

Mobile Area Chamber of Commerce

DEC. 2015-JAN. 2016

# the **businessVIEW**



## Port of Mobile Huge Economic Driver

Meet the Chamber's  
**Board of  
Directors**

Chamber Working  
on 2016

**Legislative  
Agenda**





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From the Publisher - Bill Sisson

## New Year's Resolution: Networking, Networking and More Networking

I usually don't make New Year's resolutions. But when writing a regular column, it's certainly helpful to make a plan – and what's a plan if not a resolution? In the new year, first and foremost, I encourage all members to join me and resolve to take better advantage of all the Chamber's networking opportunities.



learn more about the 2016 Chamber platform. It will also give everyone an opportunity to get to know our 2016 Chairman Mark Nix, president and CEO of Infirmity Health. And, of course, we'll highlight the successes of our 2015 Chairman Frank Lott, president of Heritage Homes.

A good way to start will be during the Chamber's 179<sup>th</sup> Annual Meeting on Jan. 19. Those 1,200 individuals in attendance will be from businesses of all sizes, representing various business sectors that are thriving in our region. Further, it's a great opportunity to mix and mingle with our new board, elected officials and many people from our partner organizations.

During it, we'll report on how we measured up against our goals for 2015 and

I feel certain that 2016 will be yet another banner year in our great region. As usual, there will be many ways to take advantage of the networking opportunities and business services the Chamber offers. But in 2016, I resolve to put an even greater focus on meeting Chamber members, old and new. I'll look forward to networking with all of you in the coming year.



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*Clarification:*

*A candidate for political office appeared on the cover of the November 2015 issue of The Business View. The magazine was produced and was mailed to Mobile Area Chamber of Commerce members in advance of Jonathan McConnell's announcement of a U.S. Senate run. The Mobile Area Chamber adheres to a strong policy of not endorsing any candidate seeking local, state or national office. We apologize for any confusion.*



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**ON THE COVER** The Port of Mobile is a tremendous economic driver for the city, state and nation. Learn more about port activities and its influence on industry recruiting. See story on pgs. 13-15.

*Photo by Jeff Tesney.*

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**the business view** is published monthly, except for the combined issue of December/January, by the Mobile Area Chamber of Commerce  
 451 Government St., Mobile, AL 36602  
 251-433-6951 www.mobilechamber.com ©2015

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VT MAE and FedEx senior officials were in Mobile recently to celebrate the 100th passenger-to-freighter conversion for the U.S.-based global courier service.

# VT MAE's Mobile Location Celebrates a Quarter Century

Twenty-five years ago Singapore Aerospace bet big on Mobile, announcing the Asian Pacific-based company's first North American investment. The strategy was to establish a foothold to serve the North and South American markets, expand into commercial aircraft maintenance and meet worldwide demands for third-party aircraft modification work.

The former U.S. Air Force Hangars 1 and 2 at Mobile Aeroplex at Brookley (then known as Brookley Field) were restored to operational status and the company, now operating under the name VT MAE, began with 36 employees.


Today, the company is one of the area's largest employers, with more than 1,000 employees, including technical, engineering and administrative personnel, comprised mainly of licensed Airframe and Powerplant (A&P) aircraft mechanics.


Operations expanded to include all six of the former Air Force base hangars, and VT MAE built hangars 7 and 8. The company now has nearly 900,000 square feet, and has redelivered more than 4,600 Boeing, McDonnell Douglas, Lockheed and Airbus airframes to its major passenger,

freight carrier, charter operator and leasing customers.

In November, VT MAE employees began working on its first Boeing 777-300 maintenance program for one of the largest U.S. airlines. "This represents an on-shoring of work," said **Bill Hafner**, VT MAE's president and CEO. "Previously this contract was performed in the Asian region, and now it is here in Mobile," he added.

The facility celebrated its 25<sup>th</sup> anniversary on Sept. 12, marking a double milestone – one for VT MAE and the other for the area's aerospace industry efforts. Also in September, FedEx and VT MAE officials celebrated the 100<sup>th</sup> passenger-to-freighter conversion for the U.S.-based global courier service.

"VT MAE's capabilities are a linch pin in our aerospace cluster. Their international reputation and credibility are vital parts of our burgeoning aerospace center of excellence along the Gulf Coast, said **Troy Wayman**, the Chamber's vice president of economic development. 

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

## TIMELINE

**1989:** The Mobile Airport Authority leads the charge to recruit Singapore Aerospace to Mobile.

**1990:** Singapore Aerospace announces it will set up operations in Mobile.

**1990:** The company's first North American operations are incorporated, the first employee is hired and Brookley's Hangars 1 and 2 are restored to operational status.

**1991:** FAA certification is secured, and work begins. Direct staffing exceeds 500 full-time employees.

**1996:** The 1,000<sup>th</sup> aircraft is redelivered.

**2000:** The company builds a new engineering and training center, and direct staffing exceeds 1,000 full-time employees.

**2001:** Hangar 8 is built, capable of accommodating two Boeing 757 aircraft simultaneously, and the 2,000<sup>th</sup> aircraft is redelivered.

**2004:** The "super-nose dock" is expanded to create two wide-body aircraft hangars, each capable of housing a Boeing 747, and becomes Hangar 7.

**2005:** The 3,000<sup>th</sup> aircraft is redelivered.

**2011:** The 4,000<sup>th</sup> aircraft is redelivered.

**2015:** The company is scheduled to launch its first Boeing 777-300 maintenance program.

# Joint Venture Brings Something New to Warehousing in Mobile

In a move that increases the company's geographic footprint and high-tech capabilities, Mobile's Baldwin Transfer Co. spun out its warehousing operations recently in a joint venture with Rock Hill, S.C.-based Elite Logistics.

The new company – Elite-Baldwin LLC, doing business as Elite Logistix – began operations Sept. 1, and nearly doubles the Mobile operation's warehousing payroll to about 100. The merger in no way affects Baldwin Transfer's trucking operations, which employs about 150 and focuses primarily on bulk commodities such as paper, pulp and steel.

Per the merger, Elite Logistics' founder **Matt Matthews** will serve as president and chief operating officer of the



Mobile-based Elite Logistix as well as chief operating officer of Baldwin Transfer Co.

**Lorie Gaillard**, Baldwin Transfer's CEO, said the newly

merged company's projected annual revenue will be \$11 million. Meanwhile projected growth for 2016 is pegged at about 20 percent.

More specifically, the merger creates more than 2 million square feet of warehouse space in Mobile; Bay Minette; Hattiesburg, Miss.; and South Carolina.

Gaillard said Baldwin Transfer brought about three-quarters of the available warehouse space to the table, while Matthews brought a "level of sophistication" in operations, sequencing and sourcing previously unavailable in Mobile.

"We brought the infrastructure, and (Matthews) brought the technology – and himself. He's an amazing operator, and he wanted to grow big quickly. This merger allows him to do that and us to introduce high-tech services to the Mobile market," Gaillard said.

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# Today it matters to Kelly that the Breast Center at Providence is a leader in Genetic Testing

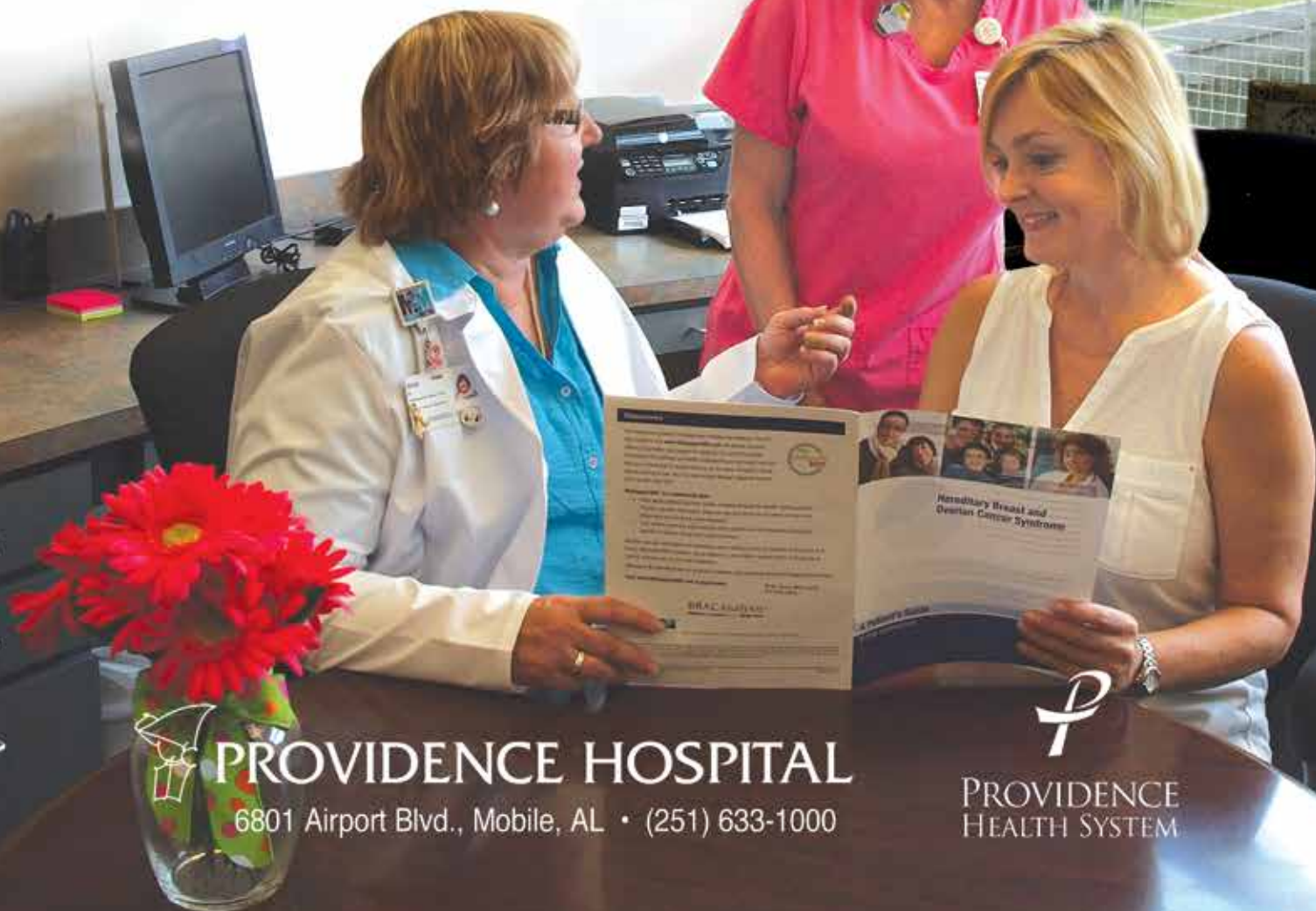
When you have a family history of breast cancer, you want to do everything possible to understand your personal risk. When Kelly came to the Breast Center for her annual mammogram, she was given a Breast Cancer Questionnaire. After reviewing her history, we determined that Kelly was eligible for genetic testing. Her test was completed that same day and her results were back in three weeks.

Providence Hospital's Breast Center was the first in Mobile to have a full-time patient navigator, is the only center to provide same day genetic counseling and testing, and now offers 3-D mammography. To learn more about these services, visit [www.phcbc.org](http://www.phcbc.org)

To learn more about Providence Hospital or find a physician practicing at Providence, visit [www.providencehospital.org](http://www.providencehospital.org).



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# Tech Infrastructure Now in Place at Mobile Commerce Park

AT&T and the Industrial Park Board of Mobile County announced Mobile Commerce Park is certified as being AT&T Fiber Ready, reflecting the presence of fiber-based, high-speed Internet.

The designation – the first in the state of Alabama – will be another marketing tool for the board and NAI Mobile in recruiting additional tenants.

“AT&T is investing in high-speed Internet in urban and rural areas all across Alabama using the latest wired and wireless technologies, and we are proud to highlight Mobile Commerce Park as one of many places in Alabama where AT&T’s fiber infrastructure is in

place and ready to help local businesses drive job creation,” said **Fred McCallum**, president of AT&T Alabama.

In today’s world, he said, connectivity is vital to new employers and businesses of every type.

“Our resources in Alabama are extensive, but if potential investors aren’t aware of the tech infrastructure in place across the state, then we face the potential of losing many opportunities,” said **Troy Wayman**, the Mobile Area Chamber’s vice president of economic development. “This certification helps to eliminate those missed opportunities.”



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*Gregory Morris Sr., left, has owned Greg's Professional Barber Shop and Beauty Salon for 36 years.*

# Barber Shop Now Serving Third Generation of Clients

Gregory Morris Sr. knew from a young age that he wanted to be a barber. His father was what he called a “bootleg” – or unlicensed – barber, and Morris decided as a teenager that he wanted to go to school to enter the profession himself.

“I got into it and found out I loved it,” Morris said. “I enjoyed the satisfaction of seeing the customer, when I gave them the mirror or turned them to the mirror and let them look at the finished cut, to see the smile on their face.”

After going to school and doing a stint in the U.S. Army, Morris worked in another barber shop in the late 1970s before opening his own on Michigan Avenue in 1980. Thirty-six years and two moves later, Greg's Professional Barber Shop and Beauty Salon is still open on Duval Street. Morris' shop is honored here as the Mobile Area Chamber of Commerce's Small Business of the Month.

“You're really more than a barber. You're a friend, you're a confidant, you're just a lot of things to people,” Morris said. “I still have clients who, nobody's ever cut their hair but me. We're into some cases now where I'm in, I know, the third and possibly the early fourth generation with some families.”

Morris said those personal relationships are what has kept his business thriving, as well as the professional development

that he and his five employees continue to seek out. Morris has attained the status of master barber and master cosmetologist, and he and his staff regularly attend national beauty industry trade shows such as the Bronner Brothers International Beauty Show in Atlanta and the Professional Beauty Association show in Long Beach, Calif.

“That's continuing education to keep us abreast of what's going on in the industry,” he said.

Well into his third decade in business, Morris now is branching out into becoming a government vendor in order to manage barbering facilities on military installations. He's also active in several community organizations and speaks in schools as a Partner in Education.

“It's a part of giving back, just trying to help people,” Morris said. “We run across a lot of different people from different walks of life. I've always been a guy who likes to give back because somebody helped me one day to get started, gave me an opportunity. So I try to go back and do that to help people fulfill their dreams.”

Want to be featured here?

Go to [mobilechamber.com](http://mobilechamber.com) to submit an application, or contact Danette Richards

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# Setting the Chamber's Legislative Agenda: How it Works

From Airbus to Austal, gift shops to grocery stores and sidewalks to festivals, it's often said these days that it's a great time to be in Mobile. As our community continues to move forward, it's more important than ever that business and government are working together to ensure a region ripe for economic investment and a place where families will invest.

The Mobile Area Chamber advocates at the local, state and federal levels of government to ensure the important balance of limited regulation and high quality of life.

This advocacy is guided by a community legislative agenda that identifies issues most

important to Mobile and policies that will enhance job growth. The legislative agenda is built on input and feedback from Chamber-member businesses throughout the year.

The Chamber's legislative agenda-setting process begins each August with a survey of the full Chamber membership, asking a broad range of questions from permitting to taxes to healthcare.

Critical items discussed from the special session included a budget shortfall, a variety of new taxes, budget transfers and crippling cuts. Even a lottery was being talked up around the state. Knowing what was important to Mobile business

and how Chamber members felt on these issues was key.

The 2015 survey asked more detailed questions on the debated issues of taxes, gaming and a lottery.

Some of the results were expected; others were surprising. All were shared with state legislators as they weighed difficult decisions to ultimately balance a state budget.

Most notably,

- 72 percent of those surveyed said they would vote "yes" for a lottery.
- Casino gaming is supported by 55 percent.
- More than half of the members that responded support an expansion of Medicaid; and
- an overwhelming 85 percent feel that it is important for the state to extend strategic economic development tax credits that keep Alabama competitive with neighboring states.

When asked specifically which new taxes should be enacted, user taxes of cigarettes and soft drinks were the most popular. And although current political rhetoric often refers to a "no new tax" position, less than 15 percent of those surveyed said they would not support a new tax of any kind.

In submitting their vote for new sources of revenues, a choice of "other" offered the opportunity for write-in suggestions. Of these, more

than half called for an increase in property taxes.

What does all this mean? How do these answers translate into voter support? It is difficult to know for sure. What we do know is that the Chamber will continue to advocate for a

**The Mobile Chamber advocates at the local, state and federal levels of government to ensure the important balance of limited regulation and high quality of life.**

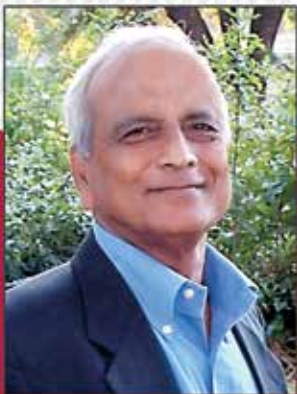
strong economy, built on jobs and education. We will continue to work to keep business and government working together on issues important to this region. And when new revenues must be sought, they should be non-

regressive, evenly distributed and not levy a disproportionate burden on any one industry or business segment.

These survey answers, along with input gathered from member events, calls and emails, will be used by the Chamber's State Governmental Affairs committee to build the 2016 Chamber's Legislative Agenda.

It's imperative for member businesses to weigh in on these and other important policy issues throughout the year.

On Jan. 13, the Mobile Area Chamber will present its 2016 Legislative Agenda to the local delegation of the Alabama State Legislature, Mobile City Council and Mobile County Commission. The agenda will also be released that day to the public. To read it, go to [www.mobilechamber.com](http://www.mobilechamber.com).



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Below are some results of the legislative survey sent to Mobile Area Chamber members over the summer. Results help create the annual 2016 legislative agenda that will be presented to the local delegation of legislators in January and e-mailed to the entire Chamber membership afterwards.

## 2016 Legislative Survey Results

1. To stay competitive and bring new jobs here, should the state of Alabama and local government encourage economic investment by extending incentives such as the Historic Tax Credit, Film Credit, Innovation Credit and Port or container terminal incentives?

Yes		85.8%
No		9.8%
No Response		4.2%

2. To meet the rising demands of Medicaid, should Alabama participate in the Affordable Care Act's Medicaid expansion, providing access to nearly \$1 billion in federal Medicaid funds?

Yes		51.5%
No		43.3%
No Response		5.1%

3. As a port city, and a manufacturing community, the energy sector has a \$500 million impact here. Do you think Mobile should (select one)

Continue to target the energy industry as a key growth sector	68.2%
Push for stricter regulations on this industry	25.3%
Rule out any new energy-related investment	2.1%
No Response	4.2%

4. Do you believe the Mobile Area Chamber of Commerce should support a referendum allowing a lottery in Alabama?

Yes		70.3%
No		24.4%
No Response		5.1%

5. If a vote were to be held today, would you vote to:

Have a lottery in Alabama?

Yes		72%
No		21%
Undecided		6%

Allow casinos to operate in Alabama?

Yes		55%
No		28%
Undecided		18%

6. To pay for growing expenses in the areas of Medicaid and prison reform, what new revenue sources would you support for the State of Alabama? (Check all that apply.) Percent of respondents who WOULD support

A fee on soft drinks	41.1%
An increase in cigarette and tobacco tax	66.8%
An increase in sales tax rate for automobiles	11.2%
An increase in rental tax rate for automobiles	24.7%
An increase in business taxes	8.8%
Remove state tax deductions of FICA payments	12.1%
Transfer money from other funds (such as Education Trust Fund)	14.4%
I do not support new revenue measures of any kind	15.8%
Other	23.8%

Members of the Mobile Area Chamber's Governmental Affairs Committee are:

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# A Growing Port Drives Mobile

Photo by Jeff Tesney

Pick a number. Any number. Maybe that figure is 46,793, the number of direct, induced and indirect jobs that public and private terminals within the Port of Mobile supported in 2012.

Or perhaps that number is \$2.1 billion, the amount of income and local consumption expenditures those 19,412 direct jobs generated that year.

Or maybe that number is more than \$750 million, the total amount invested in port infrastructure since 2001.

The bottom line is that for more than three centuries the Port of Mobile has operated as a massive economic engine, facilitating economic development gains statewide and contributing directly to improved quality of life for the community that birthed and continues to support it.

"If Mobile were a city that was not a port, we wouldn't be celebrating Airbus today. We wouldn't have the benefit of

two major steel mills in the north end of the county, both of whom rely on Mobile being a port city in order to conduct their business. And we certainly wouldn't have any of the ancillary services that support our cargo and marine activity," **Jimmy Lyons**, director and CEO of the Alabama State Port Authority (ASPA), said.

Add to that list the oil companies and other offshore interests – think Aker Solutions and their underwater umbilicals – and Mobile's thriving shipbuilding industry, which aren't even calculated in the figures mentioned above.

"We should be able to experience continued growth in our capital program that we'll be able to execute over the next five years," Lyons said, pointing specifically to continued investments in the Intermodal Container Transfer Facility at Choctaw Point slated for completion in mid-2016, and a planned automobile terminal

on which construction should begin early the following year.

The new terminal – expected to allow for marshaling cars and roll-on, roll-off operations – will allow for shipping automobiles to and from foreign markets.

"I think it will have great benefits for the existing automotive industry in the state as well as prove to be a magnet that could impact the marketability of the megasite over in Baldwin County," Lyons said before shifting the conversation back to ASPA's record 2014 traffic.

"The way things stand today, we had a great 2014. Everything went along very, very well," he said.

## 12<sup>th</sup> Largest Port

Indeed, the most recent figures available – reflecting calendar year 2013 volume – peg the Port of Mobile's size at 12<sup>th</sup> largest in the nation in total trade, handling just shy of 54 million tons, including both public

and private terminal traffic.

Meanwhile, ASPA's public terminals, alone, handled a record 29.1 million tons in 2014. Lyons said year-to-date 2015 figures are less impressive as shipping traffic grapples with a "cyclical downturn essentially due to the global depression in the steel market" but added "what goes down comes back up. That's the nature of our business."

While the port's 19 private terminals primarily handle petroleum, aggregates, some coal and other general cargo, ASPA's public terminals import heavy lift and oversized cargo, containers, coal, aluminum, iron, steel, copper, lumber, wood pulp, plywood, fence posts, veneers, roll and cut paper, cement and chemicals, while exporting several of the above along with laminate, flooring and frozen poultry.

*Continued on page 14*



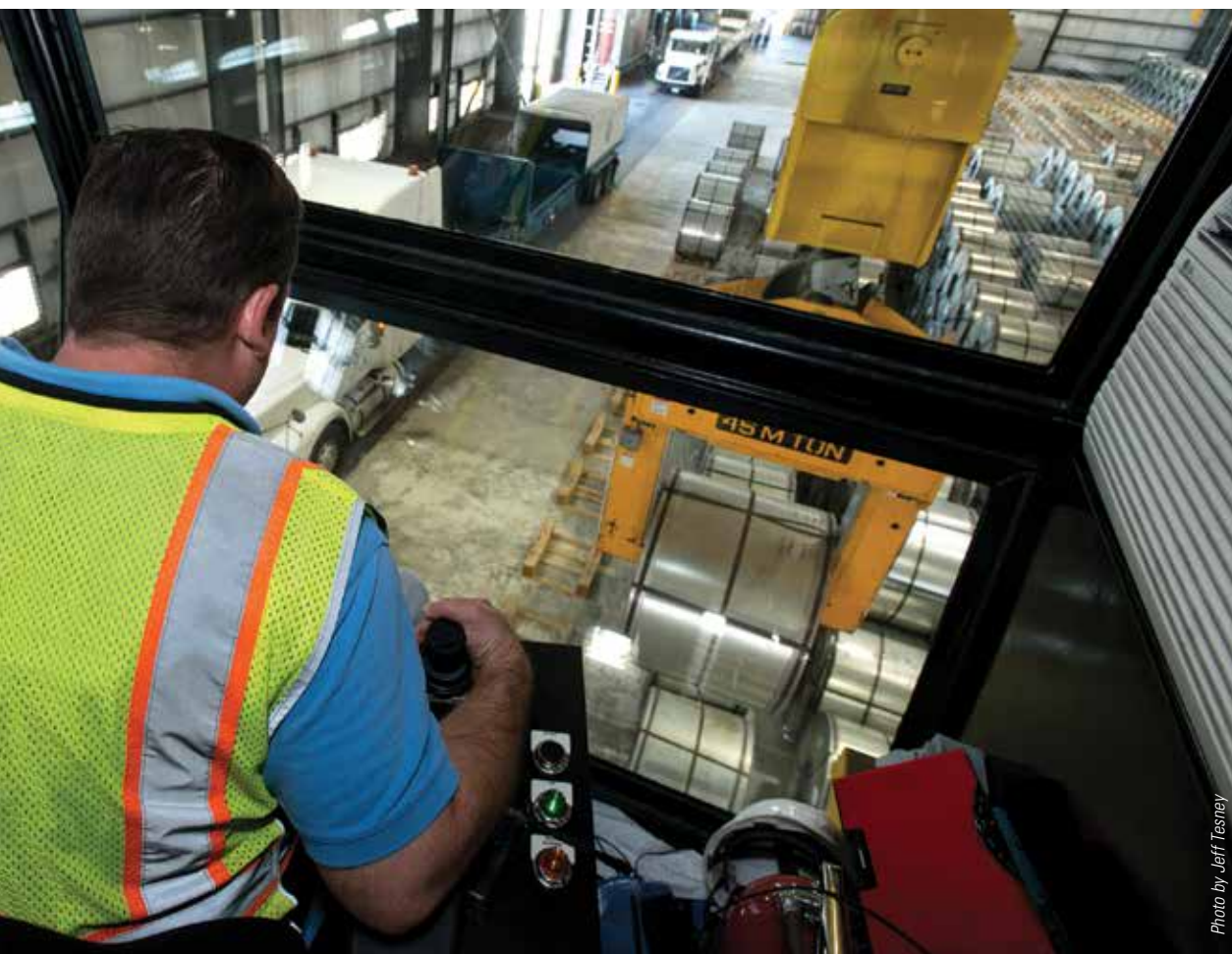



Photo by Jeff Tesney

Dedicated in 1928, ASPA's public terminals account for 4,000 acres statewide, including Mobile operations and all inland docks. While the main Mobile docks account for 570 acres, the McDuffie Coal Terminal totals 556 acres; Pinto Terminal represents 20 acres; the future ICTF accounts for 80 acres; and 95 acres of an eventual 135-acre container terminal are currently operational.

Statewide, port activity is credited with generating more than 127,000 direct and indirect jobs, about \$506 million in direct and indirect tax impact and estimated total economic impact of \$18.7 billion annually.

"The Port is where it is because of our infrastructure. We're bound by the city and the delta. We are 98 percent land utilized at this point and have nowhere to go, so infill and leveraging the most throughput are our priorities as we look to continue making investments




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that will continue to benefit members of this community for generations to come," Lyons said.

He added: "We're continuing to invest heavily in capital maintenance and repair that would serve to extend the life of the facilities we already have in place and look at redevelopment ideas for facilities that have outlived their lives, like the bulk material handling plant at the north end of the dock. That one's been closed since 2014, and it's a prime redevelopment site."

### We're Ready

Partnerships, he said, have been and will remain key as ASPA continues working to build assets with 50- to 60-year life spans that can last as long as 75 years with proper maintenance.

In July, APM Terminals announced a \$40 million infrastructure investment to improve approximately 20 acres to increase the container terminal's capacity to 475,000 TEUs (ton equivalent units). The

move complements the roughly \$50 million already invested by the Port Authority to construct an Intermodal Container Transfer Facility that could be serviced by five Class 1 railroads, including the Canadian National, CSX, Norfolk Southern, Kansas City Southern and BNSF.

APM's plans also include the addition of two new super Post

Panamax cranes, intended to further improve the Port of Mobile's visibility and attractiveness to Asian trade routes once the Panama Canal expansion is complete in April 2016.

Prior to 2010, the Port of Mobile could handle ships only 850 feet in length or smaller, but a \$33 million turning basin investment by the U.S. Army

Corps of Engineers means it can now accommodate ships as long as 1,200 feet, or the largest ones that will be able to travel through the expanded Panama Canal.

Lyons is realistic, however, about the degree to which Mobile stands to benefit from the new routes.

"It's going to be incremental. Politicians in different ports indicate there will be a huge floodgate opening, and that's really overstating the case," he said, noting only the ports of Mobile and Houston currently offer direct container service to Asia from the Gulf of Mexico.

"It's container ships where we're going to see an impact, and it will be incremental for us and for other East Coast ports. But we're ready and we should be able to experience continued, steady growth in our capital program we're hopeful we can execute over the next five years," Lyons said.



Photo by Jeff Tesney

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# A Look at Workforce Needs Now and in the Future



As Mobile's job recruitment efforts continue to be successful, questions are often raised about the availability of a skilled workforce. The Mobile Area Chamber's Director of Education and Workforce Development **Emily McGrath** offers a look at the current situation, future predictions and the resources available to keep the Mobile area competitive in the economic development arena.

**Q:** What are the top jobs in the area, as far as workforce readiness?

**A:** Taking a look at the top employers in our community will provide a good idea of the top jobs in Mobile.

Aerospace companies, for example, employ more than 3,500 people in the Mobile area, including avionics mechanics and engineers.

Maritime companies employ around 6,000, including welders, electricians and pipefitters.

Healthcare is another key employer in our community, employing more than 21,000 people.

When looking at the high-demand occupations over the next 10 years, healthcare-related jobs make up the majority of the list, ranging from medical assistants to surgeons. Jobs related to the chemical, information technology (IT) and steel manufacturing industries also have predicted openings in the area.

**Q:** What are the top workforce development needs locally?

**A:** Mobile has a diverse economy, and with that comes a diverse set of needs. Openings for technical jobs in our manufacturing industries and creative jobs in our IT sector are both readily available.

While we do promote skills training for immediate employment, we also need to focus on those "soft skills" that ensure growth for both the employee and the company.

Many companies identify those soft skills as being able to perform one set of skills and communicate clearly with others, think critically and creatively about problems, and even just show up to work on time on a daily basis.

Combining training and innovation in our workforce development strategy ensures employees are ready to work today and can adapt and remain ready to work in the future.

**Q:** What are the top jobs in the area, as far as workforce readiness?

**A:** Mobile, like many other areas across the country, is working hard to fill the manufacturing skills gap. As most of Mobile's top employers are in industries requiring skills-based jobs, welders, pipefitters, machinists, mechanics, etc., are always in demand.

For example, Austal currently has job openings listed in the areas of fabrication, pipefitting and welding, and engineering. Where there is high growth in our industry sectors, there will be high demand.

**Q:** If there are shortages, are there plans to rectify the issues involved with it?

**A:** Keeping the communication lines open between education and industry is key to ensuring a strong workforce pipeline. The Mobile County Public School System continues to play a role linking industry and education through its Signature Academy programs that engage students with possible careers in Mobile through industry-guided curriculum and hands-on experiences.

Educational entities like the public school system and our local community colleges ensure our future workforce is strong in what our industry needs. There are also plenty of programs available to help address current workforce needs, like AIDT, the state's workforce training program that offers comprehensive training at no cost to qualifying companies.

Southwest Alabama's federal designation as a Manufacturing Community is also making strides in strengthening our current workforce. Advancing Southwest Alabama provides preferential scoring on grant applications to 11 participating federal agencies that bolster workforce programs such as apprenticeships and on-the-job training, allowing employers to train to meet their specific needs.

*Editor's note: McGrath originally responded to this list of questions from Lagniappe. As of press time, a story hadn't yet been published.* ☺☺



# MOBILE AREA CHAMBER OF COMMERCE 2016 BOARD OF DIRECTORS

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 44 members representing a cross-section of the business community – 35 men and nine women. Approximately 65 percent of the companies represented on the board have fewer than 101 employees; 11 employ 1-10 individuals; three employ 11-25; nine employ 26-50, six employ 51-100; and 15 employ more than 100. Of those companies represented on the board, seven are listed as minority-owned and nine are listed as women-owned.

On the following pages are profiles of the Chamber's 2016 board members.

\* Denotes new Board of Directors.

§ Denotes Partners for Growth investors.



Mark Nix  
Infirmary Health

### Chairman of the Board

**Nix** is president and CEO of Infirmary Health. He received a bachelor's degree from The University of Alabama. 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 the Boy Scouts of America Mobile Area Chapter. He is also a member of the Chamber's board of advisors. §



Damian Bell  
Rock Bridge Wealth Management

**Bell** is the president of Rock Bridge Wealth Management. He received a bachelor's degree from Tulane University in New Orleans and 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 Catholic Church Men of St. Joseph Group and is an instructor in the adult continuing education program at the University of South Alabama.



Robert Bender  
Springdale Travel

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



Britton Bonner  
Adams & Reese LLP

**Bonner** first joined Adams and Reese LLP as a law clerk in 1999. He now serves as partner-in-charge of the Mobile office. He received a bachelor's degree from Troy University, a master's degree from The University of Alabama and a juris doctorate from Tulane University. He is past chairman of the Baldwin County Economic Development Alliance and on the Coastal Alabama Partnership board. He is also a member of the Chamber's board of advisors. §

# MACC 2016 BOARD OF DIRECTORS



**Robert Bryant** ✖  
Leaf & Petal Florist & Gift Shop

**Bryant** is the owner of Leaf & Petal Florist & Gift Shop in Eight Mile. He is a past president of the Eight Mile Lions Club, vice president of the Prichard Chamber of Commerce and a longtime member of the Mobile Area Chamber.




**Mark Bunting** ✖  
WKRG-TV

**Bunting** is vice president/general manager of WKRG-TV. He graduated from Spring Hill College with a bachelor's degree. He has been with WKRG-TV since 2007 and in his present position since 2012. Bunting currently serves on the boards of the Alabama Broadcasters Association, Mobile's Junior Achievement, Distinguished Young Women, Ronald McDonald House Charities of Mobile and the executive board of the Mobile Area Boy Scouts. He is also a member of the Chamber's board of advisors.



**Kevin Carey** ✖  
Trustmark National Bank

**Carey** is Mobile market president with Trustmark National Bank. He earned a bachelor's degree from The University of Alabama. He has served with the March of Dimes, City of Mobile Swim Association, Cystic Fibrosis Foundation, American Heart Association and Senior Bowl Run. Carey is also involved with the St. Ignatius Catholic Church finance council and St. Ignatius School board, and is a Catholic Youth Organization board member. 



**Col. Steven Carey USAF (Ret.)**  
CertaPro Painters of Mobile & Baldwin Cos.

**Carey** is owner of CertaPro Painters of Mobile and Baldwin counties. He retired as a colonel from the U.S. Air Force in 2007. Carey earned a bachelor's degree from the U.S. Air Force Academy, and a master's degree from Golden Gate University. Carey is foundation director for the Workforce Development/Student Training and Exploration program with the Eastern Shore Chamber of Commerce. He is also president of the South Alabama Air Force Association.

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**Lynne Chronister**  
University of South Alabama

**Chronister** is vice president for research and economic development at the University of South Alabama (USA). She has a bachelor's degree from the University of Vermont, and a master's degree from USA. She previously served as assistant vice provost for research at the University of Washington. She has served on numerous international and national task forces, boards and review committees. [↗](#)



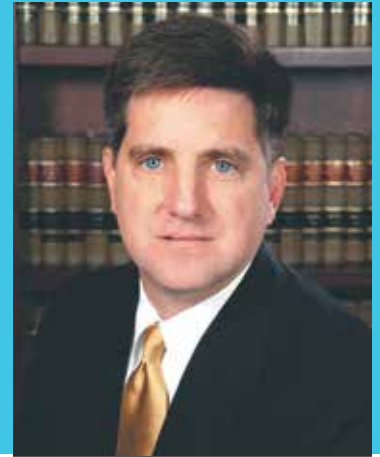
**Beverly Cooper**  
Christian Benevolent Funeral Home

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



**W. Lance Covan**  
Mitternacht Inc.

**Covan** is chairman of Mitternacht Inc. He earned a bachelor's and master's degree from The University of Alabama and completed a postgraduate program at Sichuan Union University, Chengdu, China. 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. [↗](#)



**C. W. "Bill" Daniels Jr.**  
Burr & Forman LLP

**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. Daniels is a member of the Alabama State Bar, American Bar Association, Defense Research Institute and International Association of Defense Counsel. He is also a member of the Chamber's board of advisors. [↗](#)



**Mark Fillers**  
BBVA Compass Bank

**Fillers** is south Alabama market president for BBVA Compass Bank. He received a bachelor's degree from The University of Alabama and a master's degree from Auburn University. A graduate of Leadership Mobile, he is on the board of directors of United Way of Southwest Alabama and Boy Scouts of America Mobile Area Council. 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. [↗](#)



**Elizabeth "Liz" Freeman**  
Long's Human Resource Services

**Freeman** is vice president and co-owner of Long's Human Resource Services. She is a graduate of Vanderbilt University where she earned a bachelor's degree. She is a member of the board of directors of United Way of Southwest Alabama and UMS-Wright. She chairs the University of South Alabama Children's and Women's Hospital advisory council. She is a member of the Chamber's board of advisors. [↗](#)



**Daniel "Jason" Gregory**  
Willis of Alabama Inc.

**Gregory** is a managing partner of Willis of Alabama Inc. He received a bachelor's degree from The University of Alabama and a master's degree 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 and is a "Big Brother" for the Big Brothers Big Sisters of South Alabama. He is also a member of the Chamber's board of advisors. [↗](#)



**Terry Harbin**  
BancorpSouth

**Harbin** is 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 board and the Family Promise board. He is a past chair of United Way of Southwest Alabama. He is also a member of the Chamber's board of advisors. [↗](#)



Joseph "Guy" Helmsing ✖  
Hancock Bank

**Helmsing** is senior vice president and Alabama market president of Hancock Bank. He earned a bachelor's degree from The University of Alabama. He is a graduate of Leadership Mobile and currently serves on the board of directors of St. Paul's Episcopal School, Mobile Carnival Association, The Salvation Army advisory board, Village of Spring Hill, United Way of Southwest Alabama and Mobile Touchdown Club. He also serves on the President's Cabinet at The University of Alabama. He is also a member of the Chamber's board of advisors. [S](#)



Mark Hieronymus  
Hieronymus CPAs LLC

**Hieronymus** is owner of Hieronymus CPAs LLC. He holds a bachelor's degree from the University of South Alabama (USA) and a master's degree from The University of Alabama (UA). He serves on the board of the American Institute of Federal Taxation. Hieronymus is past president of the USA accounting advisory board and a member of the Estate Planning Council of Mobile, The UA Planned Giving advisory council and Young Life of Mobile. He is also a member of the Chamber's board of advisors.



Charles Hyland Jr.  
Mobile Area Water and Sewer System

**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 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 also a member of the Chamber's board of advisors. [S](#)



Brad Israel ✖  
Elcan & Associates Inc.

**Israel** is director of development at Elcan & Associates Inc. He graduated from Hampton-Sydney College. Israel joined the U.S. Army in 2005, earning numerous military medals and achievements during his nearly 10 years of active duty. Israel serves on the boards of the Child Advocacy Center and Habitat for Humanity and is involved with Big Brother Big Sisters, Waterfront Rescue Mission and the Mobile Association of Realtors, and still serves as a Green Beret with 20<sup>th</sup> Special Forces Group.

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**Jennifer Jenkins** ✧  
JJPR

**Jenkins** is president of JJPR LLC, a public relations consulting firm. She graduated from The University of Alabama with a bachelor's degree and is accredited in public relations. Jenkins serves on the boards of the Community Foundation of South Alabama, the Public Relations Council of Alabama and the Southern Public Relations Federation. She is past president of the Junior League of Mobile, served on the Baldwin County Public Schools Community Advisory Task Force, and is a Leadership Mobile graduate.



**Clarence Johnson Jr.** ✧  
Bama Pest Control Inc.

**Johnson** is president of Bama Pest Control Inc. He served in the U.S. Army (Military Police Corps) in Vietnam from 1969-1971. Johnson is a board member of A Servant's Love, a nonprofit organization, youth advisor and minister of Helps at New Life Christian Fellowship, a past winner of the Chamber's Eagle Award and chairman of the Chamber's Growth Alliance Task Force.



**Frank Lott III**  
Heritage Homes

**Lott** is president of Heritage Homes, a scatter-lot 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. He currently serves on the boards of UMS-Wright Preparatory School, the Home Builders Association of Metropolitan Mobile and Goodwill Easter Seals. He is also a member of the Chamber's board of advisors. ⤴



**Robin Luce**  
JubileeScape Inc.

**Luce** is president of JubileeScape Inc., specializing in landscape maintenance of commercial and industrial landscapes. He earned a bachelor's degree from Louisiana State University. He is a member of Rotary Club of Mobile, Youth Lacrosse League board of directors, St. Ignatius Catholic Church, Mobile Botanical Gardens executive committee and the Japanese Gardens of Mobile board of directors. He is also a member of the Chamber's board of advisors.



**Janice Malone**  
Business Resource Design and Print

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



**Jenny McCall** ✧  
WESCO Gas & Welding Supply Co.

**McCall** is president of WESCO Gas & Welding Supply Inc., which serves the Gulf Coast with 10 locations. She earned her bachelor's degree from Troy University, and is a member of Alabama Associated General Contractors, Associated Builders and Contractors, Partners for Environmental Progress, Vistage, American Welding Society of Mobile Chapter and Spanish Fort United Methodist Church. She is also a member of the Chamber's board of advisors.



**Latitia McCane**  
Bishop State Community College

**McCane** is dean of academic services at Bishop State Community College. She earned a bachelor's degree 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 and was a fellowship recipient at The University of Alabama, where she earned a second master's degree. She earned a doctorate from Lacrosse University.



**Clint McFerrin**  
Cintas Corp.

**McFerrin** is general manager of Cintas Corp. He is a graduate of The University of Alabama. McFerrin worked for Sears Holdings from 2000-2008 in positions from operations manager to general manager. He began his career with Cintas as plant manager/service manager/regional production manager before being named general manager in 2015. McFerrin is a member of Rotary International. He is also a member of the Chamber's board of advisors. ⤴

# MACC 2016 BOARD OF DIRECTORS



**Henry Morrisette \***  
Hand Arendall LLC

**Morrisette** is an attorney at Hand Arendall and was named Lawyer of the Year 2013 by Best Lawyers. He received a bachelor's degree from Vanderbilt University and a juris doctorate from The University of Alabama. Morrisette serves on the board of the Mobile Arts Council and the advisory board of the SouthSounds Music Festival. He also volunteers his time with the South Alabama Volunteer Lawyers Program. [S](#)



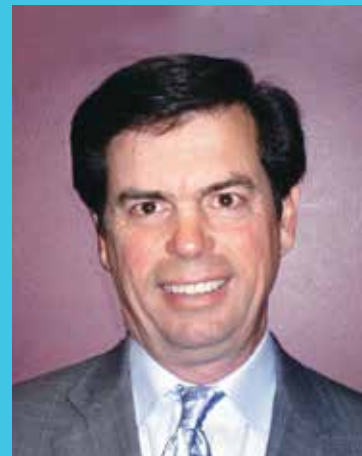
**Laurie Owen**  
Mitchell Cancer Institute

**Owen** is associate director of the University of South Alabama (USA) Mitchell Cancer Institute. She earned a doctorate from the University of Oklahoma Health Science Center and completed her postdoctoral work at The University of Texas M.D. Anderson Cancer Center. Owen is a member of Alabama Science and Technology Roadmap and Gulf Coast Angel Network technical advisory council for Biotechnology. She serves on the board of USA's Melton Center for Innovation and Entrepreneurship, and American Cancer Society (Mid-South region).



**Craig Perciavalle**  
Austal

**Perciavalle** is president of Austal. He joined Austal in 2007 from Jeffboat Inc., where he was the director of quality control, program management and production control. He serves as an executive control board member of the National Shipbuilding and Research Program. Perciavalle received a bachelor's degree from the U.S. Merchant Marine Academy at Kings Point, N.Y. He served as a commissioned officer in the U.S. Navy Reserve. He is also a member of the Chamber's board of advisors. [S](#)



**W. Davis Pilot Jr.**  
Pilot Catastrophe Services Inc.

**Pilot** is a principal of Pilot Catastrophe Services Inc. He attended the University of South Alabama. He serves on the boards of Outback America, Community Foundation of South Alabama and the Mobile Senior Bowl. He is also actively involved in One Mobile, One Fit Mobile, University of Mobile, Prichard Preparatory School, Save-A-Life, Boys and Girls Clubs of South Alabama and the Child Advocacy Center of Mobile. He is also a member of the Chamber's board of advisors.



**Chris Richards \***  
AM/NS Calvert

**Richards** is president of AM/NS Calvert, also serving on the joint venture's managing board. He served previously with Bethlehem Steel's Lackawanna, N.Y., facility. Richards has a bachelor's degree from the University of Idaho and a master's degree from the St. Bonaventure University in St. Bonaventure, N.Y. He is also a member of the Chamber's board of advisors. [S](#)



**Mike Rogers \***  
Rogers & Willard Inc.

**Rogers** is president and co-founder of Rogers & Willard Inc. He is a graduate of Auburn University. Rogers is past chair of the Centre for the Living Arts and has served on the boards of the Alabama Coastal Foundation, Nature Conservancy of Alabama and Alabama Architectural Foundation. He presently serves on the boards of Auburn University College of Architecture, Design and Construction and UMS-Wright Preparatory School. He is also a member of the Chamber's board of advisors.



**Rhett Ross**  
Continental Motors Inc.

**Ross** is president and a member of the board of directors of Continental Motors Inc. He holds a bachelor's and master's degree 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 also a member of the Chamber's board of advisors. [S](#)



**Scott Rothermel**  
Performance Contractors Inc.

**Rothermel** is operations manager, Southeast Division of Performance Contractors Inc. He has been with Performance Contractors for 26 years, and in his present position for the past 16 years. He earned a bachelor's degree from Louisiana State University. Rothermel serves on the board of Partners for Environmental Progress and Associated Builders and Contractors. He is also a member of the Chamber's board of advisors. [S](#)



# MACC 2016 BOARD OF DIRECTORS



**Jeb Shell ✖**  
Hargrove Engineers + Constructors

**Shell** is the chief financial officer and treasurer of Hargrove Engineers + Constructors. He holds a bachelor's degree from the University of South Alabama. Shell is a licensed public accountant and a member of the American Institute of Certified Public Accountants. He is a graduate of Leadership Mobile and Leadership Alabama's young executive program. Shell currently serves on the boards of Downtown Mobile Alliance and Bay Area Food Bank, and is a member of the Downtown Rotary Club. [↗](#)



**William B. Sisson**  
Mobile Area Chamber of Commerce

**Sisson** is president and CEO of the Mobile Area Chamber. He earned a bachelor's degree from James Madison University in Harrisburg, Va. and a master's degree from The University of Alabama. He is a graduate of Leadership Mobile and Leadership Alabama. Sisson is a member of the Chamber of Commerce Association of Alabama and U.S. Chamber of Commerce Committee of 100. Sisson serves on the boards of UMS-Wright School, Alabama School of Math and Science and Mobile Area Education Foundation.



**Jill Stork ✖**  
Alabama Power

**Stork** is area manager, Mobile division of the Alabama Power. She received a bachelor's degree from The University of Alabama and has been employed with Alabama Power since graduation. Stork is on the boards of the Mobile Area Education Foundation and the Alabama Gulf Coast Chapter of the American Red Cross. She is also involved with the Southwest Alabama Workforce Development Council and the Alabama Power Service Organization. [↗](#)



**John Vallas ✖**  
Vallas Realty Inc.

**Vallas** is owner, principal and qualifying broker with Vallas Realty. He earned a bachelor's degree from the University of Southern Mississippi. Vallas is a member of the National Association of Realtors, Alabama Association of Realtors and Mobile Area Board of Realtors, as well as a member and past president of the Gulf Coast Commercial Exchange. He is also a member of the city of Mobile Planning Commission and the Greater Mobile Development Commission.



**George Vann Jr.**  
BASF Corp.

**Vann** is vice president and McIntosh site manager with BASF Corp. He received a bachelor's degree from Georgia Institute of Technology in Atlanta 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. Vann currently serves on the Manufacture Alabama and Washington County Economic Development Initiative board of directors. He is also a member of the Chamber's board of advisors. [↗](#)



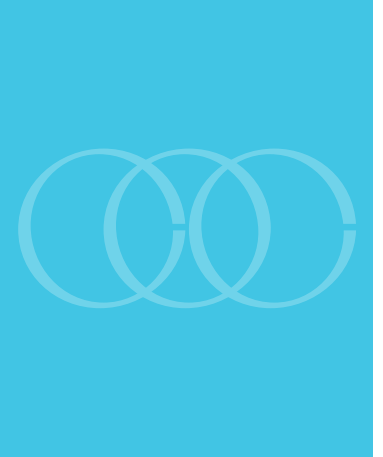
**James "Jay" Watkins**  
Maynard Cooper & Gale PC

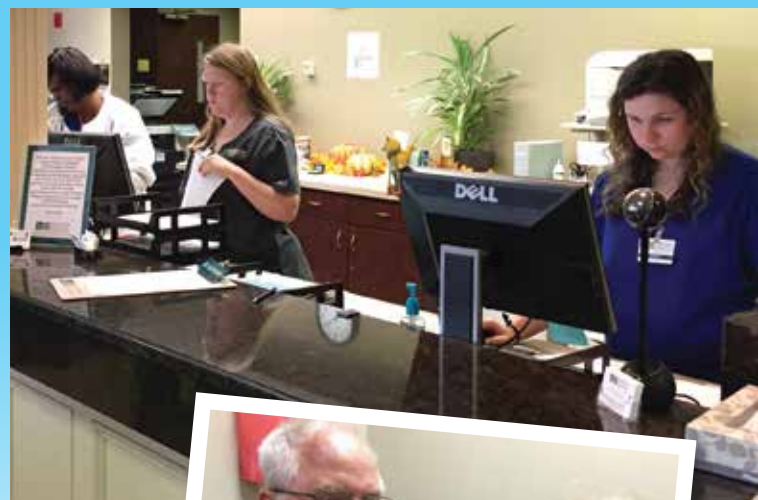
**Watkins** is a shareholder in the Mobile office of the law firm Maynard Cooper & Gale PC. He is a member of the firm's general corporate, commercial lending, real estate and estate planning practice groups. Watkins earned a bachelor's degree from Vanderbilt University and a law degree from The University of Alabama. He is a member of the Mobile Bar and the American Bar Associations. Watkins currently serves on the Planning Commission of the city of Mobile. He is also a member of the Chamber's board of advisors. [↗](#)



**Roger Wehner**  
Mobile Airport Authority

**Wehner** is executive director of the Mobile Airport Authority (MAA). He earned a bachelor's degree from Troy University and a master's degree from The University of Alabama, and is studying for a doctorate at Virginia Polytechnic Institute and State University. Before joining the MAA, he was vice president of business development at Safran USA. Prior to Safran, he worked for Alabama Power. He is also a member of the Chamber's board of advisors. [↗](#)





# Premier Medical *Celebrates a Milestone:* 100 Years of Medicine in Mobile

Creating one of the largest multi-specialty eye, ear, nose and throat groups in the Southeast is no small feat.

Maintaining that momentum for a full century is cause for celebration for Mobile's own Premier Medical Group Inc.

**James W. "Jimmy" Hartman III**, Premier Medical's CEO, said despite the often-tumultuous climate that increased regulation has caused physicians' groups in recent decades, the Mobile-based powerhouse remains stalwart in its mission.

"As Premier Medical celebrates its 100-year anniversary, we are reminded about how fortunate we are to be in this position," Hartman said. "We are committed to continuing our heritage by working every day to become a better practice, and we hope to be able to provide excellent and compassionate care to our patients for another 100 years."

In addition to three Mobile locations, the practice also operates more than a dozen satellite offices throughout southern Alabama and

Mississippi's Gulf Coast. Premier Medical employs 344 physicians and staff members.

Premier Medical in its current form was fashioned in 1997, via the merger of Mobile Eye, Ear, Nose and Throat Center with Dauphin West Eye, Ear, Nose and Throat Specialists, both of which trace their roots to Perdue & Perdue, founded in 1915.

"I think they would be very proud of what they started, but would also have a hard time understanding and relating to the practice as it sits today," Hartman said of the medical practice's pioneers. "They would be astounded by the technology, specialization and surgical options of the eye and ear, nose and throat care that is provided today."

In addition to medical and surgical eye and ENT care; allergy testing and treatment; contact lenses; facial skin care; hearing aids and testing; laser vision correction; and optical services, the organization's extensive alliance of board-certified ophthalmologists,

optometrists, otolaryngologists and specialists participate consistently in clinical trials, research studies and continuing education to ensure patients have access to the latest technology and treatment options available.

Hartman said a host of factors – including "our long history, our teamwork and our long-standing commitment to excellence" – contribute to Premier Medical's success and longevity, but "our employees and their approach and dedication to patient care are what sets us apart."

Success has not come without its share of obstacles, however, and Hartman points to the increased role of the federal and state governments in the provision of healthcare as the most fundamental change in both the organization and management of physician groups during the past three decades.

"The regulations and federal and state requirements that are placed on providers are astounding. The sad thing is that none of these burdens

placed on medical practices has done anything to enhance or improve patient care," he said.

And that's precisely why Hartman said Premier Medical's laser-like focus on patient care matters more today than ever.

"Running a medical practice has become extremely complex," he said. "There are new government regulations and standards to meet, new payment models including arbitrary quality of care components, and implementing and maintaining electronic health records is a monumental challenge."

"Given these issues, I think you are going to see more consolidation of medical practices and a continued loss of independent practices. Fifteen years ago, 57 percent of all medical practices were independent. Today, that number stands at 37 percent and is expected to decline to 33 percent by the end of 2016."



# Time for a Change in Your Time Management Practices?

"If only I had more time..."

At some point, all of us have uttered those words. A perceived lack of time is a universal complaint among small business owners. With all the different hats an owner has to wear – the responsibilities of running and growing a successful enterprise, plus professional and personal commitments – it just doesn't seem like there is ever enough time.

Everyone feels overwhelmed and overworked sometimes. But when we examine how we actually spend our time, we will find many times that we practice poor time management.

"Poor time management is often due to procrastination, which can be defined as the art of avoiding required tasks by allocating tremendous importance to actions more useless, mundane or interesting," says **John R. Shields CPA** with Crow Shields Bailey PC.

Time management experts provide some valuable advice to improve our habits:

**Don't do it all.** You can work more on your business and spend more time growing it by delegating work. Not only does this take some of the load off of you, it helps with your employee development and

growth. They appreciate the faith you put in their work.

**Limit daily email checks.**

Let's face it, email is intrusive. Stopping to read email every five or 10 minutes is distracting. Once we turn away from the task at hand, it's time-consuming to re-focus. Set a specific time (and time limit) for reading email, and stick to it. Also, turn off the pop-up notification when you receive an email.

**Manage customer expectations.** Proactively communicate with your customers. Let them know when they can expect to receive their order, or how long their

project should take to complete. This will reduce their need to contact you, thus reducing distractions. And it's also good customer service.

"When you look at your to-do list in the morning, tackle the difficult things first and get them out of the way," says Shields. "The rest of the day will be less stressful, and the easy tasks will take care of themselves. For a large task that you keep putting off, break it down into smaller tasks. Then, start on it now, and just do it."

As a new year begins, make a resolution to practice good time management habits.

## Our Spring Hill Team



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



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# Labor Board Expands Definition of “Joint Employer” Ruling Can Have Great Impact on Local Industry

By: Celia J. Collins, attorney with Johnstone Adams LLC



Today companies commonly subcontract with outside entities to provide certain operational functions – janitorial services, maintenance, food services, etc. Previously, the contracting company had little exposure to the union activities or unfair labor practice charges involving its subcontractors. As of August 27, 2015, that has changed. In the Browning-Ferris Industries opinion, the National Labor Relations Board (NLRB) greatly expanded the definition of “Joint Employer” increasing exposure to mandated collective bargaining or liability for unfair labor practices for contracting entities based upon activities relating to employees of subcontractors.

Browning-Ferris Industries (BFI) contracted with Leadpoint

to provide employees to work at BFI. Under longstanding law, two separate businesses would be “Joint Employers” only if both businesses exercised direct control over matters governing the essential terms and conditions of employment, including hiring, firing, discipline, etc. The exercise of limited control or routine supervision was insufficient to confer joint employer status. In Browning-Ferris, the NLRB determined that BFI and Leadpoint were joint employers, despite having separate supervisors, human resource departments and only Leadpoint controlling hiring, training, assignments and compensation for its employees. The NLRB relied on BFI’s contractual “reserved authority” to control, such as the right to

request that Leadpoint’s employees meet BFI’s selection procedures and to reject Leadpoint personnel or request their removal, pass drug screens, and to approve certain pay rates. BFI also controlled the plant hours and approved the accuracy of Leadpoint employees’ recorded hours. The NLRB determined that BFI was a joint employer because in retaining these rights and others, BFI possessed significant control over the Leadpoint employees’ working conditions and wages.

Pursuant to the new test, separate entities are joint employers of a single workforce if both entities are employers within the meaning of common law and both employers share or co-determine matters governing the essential terms

or conditions of employment or exercise control over terms and conditions of employment indirectly through an intermediary or have reserved authority to do so.

The new standard is ambiguous as to exactly what encompasses “indirect” control. Efforts to narrow the definition have already begun in Congress and the courts. In the meantime businesses can only review their contractual arrangements and try to eliminate the risk of being found a joint employer through careful wording of contract provisions.

*Collins is an attorney with Johnstone Adams LLC. To learn more about this topic, contact her at 251-441-9241 or [cjc@johnstoneadams.com](mailto:cjc@johnstoneadams.com).*

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Warren Averett Members Phillip Rivers, CPA (Mobile office) and Kevin Leeser, CPA (Foley office)

**TEAM MINDSET**





iSAM North America is proud of its new North American headquarters on Broadcast Drive in the center of Mobile, easily accessible to Interstates 10 and 65. Pictured from left to right are Joel Flannery, Terry Stanfield, Julia Bobinger, Alex Watts, Connie Bodiford, Dr. Juergen Hellmich, Scarlet Stringfellow and Nick Carroll. (Daniel Fendley is not pictured.)

# iSAM North America Corp.

**Company officials:**  
Dr. Juergen Hellmich, CEO

**Years in business:** 33 years  
(nine years in the U.S.)

**Brief company description:**  
iSAM North America Corp. is an automation technology company with worldwide patents. The company's services include project management, system analysis, software engineering, image processing, control engineering, quality data, hardware engineering and office networking. With subsidiaries in Canada, Australia, Hungary, Germany, India and the United States, the company boasts

higher productivity and safety among its main drivers.

**Why are you located in Mobile?**

"When we were looking to find a facility in the U.S., we literally drew a circle on the map where our clients were located and Mobile was in the middle of everyone. It's a decision I do not regret. Mobile is a growing city," said Hellmich.

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

"We support the campaign as a thank-you to the city and the Chamber for helping

support me in starting this subsidiary in the U.S. Everyone in Mobile has been helpful and supportive," said Hellmich.

**What do you see as Mobile's greatest potential?**

"Mobile is a growing city with diverse industries – steel, chemical, aeronautics and terminal operations," said Hellmich. "Technology-wise, these are the industries we support, so there is no greater place to be but Mobile."

**Length of continuous Chamber membership:**

Since 2009



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**.



**Site Selectors Visit Mobile Area**

The Chamber's economic development team partnered with the Baldwin County Economic Development Alliance, Alabama Power and Regions to host a site selector event in October at Marriott's Grand Hotel. Over the course of two days, international site selectors visited potential industry sites, toured Mobile and Baldwin counties by air and learned more about the region's existing infrastructure assets and industry.

**Trade Leadership Series Continues**

The international trade division continued its International Trade Leadership Series during the fall with a focus on international finance and export credit insurance, and another on logistics and documentation. More than 50 total participants attended the two sessions. This is an ongoing series hosted by the Chamber.



*The Mobile Area Chamber of Commerce and the Mobile Minority Business Development Agency (MBDA), operated by the Chamber, recognized five organizations during the Minority Business Conference Awards luncheon at the Arthur R. Outlaw Mobile Convention Center in October. Pictured from left to right above are Frank Lott, Heritage Homes and Mobile Area Chamber board chair; Clarence Johnson, Bama Pest Control and Mobile Area Chamber Growth Alliance task force chair; Sophia Robinson, New Life Housing; Latoyria Williams, New Life Housing; Krystal Perryman, New Life Housing; Bernadette Jenkins, New Life Housing, Eagle Award recipient; John Huffman, Alabama Department of Transportation, Rev. Wesley A. James Minority Business Advocate winner; Merion Baaheth, Baheth R&D Laboratories; Dr. M.A. Baaheth, Baheth R&D Laboratories, Eagle Award recipient; and Dr. Raoul Richardson Baheth R&D Laboratories.*

**Singapore Ambassador to U.S. Visits Mobile**

The Chamber's international trade division hosted Singapore's Ambassador to the United States, Ashok Kumar Mirpuri, for a business roundtable with local community leaders and

executives. Discussions focused on Singapore's strong working relationship with Mobile and opportunities for doing business there.

**Cuba Remains a Hot Topic for Trade and Tourism**

Ben Barron with the U.S. State Department visited the Chamber this fall to discuss the recently issued package of new trade regulations from the Treasury and Commerce departments allowing U.S. businesses to engage commercially with the island nation of Cuba. Barron is a foreign affairs officer in the Department of State's Office of Economic Sanctions Policy and Implementation (SPI) and serves as the office's lead on Cuba sanctions. He provided insight regarding the strategic process of preparing for opportunities in Cuba to an audience of 85 people.

**Strategic Planning for Outreach to Minority Businesses**

The Chamber's newly formed Growth Alliance Task Force subcommittee on Strategic Planning recently held three organizational meetings to develop a work plan. Planning sessions were held on business development, outreach and finance. The goal of this group

is to support local minority businesses. In addition, the full committee held monthly meetings and recently heard presentations from Yates Construction on the new federal courthouse project and AM/NS Calvert on an overview of the steel operation since it was purchased from ThyssenKrupp. More than 70 people attended these meetings.

**Improving Sales Techniques**

More than 25 Chamber members participated in a seminar on Successful Habits of Top Producers, presented by Jeff Brinson with Southwestern Consulting. The seminar provided sales professionals with ways to improve their techniques and how they could implement them to obtain quick results to increase their earning potential.

**Selling Mobile in New York City**

In October, Bill Sisson and Troy Wayman with the Chamber, Jimmy Lyons with the Alabama State Port Authority and Mobile Mayor Sandy Stimpson met with national media outlets and international site selectors to promote Mobile. The tour was held around the Alabama State Port Authority's annual reception in New York. Outlets visited included the *Wall Street Journal*, *Bloomberg Radio*, *Reuters* and *The Street*.

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**AMBASSADOR** of the month



For the past seven years, local business owner **Dorothy May** has looked forward to networking opportunities and the camaraderie she has found in the Mobile Area Chamber's Ambassador program. May owns and operates The Gathering of Jewels, a women's apparel and fine jewelry shop located at 7875 Moffett Rd., Ste. E. She also is a certified jeweler by the Southern Jewelry Travelers Association. May is the Chamber's Ambassador of the Month.

*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](mailto:drencher@mobilechamber.com).*



**Business Interiors Inc.**

*Business Interiors Inc. is a specialized contract furnishings firm. Headquartered in Birmingham, with additional showrooms in Huntsville, Mobile, Montgomery and Pensacola, Fla., the firm provides sales and service of contract furnishings that includes healthcare, government, education, legal and financial and technology. The Mobile showroom is located at 309 Congress St. Ste. D. Pictured from left to right are: Paulette Doggett, Brandon OBrien, Tiffany Jernigan, Brent Baggett and Deanna Jackson. Pictured front center is Amanda Rambo-Jackson. For more information call 251-343-6778 or visit [www.businteriors.com](http://www.businteriors.com).*



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President & CEO  
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# DECEMBER 2015

For information on Chamber events, visit [events.mobilechamber.com](http://events.mobilechamber.com).

## 3 MEMBERSHIP 101

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

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

**Where:** Chamber, 451 Government St.

**Contact:** Alison Unger at 251-431-8617 or [aunger@mobilechamber.com](mailto:aunger@mobilechamber.com)

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

## 8-9 AIDT LEADERSHIP SKILLS II COURSE

Hosted by the Chamber in partnership with AIDT, this leadership training program introduces team leaders, supervisors and managers to effective leadership, communication and motivation techniques. All companies are invited to send personnel to the training, and attendees must be present both days and pass a written exam at the end of the presentations to successfully complete the course. The agenda includes workplace personalities; ethics; time management; feedback; conflict management; and critical thinking/problem solving.

**When:** Dec. 8 from 8 a.m. to 4 p.m.  
Dec. 9 from 8 a.m. to Noon

**Where:** 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](mailto:emcgrath@mobilechamber.com)

Reservations are required and class is limited to 25 people.

## 9 COFFEE WITH THE CHAMBER

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

**When:** 7:30 to 8:30 a.m.

**Where:** Atlanta Bread, 3680 Dauphin St.

**Contact:** Alison Unger at 251-431-8617 or [aunger@mobilechamber.com](mailto:aunger@mobilechamber.com)

No charge. Reservations are not needed.

**Sponsor:**



## 9 GCTC ANNUAL SCHOLARSHIP LUNCHEON BANQUET

A bimonthly lunch hosted by the Gulf Coast Technology Council.

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

**Where:** Mentor Graphics, University of South Alabama Research and Technology Park

**Topic:** Recipients of the GCTC scholarship will be announced.

**Cost:** \$20 for Chamber members/\$25 for potential members

**Contact:** Emily Jerkins at 251-431-8602 or [ejerkins@mobilechamber.com](mailto:ejerkins@mobilechamber.com)

Reservations required. Cancellations after Dec. 4 not reimbursed to cover lunch cost.

**Sponsor:**



## 10 WRITE A WINNING PROPOSAL

A hands-on workshop to help business owners develop strong and competitive proposals.

**When:** 9 a.m. to 2 p.m.

**Where:** Chamber, 451 Government St.

**Cost:** \$20 per person, includes lunch

**Speaker:** Jerry Ellison, Alabama Small Business Development Center, Procurement Technical Assistance Program

**Topic:** Procedures for understanding, developing and submitting effective proposals to compete for government contracts

**Contact:** Brenda Rembert at 251-431-8607 or [brembert@mobilechamber.com](mailto:brembert@mobilechamber.com)

Reservations required and seating is limited. Free parking.

## 15 EXECUTIVE ROUNDTABLE *\*Members Only*

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

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

**Where:** Chamber, 451 Government St.

**Speaker:** Chamber President and CEO Bill Sisson

**Topic:** Annual economic development and Chamber update

**Contact:** Brenda Rembert at 251-431-8607 or [brembert@mobilechamber.com](mailto:brembert@mobilechamber.com)

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

**Sponsor:**



## 16 WOMEN'S ROUNDTABLE *\*Members Only*

Enjoy casual networking at this bimonthly forum for Chamber-member women business owners and managers.

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

**Where:** The Pillars of Mobile

**Contact:** Alison Unger at 251-431-8617 or [aunger@mobilechamber.com](mailto:aunger@mobilechamber.com)

No charge. Free parking.

**Sponsor:** Georgia Roussos Catering



24 - 25 & 31 CHAMBER CLOSED



# JANUARY 2016

**1 CHAMBER CLOSED - NEW YEAR'S DAY**

**13 THE POWER OF THE INBOX: NEW RULES OF EMAIL MARKETING**

**When:** 8:30 to 10:30 a.m.  
**Where:** Mobile Area Chamber, 451 Government St.  
**Speaker:** Kathryn Cariglino, Constant Contact Authorized Local Expert  
**Contact:** Brenda Rembert at 251-431-8607 or [brembert@mobilechamber.com](mailto:brembert@mobilechamber.com)  
*No charge, but seating is limited. Free parking.*

**14 NETWORKING@NOON** *\*Members Only, One representative per company*

*Make 40-plus business contacts in 90 minutes over lunch.*  
**When:** Noon to 1:30 p.m.  
**Where:** Mobile Carnival Museum, 355 Government St.  
**Cost:** \$10 and must be paid with reservation  
**Contact:** Alison Unger at 251-431-8617 or [aunger@mobilechamber.com](mailto:aunger@mobilechamber.com)



**18 CHAMBER CLOSED - MLK HOLIDAY**

**19 179<sup>TH</sup> ANNUAL MEETING**

*The event program includes introducing the Chamber's 2016 chairman of the board, looking back at the area's accomplishments and acknowledging local businesses' contributions. The evening concludes with the area's largest networking reception featuring 16 restaurants, caterers, desserts and beverage sponsors showcasing their culinary masterpieces.*

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

**Presenting Sponsor:**  **Trustmark**



**Restaurant & Dessert Sponsors:** Cakes by Judi, Creative Catering Inc., Don's Cafe & Catering Service, Greer's Catering, Half Shell Oyster House, Alec Naman's Catering Inc., The Noble South, Pollman's Bake Shop, Renaissance Hotels of Mobile, Sonny's Real Pit Bar-B-Q, Tyner's Catering, Zea's Rotisserie & Grill

**Opening Reception:** Chef Rob & Co. and The HoneyBaked Ham Co.

**Beverage Sponsors:** Community Coffee Co. LLC, Royal Cup Coffee Inc.

**Florists:** All A Bloom Florist & Gifts, Cleveland the Florist, Leaf & Petal Florist & Gift Shop, The Rose Bud Flowers & Gifts LLC

**Creative Services:** FusionPoint Media Inc. | **Photography:** Jeff Tesney | **Printing:** Gwins | **Signs:** Explosive Signs & Graphic LLC | **Paper Products:** Dade Paper & Bag Co.

**19 EXECUTIVE ROUNDTABLE** *\*Members Only*

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

**When:** 8 to 9 a.m.  
**Where:** Chamber, 451 Government St.  
**Speaker:** Optera Creative  
**Topic:** Social Media: The Fad that Just Won't Fade. Should You Pay or Play?  
**Contact:** Brenda Rembert at 251-431-8607 or [brembert@mobilechamber.com](mailto:brembert@mobilechamber.com)

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



**21 BUSINESS AFTER HOURS**

**When:** 5:30 to 7 p.m.  
**Where:** HUB International GulfSouth, 1141 Montlimar Dr., Ste. 2500  
**Cost:** \$5 for Chamber members/\$10 for potential members  
**Contact:** Alison Unger at 251-431-8617 or [aunger@mobilechamber.com](mailto:aunger@mobilechamber.com)  
*Reservations are not needed.*



**26-27 AIDT LEADERSHIP SKILLS I COURSE**

*This leadership training program introduces team leaders, supervisors and managers to effective leadership, communication and motivation techniques. All companies are invited to send personnel to the training, and attendees must be present both days and pass a written exam at the end of the presentations to successfully complete the course. The agenda includes leading people; communication; teamwork; and multigenerational management.*

**When:** 8 to 4 p.m. both days  
**Where:** 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](mailto:emcgrath@mobilechamber.com)  
*Reservations are required and class is limited to 25 people.*

## Who's New



**White-Spunner Realty** added **Marietta Murray Urquhart** as a commercial sales associate.

Urquhart attended The University of Alabama and earned a bachelor's degree in English and mass communications from The University of Alabama at Birmingham.

\*



**Meagan Mangold** is the new territory manager for **Gilmore Services Inc.**, a shredding, imaging and record storage company.

Mangold graduated from The University of Alabama with a bachelor's degree in public relations and double minor in English and psychology.



Banks



Eiland

**Trustmark Bank** welcomed **Lee Banks** and **Mark Eiland** to the wealth management division. Banks is the new vice president and senior trust officer. He is a graduate of The University of Montevallo with a bachelor's degree in mass communications and has 11 years of experience in wealth management and banking. He is a U.S. Army Veteran finishing with the rank of Captain.

Eiland is the new senior vice president and Mobile trust manager officer. Eiland earned a finance degree from the University of Montevallo and a law degree from The University of Alabama. He also has a tax law degree and more than 15 years of trust and wealth management experience.



Allen



Maatouk

**Berkshire Hathaway HomeServices Cooper & Co. Inc. REALTORS** welcomed new associates **Clint Allen** and **Vickie Maatouk**.

\*



Brand

**ServisFirst Bank** promoted **Walter J. Brand Jr.** to senior vice president. Brand received a bachelor's degree in

banking and finance from the University of Mississippi and is a graduate of Alabama Banking School and Leadership Mobile.

\*

**Providence Health System** announced the following promotions: **Peter J. Lindquist RN, DNP**, was named chief

nursing officer/chief operating officer; **Shannon J. Scaturro MSHA, MSN, CRNA, FACHE** is now vice president of surgical services and operations; and **Jamey G. Greer** was named executive director of support services.

## Business Endeavors

**BR Williams** trucking, logistics and warehousing firm recently opened a distribution center at 5360 Commerce Blvd. E. The 147,000-square-foot facility will employ up to 25 employees.

\*

**Mobile Area Water & Sewer System's** Catherine Street payment center moved to 1060 Springhill Ave.

\*

The Weather Channel has formed an exclusive partnership with **WALA- FOX 10** to benefit local audiences, help local businesses grow and improve local weather storytelling for viewers.

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## Well Done

Gov. Robert Bentley reappointed Mobile attorney **Forrest Latta** to a 12-year term on the Troy University Board of Trustees. A Troy graduate, Latta completed his law degree at Samford University's Cumberland School of Law. He is a partner in the Burr Forman law firm based in Mobile.



Latta

The U.S. Department of Education announced two **Mobile County Public Schools** are National Blue Ribbon Schools. Old Shell Road School for Creative and Performing Arts and Clark-Shaw School of Math and Science won the highest honor bestowed upon public, private and charter schools and are among just five Blue Ribbon Schools named this year in Alabama and 335 nationwide.



Roszkowski



Dekle

The Alabama Restaurant and Hospitality Alliance presented **Joe Roszkowski** and **David Dekle** of the **Original Oyster House** the Lifetime Achievement Award at this year's Stars of the Industry Awards Ceremony. The awards honor Alabama's lodging, tourism, and restaurant industry leaders. Roszkowski and Dekle, with their spouses Mary Lou and Jane, opened their first restaurant in Gulf Shores in 1983. They have a second location on the Causeway, which opened in 1985.

**Wilkins Miller LLC** accounting firm was named among the "2015 Best Companies to Work for in Alabama" by *Accounting Today*.

**Brian McCarthy** of **McDowell Knight Roedder and Sledge LLC** has become a Fellow of the American College of Trial Lawyers. Lawyers must have a minimum of 15 years of trial experience before they can be considered for fellowship. McCarthy has been practicing in Mobile for 29 years and graduated from The University of Alabama School of Law.

**Hand Arendall LLC** announced two Mobile members of the firm were named "Lawyer of the Year" in their respective practice areas for 2016 by Best Lawyers: **Caine O'Rear III**, Bet-the-Company Litigation, and **George M. Walker**, Employment Law – Management.

**Hargrove Engineers + Constructors** tops the list of Alabama's largest engineering firms according to *Business Alabama's* annual survey, moving up from third position in the 2014 survey. The list is based on total design fees in 2014.

**Rickey Rhodes** was appointed director of the Employment and Economic Development Services department of the South Alabama Regional Planning Commission.



Rhodes

**BIS Technology Group** office equipment company was recently recognized as a Top 10 dealer in the Florida, Alabama and Mississippi territory of the Southeast Region and currently ranks No. 1 in the state of Alabama.

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](mailto: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](mailto:jlivingston@mobilechamber.com). Also, you'll find the membership directory at [www.mobilechamber.com](http://www.mobilechamber.com).

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