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From the Publisher - Bill Sisson

Global Opportunities Create Jobs

As I often say, Mobile has always looked outward to build its economy.

This was the case more than 300 years ago when Mobile was settled by the French as a trade post, and it continues to be true today with our continued success in international trade and foreign direct investment.

Mobile's global perspective will serve our community well as our world becomes increasingly linked together as a global society. The volatility of the world-wide stage is predicted to increase over the next 10 years. But we cannot forget that with volatility comes potential for both business expansion and Chamber growth, driven by the nearly limitless opportunities occurring around the world.

In fact, some of our most important work in the coming years will be making sure our Chamber and its members evolve rapidly to address global change and the opportunities that come with an ever-shrinking world.



Clearly, international business creates jobs and grows the local economy. A recent U.S. Department of Commerce study revealed that export-related job increases accounted for an astounding 40 percent of total job growth in the United States during the time frame studied (1993-2008).

On the local level, the Mobile metro area was ranked 55th among 381 U.S. metros for annualized export growth (2005-2015). And our total export-support jobs reached 11,931 in 2015 -- up 45 percent since 2005.

If you and your business want to learn more about expanding into the global market, let the Chamber help you explore the benefits of doing international business. Our trade director, Christina Stimpson, stands ready to assist you. She can be reached at 251-431-8648 or cstimpson@mobilechamber.com.

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ON THE COVER

Paula Jones, owner of Paula's Hair Unlimited, has a full house. She is one of the featured former Eagle Award winners on pages 15-17. Photo by Jeff Tesney.

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Mobile's On The Grow Highlights New Projects

The Mobile Area Chamber recently updated a publication, *Mobile's on the Grow*, highlighting the latest new and expanding economic development projects. As the lead economic developer for the City of Mobile and Mobile County, the Chamber believes the area's success is attributed to the collaborative efforts of Team Mobile – a group including the City of Mobile, Mobile County, Alabama State Port Authority, Mobile Airport Authority, local utility and educational entities, and the Chamber.

This has been one of the most active years for high-profile projects. In March, Continental Motors recommitted to Mobile as its global corporate headquarters and plans to build a new manufacturing facility and corporate offices. Two days later, Walmart made its formal announcement of a direct import distribution center. Kimberly-Clark announced a new investment in April, and in June, Amazon announced Mobile would be the site of its newest sortation center.

Here are a few of the most recent announcements. The entire publication can be found on the Chamber's website, www.mobilechamber.com/publications.



Mobile's Largest Cranes Arrive on the Waterfront

After a two-month journey from Shanghai to Mobile, APM Terminals' new super Post-Panamax cranes arrived in late June and were recently installed. The cranes are 364 feet high, making them the fourth tallest structures in Mobile, according to the Alabama State Port Authority.

"I am encouraged by the current growth and the future economic development opportunities directly tied to the port," U.S. Sen. Richard Shelby said during a recent visit.

APM recently announced container traffic at the port hit a record high, boosting traffic by 19 percent last year. The news followed the improvements announced to accommodate the Walmart import distribution center under construction.

Amazon

Distribution

www.amazon.com

Amazon announced its first investment in the state of Alabama will be a sortation center in Mobile. The company will hire more than 360 part-time employees, and an additional 1,000 seasonally.

APM Terminals

Container Terminal

www.apmterminals.com

Recent investment is expanding the container yard and includes two super-Post Panamax ship-to-shore cranes. In 2016, APM completed an Intermodal Container Transfer facility.

Austal

Shipbuilding

www.austal.com

A recent investment in Austal's vessel completion yard includes new bulkheads for ships under construction, and additional office space.

MAAS Aviation

Aerospace

www.maasaviation.com

The company recently completed a twin-bay paint shop facility dedicated to maintenance, repair and overhaul (MRO). MAAS will create 52 jobs at full capacity.



Austal Gets Contract for Another LCS

The U.S. Navy awarded Austal a construction contract to build an additional Littoral Combat Ship (LCS).

Separate from the company's current 12-ship contract, the newest order is for the yet-to-be-named LCS 28. Construction is slated to begin next year.

"We're very proud to be awarded this contract in such a highly competitive environment," said Austal USA President **Craig Perciavalle**. "This demonstrates the Navy's confidence in Austal being a key component in building their 355-ship fleet, which is a testament to the hard work and dedication of our incredible employees."

Austal delivered two LCS ships in 2016 and is set to deliver two more in 2017.

With five LCS and eight Expeditionary Fast Transports (EPF) already delivered to the Navy, Austal-built ships are impacting worldwide operations. "Whether we're supporting our delivered ships in San Diego or Singapore, Thailand or Vietnam, we continue hearing positive feedback from the fleet commanders on the value and effectiveness of our LCS and EPF," said Perciavalle.



Austal recently released this poster announcing the USS Mobile (LCS 26). Company officials expect to cut the aluminum by year-end that will become Mobile's namesake, with a scheduled delivery in 2020. The U.S. Navy announced last year that Rebecca Byrne, wife of U.S. Rep. Bradley Byrne, will be the ship's sponsor. It will be the fifth ship named after the City of Mobile and the first built in Mobile. The latest USS Mobile was a cargo ship decommissioned in 1994, after nearly 25 years of service during the Vietnam and Gulf wars.

Continental Motors Group

Aerospace

www.genuinecontinental.aero

The company recommitted to Mobile as its corporate global headquarters and announced plans to build a 260,000-square-foot, state-of-the-art manufacturing facility and corporate offices.



Hutchinson Aerospace

www.hutchinsonna.com

Hutchinson recently opened an Aerospace Manufacturing Center of Excellence in Mobile. The company will create 100 jobs.



Kimberly-Clark Paper

www.kimberly-clark.com

The company announced the first of multiple investments, and will initially invest \$75 million for an on-site heat and power plant.





Lenzing Fibers Woven Textiles

www.lenzing-fasern.com

Once the company expansion is complete, the area facility will be the largest production site of TENCEL® in the world. Lenzing will increase its workforce with 163 new jobs.



Threaded Fasteners

Industrial Components

www.threadedfastenersinc.com

The company is building a galvanizing facility, relocating operations to west Mobile and will add eight new jobs.

Walmart

Distribution

www.walmart.com

The company will build its newest direct import distribution center in Mobile. The 2.5 million-square-foot facility will stock the company's other distribution centers along the central Gulf Coast and will add more than 550 jobs.



Worthington Industries

Cryogenic Technology

www.worthingtonindustries.com

Following the company's purchase of Taylor Wharton's cryoscience business, Worthington decided to leave operations in the Mobile area, retaining 61 local positions.



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VP, Wealth Management
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Mark Fillers
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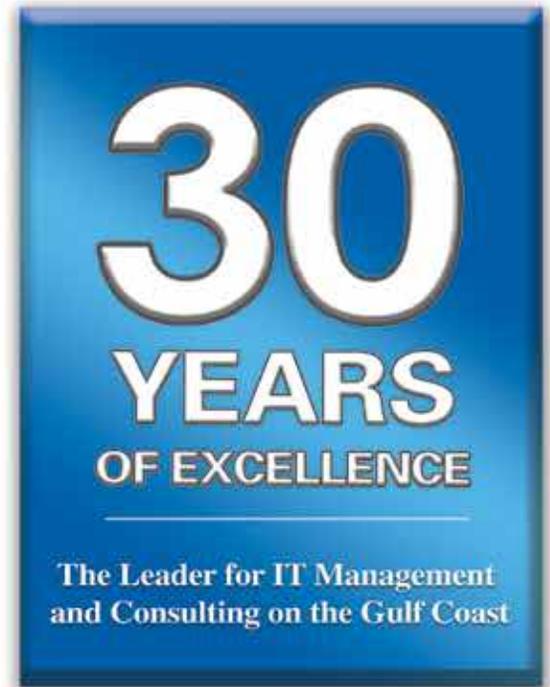
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Mobile Airport Traffic Flying Higher

Larger aircraft and more competitive fares are the top two reasons the number of passengers flying out of Mobile Regional Airport continues to increase, according to **Brian Belcher**, director of marketing and air service development for the Mobile Airport Authority (MAA).

MAA has logged consistent passenger growth – many months with double-digit increases – for a solid year, making this the longest streak of growth since the mid-1990s, according to MAA statistics.

In February, American Airlines upgraded the aircraft used for its nonstop flights to Dallas and Charlotte, adding 26 seats per flight and a first-class section. “That’s more than 80,000 seats a year,” said Belcher, predicting the MAA numbers will continue to rise.

The average cost of a flight from Mobile is down by \$90. “We are very competitive with our neighboring airports. When everything is relatively even, passengers choose to fly from their home community,” Belcher said.

Business travelers account for approximately 80 percent of the airport’s passengers, leaving approximately 20 percent driven by conventions and tourism.

For a city the size of Mobile, there are higher-than-average international travelers. Belcher said the number continues to grow as the international investment in the area grows.

Carnival Cruise Line’s move to reestablish operations has also contributed to the rise in the number of tourism travelers.

Belcher said MAA continues to work with current carriers to add capacity and new



non-stop destinations.

All three carriers – American, Delta and United, continue to see more passengers. Together they offer non-stop service to

Atlanta, Charlotte, Chicago, Dallas and Houston, with Houston as the most popular flight to and from Mobile.

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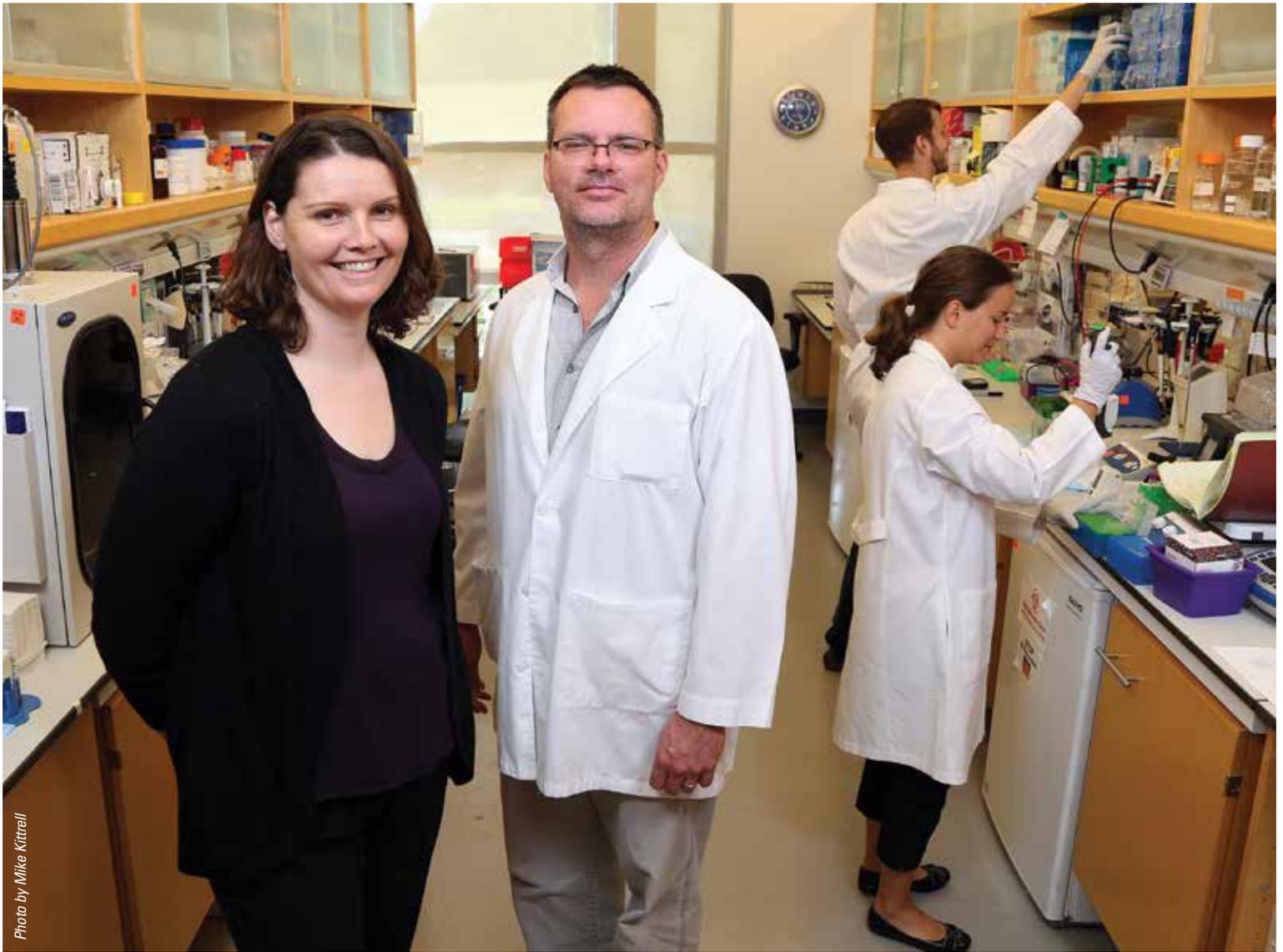


Photo by Mike Kittrell

Cancer researcher Natalie Gassman Ph.D. and graduate student Kelly Smith study the effects of sunless tanning products on cells at the USA Mitchell Cancer Institute (MCI). Gassman, along with surgical oncologist Dr. Marcus Tan and researcher Casey Daniel Ph.D. of MCI collaborate on research projects related to melanoma, the most lethal of the skin cancers.

USA's Mitchell Cancer Center Named Melanoma Center for Excellence

Those of us living on the Gulf Coast can especially appreciate a new designation earned by the University of South Alabama's Mitchell Cancer Institute (MCI) recently. The center was named a Melanoma Center of Excellence by the nonprofit, St. Louis-based Melanoma Hope Network, which recognized MCI for its expertise and treatment offerings for the most serious form of skin cancer.

"This recognition sets us apart from our competition and lets the community know that MCI is the place to go for the most advanced melanoma care," said MCI Director **Dr. Michael Finan**. "No one in the region has invested as heavily in melanoma research and treatment as we have."

"This recognition sets us apart from our competition and lets the community know that MCI is the place to go for the most advanced melanoma care."

While accounting for only 1 percent of all skin cancers, melanoma is more dangerous because it is more likely to spread to other parts of the body if not detected early. Skin cancer research conducted at MCI includes recent studies on tanning

practices, the effects of sunless tanning chemicals on cells, the origins of skin cancer and skin cancer prevention with the use of silver nanoparticles.

"As a group, we are committed to not only treating melanoma, but also learning how the cancer develops in order to discover breakthroughs in prevention and early detection," said **Dr. Spencer Liles**, a surgical oncologist at MCI.

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We would like to thank the following individuals for their service as Members of our Board of Directors in 2016:

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Boys & Girls Clubs of South Alabama
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Child Advocacy Center
Child Day Care Association
Community Action Agency of South Alabama
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Dumas Wesley Community Center
Educational Center for Independence (ECI)
Epilepsy Foundation of Alabama
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Southwest Alabama Retired & Senior Volunteer Program (RSVP)
St. Mary's Home
United Cerebral Palsy of Mobile
Via Health, Fitness, and Enrichment Center
Victory Health Partners
Volunteers of America Southeast (VOASE)
Wilmer Hall Children's Home
YMCA of South Alabama

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Visit Mobile's slogan, "Born to Celebrate," inspired a business opportunity for **Summer Phillips**. With 20 years of experience in the hospitality industry, focusing primarily on corporate and social events, she knew how to capitalize on the city's love of parties.

Phillips founded Bottles Up Mobile, a mobile bartending service, in 2015. The company provides bartending service at corporate events and social gatherings like the American Cancer Society Chili Cookoff, Senior Bowl functions, the Mobile Area Chamber's Pork and Politics mixer and numerous grand openings, allowing her clients to enjoy the party instead of worrying about pouring drinks.

"We have provided anywhere from a single bartender to up to 16 for one event," she said. "No matter what, we're there with a friendly face and professional service."

In addition to bartending, Bottles Up provides bar setup services and can apply for event permits through the city and state for cash bars. "We take the worry out of serving so you and your guests can enjoy the event," Phillips said.

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

After starting with just one employee, the company now has three full-time staff and 10 employees on call. Employing the right people, Phillips said, is what sets her business apart.

"We are a true start-up, the first of its kind in Mobile, and we take pride in the way we treat our bartenders and clients," she said. "Finding the right people to serve our clients is the most important piece. I can train anyone to bartend, but Southern hospitality comes from the heart."

The company's friendly service extends to more than just paying gigs. Bottles Up Mobile donates bartenders to civic groups like Project Azalea, Women's Business Alliance, Fuse Project and Young Professionals of Mobile.



Bottles Up Celebrates with Southern Hospitality

Phillips is also a member of Junior League of Mobile, sits on the fundraising committee for the University of South Alabama's Hospitality and Tourism program, and participates in events like Startup Weekend and Alabama Future Leaders of America.

"My husband and I believe in giving back to the community and the people we serve," she said.

The company has been a Chamber member since its inaugural year, which Phillips says has been integral to its growth. "Not only has the

Chamber allowed us to participate in numerous events, but we have been able to provide our signature service to businessmen and women throughout Mobile," she said. "We have made connections at each and every event and we are excited for what the future holds."

In addition to more bartenders to handle more events, that future may include an exciting new venture, but Phillips isn't ready to dish the details just yet.

"With a few new bartenders on the roster, we are now able to

take on events throughout the week as well as multiple events at one time over the weekends," she said. "We are also taking steps to offer a service in Mobile that hasn't been here in the past and we are working closely with ABC in Montgomery to allow more flexibility in our industry in order to achieve our goal. We will keep you in suspense with that teaser!"

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Chamber Celebrates 20 Years Honoring Minority-Owned Businesses

Past Winners

From 1998 to 2017, the Mobile Area Chamber presented 89 Eagle Awards to minority-owned businesses recognizing their outstanding achievements. Two companies – Commonwealth National Bank and State Farm, Makeda Nichols – were inducted into the Eagle Hall of Fame in 2006, having earned the esteemed award three times. More than a dozen companies were recognized twice. Below are former Eagle winners that are still involved in the Chamber. In October, the Chamber will present two more Eagle Awards during its 20th anniversary event.

Alex White DDS

Ball Healthcare Services Inc.

Bama Pest Control Inc.**

Black Classics Books & Gifts**

BNI Business Resource Print
& Ship Center

Commonwealth National Bank ***

CorroMetrics Service Inc.

Don's Café and Catering

Dorsey & Dorsey Engineering

Leaf & Petal Florist & Gift Shop**

Muskogee Metalworks**

Nichols Financial Services

Paula's Hair Unlimited

Perfecting That Cleaning Service LLC

Shore Acres Plant Farm Inc.

Small's Mortuary Inc.

State Farm, Makeda Nichols***

Superior Masonry**

**Two-time winner

***Hall of Fame



Photo by Doris Photography

The Mobile Area Chamber's Eagle Award winners in 1998.

The Mobile Area Chamber held its first Eagle Award ceremony in 1998, and has recognized 77 companies, several more than once. This year will be the 20th anniversary of the event, which was created to recognize the accomplishments of minority-owned businesses and bring awareness of their expertise to the general business community.

The Chamber's Eagle Awards luncheon has grown to be the largest regional event of its kind along the Central Gulf Coast.

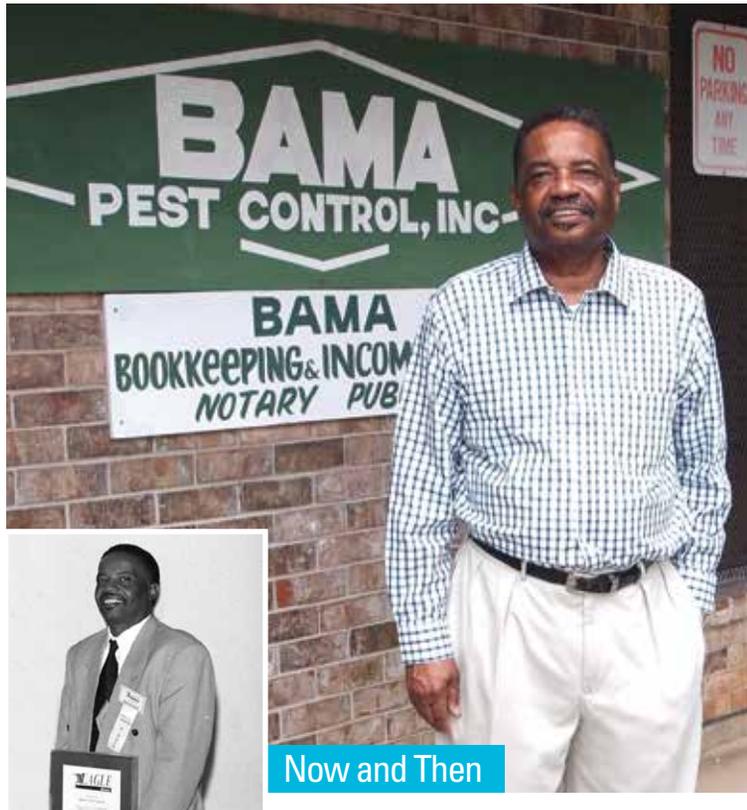
"Our leadership is committed to strengthening the minority business community, and we feel the Chamber has a role in encouraging, promoting and improving the ecosystem for minority business owners," said **Darrell Randle**, the Chamber's vice president of small business development.

This year's award luncheon will feature renowned speaker, author and consultant Stedman Graham, widely known for helping improve people's potential for personal and professional success through his process of understanding and embracing Identity Leadership. It is set for Wednesday, Oct. 18 (see ad on page 18 for details).

In looking back over the last 20 years, *The Business View* checked in with one business from each five-year period the Eagle Awards have been presented, and in doing so, again learned why these companies stand out.

Most have faced business-changing challenges either in competition, trends or generational preferences, yet each are optimistic and have altered their company's direction to fly straight into the future.

Turn the page to read how Bama Pest Control, Paula's Hair Unlimited, Shore Acres Plant Farm and Business Resource Design and Print, all former Eagle Award winners have changed since the event began in 1998.



Now and Then

Bama Pest Control

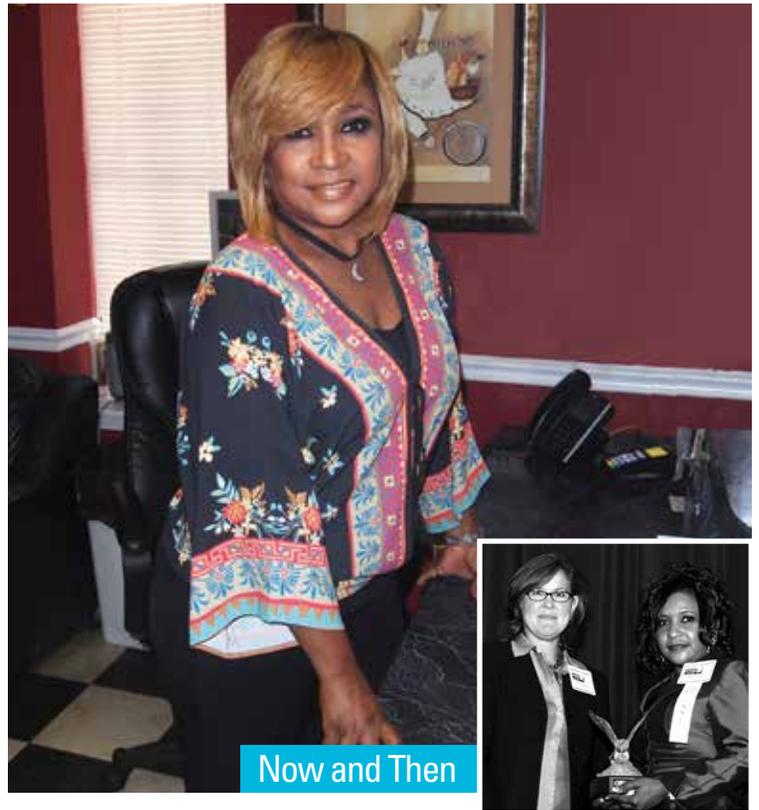
1999 & 2012 Eagle Award Winner
 Clarence Johnson Jr., president
 1862 Duval St.
 251-478-7015
www.bamapestcontrol.com

Bama Pest Control received the Eagle Award in 1999 and 2012. President Clarence Johnson Jr. said it wasn't long ago he was looking for an exit strategy from the company he and his wife Ruthie built. The pest control industry overall has grown to maturity and much of the competition can be found on the shelf at big-box stores.

The recognition the company gained from the Eagle Award, especially the second time around, motivated Johnson to get involved with the Chamber's Growth Alliance Task Force, spurring opportunities to grow his business in ways he hadn't imagined.

Instead of allowing a financial ceiling to squash business growth and send him into retirement, Johnson and his son, Clarence Johnson III, expanded services that keep or force pests and wildlife out of homes, offices and commercial properties.

Watch for details on the company's next endeavor, landscape services.



Now and Then

Paula's Hair Unlimited

2007 Eagle Award Winner
 Paula Jones, owner
 729 Lakeside Dr. W.
 251-661-1747
www.PaulasHairUnlimited.com

2007 Eagle Award winner Paula Jones is owner of Paula's Hair Unlimited, a full-service salon for women and men. Her business grew from initially helping her mother, who styled family members' and neighbors' hair. Over the years, she has watched natural hair trends, including the growing popularity of afros and women embracing their gray, cut into her business.

While Jones still has a large clientele who use her specialty services, such as precision cuts, highlights, color, relaxers and weaves, she now has someone in her shop specializing in natural hair, specifically for African-Americans.

With the technology of social media, Jones is engaging new and existing customers through Facebook, promoting her salon and her happy clients.

Jones also uses her master cosmetologist training to teach students at a local community college, passing on her knowledge to tomorrow's business owners.

Eagle Awards Timeline

1998 The first Eagle Awards were presented by the Mobile Area Chamber in partnership with Bishop State Community College and the University of South Alabama's Small Business Development Center. Tavis Smiley served as the first keynote speaker for this sold-out event.

Anissa Centers, then with WALA FOX10, was the Eagle Awards' first emcee. The station has supported the event since its inception, providing emcees and

video production. When Centers left Mobile, anchor Lenise Ligon has since served as emcee.

2001 The number of awards winners changed from 10 to five.

2003 The first female keynote speaker for Eagle Awards was Susan Taylor, then-editor of *Essence* magazine. She returned to Mobile in 2015 to speak again.



2004 Alexis Herman, the former U.S. Secretary of Labor under President Bill Clinton, returned to her native Mobile as the keynote speaker.

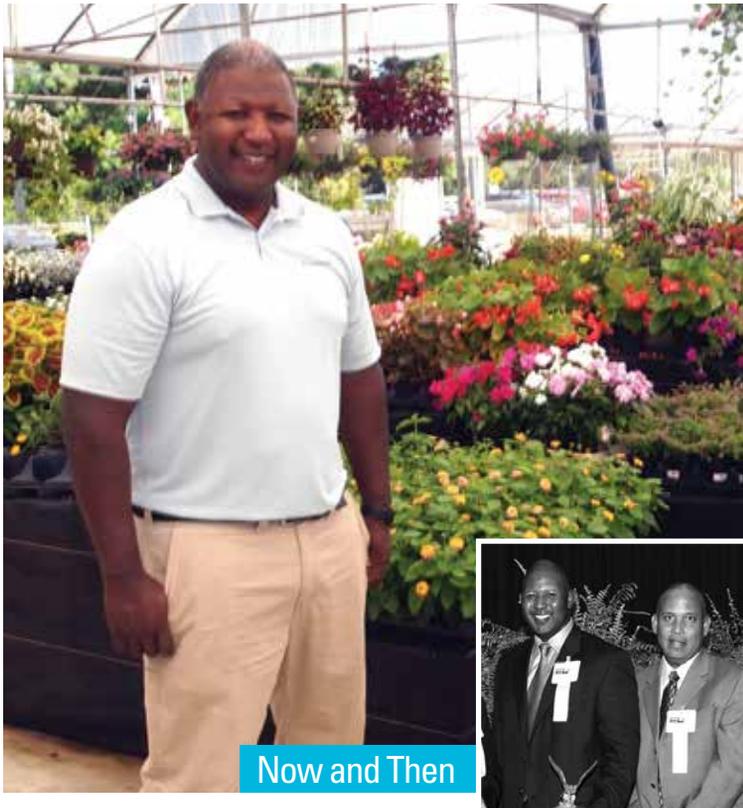
The Chamber presents its first Minority Business Advocate Award to Mobile Area Water and Sewer System for supporting local minority-owned firms.



2006 The Eagle Award Hall of Fame was created, and the first two inductees were named:

Commonwealth National Bank and State Farm Insurance – Makeda Nichols.





Now and Then

Shore Acres Plant Farm

2008 Eagle Award Winner
 Oliver Washington, owner
 11545 Bellingrath Rd.
 251-973-1602
www.saplantfarm.com

Oliver Washington is owner of Shore Acres Plant Farm, started by his grandfather, passed to his father and now to him. The company was recognized with an Eagle Award in 2008.

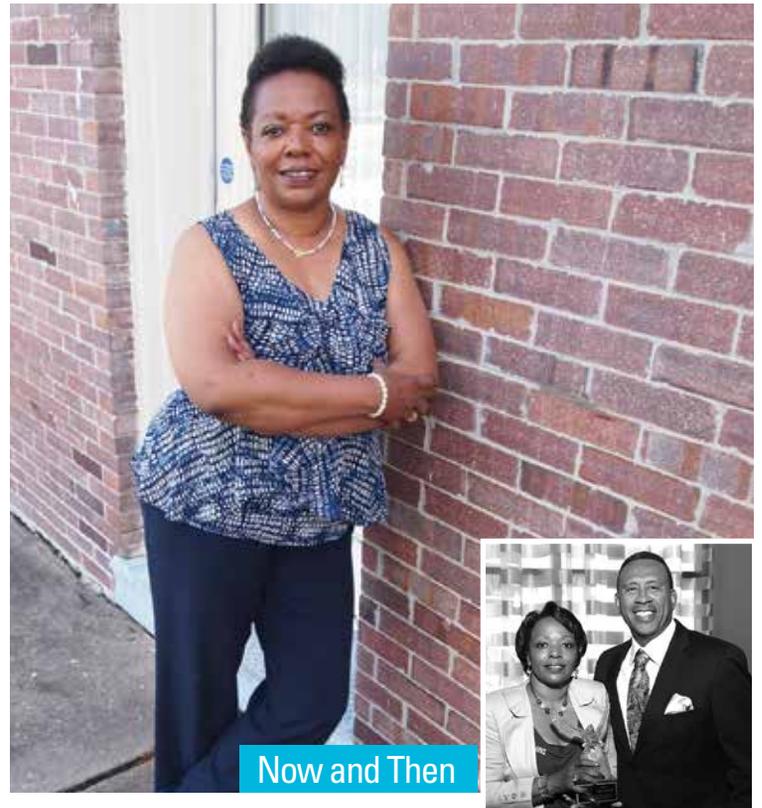
The fact that millennials don't like to work in the yard is affecting his customers – primarily big-box retailers, nurseries and garden centers – and therefore him.

Rather than let his family

business wilt, he has created larger containers with a variety of flowers and greenery that appeal to millennials and other clients, and added recognizable brands to its inventory, like Knock Out roses and Encore azaleas, popular for their continuous blooms.

Washington recently hired a merchandising team to ensure quality once they arrive at stores along the Gulf Coast.

Recognizing the latest farm-to-table trend embraced by restaurants and families alike, he has increased the nursery's emphasis on vegetables and herbs. Shore Acres is also open to the public.



Now and Then

Business Resource Design and Print

2013 Eagle Award Winner
 Janice Malone, president
 809 Government St.
 251-438-7050
www.brcdesignandprint.com

After winning the Eagle Award in 2013, Janice Malone, president of Business Resource Design and Print, changed her business model significantly – and more than once. When the parent company of Business Networking International was bought, Malone sold her franchise, dropping BNI from the company name.

Her first instinct was to then focus on print and copy, but she knew she needed volume and automation to turn ink into dollars, even with her daughter JaVaughne Malone adding graphic design to the company's services.

Next, she pivoted the focus to marketing, and found herself competing with a flooded arena of solo entrepreneurs offering similar services.

The final shift came when she melded marketing and technology, a combination Malone believes makes her company unique. Today, she is helping clients rebrand and create customer engagement through mobile apps and social media.

2008 Muskogee Metalworks in Atmore was presented an Eagle



Award. In 2015, the company returned to receive the Rev. Wesley A. James Minority Business Advocate Award.

2010 The annual Eagle Awards program merged with the MBDA Minority Business Enterprise Center awards.

2011 Professional development workshops geared toward minority-owned businesses were added to the day's events.

2013 The Chamber board of directors added a vice chair of minority business development and Larry Dorsey of Dorsey & Dorsey Engineering is the first volunteer to hold the position.



2014 The Chamber's Minority Business Advocate award presented at the Eagle Awards

was renamed to honor the late Rev. Wesley A. James, (on right) a champion of the Chamber's diversity efforts.





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MOBILE AREA
CHAMBER OF COMMERCE



New Leaders Reception

In May, the Mobile Area Chamber hosted a reception to welcome newly named CEOs and executives of member businesses. City of Mobile Mayor Sandy Stimpson and Mobile County Commission President Merceria Ludgood, along with Chamber President and CEO Bill Sisson, gave attendees an overview of doing business in Mobile.

Front row L-R: Pratt Paterson, Wilmer Hall; Mark Fillers, Renasant Bank; Cathy Pope, Feeding The Gulf Coast; Liz Freeman, Long's Human Resource Services; Christina Edgerton, Airgas USA; Kate Luce, Mississippi Export Railroad Co. and Sisson.

Back row L-R: Geoff Myrick, MAAS Aviation; Philip McKibbin, C Spire; Stimpson; David Hobbs, Masland Carpets; Scott Beauchemin, General Dynamics (Mission Systems); Lewis Copeland, Southern Earth Sciences; Brian Willman, Regions Bank; Jason McKenzie, Joe Jefferson Players; Barry Westbrook, Walmart Logistics; Laurent Blattner, Airbus; and Ludgood.



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Do You Know What They're Doing With It?

In the course of working with our clients to improve their security posture, we have come across several common themes that limit a company's ability to assess and mitigate cybersecurity risk. Last month, we reviewed the importance of knowing who has access to your systems. Let's go a step further now and talk about how that access is being used. You can't secure it if...

You Don't Know What They're Doing With It

In 2014, *SCMagazine* published excerpts of a report from Globalscape entitled

"Employee file sharing practices put corporate data at risk, study finds." A survey of 500 company employees found 63 percent of employees use remote storage devices to transfer confidential work files, 45 percent of employees use consumer sites such as DropBox, and 30 percent of employees use cloud storage services.

Today, the trend continues, according to *Business News Daily*, where a survey by *Softchoice* found that "one in three cloud-app users has downloaded an application without consulting IT."

Communication failure between employees and IT staff/vendors can result in your employees using personal cloud-based storage services, and perhaps portable devices, to transfer data in and out of your network. It's the responsibility of IT staff to make certain employees have the tools they need to do their jobs competently and comfortably, and it's the employee's responsibility to ask IT for the tools they need, rather than working something out on their own.

If your habit is to "Just Say No" to employee requests, you may find that your employees are making end-runs around your security measures in order to do their jobs, and putting company data at risk in the process.

Employee training is as important as communication. In February of this year, Boeing had to inform 36,000 employees of a data breach. A Boeing employee had emailed a spreadsheet to his wife (not a Boeing employee) asking for formatting help, without realizing that employees' personal information was stored in hidden columns in the file. Ensure your employees have the training they need to do their work, without seeking outside (unauthorized) help.

It's also important to have rules in place for third parties who have access to your data. Several recent data breaches in the news resulted from a third-party exposing confidential data on a cloud-based server. In June, for example, a large collection of top-secret government data was discovered on an open server in Amazon

Web Services network, along with the remote access keys and log in credentials of the contractor who was working on the data.

You can't secure it if you don't know what they're doing with it.

Several of the 20 CIS controls for effective cyber defense address the need to control

access to information and to train employees in proper procedures. Read more about these topics and how to apply them to your business at www.cisecurity.org/critical-controls.

This is the fourth column of a mini-series on cybersecurity by Glenda Snodgrass, president and lead consultant at The Net Effect. Snodgrass can be reached at grs@theneteffect.com.

“**Communication failure between employees and IT staff/vendors can result in your employees using personal cloud-based storage services, and perhaps portable devices, to transfer data in and out of your network.**”



UNIVERSITY of SOUTH ALABAMA
Children's & Women's
HOSPITAL



Above, students were excited to visit the USA Children's and Women's Hospital where they were able to shadow doctors in labor and delivery, radiology, the Neonatal Intensive Care Unit, surgery, pediatrics and other areas of the hospital based on the students' specific area of interest.

Pictured at left, Spanish Fort High School student Olivia Quimby was one of 104 rising high school seniors who participated in the three-day Summer Scrubs program. Students were given the opportunity to shadow healthcare professionals in a variety of settings: ER department, surgery, laboratory, imaging and others. Host sites included Mobile Infirmary, Mobile County Health Department, Victory Health Partners, Springhill Medical Center, Providence Hospital and others.

Summer Scrubs

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Evonik Industries

Company official: Bonnie Tully, vice president and site manager

Years in business: 44

Brief company description: Evonik is a world-class specialty chemical manufacturer.

Why are you located in Mobile? “Close proximity to rail, water and highway transportation,” said Tully.

“Skilled workforce and a business-friendly state, city, county, and supportive community.”

Why do you support the Mobile Area Chamber of Commerce’s Partners for Growth initiative? “We believe Partners for Growth is an excellent initiative that promotes Evonik as a diverse, valued specialty chemicals producer within the local manufacturing cluster,” she said.

What do you see as Mobile’s greatest potential? “To become a world-class hub for multiple industry clusters (e.g. Chemical/Petrochemical Manufacturing, Aircraft, Shipbuilding and Health Care),” she said.

Length of continuous Chamber membership: Since 1974.



Partners for Growth (PFG) is the Mobile Area Chamber’s long-term economic and community development program. For more information, contact

Katrina Dewrell, the Chamber’s investor relations coordinator, at **251-431-8611** or **kdeuwrell@mobilechamber.com**.



Overcoming a Barrier to Growth – Determining the Need and Development of Mobile’s Workforce

For the last two issues of *The Business View*, and two more, learn more about each of the five pillars of the Chamber’s Partners

For Growth program of work. In this issue, we will look at the third pillar – Workforce Attraction, Retention and Development.

With increasing frequency, workforce considerations are becoming a key determinant in corporate relocation and expansion decisions. Communities across the country are implementing aggressive efforts to improve K-12 schools, develop technical and skilled training resources, solve transportation challenges and attract talent from other places.

When deciding where to locate or expand operations, companies assess the workforce pipeline, as much as they do the current available pool of workers. As the economic developer for Mobile County and the City of Mobile, the Mobile Area Chamber recognizes workforce as a potentially “limiting factor” in its future growth and prosperity, and are working to ensure the area’s human capital is a competitive asset in the quest to provide good jobs for citizens.

Success will require attention and effective work from a broad consortium of public, private and nonprofit agencies, institutions and organizations. The Chamber’s Partners for Growth (PFG) program of work is to continue collaborations and partnerships with AIDT, Alabama Career Center, Southwest Alabama Workforce Development Council, University of South Alabama, Bishop State Community College, University of Mobile, the AIDT Aviation Training Center, and other entities to deliver effective workforce development solutions.

“When deciding where to locate or expand operations, companies assess the workforce pipeline, as much as they do the current available pool of workers.”

An important distinction in the Chamber’s role and objective is to focus on the needs of employers. From this platform, PFG’s workforce strategy for 2018-2022 will strive to assert a higher level of leadership so the community’s collective efforts are aligned with the city, county and educational institutions while advocating for the needs of the area’s key industries.

Moreover, PFG will aggressively support specific solutions and programs that directly impact the Chamber’s recruitment and retention/expansion efforts.

Chamber efforts in these areas include expanding the number of highly skilled employees in targeted industry clusters necessary for companies to grow locally and compete globally, while meeting their competitive needs, according to **Troy Wayman**, vice president of economic development for the Chamber. In addition, PFG will allow the Chamber to leverage

federal designations such as “TechHire” and “Investing in Manufacturing Communities” to identify and secure additional grant dollars for community-wide partnerships.

Action items will include:

- Supporting the establishment of Advanced Manufacturing Training;
- Achieving ACT Work Ready Certification for Southwest Alabama;

- Increasing public awareness about the importance of workforce development for economic development, while promoting skilled trades and technical training as alternatives to four-year college education;

- Creating customized solutions for companies in the Chamber’s targeted industry clusters to solve workforce needs;

- Working with local partners to address skills gaps and talent recruitment needs of local business and industry;

- Creating and/or participating in trade shows, career fairs and industry-specific events to attract highly skilled talent;

- Promoting local businesses’ success stories and best practices in workplace flexibility, recruiting, retention and development; and

- Advocating for continued funding of Alabama’s education budget, including Alabama’s First Class Pre-K initiative.

Over the last two-plus decades, the Mobile Area Chamber has presented a measurable, strategic program to guide its economic development efforts. The new program – Partners for Growth: Growing Global, Investing Local – is being chaired by **Elliot Maisel**, Gulf Distributing Co., **Mark Nix**, Infirmiry Health; **Mike Saxon**, Alabama Power; and **Brian Willman**, Regions Bank.

To learn more about PFG efforts, or to schedule a time where a member of the Chamber’s economic development team can come out and talk with your company, contact **Cesny Soffronoff** at 251-431-8636 or csoffronoff@mobilechamber.com.

Company: Airgas USA LLC, Airgas South Division

Title: Area Vice President, South Region - West Area

Hometown: Houston

Education: Master's degree in finance from Tulane University; and bachelor's degrees in business administration, management and Spanish from University of Houston

First job: Edgerton worked as a hostess at an Italian restaurant in Houston during her sophomore year of high school.

Previous experience: She was previously a regional sales manager for Air Liquide in Houston, with responsibility over bulk gases; and manager of operations control and strategic objectives for Air Liquide in the Caribbean, Central America and Mexico.

Accomplishments: During her tenure at Air Liquide, Edgerton managed a customer portfolio of more than \$60 million in sales and more than 500 customers, supporting a nine-state region recognized as region of the year based on sales performance. Another accomplishment included the successful country entry into Colombia by Air Liquide.

Secret to success: 1) Focus – keep a clear vision on what you want to accomplish; 2) perseverance and steadfastness to continue forward; 3) flexibility – adapt with an open mind; 4) ambition – strive for greatness; and 5) a support system – for support and feedback, which includes mentors.

Brief company description:

Airgas is a leader in the U.S. industrial gas industry, with a full range of packaged industrial, medical and specialty gases and the nation's leading single-source provider of gases, welding and safety products. With the acquisition of Airgas by Air Liquide, the combined companies have more than 1 million customers in the United States with 1,300-plus sites including 140-plus industrial gas plants and more than 20,000 employees with a global presence in more than 80 countries.

A full-page photograph of Christina Edgerton, a woman with blonde hair, wearing a black blazer over a light blue button-down shirt and black trousers. She is standing outdoors in front of a white Airgas truck. The truck has 'Airgas' written on the side, along with 'Airgas USA, LLC', 'USDOT 2997', 'VIN GM322', and 'GVW 52'. In the background, there are stacks of green industrial gas cylinders and a large metal building.

Christina Edgerton

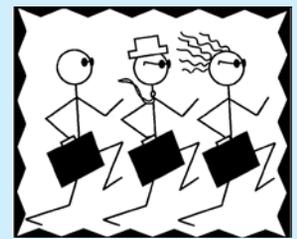
Chamber Chase volunteers at a recent reward session. Pictured front row L-R: Rachel New, Trustmark Bank; Terri Owler, Arkema; James Alexander, BancorpSouth; Donna Turner, Ambassador Team; Bernadette Windle, Roberts Brothers; Janet Johnson, Century Bank; Valencia Chaney, Alabama Power; and Kay Williams, Blue Cross and Blue Shield of Alabama.

Back row L-R: Ryan New, Renasant Bank; Kevin Carey, Trustmark Bank; Charlie McCants, Growth Alliance Task Force Team; Mark Spivey, BB&T; Michelle Brown, Ambassador Team; Nichole Edwards, Blue Cross and Blue Shield of Alabama; Elissa Tesney, Jeff Tesney Photography; Virginia Knight, Iberiabank; Stephanie Grant, Iberiabank; Lisa Owen, Trustmark Bank; Allison Allen, Alabama Power; Dawn Finch, Trustmark Bank; and Michael Lightcap, Trustmark Bank.



Chamber Chase

During the Mobile Area Chamber's total resource campaign, Chamber Chase volunteers worked to bring in new members, sell event sponsorships and advertising. Weekly reward sessions provide updates to volunteers on the campaign's progress and networking with peers. Pictured at left are: Sadie Buchanan, Wells Fargo; Stephen Schlautman, Regions Bank; campaign chairman Kevin Carey, Trustmark Bank; and Charlie McCants, Growth Alliance Task Force.



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Executive Roundtable Meets

A forum for small business owners and managers, the Chamber's Executive Roundtable meets monthly to hear presentations and discuss timely business issues. This summer, Sean Costello, assistant U.S. Attorney, spoke on the topic "The Changing Landscape: Privacy in the Digital Age," followed by Terry Harbin, market president with BancorpSouth, who talked on "The Changing Landscape: Finance and Banking."

Growth Alliance Task Force Hears from City on Key Issues

This summer the Chamber's Growth Alliance Task Force, whose mission is to grow and expand minority-owned businesses in the Mobile area, heard a presentation by city of Mobile employees Archnique Kidd and Anitra Belle Henderson, who discussed the City's procurement process and the Yes Initiative program for school-aged children. More than 45 people attended.

Southeast U.S.-Canadian Providence Conference Coming to Mobile

This summer the Chamber participated in the Southeast United States-Canadian Providence (SEUS-CP) conference held in Toronto. SEUS-CP is a strategic partnership between states in the Southeastern United States and member provinces from Canada. Mobile will be the host city for the 2018 conference.

Panel Discussion on Technology

The Chamber's Gulf Coast Technology Council hosted a capacity crowd for its annual panel discussion with tech leaders this summer. Panelists were: John Calagaz with CentraLite Systems, John Enriques with Wind Creek Hospitality, Monty Hamilton with Rural Sourcing Inc. and Eric Nilsson with The SSI Group. Brent Hutfless with Austal moderated the session with panelists fielding questions ranging from business analytics, artificial intelligence, workforce management including outlook for hiring and employee retention strategies, cloud migration and cybersecurity challenges.

Chamber Branding with Lamar

The Chamber's communications and marketing department continued its partnership with Lamar on enhancing the Chamber brand with billboards. For 21 years, Lamar has supported the Chamber's branding efforts, and the 2018 campaign will continue the marketing slogan – Believe in Mobile. Belong to the Chamber.

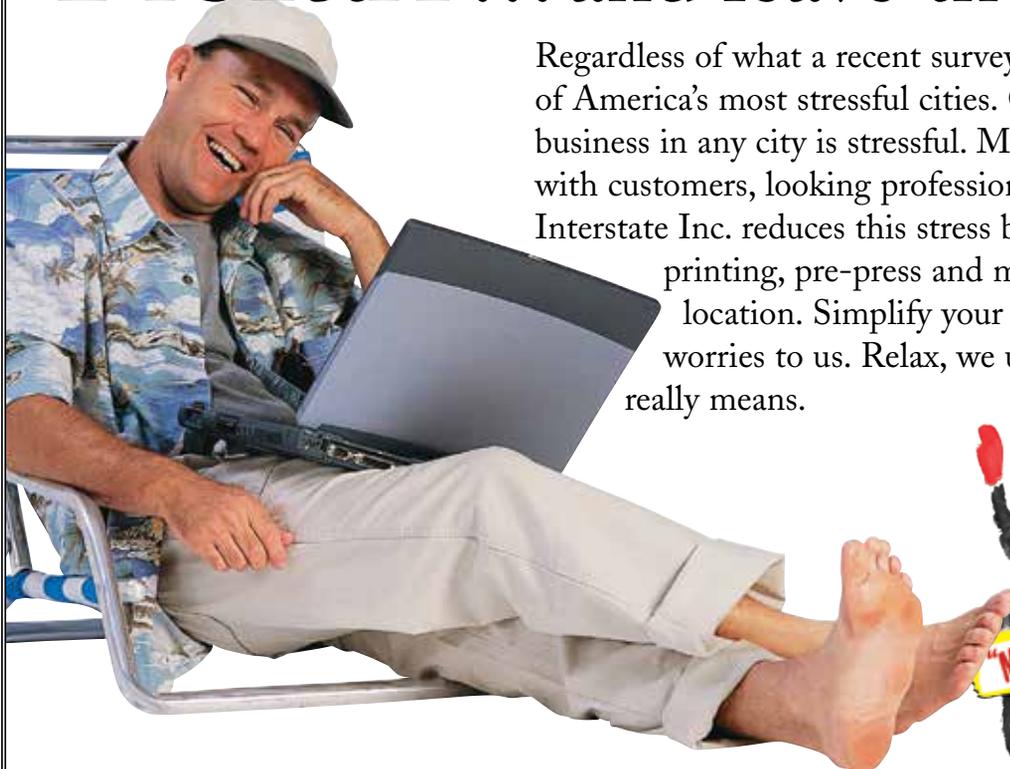
Senior Project Manager Finished ED Honor Program

The University of Alabama Economic Development Academy recently completed its first Applied Economic Development Honors class with 18 young professionals from around the state participating in the program. David Rodgers, senior project manager for the Chamber, completed the program. The academy works with local communities and elected officials to develop workable strategic economic development plans.



Rodgers

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Chamber Names Stefany Walley Research Manager

Born and raised in Mississippi, **Stefany Walley** is making Mobile her new home. She is the new research manager in the Chamber's economic development department. Walley will collect and analyze data, develop and publish an array of community and state research documents, update marketing materials and respond to information requests.



Walley

Walley recently earned a master's degree in economic development from the University of Southern Mississippi, where she received bachelor's degrees in business administration

marketing and business administration international business.

Prior to her current position with the Chamber, Walley was a graduate assistant for an economic development program for Entergy Corp.

"I am very impressed with the Chamber's role in the business community and look forward to working and contributing to that continued effort," said Walley.

"I think we are fortunate to get Stefany right out of college. She had already begun research work while in graduate school, so she brings a fresh approach and new insight to keep the Chamber's research development on track," said **Troy Wayman**, the Chamber's vice president of economic development.

Walley can be reached at 251-431-8602 or swalley@mobilechamber.com.

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Pictured front row (l-r): Bobby McBride, Brandy Miller, Lindsey Mooney and Amanda Baker. Back row (l-r): Brad Lathan, Stephen Acreman, Joe Mooney, Don Rowe and Zeke Hudson.

AMBASSADOR of the month



Photo by Jeff Tesney

Lisa Kavanagh, operations manager for the Junior League of Mobile, is the Mobile Area Chamber's Ambassador of the Month. Kavanagh joined the ambassador program in 2011 after retiring as associate director of alumni relations at the University of South Alabama, where she worked for 25 years. As an ambassador, she makes goodwill visits to fellow members and welcomes new businesses to Mobile.

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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BOARD of advisors

Michael R. Holland is city president for Coastal Bank and Trust. He graduated from the U.S. Military Academy at West Point and from the Graduate School of Banking at Louisiana State University. His career includes service in the U. S. Army 82nd Airborne Division. He joined First Alabama Bank, later Regions Bank, in 1992, and assumed his current position with Coastal Bank and Trust in September of 2007. Holland volunteers with United Way of Southwest Alabama, Feeding the Gulf Coast, St. Luke's Episcopal School, the Senior Bowl, Touchdown Club and Goodwill Easter Seals. Coastal Bank and Trust is a Partners for Growth investor.



Dr. Timothy L. Smith is president of the University of Mobile. He most recently served as provost at Anderson University in Anderson, S.C., with prior service at Union University in Jackson, Tenn., and the University of Tennessee system. Over the past 19 years, Smith has been engaged in leading the development of healthcare programs, with a focus in Christian higher education. He earned a diploma in nursing from Baptist Memorial Hospital in Memphis, Tenn.; a bachelor's degree in nursing from Memphis State University; a master's degree in nursing and a doctorate in philosophy from the University of Tennessee Health Science Center; a diploma in nurse anesthesia from the University of Tennessee; and a master's degree in theology and doctorate in philosophy in leadership from The Southern Baptist Theological Seminary in Louisville, Ky.



Daryl Taylor is vice president and general manager for Airbus Final Assembly Line USA. He joined Airbus in 2015, after serving GKN Aerospace as vice president and general manager of two facilities located in Wellington, Kan., and Burbank, Calif. He also held management roles with Bombardier Aerospace in Toronto, Canada, and with Hawker Beechcraft Corp. in Wichita, Kan. From 1989 to 1994, Taylor was a certified engineering apprentice at Airbus in the United Kingdom. He has a higher national diploma in aeronautical engineering from Kelsterton College in the U.K., and a bachelor's degree in manufacturing technology from Southwestern College in Kansas. Airbus is a Partners for Growth investor.



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

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SEPTEMBER

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

4 CHAMBER CLOSED - LABOR DAY

7 MEMBERSHIP 101

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

When: 8 to 9 a.m.

Where: Mobile Area Chamber, 451 Government St.

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

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

13 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: Alabama Power, Mobile Division Operation Center Auditorium, 505 Hillcrest Rd.

Cost: \$10 and must be paid with reservation

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

Sponsors:



19 EXECUTIVE ROUNDTABLE **Members Only*

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

When: 8 to 9 a.m.

Where: Mobile Area Chamber, 451 Government St.

Speaker: David Clark, president and CEO, Visit Mobile
Topic: "Changing Landscape: Tourism's Impact on Mobile's Economy and the Future"

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

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

Sponsor:



20 NAVIGATING PUBLIC RELATIONS FOR SMALL BUSINESSES **Members Only*

When: 8 to 11:30 a.m.

Where: Mobile Area Chamber, 451 Government St.

Speaker: Public Relations Council of Alabama, Mobile Chapter

Topic: Branding - Digital Marketing - Engagement

Cost: \$10

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

RSVP requested by Sept. 18. Free parking.

27-28 AIDT LSI

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

When: 8 a.m. to 4 p.m. both days

Where: Mobile Area Chamber, 451 Government St.

Cost: \$50 for members/\$60 for nonmembers, includes course materials, lunch and snacks

Contact: Kayley Edwards at 251-431-8629 or kedwards@mobilechamber.com

Reservations are required. Class size is limited to 25. No refunds after Sept. 19

28 BUSINESS AFTER HOURS

When: 5:30 to 7 p.m.

Where: Hilton Garden Inn - Mobile Downtown, 15 N. Conception St.

Cost: \$5 for members and \$10 for potential members

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

Reservations are not needed.

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Who's New

Stephen Mayfield was named chief quality officer for **Providence Hospital** in Mobile and Sacred Heart Mayfield Health System in Pensacola. Mayfield brings more than 25 years of experience working with hospitals and health systems across the country. He completed a doctorate in healthcare administration at the Medical University of South Carolina, earned a master's degree in business administration from Emory University and a bachelor's degree in economics from Georgia State University.



Mayfield

Mississippi Export Railroad named **Kate Luce** president and CEO. At 29, she is the youngest female CEO in the railroad industry. Luce holds a bachelor's

degree in supply chain management from Auburn University and a master's degree in business administration from Duke University, with an emphasis in both financial analysis and leadership and ethics.



Smith



MacArthur



Gonzalez



Madison

EXIT Realty Lyon welcomed new agents **Larrica Smith, Renee MacArthur, Maria Gonzalez** and **Glynis Madison**.

Kendall Wall was named SMG's general manager for the **Arthur R. Outlaw Mobile Convention Center, Mobile Civic Center** and **Mobile Saenger Theater**.

Wall has 30 years of experience in operations and management of public facilities. He is a graduate of the Professional Association of Facility Management School and Senior Executive Symposium at Cornell University. Wall earned a master's degree from the University of Oklahoma in facility management/sports administration and a bachelor's degree in athletic administration/mathematics from the University of Southern Mississippi.

Berkshire Hathaway HomeServices Cooper & Co. Inc. Realtors welcomed new associate **Michelle Smith**.



Smith



Johnson



Simmons



Litton



Hollis



McClantoc



Carver

Roberts Brothers added new agents **Dennis Johnson, Joby Simmons, Tasha Litton, Tonya Hollis, Rebecca McClantoc** and **Brett Carver**.



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Cummings



Jones

Wilkins Miller LLC accounting and advisory firm named **Stacy Cummings CPA, Erin Jones CPA and Leigh Knosher CPA** as partners.

Cummings received a bachelor's degree in accountancy from the University of Mississippi. She also holds a business valuation credential and is certified in financial forensics. Jones earned a bachelor's degree in business administration with a specialization in accounting and a master's degree in business administration from Spring Hill College. Knosher, a former accounting business owner,

brings more than 30 years of experience in public accounting. She earned a bachelor's degree in commerce and business administration and a master's degree in taxation from The University of Alabama.



Winston



Loper



Everett



Boone

Better Homes and Gardens Real Estate - Generations added new agents **Quincy Winston, Ryan Loper, Philip Everett and Jennifer Boone.**

LandrumHR, a professional employer organization in Pensacola, Fla., announced **David McCullough** as its new chief technology officer (CTO).



McCullough



Craig Davis joined the corporate management team at Image Hotels Inc., based in Savannah, Ga.



Davis

He now leads the sales team for the **Hilton Garden Inn - Mobile West** and the **Springhill Suites by Marriott - Mobile** located in Mobile.

Davis earned a bachelor's degree with a focus in business management at the University of South Alabama.

Mobile Arc, a nonprofit that promotes and protects the human rights of people with intellectual and developmental disabilities, welcomed **Ashley Babb APR** as the agency's first full-time public relations director. Babb has more than 20 years of experience in television news and public relations.

Business Endeavors

Mobile Gas, along with city officials and project partners, dedicated a new passive greenspace at 804 Dr. Martin Luther King Jr. Ave. Caldwell Field honors Mobile Gas founder **James Henry Caldwell** for bringing the concept of the manufactured gas business to Mobile. HEPACO served as contractor on the project.



The **Gulf Coast Exploreum** added extra benefits to its membership program, including IMAX movie tickets and extra guest passes. Call 251-208-6873 for more information.

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Jones Walker Consulting LLC and United Kingdom-based OCO Global announced a strategic alliance that will allow international businesses to enter the U.S. market more swiftly and with more support.



MTI Business Solutions was recently designated as an American Staffing Association Approved Continuing Education Provider. Training and professional development programs are now pre-approved for continuing education hours to maintain the ASA-administered credentials for Certified Staffing Professional (CSP), Certified Search Consultant (CSC), Certified Health Care Staffing Professional (CHP) and Technical Services Certified SM (TSC) credentials.

Well Done

University of Mobile was accepted as a member of the International Association of Baptist Colleges and Universities,

an organization of 41 colleges, universities and schools. The association fosters intentional Christian education, while cooperating in the mutual well-being of each member.



Hand Arendall LLC announced firm member **J. Burruss "Buzzy" Riis** was elected to a three-year term



Riis on the executive council for the Association of Defense Trial Attorneys (ADTA). Riis earned a bachelor's degree from Washington & Lee University and a law degree from The University of Alabama.



The **BASF** facility located in McIntosh won the Operational Excellence Leadership award presented by Frost & Sullivan. Company representatives accepted the award for McIntosh's innovative work to improve the customer experience.



Bailey



Hammack

Owen Bailey and Stan Hammack, affiliates of **University of South Alabama Health System**, known as USA Health, were recently recognized by the Alabama Hospital Association. Bailey, a fellow with the American College of Healthcare Executives, was named chairman-elect for the association, as well as the alternate delegate to the American Hospital Association's regional policy board. Hammack, recently retired as vice president of USA Health, received the 2017 Special Citation Award for his long-tenured leadership with the Association's Medicaid Task Force.

SSAB Americas beat out steel industry competitors to win a 2017 American Metal Market (AMM) Award for Steel Excellence for Environmental Responsibility/Stewardship. This is the second time SSAB Americas has won the award. In addition, the company received the Environmental Responsibility Award for its achievements in operating as good stewards for the environment. The company's nomination focused on key projects related to environmental responsibility, including the launch of EcoSmart in 2016.

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

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The Mobile Area Chamber was awarded a five-star rating by the U.S. Chamber of Commerce, the highest designation given. Of the 6,936 chambers in the U.S., only 203 are accredited, and of those only 103 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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Know a company interested in benefiting from Chamber membership? Contact Jackie Hecker at 251-431-8642 or jhecker@mobilechamber.com or Emily Hatcher at 251-431-8619 or ehatcher@mobilechamber.com. Also, find a membership directory at www.mobilechamber.com.

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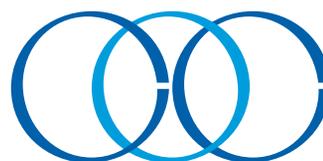
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