue Rents Event Equipment Rentals, Budweiser-Busch Distributing Co. Inc., Gulf Coast Containers and Royal Cup.

AMBASSADOR of the month



Photo by Jeff Tesney

As co-owner of BriFolz Enterprises, **Peggy Folz** wears many hats as she welcomes new businesses to Mobile. She also works in customer service at Mobile Infirmary. She is the Chamber's Ambassador of the Month. Folz joined the ambassador program four years ago and looks forward to meeting new business owners.

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



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Vicki Studstill
Hargrove Engineers +
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Vicki Studstill is vice president-business development for Hargrove Engineers + Constructors. She has been with Hargrove since 2004, and has held the positions of vice president-human resources and well as vice president-marketing. She is a graduate of the University of Arkansas with a bachelor's degree in human resource management, and holds a Professional in Human Resources (PHR) certification. She also is a graduate of the Construction Industry Institute and the McCombs School of Business Executive Leadership Program at the University of Texas.

Studstill serves on the board of directors for both the Hargrove Foundation and Shepherd's Place Foundation, and is on the board of advisors for the Alabama Kidney Foundation. She is active in Big Brothers Big Sisters, and is representing Hargrove in the Leukemia & Lymphoma Society's 2016 Woman of the Year campaign.

The Mobile Area Chamber filled a vacancy on its Board of Directors with Studstill.

Chamber Welcomes Executive Director for a New Project

Hayley Van Antwerp is passionate about economic development, especially here in Mobile. For more than a year, she spent her spare time working to help create Innovation PortAL, an entrepreneurial center tasked with encouraging innovation and entrepreneurial development along the Gulf Coast. She was recently named the executive director.

A native of Albany, Ga., Van Antwerp earned a bachelor's degree in business administration from Vanderbilt University in Nashville.

She started her career in equity research sales in New York City. She then transitioned to management consulting for financial institutions. Van Antwerp moved from New



York three years ago when her husband received a job opportunity in Mobile. She worked remotely for Merrill Lynch/Bank of America.

"Hayley's technical background and

experience working in global markets is perfect to help bring the incubator/accelerator to fruition," said **Bill Sisson**, president/CEO of the Chamber.

Van Antwerp also spends time volunteering for the Mobile Museum of Art as a board member.

"We are excited to create a vibrant entrepreneurial environment that is welcoming to new businesses," said Van Antwerp.

Van Antwerp can be reached at 431-8628 or hvanantwerp@mobilechamber.com.

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BOARD of advisors



Jeff Claunch is president and CEO of EcoSouth Services LLC, a waste transportation and disposal service. He has 30 years of operational, management and executive experience in the environmental services sector. He began his career with Waste Management in 1986 and has worked for various public and private companies throughout the Southeast. Claunch earned a bachelor's degree in business management from the University of North Alabama. He serves

on the advisory board of the local chapter of the Fellowship of Christian Athletes.



George L. Vann Jr. is vice president and site manager for BASF, McIntosh. He graduated from Georgia Tech with a bachelor's degree in mechanical engineering. Vann served more than four years as a U.S. Army officer and was part of the 65th Engineer Battalion, 25th Infantry Division stationed at Schofield Barracks, Hawaii. Prior to moving to Alabama, he filled various supervisory and managerial roles in manufacturing, including plant management in Savannah,

Ga., global business director and vice president of indirect procurement for North America. Vann is a member of Manufacture Alabama's board of directors, Washington County Economic Development Initiative board and the Mobile Area Chamber of Commerce board of directors. BASF is a Partner for Growth Investor.



Tony G. Waldrop is president of the University of South Alabama. An accomplished researcher, teacher and administrator, he has served in leadership positions at the University of Central Florida, University of North Carolina and University of Illinois. Waldrop has a bachelor's degree in political science, a master's degree in physical education and a doctorate in physiology, all from the University of North Carolina. After earning his doctorate, he continued his

training at the University of Texas Southwestern Medical Center in Dallas as a research fellow in the cardiopulmonary division, receiving a National Institutes of Health Postdoctoral Fellowship at the Moss Heart Center. He attained athletic success at North Carolina, winning two NCAA championships as a mile runner on the track and field team and, in 1974, setting a world record for the indoor mile. The University of South Alabama is a Partners for Growth Investor.

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

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

2 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.

SMALL BUSINESS AND INNOVATION CONFERENCE 2016

The Mobile Area Chamber's Small Business and Innovation Conference offers networking and professional development seminars to provide business owners and entrepreneurs with the knowledge, tools and strategies to grow. Meet experts who provide business advice and consulting, business development and growth strategies and lenders to work with you on your financing needs.

Register for each event on the Chamber's website or contact Brenda Rembert at 251-431-8607 or brembert@mobilechamber.com. Payment is due at registration.

6 WHERE'S THE MONEY? MATCHING BUSINESSES AND LENDERS

Where's the Money? kicks off with presentations from financial experts. Learn what financing options are available, and whether you should use debt, equity or alternative sources of funding. Lunch features Denise Browning, president of Browning, Mecke & O'Neal, to discuss the financing continuum. In the afternoon, attendees have the opportunity to meet with the finance experts to discuss specific needs and questions.

When: 9:30 a.m. to 3 p.m.

Where: American Red Cross, 35 N. Sage Ave.

Facilitated by: Alabama Small Business Development Center Network

Cost: \$20 for members and \$25 for potential members, includes lunch

7 THE POWER OF INNOVATION – ENGAGING EMPLOYEES FOR BUSINESS GROWTH

The Innovation Process results in new discoveries, better ways of doing things, reduced costs, improved performance and a healthier bottom line. Learn the nine important steps to achieving continuous innovation in your business: visualization, fact-finding, problem-finding, idea-finding, solution-finding, acceptance-finding, implementation, follow-up and evaluation.

When: 8:30 to 11:30 a.m.

Where: Chamber, 451 Government St.

Presented by: Dale Carnegie Training by Emerald Coast Leadership Associates

Cost: \$20 for members/ \$25 for potential members (The first 20 people to register receive a \$5 discount.)

7 CRITICAL LEGAL ISSUES IMPACTING BUSINESS GROWTH

Legal issues are a big concern for many small business owners. Legal headaches and the danger of crippling litigation and liability can take you by surprise and severely hurt your business' bottom line. Leading attorneys and other professionals will address the timely topics of new rules relating to independent contractors, the joint employer rule, workplace violence, cyber liability, social media, non-compete agreements and how to protect your company from costly litigation.

When: 1:30 to 4:30 p.m.

Where: Mobile Area Chamber, 451 Government St.

Facilitated by: David C. Hannan, Shareholder,
Maynard Cooper & Gale PC

Cost: \$20 for members /\$25 for potential members
(The first 20 to register receive a \$5 discount.)

8 MOBILE AREA SMALL BUSINESS AWARDS LUNCHEON

The Chambers' 2016 Outstanding Entrepreneur will be honored and the Small Business of the Year finalists recognized, and the winner announced. A storyteller at heart, keynote Rob Hackbarth will share simple tools for success, based on the timeless principles of attitude, teamwork, passion and enthusiasm, to encourage and inspire others to believe in themselves for life-changing results.

When: 11:30 a.m. to 1:15 p.m.

Where: Renaissance Mobile Riverview Plaza Hotel,
64 S. Water St.

Speaker: Rob Hackbarth, professional speaker, author
and entrepreneur

Cost: \$40 for Chamber members/\$50 potential members

8 SPEED NETWORKING **Members Only*

A fast-paced event offering members the chance to make a maximum amount of connections in a minimal amount of time.

When: 7:30 to 9 a.m.

Where: Chamber, 451 Government St.

Cost: \$5

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

Reservations required. Free parking.

Sponsor: 

15 WOMEN'S ROUNDTABLE **Members Only*

A bimonthly forum for Chamber-member women business owners and managers.

When: 8 to 9 a.m.

Where: Chamber, 451 Government St.

Speaker: Springhill Medical Center staff

Topic: Emergency response plans and employee
awareness of safety protocols

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

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

Sponsor:


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Thursday, August 25

Noon to 5 p.m.

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Exhibit Hall

\$5 General Admission

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15 GULF COAST TECHNOLOGY COUNCIL LUNCH

A bimonthly lunch hosted by the Gulf Coast Technology Council.

When: 11:30 a.m. to 1 p.m.

Where: University of South Alabama Technology & Research Park, Bldg. 1, 775 N. University Blvd.

Speaker: Brent Hutfless with Austal will moderate

Topic: Tech Leadership

Cost: \$20 for Chamber members/\$25 for potential members/\$5 for students and includes lunch

Contact: Cesny Soffronoff at 251-431-8636 or csoffronoff@mobilechamber.com

Reservations required. Cancellations after June 10 not reimbursed to cover lunch cost.

Sponsor: 
IT-Services, Inc.

21 EXECUTIVE ROUNDTABLE **Members Only*

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

When: 8 to 9 a.m.

Where: Chamber, 451 Government St.

Speaker: Roger Wehner, executive director, Mobile Airport Authority

Topic: Mobile Aeroplex at Brookley and Mobile Airport Authority Update

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

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

Sponsor: 

23 REGIONAL BUSINESS AFTER HOURS

In conjunction with the Eastern Shore Chamber of Commerce

When: 5:30 to 7 p.m.

Where: USS ALABAMA Battleship Memorial Park Aircraft Pavilion

Cost: No charge

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

No charge. Free parking.

Sponsors: Alliance Publishing, Infirmiry Health, Metal Roofing Center and Supply, Mobile Gas, a Sempra Company, New Horizons Credit Union

Catered by: Chris & Carla's Catering, Half Shell Oyster House, The Stewart Lodges at Steelwood, Thomas Hospital and Zea Rotisserie & Grill

Beverages by: Buffalo Rock-Pepsi, Fairhope Brewery

28-29 AIDT LEADERSHIP DEVELOPMENT TRAINING LSII

AIDT Leadership Development training programs introduce team leaders, supervisors and managers to effective leadership responsibilities, communication skills, teamwork and motivation techniques.

When: June 28 from 8 a.m. to 4 p.m.

June 29 from 8 a.m. to noon

Where: Mobile Area Chamber, 451 Government St.

Cost: \$50 per person, includes course materials, lunch and snacks

Contact: Emily McGrath at 251-431-8651 or emcgrath@mobilechamber.com

Reservations are required. Participation in LSI is recommended, but not required for an LSII course. Class is limited to 25.

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.




19 GREAT DOCTORS

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Who's New

Bishop State Community College named Harrietta Eaton

director of public relations and marketing.

Eaton received a bachelor's degree in communications from the University of Montevallo and a master's of public administration from the University of South Alabama. Prior to joining Bishop State, Eaton was the CEO of CorroMetrics Services Inc.



Eaton

Grand Hotel Marriott Resort, Golf Club & Spa named Scott Tripoli

general manager. Tripoli brings more than 19 years of hospitality experience in Orlando to his new position.



Tripoli



Eubanks



Nassar

Berkshire Hathaway HomeServices Cooper & Co. Inc., REALTORS hired two new associates, **Cindy Eubanks** and **Chad Nassar**. Eubanks will work in the north Mobile office, and Nassar will be located in the west Mobile office.

The SSI Group Inc. named **Eric Nilsson** chief technology officer. Nilsson has nearly 30 years of experience in the software industry.



Nilsson

Business Information Solutions (BIS) IT Security Co. welcomed **Maria Porras** as the

new IT services manager. Porras brings 19 years of experience. Prior to working at BIS, she held roles in systems administration and IT management.

Mobile-based **White-Spinner Realty**, a full-service real estate brokerage and development firm, promoted **Mike Reid** to qualifying broker.



Reid

Hand Arendall LLC announced **Robert J. Riccio** was promoted to member of the firm.



Riccio

Riccio's practice focuses on complex tax and estate planning, business taxation, taxation of trusts and estates, and tax-exempt organizations. He received a master of law degree in taxation from New York University

School of Law and a juris doctorate from The University of Alabama School of Law. Riccio is also a certified public accountant and received a bachelor's degree in accounting from the University of Southern Mississippi.



Gable



Franklin

John Gable was promoted to chief information officer and **Edith G. Franklin** was promoted to chief financial officer at **New Horizons Credit Union**.

Mobile-based **Flexicrew Technical Services** welcomed **Dana Harris** as the area sales executive for the division.

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John Erwin joined **First Community Bank** as a vice president in commercial lending,

focusing on commercial and business banking as well as construction finance. Erwin is a graduate of the University of Southern Mississippi with a bachelor's degree in accounting and has 11 years of experience in the banking industry.

Business Endeavors

The **University of South Alabama** board of trustees announced the new USA Physicians Group clinical office building, currently under construction, will be named in honor of **Dr. Samuel J. Strada**, dean of the USA College of Medicine, and his late wife, Judy. Located across from USA Children's & Women's Hospital, the Judith Susan and Samuel Strada Patient Care Center will

open this summer with 153 patient exam rooms, 16 nurses stations and seven educational conference rooms. A large portion of the USA Physicians Group practice will move to the new building.

Austal was awarded more than \$28 million worth of additional work from the U.S. Navy in March. The monies are related to the company's current 10-ship contract for the LCS.

Providence Hospital announced it is the first hospital in Alabama to offer new 3D imaging technology that allows a higher level of safety and precision in eye surgery. The technology can be used for many types of eye procedures, including surgical treatment of diabetic retinopathy, the leading cause of new cases of blindness in adults.

The Fuse Project broke ground on its nonprofit co-working space at 200

Government St. The property is designed to create a collaborative atmosphere and reduce nonprofit costs. The organization also launched a fundraising campaign to supply furniture.

Wilkins Miller LLC, an accounting and advisory firm with offices in Mobile and Fairhope, tripled its Fairhope office space by moving to 56 S. Section St.

Well Done

The Radcliff Schatzman Group at Morgan Stanley financial services firm announced senior vice president/financial advisor **Hutch Radcliff** was accepted into the firm's inaugural Alternative Investments Director Program. This program was developed for financial advisors and private wealth advisors of required years of experience and criteria and practice. Radcliff graduated from The University of Alabama with a bachelor's degree in marketing.

William N. Tunnell was appointed to the **USS ALABAMA Battleship Commission**,



which oversees the management of Battleship Memorial Park, south Alabama's top tourist attraction.

Homewood Suites by Hilton Mobile East Bay/Daphne was recognized as the brand's top performing hotel for 2015, winning the highly coveted "Hotel of the Year" award for the fourth time in the past six years. The hotel was selected from among 385 Homewood Suites worldwide and is part of Hilton's international brand of upscale, all-suite, extended-stay hotels. In addition, the Daphne property also received three "mega-region" awards for Best Overall Service, Best Breakfast and Best Evening Social.

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Stephen M. Haidt, president of **Retirement Advisors Inc.**, recently earned the



Certified Private Wealth Advisor designation for financial advisors and consultants who work with high-net-worth clients.



Flexicrew Staffing

announced it earned Inavero's Best of Staffing Client Award for providing superior service to its clients. Winners have proven to be industry leaders in service quality based completely on the ratings given to them by their clients.



The **University of Mobile** earned top national marketing awards in the 31st Educational Advertising Awards, one of the largest educational advertising awards competitions in the United States. The UMobile marketing and public relations office earned two gold awards and a bronze award for work on a fundraising campaign, social media content site and a video.



The board of trustees of the **National Maritime Museum of the Gulf of Mexico** elected the following new officers and executive committee: **Michael B. Lee** of **Page & Jones Inc.**, chairman; **Marietta M. Urquhart** of **White-Spunner Realty**, vice chairman; **Anthony J. Zodrow** of **GulfQuest**, executive director/chief operating officer; and **Ray H. Miller** of **The Northern Gulf Group**, secretary/treasurer. The executive committee includes the newly elected officers along with **G. Edgar Downing** from **Mobile Gas, a Sempra Co.**; **James K. Lyons** with **Alabama State Port Authority**; **Walter Meigs** of **BAE Systems Southeast Shipyards Alabama**; **E. B. Peebles** of **Armbrrecht Jackson**; and **Patrick Wilson** of **Mobile Bar Pilots**.

Blue Cross and Blue Shield of Alabama gave **Providence Hospital** the Blue Distinction Center for Maternity Care designation, part of an effort by the health insurer to help prospective parents find hospitals that deliver quality maternity care. In addition, the hospital also received a Blue Distinction Center in the areas of knee and hip replacements and spine surgery.



Mobile Area Water and Sewer System honored five additional retirees earlier this year, including **Stephen (Andy) Claxton Sr.**, **Robert J. Wells Jr.**, **Henry L. Scott**, **Walter Hamilton**, and the late **Billy R. Maloy**. This year's inductees represent a combined 136 years of service.



Wilkins Miller LLC, an accounting and advisory firm, announced **Trae Catrett** successfully



completed and passed the uniform certified public accountant (CPA) examination and was promoted to the position of senior accountant. Catrett graduated from the University of South Alabama with a bachelor's degree in business administration and a major in accounting.



Jeffrey Krause, a senior marine scientist with the **Dauphin Island Sea Lab** and assistant professor in the department of marine sciences at the **University of South Alabama**, was awarded \$478,066 from the National Science Foundation for his research on the biotic and abiotic controls on the silicon cycle in the northern Gulf of Mexico. The foundation will also provide funds to support opportunities for local high school students to gain laboratory and research experience through Dauphin Island Sea Lab's Discovery Hall Programs.

Community News

USS ALABAMA Battleship Memorial Park announced the 2016-17 USS ALABAMA Crewmates: **Lauren Brunson**, a freshman attending Faulkner State Community College; **Heather MacDonald**, a sophomore at Bishop State Community College; **Abbi Stringfellow**, a sophomore attending the University of South Alabama; and **Taylor Moss**, a junior, along with sophomores **Melannie Stewart** and **Meagan Lynch**, who all three attend Spring Hill College. Each will receive a \$2,000 scholarship to the college of her choice.

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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Know a company interested in benefiting from Chamber membership? Contact Jackie Livingston at 251-431-8642 or jlivingston@mobilechamber.com or Emily Hatcher at 251-431-8619 or ehatcher@mobilechamber.com. Also, find a membership directory at www.mobilechamber.com.

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