

Meet the Chamber's 2015 Board of Directors

From Idea to Marketplace –
USA's Technology Transfer

The Next Generation Follows in the Family Footsteps

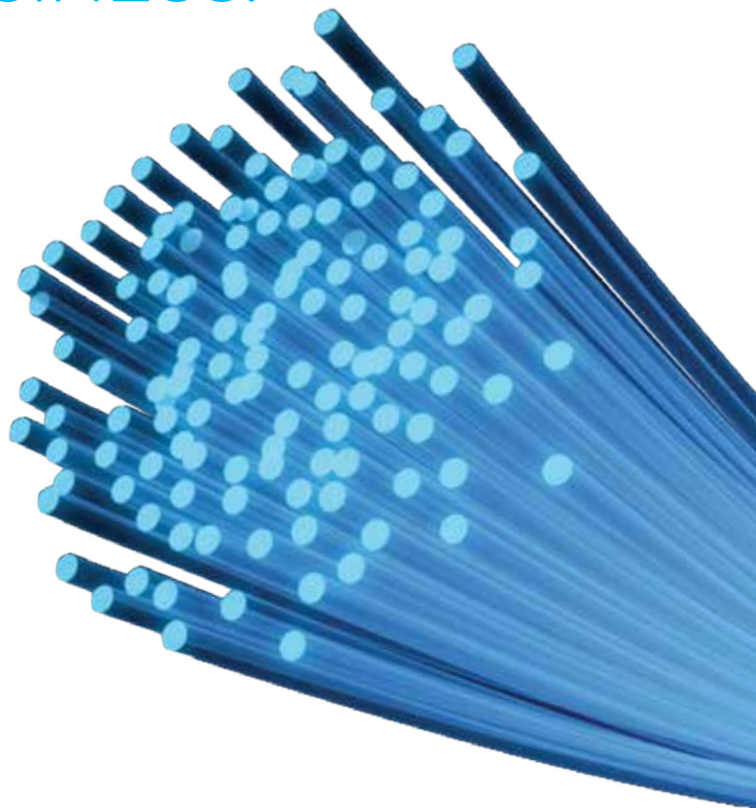


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From the Publisher - Bill Sisson

In this edition of *The Business View*, you will see a comprehensive listing of our Partners for Growth Investors. These partners, from both the public and private sectors, represent the more than 165 organizations that collectively make the Chamber's efforts in economic development possible.

The team approach to economic development has been and continues to be our region's key to success, and has made it possible to recruit some of the nation's most significant economic development projects in advanced manufacturing, shipbuilding, healthcare and aviation/aerospace, to name just a few.

One of the primary reasons it works so effectively is through the leveraging of limited resources. In times of slashed budgets and depleted resources, public agencies simply do not have the firepower to effectively provide what is needed to attract new investment. In many cases, the private sector also struggles with budget woes as the economy continues to slowly emerge from a worldwide recession.



Yet, when government and industry collaborate to share a common economic development vision, they can find creative ways to stimulate economic growth, expand the tax base and provide good-paying jobs. And that is precisely how economic development is handled in Mobile.

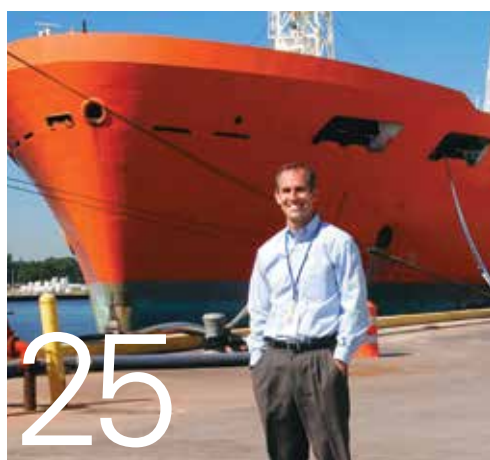
It not only makes financial sense, it sends a very important message to business prospects. It shows that a network of support, across a broad spectrum, stands ready to make their business a success if they choose to locate in the region.

If given a choice between sites with positive or less-positive partnerships, the CEO will always choose the one with strong partnerships. That's what Partners for Growth stands for, an economic development model of government and business working hand-in-hand to build a strong and diverse economy. And that highly competitive and effective model is the reason why I firmly believe Mobile's economy will continue to grow and prosper into the future.

ON THE COVER

Some of Mobile's new leaders are taking over their family businesses. Pictured from left to right are: Robert Isakson II, Rosalyn Bryant, Leigh Ward Breal and Lorie Gaillard. Story on pages 11-13. *Photo by Jeff Tesney*

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Post Recession, Mobile's Manufacturing Industry Grows


U.S. manufacturing employs more than 12 million men and women, contributing \$2.08 trillion to the U.S. economy annually, according to the National Association of Manufacturers (NAM).

Taking a look at Mobile's piece of that pie, **Al Ruffin**, the Mobile Area Chamber's lead researchers found some interesting manufacturing statistics that might be surprising:

- Manufacturing employment has increased each year since 2009.
- For the first time since 2000, there are four manufacturers with at least 1,000 employees.
- For the first time since 2000, there are five manufacturers with at least 900 employees.
- The top 10 Mobile County manufacturers represent five different industries – aerospace, chemicals, paper products, shipbuilding and steel.
- Austal USA is the second largest manufacturer in Alabama.
- Southwest Alabama was designated as one of the first 12 national manufacturing communities. 

Current Top 10 Mobile County Manufacturers by Number of Employees:

Austal USA
AM/NS Calvert
VT MAE
BAE Systems
Outokumpu Stainless
Evonik
Kimberly Clark
SSAB
Continental Motors
Horizon Shipbuilding

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

Byrne Honored by Manufacturers

Rep. Bradley Byrne received the National Association of Manufacturers (NAM) Award for Manufacturing Legislative Excellence. The award is based on Byrne's votes in support of manufacturing in the U.S.



"The NAM is proud to stand with lawmakers like Rep. Bradley Byrne who understand what is at stake and seek to implement policies that will foster innovation, growth and competitiveness."

NAM represents small and large manufacturers in every industrial sector and in all 50 states.




It's that time of year.

A time filled with peace, hope, laughter and joy. Regions is thankful to be a part of your community, and we send our best wishes to you and your loved ones during this holiday season. We look forward to serving you throughout the coming year.

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USA and Mobile Area Chamber Awarded \$100,000 Grant


The U.S. Department of Commerce awarded \$100,000 to the University of South Alabama (USA) and the Mobile Area Chamber to implement goals established in the region's application to become a Manufacturing Community.

Lynne Chronister, USA vice president for research and economic development, said the money is being used to hire a Manufacturing Community coordinator and enhance the Gulf Coast's pipeline for workforce development, promote the region's manufacturing capacity and build a culture of innovation within Mobile and across southwest Alabama. **Ramona Hill**, chief executive officer of Workshops Etc! Inc., was named coordinator.



Hill

This summer, southwest Alabama was one of 12 communities named a Manufacturing Community. The designation supports long-term economic development strategies to help Mobile attract and expand private investment in the manufacturing sector and increase international trade and exports.

Along with USA and the Chamber, local agencies participating in the initiative include: Mobile County, city of Mobile, Southwest Alabama Workforce Development Council, Mobile Works, AIDT Maritime Training Center, Gulf States Shipbuilders Consortium, Bishop State Community College, Alabama Technology Network and Alabama State Port Authority. 

Muskogee Technology Grows Into New Industries

While known for its work with aerospace and defense companies, Muskogee Technology is making recent headlines with growth into new industries.

According to **Mal McGhee**, director of marketing, the company has a significant number of government contracts, but it was prompted to identify additional clients as that work began to slow down.

Muskogee Technology found success in the natural gas, heavy equipment and renewable wind energy industries, and started making parts for windmill generators, heavy equipment and fracking pumps.

To accommodate its newest clients, the Atmore-based manufacturer expanded its footprint with a new 12,000-square-foot facility and hired 20 new employees, with plans to increase the company's workforce by more than 100 over the next year.

Muskogee Technology is owned and operated by the Poarch Band of Creek Indians.



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It takes vision, hard work, planning and an understanding of the regional economic landscape to turn an idea into a factory and good jobs. With our resources, relationships and experience we guide our clients through the maze of governmental regulations and make sure they avail themselves of every incentive possible. You may say it is just a photo op, but we see whole communities growing and prospering and that is pure gold.

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Contact: J. Burruss Riis, RSA Tower, Suite 30200, 11 North Water Street, Mobile, AL 36602.

How does a locally owned small business keep its doors open for more than 95 years? For Metzger's, it's been a simple formula: quality, integrity and customer service, according to owner **Ken Metzger**.

"When they see us," Metzger says of his customers, "they know that they're getting a quality product and a fair price with honesty."

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

The store first opened in downtown Mobile in 1919, moving to Bel Air Mall in the late 1960s and finally to its current location on Dauphin Street just west of I-65. Now solely-owned and operated by Ken, it offers a wide collection of clothing selections for men and women ranging from classically casual to sophisticated elegance.

Metzger's also does a large business in furs, including cleaning and repairs on the premises. They also store furs and have a growing business in redesigning heirloom furs into more modern styles.

What sets the store apart, however, is its attention to its customers and deep roots in the community. The company believes customer service is "of primary importance at Metzger's and our clients are treated with personal individualized attention."

"We're a local store who has local people who take care of local customers, and the money goes back into the local economy," Metzger said.

While trends in fashion are ever-changing, Metzger said the key for his business as he looks toward the future is continuing the traditions that have been its foundation for 95 years.

"We will continue to do what got us here," he said. "It's all about quality and value, and that's what I see in the future."

Want to be featured here?
Go to mobilechamber.com
to submit an application, or
contact Danette Richards
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drichards@mobilechamber.com.



Metzger's Serves Mobile

for More Than 95 Years with Quality, Integrity

Front Row, left to right: Ken Metzger, Maxine White, Diane Presley, Charla Maitre, Brenda Holt and Jeanne Mercier.
Back Row, left to right: Rachel Gomel, Michael Foxhall, Alan Day, Shelia Watson, Mimi Gwin and Brooke Neely.

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USA Technology Transfer From Discovery to Marketplace



The University of South Alabama supports its faculty entrepreneurs with getting their product to the commercial market. Dr. Mark Gillespie is pictured here with Mita Patel in one of the labs where research and development take place. Gillespie is the scientific advisor with Exscien, one of the five companies to watch at USA.

Ker Ferguson loves to put people on the spot. “Quick,” he says. “Name 10 products invented at an American university.”

Most people can name Gatorade, created at the University of Florida, but that’s it, says Ferguson, University of South Alabama’s (USA) assistant vice president of research and economic development. There are dozens of examples from medical equipment to health screening tests, and the reason we can’t name them is the right to commercially market university-developed products is often sold.

Once a private company holds that right, it further invests in

research and modifies it to make it desirable to the intended target market.

When products are successful, they pay big dividends. As an example, Gatorade sales bring millions of royalty dollars each year back to the University of Florida.

Ferguson and his team are the liaison between faculty researchers and the commercial marketplace, and he believes USA’s “Gatorade moment” is on the horizon.

“What’s going on here is off-the-scale amazing,” says Ferguson.

Currently the work on campus and at the Mitchell Cancer Institute has the potential to change how

doctors detect cancer and treat heart, stroke and diabetes patients, and build lighter, faster aircraft.

The USA technology transfer team has been involved each step of the way – identifying a commercial path or lack of one, filing patents, offering business advice and, when the time is right, finding the best commercial partner.

USA only files patents on one out of seven discoveries, about five times less than most universities. But its statistics increase considerably when measuring the number of patents approved. USA’s success rate is 90 percent and nearly double that of most others.

And in terms the business community can directly relate to, the university’s return on investments ranks them squarely in the Top 20 in the country, boasts Ferguson.

“Our goal is to move our researchers as close to the industry as we can,” he explains. “We don’t think we’re leaving anything on the table. We understand the science and we know what’s out there and whether there is a market for it,” says Ferguson.

Continued on page 10

Five USA Companies to Watch

The University of South Alabama's (USA) partnership with Alabama Launchpad was described as the tipping point in encouraging faculty entrepreneurship, says **Ker Ferguson**, USA's assistant vice president of research and economic development. The Economic Development Partnership of Alabama Foundation program promotes and rewards high-growth, innovative start-ups from across the state. Since USA joined the competition four of the five companies Ferguson identifies as ones to watch have won a combined \$214,600 to further their research and products.

1 Exscien: Developed a protein that will repair significant damage caused by heart attacks and strokes and stop the growth of breast cancer.

2 Millitherm: Developed a noninvasive way to measure blood flow in the extremities of diabetes patients.

3 SpectraCyte: Developed a technology that helps doctors find and treat abnormalities more effectively that are found with endoscopes.

4 Swift Biotech: Developed early screening for gynecological cancers.

5 Xplendid Research: Developed a material that is as strong as steel but much lighter.

USA Technology Transfer Stats

- **15-20** invention disclosures per year
- **30** patents currently in process
- **\$2 million-plus** comes back to USA via licensing income annually
- **12** active licenses at various stages of development

Meet your new neighbors.



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Lyn Peterson



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Mobile's New Generation of Business Leaders

Pictured left to right: Kelly Picard, Hackbarth Delivery Service; Edward Dismukes Jr., Wilson Dismukes; Philip Burton, Burton Property Group; and Liz Freeman, Long's Human Resources.

With a variety of family-owned small businesses contributing to the Mobile area economy, *The Business View* reached out to a small group of company leaders who are in the process of or have already taken charge of the family business. We asked participants what challenges they are facing and how they plan to keep their companies moving forward in an ever-changing environment.

"Owning and running a family business is not an easy task," says **Frank Lott**, who took over Heritage Homes of Mobile from his father. "There will be disagreements and hard times. But there will also be good times and agreeable situations. You have to be able to take each as they come and be open-minded to the outcome."

Although most of those who responded had initially planned to take a different career path, it

is evident they each inherited the entrepreneurial gene and love for their industry. They represent a variety of sectors from construction to advertising, transportation, security, retail and financial.

These next-generation leaders face similar challenges as those of other Mobile Area Chamber member companies – government regulations, healthcare, technology overload, managing growth, finding skilled workers and managing talent.

"I am focused on finding the right staff, retaining them and ensuring they buy into the vision of the business," said **Jenny McCall**, WESCO Gas & Welding Supply Inc.

Another common theme was technology and the opportunities to add value, and tasking today's businesses to stay current. "Technology has us moving at lightning speed and we have to be nimble. At the end of the day, we are still in the

business of relationships – that will never change," says **Liz Freeman**, who is the third generation to run Long's Human Resource Services.

The oldest companies in the group are Burton Property Group which is 114 years old and Wilson Dismukes which is 70. The average length of operations for all 12 is 46.5 years, and collectively they employ 695 people.

By implementing more strategic planning, diversifying services, keeping what works and improving where needed, finding a niche market, rebranding and streamlining operations, it is clear these 12 companies are adapting to change and prepared to face the future.

Continued on page 12

Next-Generation Leaders Profiles

Name: Kelly Picard

Company: Hackbarth Delivery Service

Previous Leader: Rob Hackbarth

Length of Time with Business: 20 years

Interesting Note: Picard deferred law school to work in Nicaragua. When she returned she says, "My grandfather convinced me that I should learn and work in my family's business, and that the world had enough lawyers. I figured he knew much more than I did, being the oldest of nine and raising six productive children, so I listened to him."

Name: Lorie Gaillard

Company: Baldwin Transfer Co.

Previous Leader: Larry Tomlinson

Length of Time with Business: 20 years

Interesting Note: One new initiative is focused on driver development and wellness. "We have allocated more resources to recruiting new drivers and promoting a healthy lifestyle for them."

Name: Philip Burton

Company: Burton Property Group

Previous Leader: Roe Burton

Length of Time with Business: 13 years

Interesting Note: "It's a much faster paced environment today. Things can change pretty swiftly, which presents a challenge when planning for the future." To combat this, Burton has added emphasis to strategic planning efforts.

Name: Robert Isakson II

Company: DRC Security

Previous Leader: Robert Isakson Sr.

Length of Time with Business: 2.5 years

Interesting Note: The major changes at this business are technology-centered, and are the key to unlocking significant growth.

Name: Edward Dismukes Jr.

Company: Wilson Dismukes

Previous Leader: Ed Dismukes Sr.

Length of Time with Business: 11 years, plus high school summers

Interesting Note: "Our family business has evolved from a fish market and small grocery store in the 1940s to become one of the larger retailers of outdoor power equipment and small engine parts in the nation."

Name: Liz Freeman

Company: Long's Human Resource Services

Previous Leader: Tom Damson

Length of Time with Business: 15 years

Interesting Note: "Technology has changed the landscape of our industry – job seekers are everywhere...so are recruiters. Challenges can be positive – they keep us on our toes."



Left to right: Frank Lott III, Heritage Homes of Mobile and Jenny McCall, WESCO



Left to right: Kelly Picard, Hackbarth Delivery Service and Edward Dismukes Jr., Wilson Dismukes



Left to right: Rosalyn Bryant, Leaf and Petal Florist; Jacquitta Powell Green, Northside Check Exchange and Lorie Gaillard, Baldwin Transfer Co.

Name: Jenny McCall
Company: WESCO Gas & Welding Supply
Previous Leader: Ron Pierce
Length of Time with Business: 21 years
Interesting Note: One of today's challenges McCall faces is recruiting and engaging the right team members.

Name: Leigh Ward Breal
Company: Ward International Trucks
Previous Leader: Bill Ward
Length of Time with Business: 19 years
Interesting Note: "The truck business is mostly made up of men. It takes time for them to realize that I know what I'm talking about and to trust me."

Name: Jacquitta Powell Green
Company: Northside Check Exchange
Joint Leaders: Council Powell Sr. and Mary Powell
Length of Time with Business: 18 years
Interesting Note: "Entrepreneurial spirit runs deep."

Name: Rosalyn Bryant
Company: Leaf and Petal Florist
Previous Leader: Robert & Maxine Bryant
Length of Time with Business: 19 years
Interesting Note: "I hope that one day they (her children and nieces and nephews) can successfully run the business as we do today, and better."

Name: Rich Sullivan
Company: Red Square
Previous Leader: Richard Sullivan Sr.
Length of Time with Business: 14 years
Interesting Note: "The advertising business has changed in too many ways to list here. . . It's generally a much more complex landscape to navigate. But it's a great time to be a pioneering creative agency." *(Not pictured.)*

Name: Frank Lott III
Company: Heritage Homes of Mobile
Previous Leader: Frank Lott Jr.
Length of Time with Business: 15 years
Interesting Note: "In order to get the most out of an employee, management styles have to change. . . . If you are not willing to adjust your business model as times change, you will be left behind."



Left to right: Robert Isakson II, DRC Security and Leigh Ward Breal, Ward International Trucks

What You Need to Know About Affordable Care Act Reporting

By Matthew J. Cannova and Matt W. Stiles, Maynard, Cooper & Gale PC

In March 2014, the U.S. Department of the Treasury issued final rules to implement new reporting requirements for employers and insurers under the Internal Revenue Code, which were added by the Affordable Care Act (ACA). These requirements were originally to take effect for 2014, with the first reports due in 2015; however both are delayed until 2015, with the first reports made in 2016.

Because the first ACA reporting returns will be based on information from 2015, employers should take steps now to prepare to satisfy these reporting obligations in a way that will keep the administrative and record-keeping burdens to a minimum.

Although the required filings gather similar information, they serve different purposes. The first applies to providers of “minimum essential coverage,” which generally includes insurance carriers and employers with self-insured health plans, regardless of size. It is used by the IRS to administer the individual mandate.

The second reporting requirement applies to “applicable large employers” that are subject to the ACA’s employer mandate. This means, in general, employers or a group of employers that are part of a “controlled group” with 50 or more full-time employees. Information gathered through this large employer reporting requirement will be used by the IRS as part of the premium

tax credit determinations and related penalty assessments under the employer mandate.

The final rules are intended to help employers and insurers effectively comply with their responsibilities and to streamline reporting requirements for employers. For example, the final rules allow large employers that are subject to both reporting requirements to use a single, consolidated form to satisfy both reporting obligations.

The final rules also simplify the reporting process for employers making “qualifying offers” of coverage – an offer of minimum

value coverage to an employee and an employee’s entire family at a cost that is no more than 9.5 percent of the Federal Poverty Level for employee-only coverage. Because a qualifying offer must include an offer of coverage to an employee’s spouse, this is likely an attempt by the

department to keep employers from dropping spousal coverage, a potential cost-management strategy.

Employers can review the current draft reporting forms and instructions at www.irs.gov.

Matthew J. Cannova is an associate in Maynard, Cooper & Gale’s Employee Benefits & Executive Compensation Practice.

Matthew W. Stiles is a Shareholder in Maynard Cooper’s Labor & Employment and Employee Benefits & Executive Compensation Practice.

The final rules are intended to help employers and insurers effectively comply with their responsibilities and to substantially streamline reporting requirements for employers.

FAST facts

WHAT: INNOVATIONS IN HEALTHCARE SUMMIT

WHEN: December 11

WHERE: The Mobile Marriott, 3101 Airport Blvd.

National experts in the area of healthcare reform will present options to assist business owners to make better decisions regarding healthcare options. If the Affordable Care Act (ACA) affects your company you will find new methods and cutting edge technology tools that will help you control costs and keep your business in compliance. Just some of the ideas that may benefit your company’s situation: private exchanges, telemedicine, captive insurance or utilizing onsite clinics.

*There are **two** sessions to choose from (both include lunch).*

Small- and Mid-size companies employing up to 100 employees

When: 8 - 11 a.m.

Topics include: ACA updates specific to small groups, private exchanges and telemedicine.

Large companies employing over 100 employees

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

Topics include: private exchanges, captives, telemedicine and onsite clinics.

LUNCH

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

Speaker: Matthew W. Stiles, Maynard Cooper & Gale P.C.

Topic: ACA in Full Swing: Preparing for 2015 and Beyond

COST: \$50 member/\$60 non-members and includes lunch
Registration required. Registrations not cancelled by Dec. 5 must be honored to cover the cost of lunch.

INFO: For more information and to register for these events go to www.mobilechamber.com or contact: Brenda Rembert at 251-431-8607 or brembert@mobilechamber.com.

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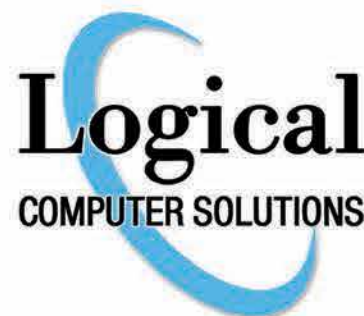
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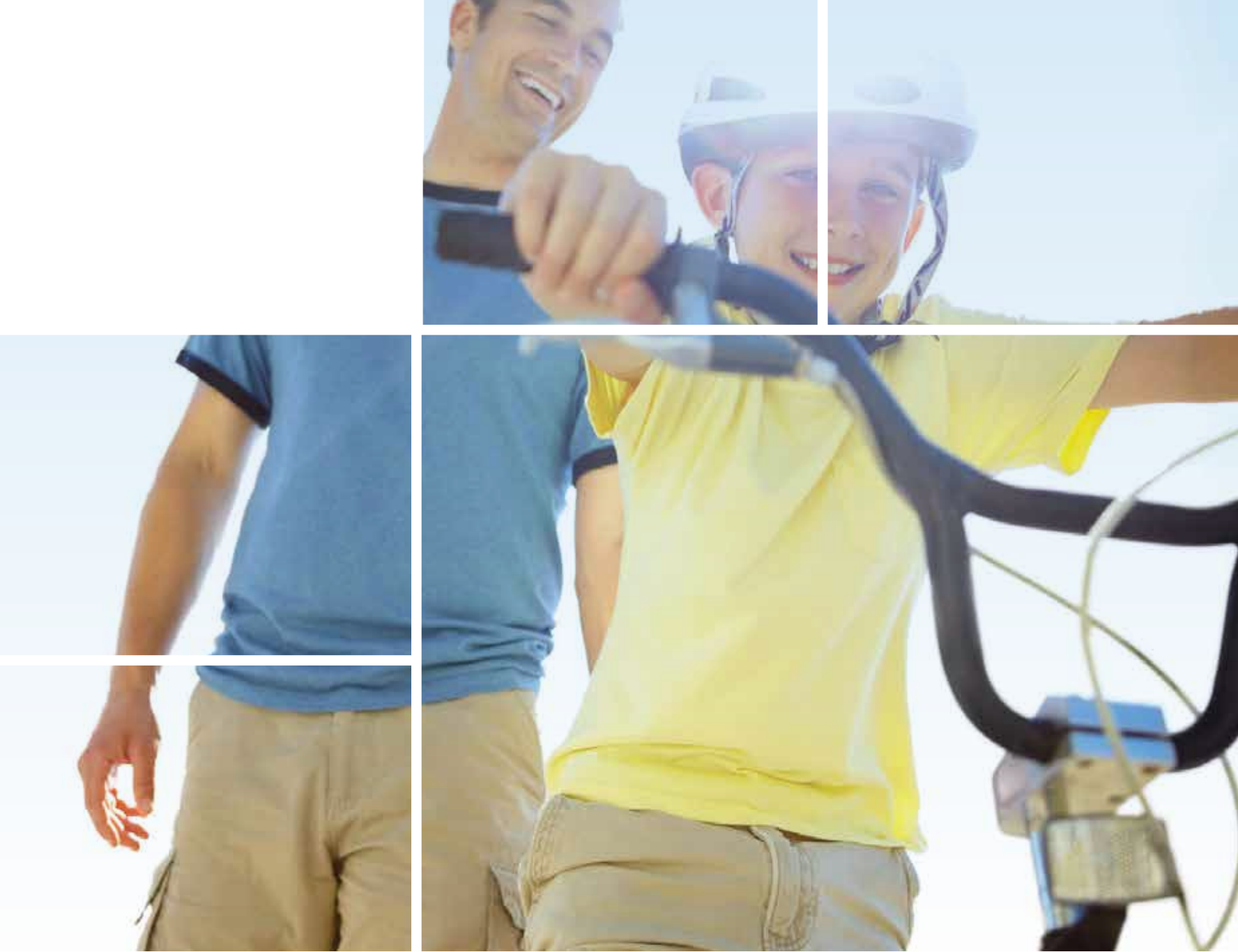
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[2015 Board of Directors]

Frank Lott III

Chairman of the Board



Lott is president of Heritage Homes of Mobile Inc., a scatterlot builder of homes throughout Mississippi, Alabama and Florida, with offices in Mobile, Pensacola, Gulfport and Tuscaloosa. Lott graduated from The University of Alabama with a bachelor's degree in finance. He currently serves on the boards of UMS-Wright Preparatory School, the Home Builders Association of Metropolitan Mobile, Goodwill Easter Seals and the Chamber's board of advisors. 

From taking a stand on legislative issues to supporting Mobile's business community to recruiting new jobs and capital investment, the Mobile Area Chamber's board of directors serves as the organization's governing and policy-making body. The board is comprised of 45 members representing a cross-section of the business community – 37 men and eight women. Approximately 60 percent of the companies represented on the board have fewer than 101 employees; nine employ 1-10 individuals; five employ 11-25; nine employ 26-50, two employ 51-100; and 16 employ more than 100. Of those companies represented on the board, seven are listed as minority-owned and seven are listed as women-owned.

On the following pages are profiles of the Chamber's 2015 board members.

 Denotes new Board of Directors.

 Denotes Partners for Growth investors.

Damian Bell *



Bell is the president of Rock Bridge Wealth Management Inc. He received a bachelor's degree from Tulane University in New Orleans. He began his career as a financial counselor in 1993 with Prudential Securities. Bell earned a Certified Financial Planning designation in 1998. He is a member of the Corpus Christi Church Men of St. Joseph Group and is an instructor in the adult continuing education program at the University of South Alabama, teaching "Retirement Planning Today."

Raymond L. Bell Jr.



Bell, the managing partner for Bell Law Firm PC, practices civil litigation and criminal law, and is a registered mediator with the state of Alabama Center for Dispute Resolution. He also serves as a special district court judge in the 13th Judicial Circuit, and as a criminal justice act panel attorney in the U.S. Court for the Southern District of Alabama. He graduated from the University of Montevallo and the Jones School of Law. Bell is a past chair, vice chair and member of the Alabama Ethics Commission. He works with multiple agencies and boards, including Goodwill Easter Seals and the Boys and Girls Club and is a volunteer youth coach.


Robert Bender *



Bender is president and CEO of Springdale Travel Inc. He received his bachelor's degree in marketing from the University of South Alabama. He is a current member of the Travel Leader's "Leaders Group," the Mobile Airport advisory board and Downtown Rotary. Bender has served in the past on the American Express Rep Business Travel Services board of advisors and the board of directors of St. Luke's Episcopal School. 

Britton Bonner *



Bonner first joined Adams and Reese LLP as a law clerk in 1999. He now serves as partner in charge in the Mobile office while working from the firm's Mobile and Washington D.C. offices. Bonner received a bachelor's degree from Troy University, a master's degree from The University of Alabama and a law degree from Tulane University School of Law. He is past chairman of the Baldwin County Economic Development Alliance, a member of the Chamber's board of advisors and a board member of the Coastal Alabama Partnership. He is a past chairman of the South Baldwin Chamber of Commerce, past chairman of Habitat for Humanity of Baldwin County and former president of the Mobile Chapter of the Federal Bar Association. 


Col. Steven D. Carey (Ret.)



Carey is the owner of CertaPro Painters of Mobile and Baldwin Counties. An Air Force Colonel and combat fighter pilot, he retired in 2007 as the Commandant of the College of Aerospace Doctrine, Research and Education, and the Vice Commander, Air Force Doctrine Center, Air University, Maxwell Air Force Base, Alabama. Carey earned a bachelor's degree in history from the U.S. Air Force Academy, and a master's degree in business administration from Golden Gate University. Carey is on the Eastern Shore Chamber of Commerce executive board and is the Foundation Director for Workforce Development, Student Training and Exploration Program (STEPS) and Youth Leadership. He also serves on the strategic planning committee at Bayside Academy and is the president of the South Alabama Air Force Association.

K.W. Michael Chambers



Chambers is president and chief executive officer of Swift Biotechnology LLC. He received his bachelor's and law degrees from The University of Alabama and a doctorate from the University of Geneva in Switzerland. He was a Rotary Ambassadorial Fellow and a Swiss Confederation Fellow. Chambers helped establish InnoRx Pharmaceuticals, where he served as president and CEO until negotiating its sale and merger into SurModics. He serves on the board of directors of ProUroCare (Minneapolis), and GeneCapture and InQ Biosystems (Huntsville). He was selected to serve on then-Gov. Bob Riley's team to create the Alabama Science & Technology Roadmap. 

Lynne U. Chronister



Chronister is vice president for research and economic development at the University of South Alabama. She has a bachelor's degree in experimental psychology from the University of Vermont, and a master's degree in public administration from the University of South Alabama. She previously served as assistant vice provost for research at the University of Washington. She began her university research administration career at the University of South Alabama. Chronister has served on numerous international and national task forces, boards and review committees and is listed in International Who's Who and the Who's Who in Executives and Business. 

Beverly Cooper *



Cooper is the executive vice president of Christian Benevolent Funeral Home Inc. She holds a master's degree in social work and a master's in business administration from Virginia Commonwealth University. Cooper currently serves as chair of the Mobile County Department of Human Resources board of directors and statewide chair for the Alabama Association of Human Resources board. She previously served as president of the Mobile Area Education Foundation and Mobile County Bicentennial Commission, and general chair of Mobile United.

W. Lance Covan



Covan is chairman of Mitternacht Inc. He earned both a bachelor's and master's degree from The University of Alabama and completed a postgraduate program at Sichuan Union University in Chengdu, China. He speaks Mandarin Chinese and is involved in various nonprofit and for-profit ventures in Asia. He is a member of the Young Presidents Organization and serves on boards for several organizations including PathNorth in Washington D.C., The University of Alabama Entrepreneurship Institute advisory board and Mobile's Senior Bowl committee. He is also a member of the Chamber's board of advisors. 

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[2015 Board of Directors]

J. Kenny Crow Jr.



Crow is managing shareholder in Crow Shields Bailey PC. He earned a bachelor's degree in accounting from The University of Alabama. He is a member of the American Institute, Alabama Society and local chapter of Certified Public Accountants. Crow's civic involvements include the Senior Bowl committee, Distinguished Young Women Foundation board, Ronald McDonald House of Mobile, McGill-Toolen Catholic High School Foundation board and Stadium board, the UA Capstone Council, University of South Alabama Gift Council and the Chamber's board of advisors. *J*

Charles W. Daniels Jr.



Daniels is a commercial litigator with a heavy emphasis in construction at Burr & Forman LLP. After graduating from Birmingham-Southern College, he served for five years as an infantry officer in the U.S. Army. He is also a graduate of Cumberland School of Law at Samford University. He is a member of the Alabama State Bar, American Bar Association, Defense Research Institute, International Association of Defense Counsel and the Chamber's board of advisors. *J*

Daniel A. Dennis IV



Dennis is president of Roberts Brothers Inc. He served as director of business development, provided legal counsel and served as a liaison with Roberts Brothers' parent company, HomeServices of America, a Berkshire Hathaway affiliate. He was corporate counsel for The Merrill Trust, a real estate investment and asset management company based in Atlanta. Dennis earned a law degree from Cumberland School of Law, as well as a master's degree in real property development from the University of Miami School of Law. Dennis is also a member of the Chamber's board of advisors. *J*

Harrietta Eaton



Eaton is chief executive officer for CorroMetrics Services Inc. She earned a bachelor's degree in mass communications from the University of Montevallo, and a master's degree in public administration from the University of South Alabama. She was director of administration for the city of Pascagoula during Hurricane Katrina. CorroMetrics was named the Mobile Area Chamber's 2010 Small Business of the Year. Eaton is the first Alabama native elected vice chair of public affairs for NACE International, the National Association of Corrosion Engineers.

Tyrone Fenderson *



Fenderson is president and CEO of Commonwealth National Bank and a member of the bank's board of directors. He currently serves on the Consumer Financial Protection Bureau's Community Bank advisory council and the American Bankers Association Community Bankers Council. He also serves on the boards of Downtown Mobile Alliance, Mobile Museum of Art, Alabama School of Math and Science Foundation, Leadership Alabama and the Public Affairs Research Council of Alabama. He earned a master's degree in business administration at Troy University, a bachelor's degree in business administration from Faulkner University and is a graduate of the Alabama Banking School. Fenderson is a member of the Chamber's board of advisors.

Mark Fillers



Fillers is south Alabama market president for BBVA Compass Bank. He received a bachelor's degree in business management from The University of Alabama and a master's degree in business administration from Auburn University. He is on the United Way of Southwest Alabama and the Boy Scouts of America board of directors. He is a previous member of the finance committee of Dauphin Way United Methodist Church. Fillers is also a member of the Chamber's board of advisors. *J*

James M. Fine



Fine is president of Mobile Gas, a Semptra Co. His previous employment with Centerpoint Energy spanned 23 years, culminating as division vice president of Mississippi Gas. He received a bachelor's degree in agricultural engineering from Texas Tech University. He has been a licensed professional engineer in Texas since 1988. He has also completed the Louisiana State University Executive Program. Fine is a member of the Chamber's board of advisors.

Elizabeth Freeman



Freeman is president of Long's Human Resource Services. She is a graduate of Vanderbilt University where she earned a bachelor's degree in human and organizational development. She is on the board of directors of the United Way of Southwest Alabama and UMS-Wright Preparatory School, and is a member of the Chamber's board of advisors. She also serves as chair for USA Children's and Women's Hospital Advisory Council.

Russell Golson



Golson is the operations superintendent at ExxonMobil in Theodore. He received a bachelor's degree in mechanical engineering from Louisiana Tech University. He has been employed by Mobil Oil since 1980 and has worked in Louisiana, Texas, Nigeria and Italy prior to coming to Mobile. Golson is also a member of the Chamber's board of advisors.

Jason Gregory



Gregory joined Willis of Alabama Inc. in 2003 as a producer and client advocate. In 2010, he was promoted to managing partner of the Mobile operations. Gregory received a bachelor's degree in education from The University of Alabama and a master's degree in business administration from Spring Hill College. He holds the professional designation of Certified Insurance Counselor and is a graduate of Leadership Mobile and Leadership Alabama. He is on the board of directors for the YMCA of South Alabama, is a "Big Brother" for Big Brothers Big Sisters of South Alabama and is a member of the Chamber's board of advisors.

Terry Harbin *



Harbin is the market president of BancorpSouth. He is a graduate of the University of South Alabama and Abilene Christian University. He has worked in the banking industry for the past 18 years, most recently at Regions Bank and BankTrust. Harbin is chair of the University of Mobile board, serves on the Alabama School of Math and Science and the Family Promise boards. He is a past chair of United Way of Southwest Alabama and a member of the Chamber's board of advisors.

Mark Hieronymus *



Hieronymus has recently opened his own three generational certified public accountant (CPA) firm. He holds a master's degree in tax accounting from The University of Alabama and a bachelor's degree from the University of South Alabama. He currently serves on the board of directors of the American Institute of Federal Taxation, the Community Foundation of South Alabama and the Exceptional Foundation of the Gulf Coast. Hieronymus is past president of the University of South Alabama Accounting advisory board and a member of the Estate Planning Council of Mobile, The University of Alabama Planned Giving advisory council, Young Life of Mobile and the Chamber's board of advisors.

Charles E. Hyland Jr.



Hyland is the director of the Mobile Area Water and Sewer System (MAWSS). He has a bachelor's and master's degree from the University of South Alabama. He is also a graduate of the American Water Works Association Utility Management Institute. Hyland has worked at MAWSS for 25 years in a variety of positions before becoming director in March 2013. He is a member of the Chamber's board of advisors.

Michael Lapeyrouse



Lapeyrouse is president and CEO of The American Equity Underwriters Inc., an AmWins Group Co. Lapeyrouse is a member of the Mobile Bar Association and the Alabama State Bar Association. He serves on the boards of the Harleysville Mutual Insurance Co., St. Paul's Episcopal School, Big Brothers Big Sisters, as well as the American Longshore Mutual Association. Lapeyrouse is a member of the Chamber's board of advisors.

Robin Luce *



Luce is president of JubileeScape Inc. He earned his bachelor's degree in business administration from Louisiana State University. He currently is a member of the Rotary Club of Mobile, Youth Lacrosse League board of directors and St. Ignatius Catholic Church. Luce is a member of the Chamber's board of advisors.

James M. Lyons



Lyons is president and CEO of The SSI Group Inc. He received a bachelor's degree in accounting and economics from the University of South Alabama, and is a certified public accountant. Lyons is on the board of Southern Light LLC, St. Luke's Episcopal School, the advisory board for the School of Computing of the University of South Alabama, the Child Advocacy Center, the Chamber's board of advisors and was formerly chairman of the board of the American Red Cross, Alabama Gulf Coast Chapter.

Janice Malone *



Malone is owner and president of Business Resource Design and Print. She earned a bachelor's degree in management from Chapman University in Orange, Calif. She is the former executive director of the South Alabama and Northwest Florida Regions of BNI. Malone is on the advisory council for the Retired Senior and Volunteers Program and her company was the Minority Business Development Agency Business Services Company of the Year in 2008 and the Chamber's Small Business of the Month in July 2012.

Latitia D. McCane



McCane is dean of academic services for Bishop State Community College. Prior to working at Bishop State, McCane was the associate dean of instruction at Jefferson Davis Community College. She earned a bachelor's degree in chemistry at Alabama State University through the Minority Biomedical Research Support Program. She was the recipient of the Patricia Harris Fellowship at Texas Southern University where she earned a master's degree in organic chemistry and a fellowship recipient at The University of Alabama where she earned a second master's degree in organic chemistry. She earned a doctorate from Lacrosse University in education administration.

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Richard T. McCreary



McCreary is vice president and general manager of BAE Systems Southeast Shipyards Alabama. McCreary has a master's degree in business administration from the University of Chicago, and a bachelor's degree in naval architecture and marine engineering from the University of Michigan. He is a member of several marine organizations including the Navy League, Society of Naval Engineers, the American Bureau of Shipping and the United States Coast Guard Foundation. McCreary is also a member of the Chamber's board of advisors.

Loka Mistretta



Mistretta is general manager for Cintas Corp. He has a bachelor's degree in business and a master's degree in business administration with a concentration in strategic management from The University of Alabama. Mistretta is a member of the Chamber's board of advisors.

D. Mark Nix



Nix serves as president and CEO of Infirmary Health. He graduated from The University of Alabama with a bachelor's degree in accounting. Nix obtained a certified public accounting designation in 1981 and practiced public accounting before joining a real estate development and management company. He serves on the board of directors for the Presbyterian Retirement Corp., Mobile Works, Celebrities for Children, United Way of Southwest Alabama, Mobile Area Water and Sewer System and Boy Scouts of Greater Mobile. Nix is also a member of the Chamber's board of advisors.

Laurie Owen



Owen is associate director of basic and transitional sciences and a professor of oncologic services for the University of South Alabama's Mitchell Cancer Institute. Owen earned her doctorate in microbiology and immunology at the University of Oklahoma Health Science Center and completed her postdoctoral work at the University of Texas M.D. Anderson Cancer Center. She is a member of the life sciences advisory group for the Alabama Science and Technology Roadmap, the Alabama Innovation Council Policies and Best Practices Committee, and the Gulf Coast Angel Network Technical Advisory Council for Biotechnology. She currently serves as a board member for the Melton Center for Innovation and Entrepreneurship, BioAlabama, and the American Cancer Society (Mid-South region).

Craig Perciavalle



Perciavalle is president of Austal USA, a wholly-owned subsidiary of the Australian shipbuilding company, Austal Limited. He joined Austal USA in 2007 from Jeffboat Inc., located in Jeffersonville, Ind., where he was the director of quality control, program management and production control. Currently he serves as an executive control board member of the National Shipbuilding and Research Program. Perciavalle is a graduate of the U.S. Merchant Marine Academy at Kings Point, N.Y., with a bachelor's degree in marine engineering systems. He served as a commissioned officer in the U.S. Navy Reserve. Perciavalle is a member of the Chamber's board of advisors.

W. Davis Pilot *



Pilot is a principal of Pilot Catastrophe Services Inc. He attended the University of South Alabama, majoring in business management. He serves on the boards of Outback America, the Community Foundation of South Alabama and Reese's Senior Bowl. He is also actively involved in One Mobile, One Fit Mobile, University of Mobile, University of South Alabama, Prichard Preparatory School, Save-A-Life, Boys and Girls Club of South Alabama and the Child Advocacy Center of Mobile. Davis was instrumental in the creation of the Arthritis Foundation's Camp MASH in 1995. He is a member of the Chamber's board of advisors.



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Rhett Ross



Ross is president and a member of the board of directors of Continental Motors Inc. Ross holds a master's degree in mechanical engineering and a bachelor's degree in nuclear engineering from the University of Florida. His 25 - year career encompasses a wide range of management experience in basic research, product development and manufacturing operations in the nuclear power, industrial gases, fuel cell and general aviation market sectors. He is a member of the Chamber's board of advisors.

Scott Rothermel



Rothermel is operations manager, Southeast Division of Performance Contractors Inc. A graduate of Louisiana State University with a bachelor's degree in construction management, he has been with Performance Contractors for 26 years, and has been in his present position for the past 16 years. Rothermel serves on the board of Partners for Environmental Progress, is a member of the Chamber's board of advisors and the Associated Builders and Contractors.

William B. Sisson



Sisson is president and CEO of the Mobile Area Chamber of Commerce. He earned a master's degree in business administration from The University of Alabama, and a bachelor's degree from James Madison University in Harrisonburg, Va. He also holds a diploma from the Institutes for Organization Management and is a graduate of Leadership Mobile and Leadership Alabama. Sisson is a member of the International Economic Development Council, Economic Development Association of Alabama, Southern Economic Development Council, and Rotary International. Sisson also serves on the boards of the UMS-Wright Preparatory School, Alabama School of Math and Science and the USA Real Estate Advisory Board.

Beth Stafford



Stafford is president and owner of Stafford & Associates Inc. She graduated from Auburn University with a bachelor's degree in journalism. She has served in a variety of offices for nonprofits, community and civic organizations. She is a member of the Rotary Club of Mobile and is a Paul Harris Fellow. She is a member of the Public Relations Council of Alabama, the Southern Public Relations Federation and the American Advertising Federation.

George Vann Jr. *



Vann is vice president and site manager of BASF Corp. in McIntosh. He graduated from Georgia Tech with a bachelor's degree in mechanical engineering and served four years in the U.S. Army. He has held several positions at BASF including maintenance supervisor, business manager, program manager and global business director. Most recently he served as vice president of indirect procurement for North America. Vann currently serves on the board of directors for Manufacture Alabama, Washington County Economic Development Initiative, and is a member of the Chamber's board of advisors.

Michael "Mick" Wallis



Wallis is CEO of Outokumpu Stainless USA. He has 30 years of general management experience in the stainless steel and aluminum industries across Europe and North America. Wallis began his career with British Steel. Shifting to the aluminum industry in 1986, his career spanned aerospace, can sheet and automotive products for clients including Airbus, Boeing, Ford, GM and Coca-Cola. Most recently, he managed the profit and loss for Alcoa's \$6 billion aluminum rolling business across three continents. He is a member of the Chamber's board of advisors.

Lee Walters



Walters is a professional wetland scientist and regional vice president with Goodwyn, Mills and Cawood. Prior to 2010, he served as the director of environmental at the firm's Montgomery office. Walters received a bachelor's degree in wildlife sciences from Auburn University. He is a member of the Society of Wetland Scientists and is one of only 11 current Professional Wetland Scientists in Alabama. He currently serves on the board for Alabama Coastal Foundation, the Alabama Clean Water Partnership steering committee, the Chamber's board of advisors and the Mobile Bay National Estuary Program project implementation committee.

Oliver Washington III *



Washington is the president and founder of Shore Acres Plant Farm in Theodore. He is a graduate of Auburn Agricultural and Mechanical University with a bachelor's degree and a master's degree in ornamental horticulture from the University of Florida. Washington is currently on the board of advisors for the Alabama Kidney Foundation, and has recently served as a board member for Bay Bank Holding Co., Ronald McDonald House, Mobile Botanical Gardens, Alabama A&M University, Fowl River Volunteer Fire Department, Mobile Catholic School District and St. Monica Catholic School.

Jay Watkins *



Watkins is a shareholder in the Mobile office of the law firm Maynard Cooper & Gale PC. He is a member of the firm's general corporate, commercial lending, real estate and estate planning practice groups. Watkins earned a bachelor's degree from Vanderbilt University in 1989 and a law degree from The University of Alabama in 1992. He is admitted to practice in Alabama, and is a member of the Mobile Bar and the American Bar Associations. Watkins currently serves on the city of Mobile Planning Commission and has extensive experience with planning and zoning matters before various planning commissions and boards of adjustment in Mobile and Baldwin counties. He is a member of the Chamber's board of advisors.

Roger Wehner *



Wehner is executive director of the Mobile Airport Authority. He earned a bachelor's degree in political science from Troy University, a master's degree in Latin American studies, international business from The University of Alabama, and is studying for a doctorate in strategic management and marketing at Virginia Polytechnic Institute and State University. Before joining the Airport Authority, he was vice president of business development at Safran USA. Prior to Safran, he was the director of international economic development for Alabama Power in Birmingham. Wehner is a member of the Chamber's board of advisors.

Brian R. Willman



Willman is executive vice president and South Alabama and Florida Panhandle area president for Regions Bank. Prior to assuming his current position in 2012, Willman served as community banking executive for the Georgia and South Carolina markets for Regions. Willman received his bachelor's degree in finance from the University of North Carolina at Chapel Hill. He is a member of the Chamber's board of advisors.

Charting Mobile's Economic Growth

For more than 25 years, the Mobile Area Chamber has led the community's economic development efforts, with impressive and undeniable results. In the last decade alone, the Chamber recruited 39 new companies and assisted with 77 expansions at area businesses. The collective capital investment adds up to \$8.5 billion.

As a result, these projects created 16,345 new jobs with an average salary of \$50,043, thousands of dollars above Mobile County's median household income. The current program – *Partners for Growth (PFG)*, *Believe in the Future*

– runs through 2017 and is aimed at growing Mobile's economy and workforce further.

Operating as a public-private partnership, the Chamber's economic development efforts have a strategic direction, and funding from 165 businesses, the city of Mobile and Mobile County; and a competent,

dedicated and professional staff. The team approach to industry recruiting is widely considered "best practice" by peers and professionals nationwide, and these efforts garnered many accolades and repeated top rankings from a variety

of national and global publications.

PFG is a five-year, \$10 million economic development program that is generating the momentum necessary to continue building the area's position as a top location in the United States for job growth and quality living.

Most importantly, these efforts have delivered significant return on the community's investment by creating and retaining jobs, elevating incomes and salaries, and diversifying our economic base.

PFG co-chairs include **R. Michael Saxon**, Alabama Power Co., and **Brian R. Willman**, Regions Bank.



Partners for Growth Measurable Goals

- ▶ Creating 4,000 new jobs;
- ▶ With an average annual wage of \$40,000; and
- ▶ Attracting new and expansion project capital investment of \$1.5 billion.

(See list of current investors on page 24.)

125 years of making futures brighter, helping businesses grow, serving customers and communities, building strong relationships, giving sound advice, making life easier, earning your trust.

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Inventory Critical for Economic Developers

By Troy Wayman, vice president economic development, Mobile Area Chamber of Commerce



Critical to any sales professional is available product. An economic developer is no different. Without a quality product, there is very little chance for success. Investors in the Mobile Area Chamber's Partners for Growth effort have charged our team to exceed aggressive industry recruiting goals. To make this happen, we need product (sites) to sell.

We are fortunate in the Mobile area to have an excellent quality of life, low cost of doing business, low cost of living and forward-thinking elected leaders of which all meld to make Mobile an excellent product. However, as an industry recruiter, I can say that Mobile lacks one of the most crucial inventory assets –

thoroughly prepared industrial sites.

To meet this challenge, Alabama's economic development community developed a site certification program called AdvantageSite, an inventory of industrial sites with key documentation for accurate, timely project evaluation.

This documentation is critical to the Chamber's economic development efforts, as companies have less time and shorter deadlines to evaluate sites. A site awarded the AdvantageSite designation has already met standards related to ownership, accessibility, infrastructure, planning and zoning, and environmental and geotechnical due diligence.

Currently the only Mobile County site holding this designation

is Virginia Station, located along Radcliff Road just off U.S. Hwy. 43. It includes 168 acres with rail access and utility infrastructure in place.

This allows us to respond more quickly and assures industrial prospects that the site is viable and ready for development. Statewide there are 31 properties with this designation, with the only other in our area located in Bay Minette.

The designation does not happen without a commitment from the property owner. It can take up to a year, but the benefit comes when our team is able to immediately respond to requests for information, and ultimately win the project. And from a property owner's perspective,

having all of the due diligence done in advance absolutely puts that property at a competitive advantage.

Property owners who are considering designation of an AdvantageSite can call the Chamber's economic development department at 251-431-8636. Our staff can walk you through the process, and go over a cost benefit analysis for attaining this designation.

Troy Wayman is vice president of economic development for the Mobile Area Chamber of Commerce. He welcomes the opportunity to talk with local property owners interested in AdvantageSite designation. He can be reached via email at twayman@mobilechamber.com.



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**SITE
PROFILE**

EDPA Economic Development
Partnership of Alabama

Virginia Station Phase 1



VIRGINIA STATION LLC
INDUSTRIAL PARK PHASE 1

SCALE: PHOTO INDICATES
NEIGHBORING LAND USE

City: Creola

County: Mobile



Street Address: 1100 Radcliff Rd.

Nearest City: Creola

Within City Limits: No

Zip Code: 36525

MSA: Mobile, AL

Latitude: 30.89650000

Longitude: -88.05550000

Loc. In Industrial Park: Yes

Park Name: Virginia Station

Within Enterprise Zone: No

Within Favored Geo Area: No

Within Renewal Community: No

Total Acres: 168.00

Available Acres: 160.60

Additional Available: Yes

Largest Tract: 62.00

Smallest Tract: 3.00

Protective Covenants: Yes

Phase 1 Enviro: Yes

Prelim Geotech: Yes

Topography: Flat

Wetlands Assessment: Yes

Ecol Review: Yes

Cultural Resources Review: Yes

Zoning: None

Use Description: Timberland

Transportation

Rail Service

Provider: A & G Railroad Co.
Track Status: Spur Available

Waterway

Provider: Mobile River
Dock Facility: Port 11 to 25 miles

Nearest Commercial Air City:

Miles to Service: 25

Highways:

Type	Name	Mi. to Access
Federal	43	1
Interstate	I-10	22
Interstate	I-65	1

The following companies have invested in the Mobile Area Chamber of Commerce's aggressive and successful economic development program of work, called Partners for Growth – Believe in the Future.

Adams and Reese LLP	Cintas Corp.	iSAM North America Corp.	Premier Medical Management Inc.
Airbus Americas Inc.	City of Mobile	Jim Barnes Enterprises Inc. d/b/a McDonald's Restaurants	Providence Hospital
Aker Solutions	Coastal Bank and Trust	J.L. Bedsole Foundation	Red Square Agency
Akzo Nobel Functional Chemicals LLC	Community Bank	Joe Bullard Automotive Companies	Regions Bank
Alabama AGC	Continental Motors Inc.	Johnstone Adams Bailey Gordon and Harris LLC	Remington College
Alabama Media Group	Cooper/T. Smith Corp.	Jones Walker LLP	Robert J. Baggett Inc.
Alabama Orthopaedic Clinic PC	Crow Shields Bailey PC	KBR	Roberts Brothers Inc.
Alabama Power	DailyAccess Corp.	Keith Air Conditioning Inc.	Russell Thompson Butler & Houston LLP
Alabama State Port Authority	Delaney Development Inc.	Kimberly-Clark Corp.	Safe Archives LLC
AltaPointe Health Systems Inc.	DEX Imaging	Lawrence & Lawrence PC	Scotch and Gulf Lumber LLC
The American Equity Underwriters Inc.	DuPont Crop Protection	Leavell Investment Management Inc.	Seabulk Towing
AM/NS Calvert	Evonik Industries	Lewis Communications Inc.	Shell Chemical LP/Shell Mobile Site
APM Terminals Mobile LLC	ExxonMobil	Life + Legacy Benefits	Signal International LLC
Arcadis U.S.	First Community Bank	LLB & B Inc. Real Estate	Smith Dukes
Arkema Inc.	Franklin Primary Health Center Inc.	Long's Human Resource Services	Southern Earth Sciences
Armbrecht Jackson LLP	G.A. West & Co. Inc.	Lyon Fry Cadden Insurance Agency Inc.	Southern Light
ASF Logistics Inc.	Global Resettlement Services LLC	Maynard Cooper & Gale PC	Springdale Travel
AT&T	Goodwyn Mills & Cawood Inc.	McDowell Knight Roedder & Sledge LLC	Springhill Medical Center
Austal USA	Grandbridge Real Estate Capital LLC	Merchants Transfer Co.	Springhill Toyota/Lexus of Mobile
BAE Systems Southeast Shipyards Alabama	Gulf City Body & Trailer Works Inc.	Mississippi Export Railroad Co.	SSAB
BancorpSouth	Gulf Coast Truck & Equipment Co. Inc.	Mitsubishi Polysilicon	The SSI Group Inc.
BASF Corp.	Gulf Distributing Holdings LLC	Mitternacht Inc.	Star Aviation
BB&T	Gulf Electric Co. Inc. of Mobile	Mobile Airport Authority	T.A. Hall Contractors Inc.
BBVA Compass Bank	Gulf States Engineering	Mobile Area Water and Sewer System	Taylor-Wharton Cryogenics
Beard Equipment Co.	Gwin's Commercial Printing	Mobile County	Tensaw Land & Timber Co. Inc.
Ben M. Radcliff Contractor Inc.	H. O. Weaver & Sons Inc.	Mobile Gas, a Sempra Co.	Thames Batré Insurance
Bender Real Estate Group	Hancock Bank	NAI Mobile	Thompson Engineering Inc.
Berg Spiral Pipe Corp.	Hand Arendall LLC	National Community Development Services	Thompson Tractor Co. Inc.
Block USA	Hargrove Engineers + Constructors	Norton Lilly International	Trustmark National Bank
Blue Cross and Blue Shield of Alabama	Helmsing, Leach, Herlong, Newman & Rouse	Offshore Inland Marine & Oilfield Services Inc.	U-J Chevrolet Co. Inc.
Blue Rents Inc.	Heritage Homes of Mobile Inc.	Olin Corp.	University of South Alabama
BMW of Mobile	The Hiller Companies	The Orthopaedic Group PC	Vickers Riis Murray and Curran LLC
Briskman & Binion PC	Hoar Program Management	Outokumpu Stainless USA	Volkert Inc.
Budweiser-Busch Distributing Co. Inc.	Holcim (US) Inc.	Page & Jones Inc.	VT MAE
Buffalo Rock-Pepsi	Horizon Shipbuilding Inc.	Performance Contractors Inc.	Ward International Trucks LLC
Burr & Forman LLP	iBERIABANK	Phelps Dunbar LLP	Wells Fargo
Burton Property Group	Industrial Development Authority of Mobile County	PNC Bank	White-Spinner Construction Inc.
C Spire	Industrial Development Board of the City of Mobile	Praxair Inc.	White-Spinner Realty Inc.
Cabaniss, Johnston, Gardner, Dumas & O'Neal	Infirmary Health	Precision IBC Inc.	Wilkins Miller LLC
Cardiology Associates	Information Transport Solutions Inc.		Willis of Alabama Inc.
China Doll Rice & Bean / Dixie Lily Foods	International Shipholding Corp.		World Omni Financial Corp.
			Zieman, Speegle, Jackson & Hoffman LLC

Bobby Wein

Company: Millard Maritime

Title: Vice president of business development

Hometown: Atlanta

Education: Wein earned a bachelor's degree in aviation management from Auburn University.

First job: Wein worked as a pallet jack specialist at Academic Book Service (ABS) warehouse.

Previous experience: Wein has more than 17 years in the steamship agency business working for Inchcape Shipping and Norton Lilly International.

Accomplishments: From 1998-2013, Wein was instrumental in opening offices for Norton Lilly International in San Francisco; Los Angeles; Charleston; Houston; Phoenix; Seattle; Jacksonville; Carora, Venezuela; and Shanghai, China. Also in August 2014, he canoed to work from the middle of Dog River to Theodore Industrial Canal – a three-hour-25-minute trip in calm conditions.

Secret to success: According to Wein, it was lessons learned from a man he considers a local maritime industry legend, Win Thurber III. "He taught me, 'If everyone just focuses on making their boss look good then the end result will be great,'" said Wein.

Brief company description: Millard Maritime is a deepwater port facility located on Mobile Bay in the Theodore Industrial Canal. With just under 300 acres of water access multi-use land available, Millard has access to import/export facilities, a Class I railroad and is near the I-10/I-65 interchange.

Early Results from Legislative Survey

Ten percent of Chamber members shared their input on Mobile's top issues in the Chamber's Annual Issues Survey last month. Responses showed tolls as the most popular funding mechanism for a new bridge and indicated that the majority of Chamber members support the collection of state and local sales tax from Internet vendors. Results from the member survey will be used to build the Chamber's 2015 Legislative Agenda, and will appear in the February issue of *The Business View* and at www.mobilebusinessvoice.com.

Chamber Hosts First Cash MOB

In November, the Chamber hosted its inaugural Cash MOB event at Urban Emporium. The sold-out event encouraged participants to spend at least \$20 at the local downtown retailer, and everyone who did received an invitation to attend a private reception. The event was in partnership with the



Pictured above working the Chamber's booth at Balloon Glow are: Ashley Horn, (center) the Chamber's director of social media and design; and Bridget Wilson, (far right) the Chamber's program manager for workforce development.

Downtown Mobile Alliance and a 2014 Leadership Mobile team project. Look for more Cash MOB events to pop up around Mobile in 2015. If your retail shop would be interested in hosting an event, contact Carolyn Wilson at cwilson@mobilechamber.com.

Chamber Participates in Balloon Glow

As part of its community marketing efforts, the Chamber hosted a booth at the 10th annual balloon glow at Bellingrath Gardens and Home. An estimated 4,000 people attended this year's event, and the Chamber handed

out candy and Believe in Mobile stickers to all the attendees.

Worlds of Opportunity – By the Numbers

In September, the Mobile Area Chamber managed the Southwest Alabama Workforce Development Council's 5th Worlds of Opportunity career fair for area eighth grade students. Based on the tracking program, here are a few facts about this year's event. More than 9,700 eighth grade students from 85 schools in eight counties attended this year's event. Along with the students, there were 970 teachers, guidance counselors and parents accompanying them. One hundred sixty-five Southwest Alabama companies provided 620 volunteers for the hands-on exhibits, along with an additional 220 volunteers working to keep the event running smoothly. Finally, there were 130 community leaders and guests from other regions who toured the event to learn more about it.



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Receiving the Eagle Awards, honoring minority-owned businesses in Mobile were Leaf & Petal Florist and Gift Shop and Ranger Industrial Services LLC. Pictured above from left to right are: Gary Joubert, Jason Hunt and Tyson Lee, all with Ranger; Michael Baisden; and Robert Bryant and Rosalyn Bryant with Leaf & Petal.



Michael Baisden and Cassandra Odom with University of South Alabama's Children's and Women's Hospital share a laugh before the luncheon.

Minority Business Week

In October, the Mobile Area Chamber, in partnership with the MBDA-Mobile Business Center held three days of training and workshops for area minority-owned businesses. The activities culminated with the annual Minority Business Awards luncheon. Legendary author, mentor and radio talk show host Michael Baisden returned to Mobile for a "Business with Baisden" workshop, followed by the luncheon. More than 315 people attended this year's event.

Pictured below from left to right are companies who received awards: Gary Yoder with FOX10 TV; Ray Perez with Honda, both of whom received Minority Business Awards; Rev. Wesley A. James Minority Business Award winners from Austal USA, Lara Sherer, Dee Dee McCarron, Garrad Green and Napoleon Bracy. All are pictured with Michael Baisden (center).



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Storage, Dawes Stor-All, Grand Slam Storage, Magnolia Storage, Storage Max and USA Storage.

Cindy Imsand, pictured above, is the marketing director for Mobile's Best Storage.

The Business Spotlight of the Month is selected from a random business card drawing at the Chamber's monthly Business After Hours.



Kathy Williams, a recruiter for JW Legacy Group employment agency, is the Mobile Area Chamber's Ambassador of the Month. In her role, she serves multiple disciplines, such as professional, light industrial and clerical. JW Legacy provides need-based staffing from small businesses to large enterprises, including state and government contractors, in Mobile and Baldwin counties. Williams has been an ambassador since 2013.

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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DECEMBER 2014

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

4 MEMBERSHIP 101

Come meet other members and Chamber staff to learn how to benefit from your membership.

When & Where: 8 to 9 a.m.- Mobile Area Chamber, 451 Government St.

Contact: Kelly Navarro at 251-431-8638 or knavarro@mobilechamber.com

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

10 COFFEE WITH THE CHAMBER

Start your day with the Chamber and network with other business professionals.

When & Where: 7:30 to 8:30 a.m. - Atlanta Bread, 3680 Dauphin St.

Contact: Kelly Navarro at 251-431-8638 or knavarro@mobilechamber.com

No charge, but seating is limited.

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10 GCTC ANNUAL SCHOLARSHIP LUNCH BANQUET

A bi-monthly lunch hosted by the Gulf Coast Technology Council.

When & Where: 11:30 a.m. to 1 p.m.- Mobile Area Chamber, 451 Government St.

Topic: This month's luncheon will feature this year's student recipients of the GCTC scholarship.

Cost: \$20 for Chamber members/\$25 for non-members, includes lunch

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

Reservations required. Cancellations after Dec. 5 not reimbursed to cover lunch cost.

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11 INNOVATIONS IN HEALTHCARE SUMMIT

See page 14.

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DECEMBER 2014

16 EXECUTIVE ROUNDTABLE **Members Only*

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

When & Where: 8 to 9 a.m. - Mobile Area Chamber, 451 Government St.

Speaker: Bill Sisson, president and CEO, Mobile Area Chamber

Topic: 2014 in review and a 2015 preview

Contact: Brenda Rembert at 251-431-8607

or brembert@mobilechamber.com

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

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17 WOMEN'S ROUNDTABLE **Members Only*

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

When & Where: 8 to 9 a.m. - Mobile Area Chamber, 451 Government St.

Speaker: Kevin Demery, vice president of sales, C Spire

Topic: The Evolution of IT, the Emergence of the Cloud, Practical Applications and Cost-saving Tips

Contact: Kelly Navarro at 251-431-8638 or

knavarro@mobilechamber.com

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

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24-25 & 31 CHAMBER CLOSED - CHRISTMAS AND NEW YEAR'S EVE



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JANUARY 2015

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

1 CHAMBER CLOSED - NEW YEAR'S DAY

14 NETWORKING@NOON **Members Only*

Make 40-plus business contacts in 90 minutes over lunch.

When & Where: Noon to 1 p.m. - Mobile Carnival Museum**Cost:** \$10 and must be paid with reservation**Contact:** Kelly Navarro at 251-431-8638 or knavarro@mobilechamber.com

Reservations required.

20 EXECUTIVE ROUNDTABLE **Members Only*

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

When & Where: 8 to 9 a.m. - Mobile Area Chamber, 451 Government St.**Speaker:** Roger Wehner, Executive Director, Mobile Airport Authority**Topic:** Airbus and Brookley Aeroplex Restoration Update**Contact:** Brenda Rembert at 251-431-8607or brembert@mobilechamber.com

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

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22 BUSINESS AFTER HOURS

When & Where: 5:30 - 7 p.m. - LifeSouth Community Blood Centers Inc., 967 Hillcrest Rd.,**Cost:** \$5 for members/ \$10 for potential members**Contact:** Kelly Navarro at 251-431-8638 or knavarro@mobilechamber.com

Reservations are not needed.

Sponsor:27 178TH ANNUAL MEETING

Event introduces the Chamber's 2015 chairman of the board, and looks back at the Chamber's 2014 accomplishments.

The evening concludes with the area's largest networking reception featuring 14 restaurants and caterers showcasing their culinary specialties.

When & Where: 5 to 8:30 p.m. - Mobile Civic Center**Cost:** \$50 each for Chamber members, \$485 for a table of 10 tickets (Chamber members only) or \$60 each for potential Chamber members**Contact:** Carolyn Wilson at 251-431-8606or cwilson@mobilechamber.com

RSVP required.

Presenting Sponsor:

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28 NONPROFIT ROUNDTABLE **Members Only*

A bi-monthly forum exclusively for Chamber member nonprofit executives and managers.

When & Where: 8:30 to 9:30 a.m. - Mobile Area Chamber, 451 Government St.**Speakers:** Richard King and Peggy Burnett, Alabama Power Foundation**Topic:** How to Apply for an Alabama Power Foundation Grant**Contact:** Kelly Navarro at 251-431-8638 or knavarro@mobilechamber.com**Sponsor:**

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Who's New



Haynes



Jones

Wilkins Miller LLC accounting and advisory firm promoted **Eric Haynes** and **Amanda Jones** to senior accountants. Both Haynes and Jones graduated from the University of South Alabama with bachelor's degrees in business administration and majors in accounting.



Varian

Berkshire Hathaway HomeServices Cooper & Co. Inc., REALTORS welcomed new associate **Cherie Varian**.

Mitchell Cancer Institute (MCI) named **Dr. Michael Finan** associate director for clinical affairs. He is also the chief of Finan gynecological oncology and professor of interdisciplinary clinical oncology. Finan is the first gynecologist in Mobile to perform robotic surgery with the DaVinci Robotic Surgery System, and is listed in the most recent "Top Doctors" directory issued by *U.S. News and World Report*.



Finan



Neeb



Wilson

Bay Wood Products Inc. announced **Morris Neeb** as chief operating officer and **Walker Wilson** as a softwood lumber buyer and broker for the business.

McDowell Knight Roedder and Sledge welcomed **Morgan S. Hofferber** as an associate. The Mobile native graduated from Birmingham-Southern College with a bachelor's degree in business administration. She received a law degree from Faulkner University's Thomas Goode Jones School of Law.

Carolyn B. Jones joined the **Hand Arendall LLC** Mobile office as an associate. Jones received a bachelor's degree in American studies from the University of Virginia and a law degree from The University of Alabama.



Jones

Business Endeavors

W&T Offshore announced it acquired a 35.7 percent working interest in the Fairway Field and the associated Yellowhammer gas processing plant. The move completes the company's acquisition that began in 2011.

The Houston-based company is an independent oil and natural gas producer with operations offshore in the Gulf of Mexico and onshore in the Permian Basin of West Texas.

The **Mississippi-Alabama Sea Grant Consortium** launched its newly redesigned website, www.masgc.org. **Blue Fish Design Studio** assisted with the project.

Bay Wood Products, a full service manufacturer of wooden pallets, rough-cut lumber, dunnage and custom crates, launched a new division for the biofuel and landscaping markets. The company will recycle scrap wood by shredding it into small chips that can be used as fuel for power generating boilers or to decorate gardens.

Providence Hospital announced a completed chiller plant project is expected to reduce the west Mobile facility's energy use by 20 percent.

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Mobile-based **ASF Intermodal** announced it exceeded 300 trucks on the road, a significant milestone in the intermodal industry. The company began operations in 2011 with two Southeast locations, and now has terminals in nine key markets.



Kitchen on George is now open for lunch and dinner seven days a week. Call 251-436-8890 for more information.



Quality Inn & Suites, 150 West I-65 Service Rd., recently completed renovations in its lobby.

Well Done



Downing of the Battleship Commission.

USS **ALABAMA** Battleship Memorial Park announced retired Col. Pat Downing was named chairman

Retired nurse and community activist **Sheri Weber** was elected chair of the **Mobile Area Water and Sewer System (MAWSS)**, replacing Maynard Odom. She previously served as vice chair and secretary-treasurer. In addition, **Tommy Tyrell** was elected vice-chair and **Jim Bell** was elected secretary-treasurer.



The board of directors of **Partners for Environmental Progress (PEP)** announced the following new board members: president, **Beth Thomas** of **Alabama Power**; vice president, **Perkins Fendley** of **Hargrove Engineers + Constructors**; secretary/treasurer, **John Naron** of **Akzo Nobel Functional Chemicals LLC** and at-large member, **Spencer Wiggins** of **Hancock Bank**.



Weber

Travel & Leisure named the **Original Oyster House** one of the "Best Oyster Bars" in America. The 30-year-old, family-friendly restaurant was the only Alabama restaurant named.



The **Associated Builders and Contractors of Alabama** named **White-Spunner Construction Inc.** "General Contractor of the Year" at its annual Excellence in Construction awards banquet. The award recognizes White-Spunner's dedication to its clients and employees, as well as its commitment to safety, stewardship and service to the community.



Mobile Arc recently elected its 2014-15 board of directors and named **Allen Ladd**, president; **Thomas Holmes**, first vice president; **Sen. Rusty Glover**, second vice president; **Rep. Victor Gaston**, third vice president; **Pam Angerholzer**, secretary; **Charles Wood**, treasurer; and **Gilbert B. Laden**, immediate past president.

The **University of Mobile** made the "America's Best Christian Colleges" list. The annual National College Survey is conducted by Institutional Research & Evaluation Inc. and identifies colleges and universities providing students the highest quality education in a Christian environment. The university is one of only 92 colleges and universities nationwide to receive the 2014-15 designation.



Michael G. Molyneux of **Symbol Health Solutions LLC** was named to the board of directors for **Ozanam Charitable**



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Molyneux

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TAG/The Architects Group Inc. announced that Director of Interior Design **Alice Cutright** received three American Society of Interior Design (ASID) project awards: a first and third place in the healthcare category and first place in the single-space commercial category.



Harbor Financial Services LLC selected financial advisor **Kevin Adkins** as a 2014 Harbor Services President's Council member. Membership is based on high standards of production and compliance and professional dedication and achievement over the past year. Adkins has more than 23 years with the company.

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.

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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