

MOBILE AREA
CHAMBER OF COMMERCE

2019 ANNUAL REPORT

FROM OUR 2019 BOARD CHAIR

It's hard to believe it's been a year since I was introduced as chairman of the Mobile Area Chamber of Commerce. During the 2019 Annual Meeting, I talked about two primary functions of this Chamber. One was to bring people together, and two was to influence change. I think we have had successes on both fronts, and I encourage you to spend a little time on the following pages reading about our most significant efforts last year.

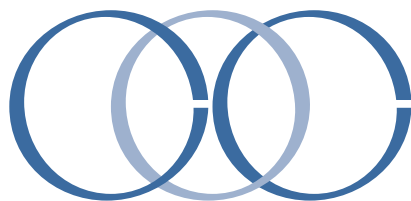
From launching a strategy to recruit the right international companies to locate here, to laying the groundwork on a talent attraction plan so we can focus on recruiting people here rather than just jobs, to supporting legislation that will invest in Alabama's and Mobile's aging infrastructure, the Chamber has been focused, engaged and determined.

Admittedly, there were several challenges like the stalled I-10 bridge project and annexation effort. That said, I continue to remain optimistic and enthusiastic we will cross these bumps in the road.

I knew going into the job as board chair there was a talented support team working in front of and behind the scenes on staff and on the board, and they have stepped up time and again – no matter the ask. The future of your Chamber is bright, and the board leadership in place will carry Mobile forward. We're in good hands!

Daniel Dennis
2019 Chair, Board of Directors
Mobile Area Chamber of Commerce
Roberts Brothers





MOBILE AREA
CHAMBER OF COMMERCE

STRATEGIC PLAN 2019-2021

The Mobile Area Chamber of Commerce has a strategic plan to guide its direction for years 2019-21. To develop it, the Chamber staff worked with members of its board of directors and a consultant to discuss key issues and create benchmarks to measure the organization's success.

Below is an overview of the strategy, vision and success indicators for each of our four areas of focus – jobs, advocacy, value and excellence.

JOBS

RETAIN, EXPAND AND
RECRUIT BUSINESSES,
INVESTMENT AND JOBS
IN THE MOBILE AREA

VISION: By year-end 2021, the Mobile area will have steadily increased jobs, business and capital investments in our community. The Chamber will lead business engagement in more efficient workforce development initiatives.

Success Indicators

1. Median income growth trends for the combined statistical area
2. Primary jobs gained
3. Average salary of jobs increased
4. Total capital invested

ADVOCACY

CREATE AN ENVIRONMENT
THAT PROMOTES BUSINESS
AND COMMUNITY GROWTH

VISION: By year-end 2021, Mobile will have a stronger, more diversified business climate. Chamber-led efforts will have secured a more business-friendly environment and needed infrastructure improvements, balancing sustainable growth and ongoing development. Chamber programs and events will have encouraged diversity and fostered community growth.

Success Indicators

1. Legislative accomplishments
2. Progress in realizing the I-10 Mobile River Bridge
3. Progress in economic recovery from the 2010 oil spill in the Gulf of Mexico

VALUE

PROVIDE VALUE, SERVICES,
OPPORTUNITIES AND
RECOGNITION FOR
OUR MEMBERS

VISION: By year-end 2021, the Chamber will be nationally recognized for consistently exceeding member expectations and delivering the value of membership.

Success Indicators

1. Exceed 2,200 members and the national average in membership retention
2. Board of advisors engagement and growth
3. Member satisfaction
4. Increased usage of member rewards and benefits

EXCELLENCE

OPERATE THE CHAMBER WITH
EXCELLENCE, INNOVATION
AND EFFICIENCY

VISION: By year-end 2021, the Chamber will be recognized as one of the nation's best through accreditation by the U.S. Chamber of Commerce. The Chamber will be an effective, credible and vital organization known for its high standards, ethical behavior and responsive service.

Success Indicators

1. Five-star accreditation by the U.S. Chamber of Commerce
2. Certification by the Chamber of Commerce Association of Alabama
3. Healthy Chamber finances
4. Membership growth and retention

JOBS

Bay Steel Corp.'s Neal Collins (left) and Bob Collins (right) stand on the company's new site on Todd Acres Drive. The family-owned business is expanding its steel service business and construction started this spring.



WHY WE DO WHAT WE DO

The Mobile Area Chamber is committed to growing the local economy and the economic well-being for every one of us living here. It's a broad category – jobs – but our goal is pretty simple. As the economic developer for the City of Mobile and Mobile County, we want to keep the jobs our community has and add jobs so our citizens have ample opportunities.

WHAT THAT MEANS FOR YOU

With new jobs, especially those paying high wages, families have more money. They treat themselves to a meal at a local restaurant, maybe buy a new laptop, splurge on dry cleaning, plan an outing and more, creating a better quality of life for our citizens.

We're also here to help existing industry, whether that means finding the right entrepreneur-focused programs, introducing you to new international markets, connecting you to local resources or navigating the process to expand, the Chamber's staff has a unique skill set and network to help your business.

OUR IMPACT

In year two of the newest Partners for Growth economic development campaign, investments from companies that have announced or are under construction totaled \$178.9 million in 2019 with a promise of 150 jobs. The average salary for these projects is \$67,333, well above the community's median income, and generates the buying and selling of goods.

Announcements were:

Bay Steel Corp., a small family-owned business with 13 employees, is relocating and building a new facility to house its offices and warehouse. The company is a steel service center for carbon and galvanized steel in operation for more than 30 years.

Kemira, a global polymer producer servicing the pulp and paper, oil and gas, and water treatment industries, had 60 local employees before officials announced a state-of-the-art facility would expand operations. With the projected 20 positions needed once complete, the company's local workforce will multiply by 32 percent.



The team at Kemira is proud of the investment being made in its Mobile facility. Currently the company employs 60 and will increase that number by 32 percent.

Kimberly-Clark again made headlines with a series of recent expansions. Once the company's latest Mobile mill investment is complete, the local facility will supply the global market with Kimtech Science Wipes, a low-lint wipe used for glasses, electronics and lab equipment.

Entrepreneur Growth: Survey results of Emerging Leaders alumni show they have increased revenue on average 71% percent and added 38 new employees. Also, CigarClub.com, formed during Mobile's first Startup Weekend and a graduate of Innovation PortAL's inaugural program, made two big announcements in 2019. The online subscription-based company purchased two of its largest competitors.

Keep reading. Throughout this section, we'll highlight more economic development news and how we're working to achieve even more noteworthy goals in 2020.



“The Chamber’s economic development efforts were streamlined in 2019 to focus on four key areas – new industry recruiting, growing jobs within industries already located here, international business and workforce. Our team’s efforts continue to focus on making Mobile an ideal place to live, work and play.”

– **David Rodgers**, Vice President Economic Development,
Mobile Area Chamber of Commerce

COMPLETED IN 2019

AeroStar completed its new facility and is fully operational. The company added a 17,000-square-foot building to its footprint at Mobile Aeroplex at Brookley and continues to hire. The company performs hydraulic, pneumatic and electro-mechanical commercial aircraft maintenance on all Airbus, Boeing and Bombardier platforms.

Airbus broke ground on its new A220 final assembly line, hired 200 of an anticipated 400 total employees and began assembling its 100- to 150-passenger aircraft. Officials say the first A220 will be delivered mid-year 2020.

In addition, thanks to a partnership that includes the Chamber and the State of Alabama, Airbus debuted Flight Works Alabama, a comprehensive aerospace exhibition and education center, set to open in 2020. It will house two workforce development programs – FlightPath9 and Fast Track, both designed to equip a future workforce with skills needed for an aerospace career.

Aker Solutions completed its new Oscilay™ umbilical manufacturing facility located at Mobile Bay Port, with important technology for production to serve the U.S. and markets abroad. The expansion added 175,000 square feet of building space, more than 60 acres of land and a service base. Umbilicals link surface and seafloor oil and gas equipment for controls, power or heat.

Austal USA's 13th Mobile-built Littoral Combat Ship (LCS), the *USS Mobile*, was christened in December. It is the fifth U.S. Navy ship named after Alabama's seaport city.

The company was also awarded a \$261.8 million contract for the 13th and 14th Expeditionary Fast Transport ships (EPF) by the Navy, expanding Austal's current 12-ship EPF program.



Austal's USS Mobile was christened in December. Rebecca Byrne, president of The Community Foundation, is the ship's sponsor.



Chamber President and CEO Bill Sisson and Shelby Glover Zaricor, director of business development, along with 20 community leaders, were invited to attend an Airbus event in Mirabel, Quebec, to tour the A220 line and receive briefings on Airbus' plans for the Mobile assembly facility.



MTC Logistics broke ground in July on a \$61 million facility that will generate between 50-70 jobs when it opens at the Port of Mobile.

Continental Motors changed its name to **Continental Aerospace Technologies** just ahead of opening its new global headquarters and new manufacturing center. The company will operate both the new and existing facilities until the final transition takes place in 2020.

MTC Logistics broke ground on its new cold storage facility located across from APM Terminals. When completed, it will be three football fields wide, nearly 300,000 square feet. It is the first investment in Mobile for the Baltimore-headquartered business.

Threaded Fasteners completed a \$1.5 million, 12,000-square-foot galvanizing facility in Semmes. With the expansion, the Mobile-based company is able to complete the galvanizing process onsite for the majority of its product.

CHANGING OUR FOREIGN DIRECT INVESTMENT STRATEGY

Since 1997, the Chamber's award-winning international trade program focused on trade education and industry exports. In 2019, the organization announced that international engagement is a priority to attract foreign investment.

In May, the Chamber presented its strategies to strengthen the area's international ecosystem and heighten international awareness that Mobile is a top venue for global commerce. Currently, Mobile is home to more than 60 foreign-owned companies with more than 13,000 employees.

To maintain its successful trade program, the Chamber continued its participation in trade missions, and in 2019 accompanied local and state companies with appointments and gained insight to the economies of Ireland, Canada, the United Arab Emirates and United Kingdom.

Team Mobile headed to the **Paris Air Show**, co-hosting the Mobile Bay Aerospace Reception, attended by more than 200 executives ranging from existing aerospace industries in Mobile and Baldwin counties to potential suppliers and partner companies.



Mobile was well represented at the Paris Air Show held in June. From left to right at the Made in Alabama booth at the show are: David Rodgers, Mobile Area Chamber; Daniel Dennis, Roberts Brothers; Bob Wood, University of South Alabama; CJ Small, Mobile City Council; John Williams, Mobile City Council; Jay Ross, Adams & Reese; Connie Hudson, Mobile County Commission; Fred Richardson, Mobile City Council; and Bill Sisson, Mobile Area Chamber.

The event provided an opportunity to spotlight the area's quality of life and current infrastructure to make it easier to do business in Mobile.

Trade shows remain a key strategy to get the word out about Mobile. Worth noting, the organization also sponsored an aviation forum in Munich, Germany. Partnering with the Baldwin County Economic Development Alliance, the team showcased the region's assets to 400-plus participants. Chamber staff also met with nearly a dozen European aerospace companies.

In June, the Chamber partnered with the Baldwin County Economic Development Alliance to attend business meetings with international companies at the 2019 SelectUSA Investment Summit. The summit was one of SelectUSA's largest, drawing more than 3,100 attendees to Washington, DC. In total, 1,200 business investors from a record 79 international markets joined economic developers from 49 states and territories.

OUR NEXT GENERATION OF EMPLOYEES

Talent Attraction: The Chamber widened its workforce development focus to develop a talent attraction program aimed at recruiting highly skilled individuals to fill engineering, technology, human resources and other executive positions. In 2019, the Chamber hosted several focus groups to help develop a formal plan. The new strategies will be unveiled in 2020.

The Gulf Coast Technology Council, with contributions from 10 companies, raised \$6,750 for potential scholarships for technology students. The council awarded scholarships to seven students from Bishop State Community College, Spring Hill College and the University of South Alabama. The program is designed to commit students to stay locally for work after graduation.



Twenty business owners and executives were selected to participate in the 2019 Emerging Leaders class presented by the U.S. Small Business Administration. In this executive-level entrepreneurial program, they spent seven months developing a three-year strategic growth action plan. Pictured here are: Enoch Smith, Easy Heating & Cooling; Ricky Lightcap Jr., Alabama Heat Exchangers; John Hart, Compound Pharmaceutical Tech; Michelle Crowe, e-worx web & new media; Bo Blackwell, Blackwell Realty; Lindsey Stiegler, Soirée Signatures; RC Roux, The Roux Co.; Cadie Gaut, Payroll Vault; Jarrett McCraw, Mighty; Jennifer Jenkins, JJPR; Jeff Brinson, Southwestern Coaching; Mary Collins, Collins Counseling & Associates; RaShawn Figures, Dortch, Figures & Sons; Rosemary Corte, Harvest Jewels; Lee Pittman, Pittman Tractor Co.; Shawn Dominguez, Dominguez Design-Build; Jason Overstreet, Overstreet and Associates; Ben Shulman, Dog Ranch Resort; and Bill Stitt, Bill E's. Not pictured: Jeffrey Adams, Southeast Machine Works.



Students from Mobile and Baldwin County high schools with an interest in medical careers were selected to participate in the Chamber's annual Health Occupations Career Fair. Pictured above is a group of students from St. Luke's Episcopal School receiving instruction from the University of South Alabama Emergency Medical Services staff on triaging a patient for transportation.

Continued Student Development: Continuing its efforts to encourage high school students in Mobile and Baldwin counties to pursue a healthcare career, the Chamber once again held the **Health Occupations Career Fair**, a hands-on event that drew 668 participants; and **Summer Scrubs**, a three-day job shadowing program where 59 juniors learned about healthcare careers.

New in 2019, the Chamber teamed up with the University of South Alabama Mitchell College of Business for an inaugural internship information session, Building Careers – Interns to Employees. Employers learned about university requirements for an internship program and the steps to begin one. The program was a success, with multiple companies reaching out in hopes of starting their own internship programs and several companies requesting information about interns. Another informational event will be held in the spring in Baldwin County.

“Quality of life is not measured just by great weather and a low cost of living. It also means plentiful jobs, good education, healthcare and housing. Then there are the arts and culture, infrastructure – and let’s not forget low crime and reasonable taxes. A continually improving quality of life keeps us competitive and helps us to attract and retain population, boosts our national and international recognition and ensures we’re seen as a desirable place to live, work and raise a family.”

– Bill Sisson, President & CEO, Mobile Area Chamber of Commerce



CigarClub.com continued its growth trend in 2019. Formed during Mobile's first Startup Weekend, the company bought its two largest competitors.



Emerging Leaders: Area business owners who participated in the Emerging Leaders entrepreneurial training program helped set a record. They, along with the two previous classes, maintained a 100 percent graduation rate, a unique feat, according to U.S. Small Business Administration officials who sponsor the program.

Startup Weekend: The Chamber and Innovation PortAL coordinated Mobile's fourth Startup Weekend. The Techstars' 54-hour pitch competition drew 67 potential entrepreneurs and coaches. The first-place winner was Toss, a group looking to promote ecofriendly shampoo and conditioner single-use pods.

Innovation PortAL reached its largest milestone to date – breaking ground on its future location at 358 St. Louis St. and signaling the start of a modern-day-meets-historic transformation. Expected to open in Spring 2020, the 30,000-square-foot facility will be home to Class A office space, collaborative workspaces, a classroom, event spaces and more. The nonprofit innovation and entrepreneurial hub is a program of the Mobile Area Chamber of Commerce Foundation and grew out of the Chamber's Leaders Exchange program to St. Louis in 2014.

Business First: The Chamber rebranded and relaunched its former Business Retention and Expansion (BRE) program as Business First. This program features discussions and presentations on relevant topics. The model grew from the Chamber's success in recruiting new industry to Mobile, and now their expansion and reinvestment.



This group represents the initial group of community leaders who rallied around the creation of Innovation PortAL. Pictured left to right are: Bill Sisson, Mobile Area Chamber; Frank Lott, Heritage Homes; Hayley Van Antwerp, Innovation PortAL; Merceria Ludgood, Mobile County Commission; Lynn Chronister, University of South Alabama; Bestor Ward, Ward Properties; and George Talbot, City of Mobile.

ADVOCACY

The Mobile Area Chamber worked with reporter Peter Zampa, with Gray TV's Washington Bureau on a visit to Mobile in August. While here, Zampa was interested in learning more about the city's manufacturing and shipping industries. He toured facilities and interviewed Brian Harold with APM Terminals, Craig Perciavalle with Austal USA and Kristi Tucker with Airbus (right). Zampa's stories were offered to Gray TV's network of 93 stations, including three in Alabama – Montgomery, Birmingham and Huntsville.



WHY WE DO WHAT WE DO

When it comes to advocacy and pro-business legislation at the local, state and federal level, we know you can't be everywhere, so we monitor and advocate for you.

WHAT THAT MEANS FOR YOU

The Mobile Area Chamber is your eyes and ears and, when needed, your voice, when it comes to securing an even more business-friendly environment.

We're the ones supporting better infrastructure to help your commute and to bring products through the city. We're advocating to get Alabama's education budget adequately funded so your children will be more competitive when it comes to pursuing additional learning and heading into the working world. If you're a business owner, we are speaking out against frivolous lawsuits and honoring your right to keep guns out of the workplace – two issues our members deemed important.

We're also telling your stories to a larger audience through our magazine, e-news, social media channels and the web.

OUR IMPACT

A stronger business climate, infrastructure improvements and sustainable growth – these are just a few of the ingredients needed to advance the Mobile region.

For that reason, the Chamber kept a pulse on the more than 1,000 bills introduced in the Alabama State Legislature's 2019 session. We also monitored how members of the Mobile-Baldwin delegation helped advance the business community's agenda and maintained a legislative scorecard.

The Chamber's external communications tools have a broad reach – the **Business View** magazine has a circulation of more than 21,000 and is mailed to the Chamber's full membership and all on the Dun & Bradstreet's Mobile County listing; the weekly e-news has more than 9,000 subscribers; and our social media channels have nearly 20,000 followers.

Keep reading to learn about the Chamber's advocacy efforts and see how we're working out front and behind the scenes.

The Chamber is the "voice of business" in the Mobile region. We actively seek our members' guidance to develop a legislative agenda promoting a pro-business environment for continued economic growth and prosperity.

– **Bob Chappelle**, Chief Operating Officer,
Mobile Area Chamber of Commerce



In May the Chamber hosted the annual State of the City and County Luncheon to a sold-out crowd. Presenting this year were Mayor Sandy Stimpson (left) and Mobile County Commission President Connie Hudson. They are pictured above with Board Chair Daniel Dennis with Roberts Brothers Real Estate and Chamber President & CEO Bill Sisson.

2019 Legislative Agenda: Tweaking its traditional agenda, the Chamber released two documents to guide its advocacy efforts – one with a broader statewide vision and the other documenting action items.

Efforts centered largely around several issues debated statewide:

- Rebuild Alabama, raising the gas tax for the first time since 1992 to support infrastructure projects;
- the permanent exemption of economic developers registering as lobbyists, allowing these professionals to maintain the necessary confidentiality required during site selection visits; and
- opposing the legislation to repeal Common Core because the bill offered no satisfactory replacement for college- and career-ready standards.

During the session, the Chamber's governing Board of Directors passed resolutions supporting Rebuild Alabama and opposing dissolving Common Core.

Outside of the session, the Chamber's board passed two additional resolutions.

- In November, the board voted to continue the organization's 27-year stance on supporting annexation, passing a statement to encourage Mobile City Council to take action to allow citizens in three neighborhoods to vote on joining the city. Disappointingly, the city council did not support the Chamber's position and did not provide the opportunity for these citizens to vote ahead of the all-important 2020 Census.

- Earlier in the year, the board supported a Memorandum of Understanding with Aero Montreal of Canada to collaborate on issues and activities pertaining to aerospace clusters in the two communities.

I-10 Bridge & Bayway Project: The project hit a significant bump in the road when public attention turned to tolls. Chamber President & CEO Bill Sisson offered these comments:

"For more than 20 years, the Mobile Area Chamber of Commerce has firmly supported the need for a bridge over the Mobile River to alleviate traffic congestion along I-10. As Mobile's economy is tied tightly to the Port of Mobile, the Chamber has long supported needed infrastructure improvements to facilitate Mobile's continued economic growth and ease of doing business. We are not deterred. This Chamber remains committed to working with and lobbying our many partners to address this critical issue including Gov. Kay Ivey, the Alabama Toll Road, Bridge & Tunnel Authority and the Alabama Department of Transportation. The transportation crisis across the Mobile River and Mobile Bay is getting worse daily, and our focus remains on making it easier for our members and local industry to have ease of access along I-10 and maintain an east/west transportation corridor."



Sen. Doug Jones spoke to Chamber members during a lunch meeting in October during Forum Alabama. Other Forum Alabama events featured Rep. Bradley Byrne and Sen. Richard Shelby.



The Chamber's Leaders Exchange traveled to Savannah, Ga., in 2019. Nearly 90 people traveled from Mobile's downtown airport on an Airbus 320 assembled in Mobile.

Relationship-Building: To advocate for our legislative priorities and develop relationships with lawmakers, the Chamber hosted several events that provided opportunities for our members to engage directly with these officials. Before the start of the new quadrennium, the Chamber and Coastal Alabama Partnership co-hosted a tour of Alabama's port city during Mardi Gras. Timed to help newly elected officials learn more about southwest Alabama, this event was a crucial element that led to the passage of the Rebuild Alabama Act. Later in the year, at the start of the legislative session, more than 340 members traveled to Montgomery for the Chamber's annual legislative reception. Wrapping up the year, the Chamber held its popular Champagne and Oysters reception, hosted annually to honor newly elected and re-elected officials.

City, County, State, Nation: The Chamber continued to offer a number of forums and events to connect the business community and elected officials. The largest of these events included: **State of the City & County**, approximately 1,000-plus attendees; **Legislative Lunch**, 125 attendees; three **Forum Alabama** sessions with U.S. Sen. Richard Shelby, U.S. Sen. Doug Jones and U.S. Rep. Bradley Byrne, a combined attendance of 525; and, in partnership with Mobile United, **Speed Dating Your Officials**, drawing 100 officials and participants.

Candidates running for Alabama's First Congressional District had the opportunity to meet with members and staff to share their platform and answer questions prior to the primary election set for March 2020.

SBA Listens to Mobile Businesses: The Chamber hosted a roundtable discussion with local business owners and the **U.S. Small Business Administration (SBA)** Office of Advocacy to provide feedback on a proposed increase in minimum salaries. More than 65 attended and provided direct feedback to SBA officials.

Leaders Exchange: The Chamber's 32nd Leaders Exchange was held in Savannah, Ga. Areas of study included distribution and logistics, workforce development and education, public-private partnerships, tourism, history and the arts. Watch in 2020 for action items from the 2019 excursion.

Air Service Task Force: With new developments in commercial air service and the opening of the Mobile Downtown Airport, the Chamber's Air Service Task Force began meeting monthly. The group is charged with being a proactive voice for existing and expanded regional air service.

Census: The Chamber collaborated with partner agencies across the state and will help raise awareness of the 2020 Census. As a member of the state of Alabama's Economic Development/Industry subcommittee, staff met regularly in Montgomery to discuss the upcoming count.



fDi Intelligence magazine, a Financial Times publication, released the study American Cities of the Future 2019/20 Winners in the magazine's June/July 2019 issue days before the start of the Paris Air Show. Mobile earned a small write-up as the fifth best city in the Americas for foreign direct investment strategy. "To put this into perspective," said Bill Sisson, the Mobile Area Chamber's president and CEO, "New York was first, Chicago was second, followed by Montreal, Medellin (Colombia) and Mobile." The magazine highlights Team Mobile and the area's "extensive transportation infrastructure."

Business View: In partnership with JJPR and Wise Design, the Chamber rebranded and re-launched its printed nearly 50-year publication. The combined December/January issue of the *Business View* debuted the new format, an 8.5-inch by 11-inch sleek collection of photos, feature stories, additional pages of business news and more advertising opportunities.



To celebrate, more than 75 advertising and public relations professionals attended a pitch party, where participants shared story ideas and previewed the new magazine. Members of the Chamber's board of advisors and board of directors had the first look the day before at a joint November meeting.

Online Newsroom: Along with the *Business View*, the Chamber created an online newsroom to supplement the magazine with videos, additional photos, links to additional information for readers and more robust coverage of Chamber news.

Behind the Scenes: Chamber staff pitched stories and assisted print, television and radio journalists, and podcasters with a wide range of topics, from several economic development groundbreakings to legislative issues.

The Chamber also hosted the Alliance for Alabama's Infrastructure press conference to present the findings of the 2019 TRIP report on Alabama's transportation system, highlighting congestion and infrastructure needs in the Mobile-Baldwin region and around the state.

Social Media: The Chamber's social media pages remain active and focused on the Chamber's core values: jobs, advocacy, value and excellence. Facebook grew to 8,048 likes and 9,021 followers; Twitter, 9,106 followers; Instagram, 1,705 followers; LinkedIn, 5,451 followers; and YouTube, 60 subscribers.



Media Partnerships: Rounding out the organization's communications efforts are a number of print and broadcast media partnerships helping promote the Chamber's Small Business of the Year finalists, Business Expo, Eagle Award winners and the organization's Shop Local messages around Mother's Day, graduation, Father's Day and the Christmas holidays.

believe in **mobile**
shop local this **graduation season**



members.mobilechamber.com

The Mobile Area Chamber hosted its annual Military Appreciation Lunch and helped present 20 awards honoring active-duty members of all branches of the military and Mobile County Public Schools JROTC cadets. The Chamber also honored Capt. Hal Pierce (Ret.) with the Maj. Gen. Gary Cooper Outstanding Service Award. Pictured from left to right are Maj. Brad Israel, chair of the Chamber's Military Affairs Committee; Cooper; Pierce; Connie Hudson, Mobile County Commission; Mobile Mayor Sandy Stimpson; and Bob Chappelle with the Chamber.



Military Affairs: The Chamber's Military Affairs Committee joined with others to organize an open house and health screening day at the Veteran Affairs Gulf Coast Veterans Health Care System's Mobile Outpatient Clinic. Volunteers and staff also continued to support the Mobile Bay Veterans Day Commission in its efforts.

Corporate Community Service Award: Given by the Chamber with the Junior League of Mobile, submissions for the Corporate Community Service Award were made easier with a new online format and a December deadline. The award recognizes volunteer efforts and initiatives of companies with 100 or fewer employees in the small business division and those greater than 100 in the large business division. The 2019 winner will be named at the Chamber's Annual Meeting.

Travel with the Chamber: China, France, Iceland and Ireland were the four destinations available to Chamber members and their guests. These guided tours drew a total of 218 passengers.



VALUE



The Mobile Area Chamber hosted a reception in 2019 for new business and community leaders. The new leaders spend about an hour with Mobile Mayor Sandy Stimpson and Mobile County Commission President Connie Hudson, who gave updates on city and county services and shared ways for continued involvement to grow Mobile.

WHY WE DO WHAT WE DO

We want you to have the greatest return on your membership investment, and that means being your one-stop shop for professional development, networking and recognition opportunities.

WHAT THAT MEANS FOR YOU

Need professional development for you or your team? We've got it. Need to shake hands and meet people? We've got it. Need someone with a birds-eye view on what's going on? We've got it. Need a cheerleader? We've got it.

OUR IMPACT

In our annual small business survey, we give you the opportunity to tell us what topics you need us to concentrate on most.

The Chamber offered its members a plethora of events in 2019 – 47 were networking focused, 61 were small business workshops and seminars and 12 connected our members to elected officials and highlighted legislative issues. Plus, we helped 43 companies with their grand openings and ribbon cuttings, and celebrated the accomplishments of 18 companies through our awards and recognition program.

Keep reading and see what opportunities we offered our membership in 2019. And, if you're concerned you missed one, many will be repeated in 2020.



More than 160 golfers teed up on a beautiful spring day at the Chamber's annual Golf Classic. The event was held at The Robert Trent Jones Golf Trail/Magnolia Grove golf course.

Connecting our Members: While each has his or her own favorite, the Chamber's networking events are what members tell us they love most. Quarterly staples were **Coffee with the Chamber**, **Networking@Noon** and **Business After Hours**. In 2019, the Mobile Area Chamber and Eastern Shore Chamber teamed up for **Regional Business After Hours**, drawing business communities from both sides of the bay.

Specialty events with networking at the heart included: **Annual Meeting**, drawing more than 1,000 business and community leaders to a short program with an after-party; **Membership 101**, where new members learn more about what the Chamber has to offer; the **New Leaders Reception**, where lead executives are introduced to the Chamber's board of directors, board of advisors and Partners for Growth investors; **Chamber Classic Golf Tournament**; and **Member Appreciation Day**.

From Global Markets to Outer Space: Company representatives flocked to forums that brought regional experts to outline how to grow your business.

Attracting Foreign Sales with EXIM offered information about tools and resources to grow your business abroad with the Export-Import Bank of the U.S., and how to combine financing and credit insurance to unlock even more business potential in foreign markets.

Alabama Global Supply Chain & Logistics Summit featured updates on supply chain trends and state infrastructure. The event focused on what impacts Alabama's global supply chain network and drew more than 115 participants.

Attendees of the **NASA Business Forum** were able to speak one-on-one with the organization's procurement small business specialists, prime contractors and purchasing agents.



The Chamber hosted the NASA Business Forum to connect small businesses to the agency's buying agents.



Business Expo is a fun day for exhibitors and attendees. The 2019 event was the Chamber's largest with more than 2,500 people in attendance and 220 exhibitors. Pictured above are some of the attendees at the McAleer's Office Furniture booth.

A little closer to home, the Chamber held the second **Doing Business with the State of Alabama** event, offering small business owners an update on what the state buys, who to contact and how to become an approved vendor. Also, along with the University of South Alabama Mitchell College of Business, the Chamber again co-hosted the **Family Business Leadership Conference**, featuring ideas, experiences and additional insights into successful practices of family business owners.

Growth Alliance Task Force: A Chamber group of minority-owned small business managers and chief executive officers facilitated the Chamber's continuing outreach to area churches. Pastors, church leaders and their congregations learned the basics of business planning and how to access local small business resources.

Business Expo: Be Visible. Be Seen. Be at Business Expo. More than 2,500 attendees and 220 companies answered that call to action for the area's largest business-to-business trade show.

One way the Chamber helped exhibitors prepare for the event was a training seminar offering tips, techniques and strategies on how to convert attendees to customers.

And for the second time, the day kicked off with the **Small Business Awards Breakfast**, where the three finalists for Small Business of the Year were recognized and the winner was named. Attendees had early access to Expo, creating an opening crowd that didn't slow down. More than 2,500 walked the aisles visiting booths and networking.

Professional Development: Staying on top of trends, offering insight and sharing knowledge are the goals of the seminars and workshops offered by the Chamber. With **March Marketing Madness** and the **Nonprofit & Small Business Public Relations & Marketing Forum**, area experts helped nearly 100 attendees strategize and learn how to promote their organizations.

The Chamber continued its programming for nonprofits, and small- and minority-owned businesses, with topics ranging from navigating your way through the social landscape to the value of volunteers.

Highlighted industry sectors at the 2019 **State of the Economy** included aerospace, chemical, distribution, and entrepreneurship and innovation. Annually, the event takes an in-depth look at four industries influencing the local economy and survey results reflecting plans for potential investment and new hires.

"In any typical year, our Chamber offers more than 100 events, not including the myriad opportunities to serve on committees, councils and task forces. Our Chamber staff is working every day to ensure the business climate remains healthy and good for growing business."

– Bill Sisson, President & CEO, Mobile Area Chamber of Commerce



The Mobile Area Chamber launched Chamber Chase in April, announcing its \$1.45 million goal. Led by Jennie Campbell with The Stewart Lodges, the 14-week campaign engaged volunteers to bring in new Chamber members and solicit event sponsorships, advertising and in-kind donations. To learn more about how to get involved, go to www.chamberchase.com.

Chamber Chase: Jennie Campbell, president and chief executive officer of The Stewart Lodges, led a team of 47 volunteers representing 29 member companies and organizations. Together they raised \$1.49 million in memberships, sponsorships, advertisements and in-kind donations of goods and services, surpassing the 2019 goal of \$1.45 million. During the 14-week annual effort, 86 new members were recruited and 19 companies joined the Board of Advisors.

Board of Advisors: With the companies joining through Chamber Chase and with account executives, the 2019 total for this group reached 261, up from the previous year. The Board of Advisors represents the organization's largest dues-paying members and they meet three times a year with the Chamber's governing Board of Directors.



Board involvement at the Mobile Area Chamber ranges from setting policy and creating an annual legislative agenda, to networking sessions and feedback meetings on Mobile's and the region's economy. Pictured above are members of the Chamber's 2019 board of directors.

AWARD WINNERS



In August, the Mobile Area Chamber named BCM Morring Construction Co. its Small Business of the Year. The company was founded in 2009, and has more than 50 employees. Pictured above is company president Grant Morring (center, holding award) with company employees.

Outstanding Entrepreneur

Gary West, president of **G.A. West & Co.**, was recognized as the 2019 Outstanding Entrepreneur. West launched what became one of the largest industrial contracting firms in the state in 1987 from his truck. Today, the company's 147 acres hold warehouses, an equipment yard, fabrication shops and office space. The company employs more than 1,200 people at three Mobile County locations and has industrial construction and maintenance customers in 10 states.

Small Business of the Year

BCM Morring Co. was named the 2019 Small Business of the Year. From 2009 until 2019, the company grew from two employees to 56. To better manage timelines and costs, **Grant Morring**, president, added demolition, carpentry, mill work and other sub-contracting services to serve commercial, retail, hospitality and medical clients in Mississippi and Alabama.

The accounting and consulting company **Crow Shields Bailey** and **The Stewart Lodges** were recognized as finalists.

Manufacturer of the Year

A commitment to invest \$70.8 million, 20 new jobs and the "best available technology and most automated and sophisticated control system," helped earn **Kemira** the 2019 Manufacturer of the Year award. Kemira's parent company, Kemira Oyj, is based in Finland with American headquarters in Atlanta.

Innovator of the Year

Norway-headquartered **Aker Solutions** continues to invest in technology, boosting the local site as a global center of excellence for manufacturing umbilicals and distribution equipment. The company's multiple expansions over the years and recent move of executive staff to its Mobile facility earned Aker the Chamber's Innovator of the Year award.



Two local companies received Eagle Awards in 2019. On the left is the team from Dortch, Figures & Sons and on the right is the team from Victory Professional Development Center. Both companies were first time winners. Presenting the awards were Terry Harbin with BancorpSouth, Bill Sisson with the Chamber; and John Hope Bryant, keynote speaker (far right).

Rev. Wesley A. James Minority Business Advocate

A commitment to supplier diversity and procurement participation goals for small- and minority-owned businesses are two initiatives **Mobile Area Water and Sewer System** implemented to make its diversity and inclusion program stand out. The organization was the 2019 Rev. Wesley A. James Minority Business Advocate, and was honored at the Eagle Awards.

Eagle Award Recipients

Two local companies received Eagle Awards in 2019. **Dortch, Figures & Sons** is one of the largest minority-owned general contracting firms in the state. **Victory Professional Development Center** partners with community workforce development programs to train students for a variety of healthcare fields. Both are first time winners.

Small Business of the Month Recipients

- C2 Wealth Strategies
- Bama Pest Control
- BCM Moring
- Express Employment Professionals
- Green Magic Landscaping
- McNair Historic Preservation
- Momentum IT Services
- Navco Pizza
- Slingshot
- Spherion
- Visionspot Consulting Group
- WAVH FM Talk 106.5

Gen. Gary Cooper Outstanding Service Award

Capt. Hal Pierce received the 2019 **Maj. Gen. Gary Cooper** Outstanding Service Award at the Military Appreciation Luncheon. Pierce served in the U.S. Navy and Naval Reserve for 31 years, held four commands and was an instructor at the Naval War College, the Naval Academy, the Pentagon and Naval Education and Training Center in Pensacola. In his 45 years in Mobile, he has served as Navy port coordinator and brought more than 130 Navy ships to visit Mobile. He continues to serve the veteran, maritime and military communities of Alabama.

Ambassador of the Year

The ambassador of the year is **Matthew Lollar** with Momentum IT Services. Lollar earned the distinction based on participating at Chamber events and visiting members.

Ambassador of the Month Recipients

- Michelle Ard, Seabulk Towing, a Seacore Co.
- Colleen Harrison, Colleen Harrison - Keller Williams
- Jourdan Henderson, Stone Ridge at Somerby Park
- Susan Kangal, Lamar Advertising Co.
- Lisa Kavanagh, Junior League of Mobile
- Matthew Lollar, Momentum IT Services
- Kirsten Loper, Calagaz Printing
- Dorothy May, The Gathering of Jewels
- Ron Sivak, Data Perk
- Laura Williams, APM Terminals

EXCELLENCE



WHY WE DO WHAT WE DO

The last, and most important, of our four values is excellence. That's our promise to you. We do our very best, every single time. This is where our drive for innovation lies and why we strive for efficiency.

WHAT THAT MEANS FOR YOU

Our commitment to excellence means we're committed to you. You don't need mediocre, average or even good from your Chamber of Commerce, and we know it.

OUR IMPACT

The Mobile Area Chamber of Commerce is five-star accredited by the U.S. Chamber of Commerce, recognizing excellence in planning and contributions toward positive change in the community. Out of 7,000 chambers in the U.S., only 218 are accredited, which means only 3 percent carry the five-star distinction.

Keep reading. You'll find the breakdown of our revenue and expenses and other ways we strive to obtain excellence.

Rotating our Business: If someone calls the Chamber looking for a referral, we give the list of member businesses that relate to that category. If the Chamber is the buyer, we have staff who make sure we spread our orders among caterers and restaurants, printers and specialty items, and more.

Building Upgrades: The Chamber continued its facility upgrades, renovating offices for a consistent look throughout the building and adding security enhancements.



Membership: 284 businesses joined the Chamber, and our renewals continue to trend above average for chambers nationwide. Of the Chamber's 1,862 members:

- 86 percent are in Mobile County, 8 percent in Baldwin County
- 92 percent have 99 employees or less, with 53 percent employing 1 to 9

Staff Accolades: Chamber staff continued to invest in the community through donations of time, talents and resources. In 2019, staff again joined hundreds of volunteers to serve on United Way's Day of Caring events and conducted a drive for USA Health's Children's & Women's Hospital.



Nelson

Elizabeth Nelson, membership account executive, completed Mobile United's Connect Mobile program for the area's young professionals.

David Rodgers, vice president of economic development, completed Mobile United's Leadership Mobile program.



Rodgers



Zaricor

Rodgers and **Shelby Glover Zaricor**, director of business development, graduated from the University of Oklahoma Economic Development Institute. The program provides professional

economic developers with up-to-date knowledge and tools necessary to succeed in today's constantly changing environment.

Bill Sisson, president and CEO, continued his service on the Association of Chamber of Commerce Executives (ACCE) board of directors and the U.S. Chamber of Commerce Committee of 100. He was asked to participate in a 15-person mission to Tel Aviv, Israel, sponsored by the U.S. Chamber and supported by the Israeli government.



Sisson



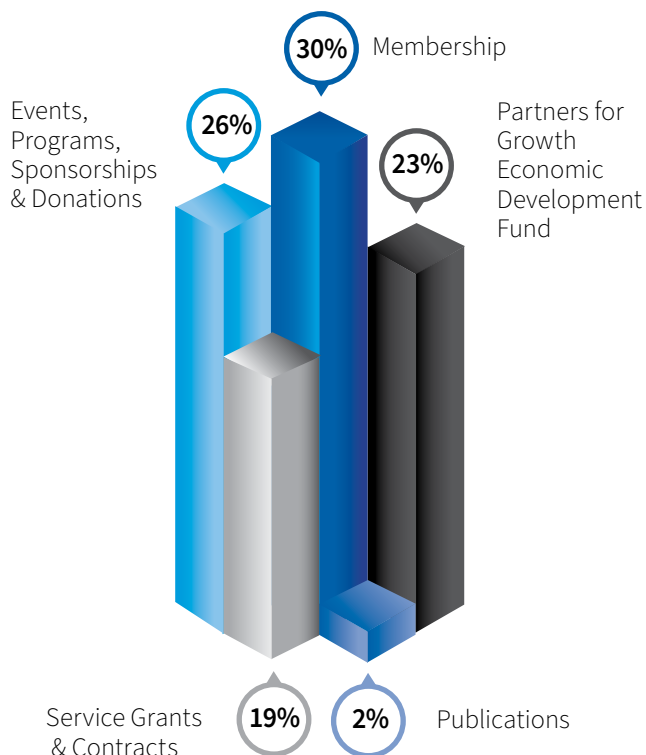
Richards

Danette Richards, director of small business development, received a director's award from the Small Business Administration in October for her work with the SBA Emerging Leaders program.

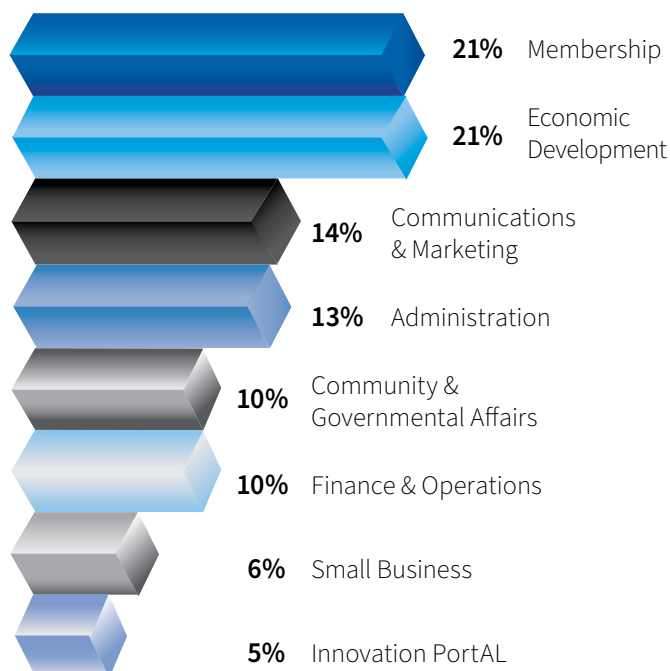
Staff Training: For its employees, the Chamber offered inter-generational training to highlight preferred workstyles of the organization's four generations represented by its workforce. CPR/First Aid and active shooter training were also offered.

Financial Management: The Chamber staff also manages the finances of the Industrial Development Authority of Mobile County; Industrial Development Board of the City of Mobile; Industrial Park Board of Mobile County; the Mobile Area Chamber of Commerce Foundation; a 501(c)3 organization; Three Mile Creek initiative; and Innovation PortAL. The Chamber's finances, as well as those of the six boards the organization manages, are audited annually to ensure adherence to accounting standards.

2019 REVENUE



2019 EXPENSES



2019 BY THE NUMBERS

JOBS

 **145**
PARTNERS
FOR GROWTH
INVESTORS

New Jobs
RECRUITED
150

created by projects that
have announced or are
under construction

7 PROJECT
Announcements
that have announced or
are under construction

\$178.9
MILLION
CAPITAL INVESTMENT
by companies that have
announced or are
under construction

\$67,333
AVERAGE SALARY
OF JOBS CREATED
at companies that have
announced or are under
construction



727
STUDENTS

number of students
attending workforce
development events

 **122**

entrepreneurs receiving
business counseling
and advice

137

INTERNATIONAL
APPOINTMENTS
made to help local
companies expand
into foreign sales



ADVOCACY



9,014
The Business
View Weekly
subscribers



The Business View
CIRCULATION
21,119



6,707
FOLLOWERS



9,106
FOLLOWERS



5,451
FOLLOWERS



60
SUBSCRIBERS



1,705
FOLLOWERS

1,070



STATE
LEGISLATIVE BILLS
MONITORED



14,000
average page views
per month

VALUE



47 MEMBER NETWORKING EVENTS

6,287
total attendees of
**NETWORKING
EVENTS**

61



**Small
Business-Focused**
workshops and
seminars



**150
EMPLOYEES**

total number of employees of the
Small Businesses of the Month

3,286

**CHAMBER
PROFESSIONAL
DEVELOPMENT**
seminars attendees



23 **EVENTS**

connecting
elected officials and
business leaders



43 **RIBBON CUTTINGS**

grand openings held at
member companies

EXCELLENCE



1,262
MEMBER

INDIVIDUALS SERVING
on Chamber Committees
and Task Forces

98,255

PEOPLE EMPLOYED BY
Chamber-Member Companies

7

BOARDS
managed by
the Chamber



Current Chamber
MEMBERS



approximately
1,900

37

current
Mobile Area
Chamber
employees



**YEARS
ACCREDITED**



53



MACC
established

1836

2020 PLAN OF ACTION SUMMARY

Each year, the Mobile Area Chamber staff writes its Plan of Action, a list of tactics to achieve the goals of the Chamber's strategic plan (see pg. 11), which covers the years 2019-21. Below are each department's goals for 2020.



COMMUNICATIONS & MARKETING

Provide a constant, proactive and interactive communications program to Chamber members to encourage and maintain an interest in the Chamber and support of our efforts.
(Supports strategic goal: Value)

Improve the Chamber's image in the minds of the public and make them better aware of who we are and our mission.
(Supports strategic goal: Advocacy)

Promote the Chamber and the Mobile area via the Chamber's websites, electronic publications and social media outlets.
(Supports strategic goal: Advocacy)

Improve dialogue with media outlets and promote Chamber activities and issues more heavily in the local market.
(Supports strategic goal: Advocacy)

Assist the economic development department with implementing the national marketing campaign.
(Supports strategic goal: Advocacy)

COMMUNITY & GOVERNMENTAL AFFAIRS

Develop and obtain passage of the Chamber's Community Legislative Agenda.
(Supports strategic goal: Advocacy)

Recognize and promote the importance of transportation infrastructure to continuing business growth.
(Supports strategic goal: Advocacy)

Promote a local, business-friendly political and legislative climate that encourages economic growth and is responsive to business needs and supportive of business success.
(Supports strategic goal: Advocacy)

Convene key groups and organizations to identify and work on vital community issues.
(Supports strategic goal: Advocacy)

Improve communication with the membership, elected officials and Chamber staff on key community issues.
(Supports strategic goal: Advocacy)

Implement the Leaders Exchange with a focus on workable solutions to regional and local issues.
(Supports strategic goal: Advocacy)

Encourage positive military and civilian relationships.
(Supports strategic goal: Value)

ECONOMIC DEVELOPMENT

Aggressively market the Mobile region for business locations and expansions based on community strengths and unique strategic advantages and governed by community quality of life objectives. Support the five-year Partners for Growth goal of creating an average of 800 new jobs per year.
(Supports strategic goals: Jobs and Advocacy)

Provide staff support and expertise to the Industrial Development Board (IDB), the Industrial Development Authority (IDA) and the Industrial Park Board (IPB).
(Supports strategic goals: Jobs and Value)

Involve Chamber volunteer leadership, City and County elected leadership, local agency allies and Partners for Growth investors in current Plan of Action implementation, as well as long-term economic development planning and funding.
(Supports strategic goals: Jobs and Value)

Generate, collect, organize, provide and publish information to support economic development activities that service the needs of prospects, global consultants, existing industries and members.
(Supports strategic goal: Value)



Enhance Mobile's global competitiveness and advance the creation of quality jobs and economic growth through international engagement.

(Supports strategic goals: Jobs and Advocacy)

Improve Mobile's ability to respond to workforce needs.

(Supports strategic goal: Jobs)

FINANCE & OPERATIONS

Provide and maintain financial control and related services.

(Supports strategic goal: Excellence)

Develop and maintain all records, forms and reports relating to human resource management.

(Supports strategic goal: Excellence)

Coordinate maintenance of the Chamber building, grounds, fixtures and equipment.

(Supports strategic goal: Excellence)

Enhance Chamber and Chamber Foundation operations through improvement of processes and procedures.

(Supports strategic goal: Excellence)

Continue to enhance the Chamber's information technology assets.

(Supports strategic goal: Excellence)

MEMBERSHIP

Exceed budgeted goals for dues and non-dues income to support Chamber operations.

(Supports strategic goal: Value)

Provide innovative programs and services that our members desire and value.

(Supports strategic goal: Value)

Ensure awesome customer service to improve member retention and development.

(Supports strategic goal: Value)

SMALL BUSINESS DEVELOPMENT

Market and provide technical assistance to area small businesses to help stimulate their development and foster job creation.

(Supports strategic goal: Jobs)

Provide business assistance to minority-owned businesses and encourage their participation in all Chamber activities.

(Supports strategic goal: Jobs)

Coordinate task force activities of select programs, products and services benefiting small businesses.

(Supports strategic goal: Value)

Create a system to share local funding sources with interested businesses.

(Supports strategic goal: Jobs)

Provide continuing education, training and business development opportunities for small businesses.

(Supports strategic goal: Value)

Serve as an advocate on issues of concern to the small business community.

(Supports strategic goal: Advocacy)

Facilitate assistance provided by other small business resources in the Mobile/Baldwin area.

(Supports strategic goal: Advocacy)

EXECUTIVE COMMITTEE 2019



Daniel A. Dennis IV
Roberts Brothers Inc.
Board Chair



Glyn Agnew
AT&T
Workforce Development



Douglas L. Anderson
Burr & Forman LLP
Legal Counsel



Jennie M. Campbell
The Stewart Lodges
Membership



Monica Garsed
Spire
Small Business Development



Terry H. Harbin
BancorpSouth
Incoming Chair/
Finance & Operations



Abe L. Harper Jr.
Harper Technologies LLC
Diversity & Inclusion



Brad Israel
Bellator Real Estate & Development LLC
Military Affairs



Maxey J. Roberts
USA Foundation
Communications & Marketing



Craig Savage
Austal USA
Community and Governmental Affairs



William B. Sisson
Mobile Area Chamber of Commerce
President/CEO



Tony G. Waldrop
University of South Alabama
Economic Development



Brian Willman
Regions Bank
Past Chair

ALSO SERVING ON THE 2019 BOARD OF DIRECTORS

Kevin Ball, *Ball HealthCare Services Inc.*

Philip Burton, *Burton Property Group*

Jill Chenoweth, *United Way of Southwest Alabama*

J. Kenny Crow, *Crow Shields Bailey PC*

Chris Curry, *Mobile Airport Authority*

Joe Denton, *Infirmary Health System Inc.*

W. Edward Dismukes Jr., *Wilson Dismukes Inc.*

James C. Fowler, *Cooper/T. Smith Corp.*

Chris Harle, *Harle Enterprises*

Jürgen G. Hellmich, *iSAM North America Corp.*

Jennifer Graham Jenkins, *JJPR*

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

W. Bibb Lamar Jr., *ServisFirst Bank*

Kate Luce, *Mississippi Export Railroad*

Patrick Lynch, *The Hiller Cos.*

Evan B. Maisel, *Gulf Distributing Holdings LLC*

Jenny McCall, *Wesco Gas & Welding Supply Inc.*

Leland Moore Jr., *S&S Sprinkler Co. LLC*

Marcus Neto, *Blue Fish*

Henry F. O'Connor III, *Jones Walker LLP*

Nathaniel Patterson Jr., *A Culture of Excellence (ACE) LLC*

Paige Plash, *Encore Rehabilitation Inc.*

Jacquitta Powell-Green, *CNB Bank Corp.*

David Price, *Arkema*

Michael Rogers, *Rogers & Willard Inc.*

Nick Sellers, *Alabama Power Co.*

Glenda Snodgrass, *The Net Effect*

Vicki Studstill, *Hargrove Engineers + Constructors*

Reggie Sykes, *Bishop State Community College*

Daryl J. Taylor, *Airbus Americas*

Mary Taylor, *Better Day Consulting LLC*

Grant Zarzour, *Fuse Project*

HOW TO REACH YOUR CHAMBER STAFF

ADMINISTRATION

Bill Sisson, President & CEO: 251.431.8610

Bob Chappelle, Chief Operating Officer: 251.431.8644

Shelly Mattingly, Executive Assistant: 251.431-8655

Laura O'Connor, Special Projects: 251.431.8647

COMMUNICATIONS & MARKETING

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Brooke McIngvale, Event Manager: 251.431.8640

Susan Rak-Blanchard, Director: 251.431.8641

Carolyn Wilson, Assistant: 251.431.8606

Rene Eiland, Account Executive, Advertising: 251.431.8635

COMMUNITY & GOVERNMENTAL AFFAIRS

Nancy Hewston, Vice President: 251.431.8618

Maggie Oliver, Director: 251.431.8601

Mallory Tyson, Assistant: 251.431.8621

ECONOMIC DEVELOPMENT

David Rodgers, Vice President: 251.431.8657

Molly Dixon, Economic Development Coordinator: 251.431.8650

Chris Mayfield, Director of Existing Industry: 251.431.8654

Kayla Morgan, Marketing & Research Manager: 251.431.8602

Cheryl Nicholls, Director of Education & Workforce
Development: 251.431.8651

Kayley Shepard, International Trade Manager: 251.431.8629

Christina Stimpson, Director of International Business:
251.431.8648

Vanessa Washington, Assistant: 251.431.8636

Shelby Glover Zaricor, Director of Business Development:
251.431.8616

FINANCE & OPERATIONS

Neil Christopher, Vice President: 251.431.8625

LeMaris Alston, IT Manager: 251.431.8626

Hope Bush-Collins, Custodian: 251.431.8634

Grant Carrera, Security: 251.431.8658

Chani Rider, Director: 251.431.8627

Jackie Davidson, Assistant: 251.431.8605

Donna Ikner, Finance Assistant: 251.461.8609

MEMBERSHIP

Carolyn Golson, Vice President: 251.431.8622

Dawn Rencher, Director: 251.431.8649

Jackie Hecker, Senior Account Executive: 251.431.8642

Elizabeth Nelson, Account Executive: 251.431.8617

Odetta Stutts, Help Desk Receptionist: 251.433.6951

SMALL BUSINESS DEVELOPMENT

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Brenda Rembert, Assistant: 251.431.8607

Danette Richards, Director: 251.431.8652