

BUSINESSVIEW

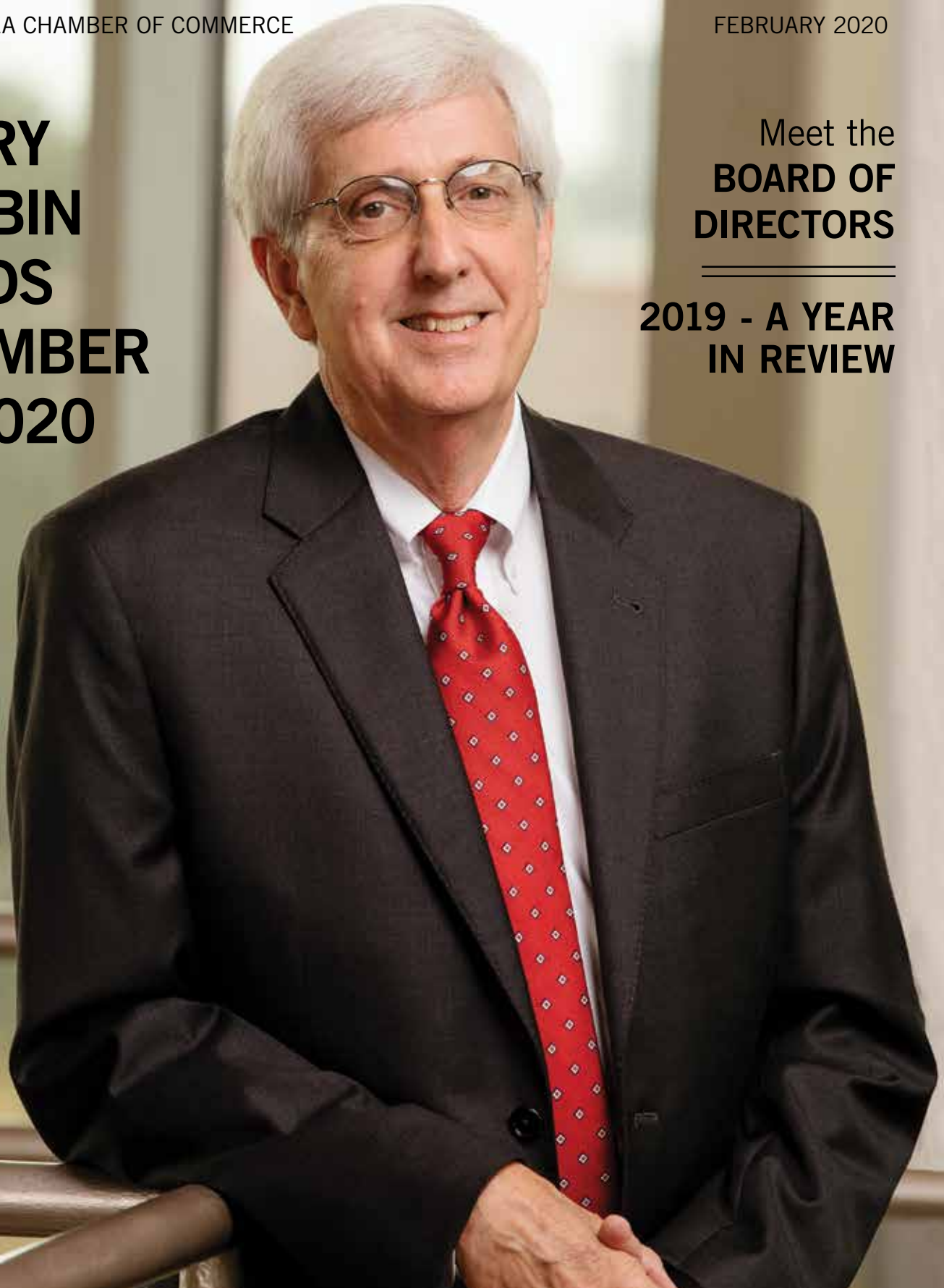
MOBILE AREA CHAMBER OF COMMERCE

FEBRUARY 2020

**TERRY
HARBIN
LEADS
CHAMBER
IN 2020**

Meet the
**BOARD OF
DIRECTORS**

**2019 - A YEAR
IN REVIEW**





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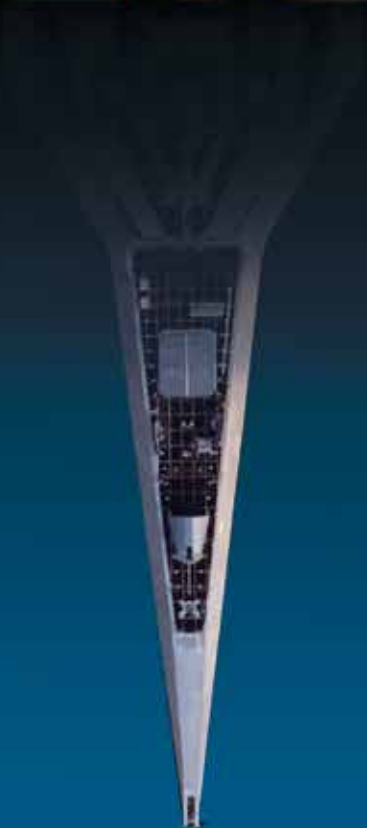
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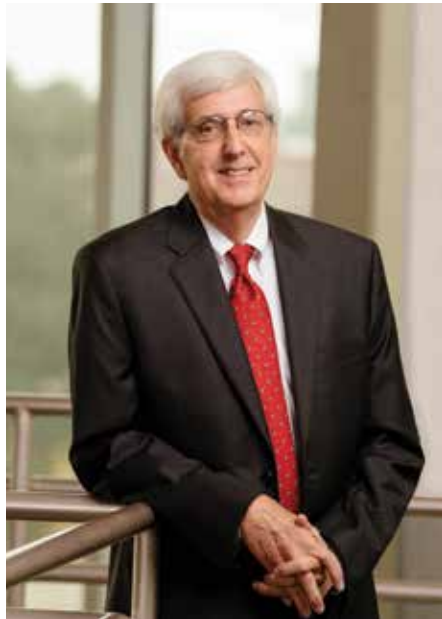


BUSINESSVIEW

MOBILE AREA CHAMBER OF COMMERCE

FEBRUARY 2020

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Terry Harbin, 2020 Board Chair

Photo by Chad Riley



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FROM THE EDITOR

Leigh Perry-Herndon, Vice President, Communications and Marketing

Every November, the magazine's editorial team sits and discusses items to include in this issue focusing on the Chamber's year in review.

It is amazing how much your Mobile Area Chamber has accomplished over the course of the last year. On the following pages we are sharing our best work in four core areas of focus – jobs, advocacy, value and excellence. Also, we are including a snapshot of our program of work for 2020, and the strategic goals guiding us long-term, and introducing you to the 2020 board of directors.

There is a lot to take in over the next 60-plus pages, and I hope it conveys

the Chamber's commitment to grow the local economy, thus providing more resources and opportunities for you to raise your family here.

I would encourage you to also share some of what you read with co-workers, friends and family. The more people promoting this community, and supporting our assets, the better off we are. The Chamber has a tremendous amount of work to do in 2020, but it's nice to take a moment to reflect on the hard work accomplished in 2019, and recharge the batteries for what's to come. Be sure to mark your calendar and attend the Chamber's annual meeting on Wednesday, Feb. 5. Details are on the calendar located on page 61.



Photo by Chad Riley

INVESTMENT IN TRAINING HELPS EASY HEATING & COOLING INC. GROW

Nearly 15 years ago, **Enoch Lamar Smith** opened a full-service heating ventilation air conditioning (HVAC) business. Since that time his company – Easy Heating & Cooling Inc. – has continued to grow to include commercial and residential repair services, new systems and maintenance services.

“Our clients call us their hero,” said Smith. “Over the years many of our clients have become more like extended family.” He believes this has happened because the company was built on faith-based principles, and “doing the right thing always pays off.”

Expanding beyond traditional HVAC services, Easy Heating & Cooling’s work includes installation of tanked and tankless water heaters, blown-in insulation, attic and bathroom exhaust fans, and gas line installations and repairs.

The company operates 24/7 providing emergency service for its customers, and has developed an email newsletter to provide them with tips to help keep their home energy efficient and heating and cooling costs down.

In 2018, Easy Heating & Cooling launched into growth mode when the company completed a Mobile Area Water and Sewer System mentor protégé program. Smith says the company implemented the strategies learned from that program, and

challenged themselves to keep up with business training. Smith then was selected as a member of the 2019 Small Business Administration-sponsored Emerging Leaders program, an intensive executive level training program.

Easy Heating & Cooling is the Chamber’s Small Business of the Month. *Cont. on pg. 6*

COMPANY NAME: Easy Heating & Cooling Inc.

LOCATION: Company offices out of Exchange 202, 202 Government St., Ste. 203

WEBSITE: easyheatingcooling.com

PHONE: 251.298.7287

COMPANY OWNERS: Enoch and Gretta Smith

YEARS IN BUSINESS: 15

LENGTH OF CHAMBER MEMBERSHIP: Since 2018



Photo by Chad Riley

The team at Easy Heating & Cooling discusses a new project. Pictured above from left to right are: Ron Anderson, Sharon Smith, Enoch Smith, Dell Anderson, Gretta Smith and Theodore Smith.

“[Being involved with] the Chamber has allowed Easy Heating & Cooling the ability to connect with many different companies and job opportunities,” said **Gretta Smith**, Enoch’s wife and the company’s chief operating officer. The Smiths have remained active in the Chamber, participating in the Growth Alliance Task Force supporting minority-owned businesses and attending various networking events.

“We feel that the Chamber is a part of our sales and referral team,” she added. “Since joining the Chamber we have been able [to] secure multiple job opportunities from members and through referrals.”

To learn more about the company, go to easyheatingcooling.com or call 251.298.7287.

“We feel that the Chamber is part of our sales and referral team,” Gretta Smith said. “Since joining the Chamber, we have been able (to) secure multiple job opportunities from members and through referrals.”



Photo by Chad Riley

A man with a beard, wearing a white button-down shirt and a VR headset, stands in the center. He is holding a tablet in his hands. The background is a vibrant blue with various digital elements: glowing lines, circular patterns, and several floating screens displaying data charts and graphs. The overall theme is high-tech and futuristic.

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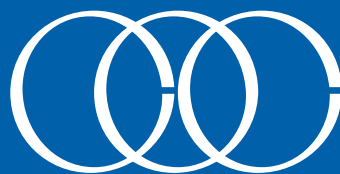
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MOBILE AREA
CHAMBER OF COMMERCE

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.

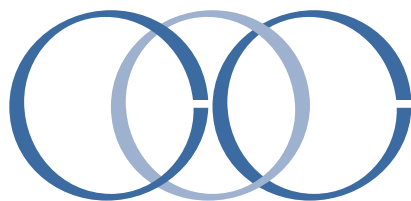
From launching a strategy to recruit the right international companies to locate here, to laying the groundwork on a talent attraction plan so we can focus on recruiting people here rather than just jobs, to supporting legislation that will invest in Alabama's and Mobile's aging infrastructure, the Chamber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



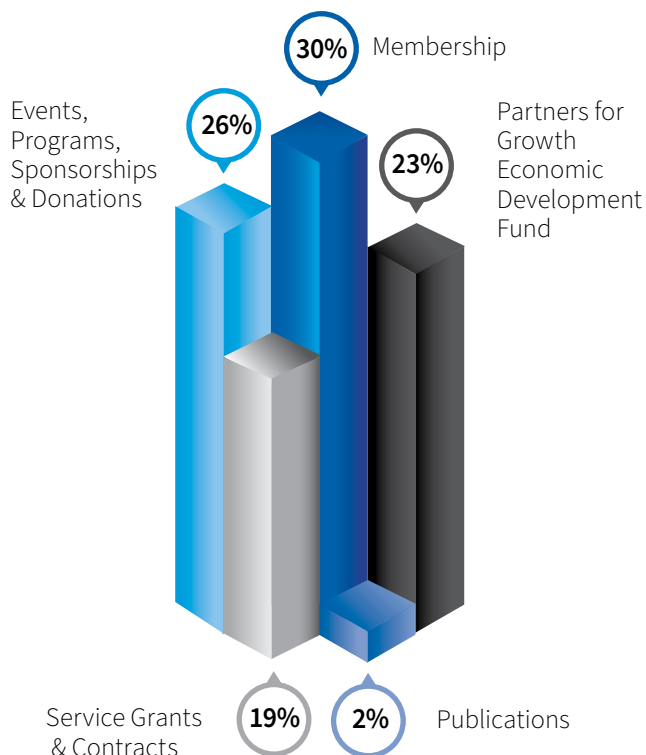
Richards

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.

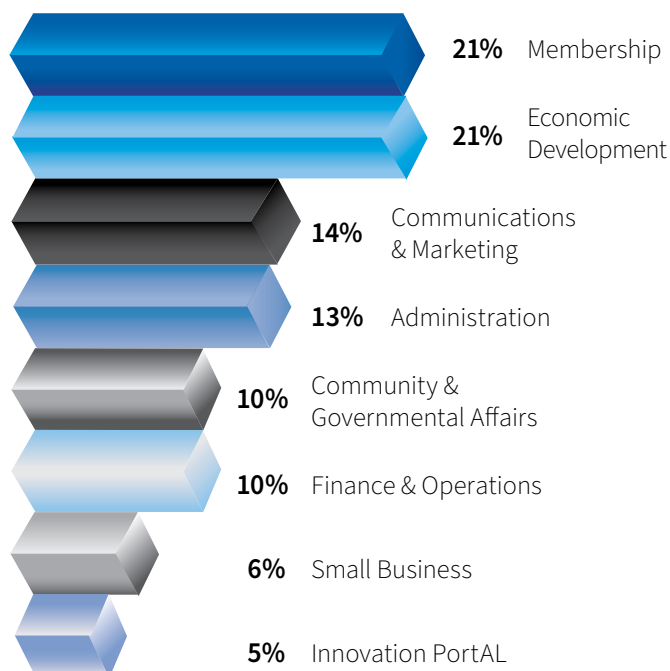
Staff Training: For its employees, the Chamber offered inter-generational training to highlight preferred workstyles of the organization's four generations represented by its workforce. CPR/First Aid and active shooter training were also offered.

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

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Bob Chappelle, Chief Operating Officer: 251.431.8644

Shelly Mattingly, Executive Assistant: 251.431-8655

Laura O'Connor, Special Projects: 251.431.8647

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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

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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

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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

Darrell Randle, Vice President: 251.431.8615

Brenda Rembert, Assistant: 251.431.8607

Danette Richards, Director: 251.431.8652



The Stewart Lodges ...



“The Art of Giving Back”

“The Art of Perseverance”

*“The Art of Discipline
and Integrity”*

“The Art of Attitude”

The **Art** *of* **CONNECTION**

32311 Waterview Dr. E. ~ Loxley, AL

For reservations call ~ (251) 602-1300 or Toll Free (866) 580-4343

www.StewartSteelwood.com



The Stewart Lodges

featuring the *New Executive Lodge* and *Executive Suite!*



Our Executive Lodge includes Eight Deluxe Individual King Bed Sleeping Rooms. Each room is equipped with a 36" Smart Television, Keurig Coffee Station, Executive Desk and Beautifully designed Bathroom.

The Main Floor of the Executive Lodge consists of stressed Hardwood Floors, Fully stocked Coffee and Buffet Station, Granite Counter Tops throughout, Wet Bar with Ice machine and Private Refrigerator, Pool Table, Shuffle Board and Foosball Table. Enjoy all your favorite viewing pleasures on a 75" Smart TV as well as our State-of-the-Art Executive Board Room featuring High Back Leather Executive Board Chairs, Full Audio/Visual Capabilities including an additional 75" Smart TV and Fiber optic WIFI.

In Addition to our Beautiful Views overlooking Steelwood Country Clubs 16th Hole and 250-acre private lake from our private balconies, Stewart Lodges is now offering an **Executive Suite**. This three-Room Executive Suite includes:

Sitting Area with Executive Desk, Smart TV, Executive Style Kitchen with Keurig Coffee Station, Mini Fridge, Microwave and Ice Machine. The Master Bedroom is Beautifully decorated as well as a Master Bathroom with separate Water closet, Tiled Shower, double sink Vanity and Granite counter tops, large bathroom with jacuzzi tub and large walk in closet. It is perfect for the executive with short term or extended stays.

Stewart Lodges

Located in the Steelwood Community

Private • Exclusive • Customized Experience

Business is Connection. Business is People.



Partners For Growth Update

Growing Global, Investing Local | 2018 - 2022



Aggressive goals were laid out for Partners for Growth investors. A commitment by the Chamber's economic development team aims to add more than 2,000 primary jobs with average wages of \$55,000, a \$1.25 billion capital investment in the community. Here's where we are two years into the five-year campaign:

GOALS

- Enhance our global presence by leveraging our success in key industries for continued job growth through strategic recruitment and expanded trade and foreign investment.
- Increase our capacity for desired economic growth through attention to workforce and infrastructure issues.
- Support our workforce development partners to meet the current and future needs of Mobile's continued job growth.
- Ensure shared prosperity, especially among small and minority-owned businesses.
- Create high-paying jobs through strategic recruitment, expanded trade and foreign investment, existing business growth and entrepreneurial support.

Where we are to date:

Goal by 2022

2,000 Jobs



2018 + 2019 = 747 jobs

Goal by 2022

Average wages \$55,000



2018 + 2019 = \$63,882

Goal by 2022

Capital \$1.25B



2018 + 2019 = \$762.85 M

Partners for Growth Areas of Focus

New Business Recruitment and Investment Attraction

ACTION ITEMS

- Focus recruitment efforts on **“best fit”** and **“most desirable”** companies and industries by capitalizing on the region’s strengths and infrastructure.
- **Leverage the Port of Mobile**, existing companies, industries and global economic trends to increase global sales and exports for companies and attract new foreign investment.
- Pursue corporate and division headquarters of all sizes.
- Advocate for **Small Business** by supporting an annual “pro-business” legislative agenda.

Existing Industry Support, Innovation and Entrepreneurship

ACTION ITEMS

- **Identify growth opportunities** among existing industries and companies.
- Maximize **awareness** of incentives and other available assistance and increase utilization of all assistance programs.
- Through the **Innovation PortAL Business Incubator**, grow and accelerate Mobile’s entrepreneurial culture.
- **Coordinate and collaborate** innovation and entrepreneurial efforts with the University of South Alabama.

Workforce Attraction, Retention and Development

ACTION ITEMS

- Increase public awareness about the importance of workforce development, while promoting skilled trades and technical training.
- Leverage input from existing business and work with local partners to **address areas of skills gaps and talent recruitment needs**.
- Use trade shows, career fairs and industry-specific events to **attract highly skilled talent**.
- Advocate for continued funding of **Alabama’s Education Budget**, including **Alabama’s First Class Pre-K initiative**.

Diverse Business Development

ACTION ITEMS

- Continue to **implement diversity and inclusion** strategies within the framework of the Chamber.
- Cultivate diverse leadership throughout Mobile by **providing resources** and opportunities to learn, get involved and prosper.
- **Advocate** for economic inclusion and create supplier diversity education opportunities.
- Continue research and **employ best practices** from leading Chamber diversity and inclusion programs.

Business Advocacy and Quality of Place

ACTION ITEMS

- Develop and support local, regional and statewide policies that **encourage** a growing population while maintaining a high quality of life.
- Provide consistent, strong and **effective leadership** to accomplish key infrastructure improvements necessary for economic development.
- **Encourage, support and assist** specific projects and ideas that will improve Mobile’s quality of place quotient for business growth and investment.
- **Secure the needed infrastructure investment** to retain and grow the Mobile area business base.

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

Adams and Reese LLP	Community Bank	Infirmity Health	Roberts Brothers Inc.
Airbus	Continental Aerospace Technologies	Information Transport Solutions Inc.	Russell Thompson Butler & Houston LLP
Aker Solutions Inc.	Cooper/T. Smith Corp.	iSAM North America Corp.	Seabulk Towing
Alabama Associated General Contractors	Cowles, Murphy, Glover & Associates	JESCO Inc.	ServisFirst Bank
Alabama Orthopaedic Clinic PC	Crow Shields Bailey PC	Joe Bullard Automotive Cos.	Shell Chemical LP/Shell Mobile Site
Alabama Power Co.	Delaney Development Inc.	Jones Walker LLP	Smith Dukes
Alabama State Port Authority	DEX Imaging of Alabama	Keith Air Conditioning Inc.	SOHO Events & Rentals
AltaPointe Health	Doc RX	Kimberly-Clark Corp.	Southeast Toyota Finance
AM/NS Calvert	EcoSouth Services LLC	Leavell Investment Management Inc.	Spire
APM Terminals Mobile LLC	Evonik Corp.	Lewis Communications Inc.	Spring Hill College
Arkema Inc.	ExxonMobil	Life + Legacy Benefits	Springhill Medical Center
Armbrrecht Jackson LLP	Franklin Primary Health Center Inc.	LLB&B Inc. Real Estate	Springhill Toyota
ASF Logistics Inc.	G.A. West & Co. Inc.	Long's Human Resource Services	SSAB Americas
AT&T	Goodwyn, Mills & Cawood Inc.	MAAS Aviation	Stirling Properties LLC
Austal USA	Great Southern Wood Preserving	Maynard Cooper & Gale PC	Synovus
BancorpSouth	Gulf City Body & Trailer Works Inc.	Merchants Transfer Co.	Tensaw Land & Timber Co. Inc.
Barnes Enterprises Inc.	Gulf Coast Truck & Equipment Co.	Mississippi Export Railroad Co.	Thames Batré Insurance
BASF Corp.	Gulf Distributing Holdings LLC	Mitchell McLeod Pugh & Williams Inc.	The American Equity Underwriters Inc.
BBB Industries LLC	Gulf Electric Co. Inc. of Mobile	Mitsubishi Polysilicon	The Hiller Cos.
BB&T	Gulf States Engineering	Mobile Airport Authority	The J. L. Bedsole Foundation
BBVA Compass Bank	Gwin's Commercial Printing	Mobile Area Water and Sewer System	The Orthopaedic Group PC
Beard Equipment Co.	H.O. Weaver & Sons Inc.	Mobile County Commission	Thompson Engineering Inc.
Ben M. Radcliff Contractor Inc.	Hancock Whitney Bank	Moffatt & Nichol	Thompson Tractor Co. Inc.
Bishop State Community College	Hand Arendall Harrison Sale LLC	NAI Mobile	Trustmark Bank
Blue Cross and Blue Shield of Alabama	Hargrove Engineers + Constructors	Norton Lilly International	U-J Chevrolet Co. Inc.
Budweiser-Busch Distributing Co.	Helmsing, Leach, Herlong, Newman & Rouse PC	Olin Corp.	University of Mobile
Burr & Forman LLP	Heritage Homes	Outokumpu Stainless USA	University of South Alabama
Burton Property Group	Hierononymous CPAs LLC	Page & Jones Inc.	University of South Alabama Foundation
C Spire Business	HPM	Phelps Dunbar LLP	Volkert Inc.
Cabaniss, Johnston, Gardner, Dumas & O'Neal LLP	HUB International Gulf South	Poarch Band of Creek Indians	Ward Properties Inc.
Canfor Southern Pine	iBERIABANK	Premier Medical Group Inc.	Warren Averett LLC
Cardiology Associates	Industrial Development Authority of Mobile County	Prism Systems Inc.	Wells Fargo
Century Bank	Industrial Development Board of the City of Mobile	Providence Hospital	WESCO Gas & Welding Supply Inc.
China Doll/ Dixie Lilly Foods/ Big Bill Beans		Quality Valve Inc.	White-Spunner Realty Inc.
Cintas Corp.		REEL USA Corp.	Wilkins Miller LLC
City of Mobile		Regions Bank	Willis Towers Watson
		Renasant Bank	
		Robert J. Baggett Inc.	

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BancorpSouth offers a full range of traditional business banking services along with other specialized services to address your financial needs. If you're looking for one or more specialized services, visit a local BancorpSouth banker today, and let's grow a relationship together.

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Insurance and Investment products are • Not a deposit • Not FDIC insured • Not insured by any federal government agency • Not guaranteed by the bank • May go down in value.

The advertisement for G.A. West features a collage of industrial and construction images. The collage includes a large bridge under construction, a long pier or dock with workers, a close-up of a hand using a surveying instrument, a worker welding a large metal pipe, and a construction site with cranes. The G.A. West logo, a red stylized 'A' inside a triangle, is prominently displayed in the center. Below the logo, the company name "G.A. WEST" is written in large, bold, black letters. Underneath the name, the phone number "888-679-1965" and the website "www.gawest.com" are listed. At the bottom, the services "Industrial Mechanical Electrical Fabrication Maintenance Civil & Site Work" are listed in red text.

G.A. WEST
888-679-1965
www.gawest.com
Industrial Mechanical Electrical
Fabrication Maintenance
Civil & Site Work



Photo by Chad Riley

INCOMING CHAMBER CHAIR: 'A Unified, Business-Friendly Voice is Key' to Mission

From his sixth-floor office overlooking Dauphin Street and I-65, **Terry Harbin** says that becoming the Mobile Area Chamber's 2020 chair is "personally the highest honor of my business career." He currently serves as market president of BancorpSouth in Mobile and has a longstanding relationship with the Chamber.

"To have them ask me to chair is not something I take casually or lightly," Harbin says. "It's a high honor to contribute at that level for the community."

Although he's worked in the banking industry for the past 25 years, Harbin calls himself "an accidental banker." "It's been an interesting career path," he says. "It's been a great career that has allowed me to get involved with the Chamber and the community."

A lifelong Mobilian, he attended the University of South Alabama but later transferred to and graduated from Abilene Christian University, working his way through school at McLeod Marine. He was hired by Mike Dow, who at the time was the vice president of sales, marketing and accounting of the company he co-founded, QMS, and spent five years working there. Later, he would work on all four of Dow's successful mayoral campaigns.

While he was at QMS, Regions Bank and other companies benchmarked the company "to learn about sales and marketing excellence." Harbin landed a job with Regions when its president called him and asked if he'd like to make a career change. Back then, Harbin notes, Regions was one of only four major banks in the Mobile market, compared to 24 banks operating in Mobile today, which indicates how much the industry has changed during his career.

While he started as “kind of an island” in sales and marketing at Regions, he left a few years later as the bank’s president. He then went to BankTrust, “the last locally headquartered bank in Mobile,” and was there for six years before the financial crisis hit and BankTrust was acquired by Trustmark. Seven years ago, he went to BancorpSouth. Because of all the changes in the local banking scene, Harbin and a group of seven other bankers have now worked together for nearly 25 years.

As market president, he manages commercial and retail banking opportunities for Tupelo, Miss.-based BancorpSouth’s 10 branches in Mobile, Baldwin and Clarke counties.

Banks are committed to community service, and Harbin says he has enjoyed serving on many boards through the years. “Companies like ours invest money back in the community,” he says.

Both personally and professionally, he believes contributing to the community pays dividends. “Good things will come to you,” he says. “I’ve experienced that If you invest in your community, the community will invest back with you.”

He has spent 14 years on the University of Mobile’s board and executive committee, which he has chaired, and chaired the United Way’s fund drive and board. He recently became a board member of Victory Health Partners.

Harbin’s involvement with the Chamber started in his QMS days, when he worked with Dow on the “Tell the World” campaign that became Partners for Growth.

“I’ve seen the positive impact the Chamber has had on Mobile and the region for years,” he says. “It’s one of my favorite volunteer places.”

Economic development is the Chamber’s general mission, he says, but he feels it’s important to “make sure we’re representing ourselves to industry with a unified voice,” he says. “It’s not a new goal, but supporting the community’s effort to have a unified, business-friendly voice is key.”

He believes it’s just as important to support existing businesses in Mobile who support the businesses the Chamber is trying to attract.

“I’m amazed by the welcoming environment here for those who give back,” he says. “I see it modeled by the Chamber’s staff, members and volunteers working together to make Mobile a better place.”



Photo by Chad Riley

Terry Harbin and Abe Harper with Harper Technologies have worked together on several community projects, in addition to Harper banking with BancorpSouth.



Photo by Chad Riley



BOARD OF DIRECTORS

The Mobile Area Chamber's board of directors serves as the organization's governing and policy-making body, with duties ranging from taking a stand on legislative issues to supporting Mobile's business community to recruiting new jobs and capital investment. The board is comprised of 42 members representing a cross-section of the business community – 32 men and 10 women. Approximately 70 percent of the companies represented on the board have fewer than 101 employees; 14 employ 1-10 individuals; eight employ 11-25 individuals; seven employ 26-50 individuals; one employs 51-100 individuals; and 12 employ more than 100. Of those companies represented on the board, 10 are listed as minority-owned and 10 are listed as women-owned. On the following pages are profiles of the Chamber's 2020 board members.



★ The star indicates those whose companies are also investors in Partners for Growth, the Chamber's long-term economic and community development program.



Terry Harbin
BancorpSouth ★

BOARD CHAIR

Harbin is market president for BancorpSouth. He has 35-plus years of experience in all phases of sales, marketing, technology and banking management. He started two technology-related business ventures, which continue to operate successfully. He served in executive positions with Regions Bank and BankTrust. Harbin has served on the United Way of Southwest Alabama, University of Mobile, Alabama Public Radio WHIL 91.3 FM, Child Advocacy Center, Family Promise, Housing First, Coastal Alabama Partnership and Victory Health Partners boards and is a member of the Chamber's board of advisors.



Glyn Agnew
AT&T ★

VICE CHAIR - ECONOMIC DEVELOPMENT

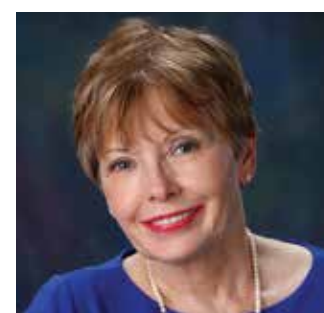
Agnew is the regional director for the southern division of AT&T Alabama's legislative and external affairs organization. He earned a bachelor's degree in business administration from Mississippi State University. Agnew serves on the boards of American Red Cross South Alabama Chapter, Mobile United and the AT&T Pioneers Mobile Council. He is also a member of the Chamber's board of advisors.



Douglas L. Anderson
Burr & Forman LLP ★

VICE CHAIR - LEGAL

Anderson is a partner with Burr & Forman LLP, where he serves as the managing partner for the Mobile office. He received a bachelor's degree in business management from The University of Alabama and a law degree from its Cumberland School of Law. Anderson served as an assistant attorney general for the state of Alabama. He is a member of the Senior Bowl Committee and the Wilmer Hall board of directors, and past chair for the City of Mobile Planning Commission. Anderson was inducted this year as a fellow in the American College of Real Estate Lawyers. He is a member of the Chamber's board of advisors.



Celia Mann Baehr
Mobile Symphony

Baehr is president and CEO of the Mobile Symphony. She has more than 30 years of experience in financial services and is a certified financial planner practitioner. Baehr has a master's degree in business from the University of South Alabama and a bachelor's degree from The University of Alabama. She is a graduate of Leadership Mobile and a member of the Rotary Club of Mobile and the Gulf States Financial Planning Association. Baehr recently received the Impact Award from the University of South Alabama's Mitchell College of Business. She is a member of the Chamber's board of advisors.


Kevin Ball
Ball HealthCare Services

Ball is director of operations for Ball HealthCare Services Inc. He received a bachelor's degree in business administration from Alabama A&M University and a master's degree from the University of North Texas in long-term care administration. Ball is a member of the Alabama Nursing Home Association and recently served as chair for both the regional advisory board for the Alabama Institute for the Deaf and Blind and the Alabama Board of Examiners. He serves on the advisory board for Renasant Bank and the board of trustees for Alabama A&M University. He also gives back by serving as the program director for the Omega Lamplighters, a high school mentoring program for young men.


Brent Barkin
Shoe Station Inc.

Barkin is president and CEO of Shoe Station Inc. He received a bachelor's degree from Princeton University and is a graduate of Woodrow Wilson School of Public Policy. He is a third-generation footwear retailer, from both sides of his family. Barkin serves on the board of directors of the United Way of Southwest Alabama and the University of South Alabama Mitchell College of Business Advisory Council. He is also a former board member of St. Luke's Episcopal School.


Phillip Burton
Burton Property Group ★

Burton is president and CEO of Burton Property Group. He studied at the University of South Alabama. He is a member of the Young Presidents Organization and is also one of the founders of the Beverly Burton Scholarship Trust, in honor of his late mother, which provides college scholarships for Boys & Girls Clubs Youth of the Year recipients. He is a board member of the University of South Alabama Foundation for Research and Commercialization, as well as the Chamber's board of advisors.


Jennie Campbell
The Stewart Lodges ★

VICE CHAIR, SMALL BUSINESS DEVELOPMENT

Campbell is a graduate of Tulane University, Michigan State University, George Washington University and Babson College. She is the CEO/president of Stewart Steelwood Investments LLC. She has served on the World Trade Center of New Orleans, Junior Achievement, Meeting Professional International, Better Business Bureau, Rotary, Vistage, Small Business Administration Emerging Leaders and Goldman Sachs 10,000 Small Businesses. She is also a member of the Chamber's board of advisors and served as Chamber Chase chair in 2019. Campbell received the Vistage Lifetime Achievement Award.


W. Allen Carroll
Wilkins Miller ★

Carroll serves as managing partner at Wilkins Miller. He has a degree in business administration with a concentration in accounting from the University of South Alabama. He is a certified public accountant. He is on the board for the USA Foundation and the executive advisory council for USA's Mitchell College of Business. He has served St. Luke's Episcopal School as both its treasurer and chairman of the board of trustees. Carroll is a past member of the national board of directors for Distinguished Young Women. He is also on the Chamber's board of advisors.


Melissa Cross
McAlee's Office Furniture ★

VICE CHAIR, MEMBERSHIP

Cross is president of McAlee's Office Furniture. She earned a bachelor's degree at The University of Alabama, then attended Pepperdine University School of Law in Malibu, Calif. She has recently participated in the following programs: Small Business Administration's Emerging Leaders, Goldman Sachs 10,000 Small Businesses and RAMP (Real Advice Mentoring Program developed at MIT) and the Focus Women's Conference. Cross is also a board member for the USA Melton Center for Entrepreneurship and Innovation and a member of the Chamber's board of advisors.


Chris Curry
Mobile Airport Authority ★

VICE CHAIR, MILITARY AFFAIRS

Curry is the president of the Mobile Airport Authority. He previously was the director of aviation for the city of Tallahassee, Fla. Curry served in the U.S. Air Force as an air traffic controller and retired in 2001. He earned an associate's degree in airway science from the Community College of the Air Force in Montgomery. He also has a bachelor's degree from Embry Riddle Aeronautical University in professional aeronautics. Curry is a member of the Chamber's board of advisors.


Daniel Dennis
Roberts Brothers Inc. ★

IMMEDIATE PAST CHAIR

Dennis is president of Roberts Brothers Inc. He earned a bachelor's degree in finance from Auburn University, a juris doctorate from The University of Alabama's Cumberland School of Law and a master of laws in real property development from the University of Miami School of Law. Dennis is a member of the board of directors of Visit Mobile and the Downtown Mobile Alliance. He also serves on the advisory boards for Regions Bank, The Salvation Army of Coastal Alabama and the University of South Alabama's Center for Real Estate Studies & Economic Development. Dennis is a member of the Chamber's board of advisors.



Joe Denton

Infirmary Health System Inc. ★

Denton is executive vice president, CFO and chief administrative officer for Infirmary Health System Inc. He graduated from the University of South Alabama with a bachelor's degree in accounting and a master's degree in business administration from Maryville University in St. Louis. Denton is a graduate of Leadership Mobile and participates in a number of Alabama Hospital Association initiatives. He also serves on USA's Mitchell College of Business executive advisory board and is a member of the City of Mobile citizens budget and finance advisory committee.



Edward Dismukes Jr.

Wilson Dismukes Inc.

Dismukes is a third-generation owner/president of Wilson Dismukes Inc. He earned a bachelor's degree from Auburn University and attended the University of Michigan Business School Executive Education Program. Dismukes began his career in the nonprofit arena before spending more than 15 years in the pharmaceutical industry in sales and sales management. He returned home to the family business in Mobile in 2003 to become president of the company. Dismukes is past president of the Rotary Club of Mobile – Sunrise and currently serves on the management advisory board for the University of South Alabama's Mitchell College of Business.



RaShawn Figures

Dortch, Figures & Sons Inc.

Figures is CEO/owner and creative engine of Dortch, Figures & Sons Inc. Having grown up in the industry, his grasp of construction fundamentals is innate, enabling him to instill a long view of best practices while injecting an historical sense of good old-fashioned hard work. Figures is a graduate of McGill-Toolen High School and holds a bachelor's degree from The University of Alabama. Dortch, Figures & Sons is one of the largest minority-owned general contracting firms in the state.



Monica Garsed

Spire ★

VICE CHAIR, COMMUNICATIONS AND MARKETING

Garsed has over 20 years of experience in the natural gas industry. As economic development project manager, Alabama/Mississippi, she is currently focused on Spire's economic development efforts in the Mobile area. Garsed holds a mechanical engineering degree from the University of South Alabama and has served on the boards of the University of South Alabama National Alumni Association, Downtown Mobile Alliance, The American Society of Heating, Refrigerating and Air-Conditioning Engineers and Partners for Environmental Progress.



Thomas Hand

Volkert Inc. ★

Hand joined the management team of Volkert Inc. in 2003 and was named the firm's chief marketing officer in 2017, after serving in similar roles for Volkert Global, Volkert's Gulf regions and its central region. In these roles, he facilitated Volkert's teaming in major alternative delivery projects, such as the Inner Harbor Navigation Channel MR-GO Surge Barrier and the Biloxi Bay Bridge. Hand began his Volkert career as a resident engineer for multiple Alabama Department of Transportation (ALDOT) and Florida Department of Transportation (FDOT) projects.



Chris Harle

Harle Enterprises

Harle is the owner of Harle Enterprises, a restaurant and franchise consulting company, and is a commercial leasing/sales agent with White-Spunner Realty, specializing in retail and restaurant development. He earned a degree in business administration and aviation management from Auburn University. Harle is vice president of the Mobile Chapter of the Alabama Restaurant Association and is a member of the University of South Alabama Hospitality & Tourism Management advisory board, the Mobile Area Association of Realtors and the International Council of Shopping Centers.



Abe L. Harper Jr.

Harper Technologies

VICE CHAIR, WORKFORCE DEVELOPMENT

Harper is president/CEO of Harper Technologies LLC. He is a graduate of the Alabama School of Math and Science and attended both Florida A&M University and The University of Alabama. Harper is a member of the Eastern Shore Chamber of Commerce, Coastal Conservation Alabama, Prichard Preparatory School board of directors and City Hope Church. He is also a member of the Chamber's board of advisors.



Jürgen G. Hellmich

iSAM North America Corp. ★

Hellmich is the founder and CEO of iSAM North America Corp., established in the United States in 2008. The company's roots stem from its German counterpart, iSAM AG, located in the industrialized city of Muelheim an der Ruhr, Germany, and which was also originally founded by Hellmich in 1983. He received a doctoral degree from the University of Aachen and has more than 33 years of professional experience within the field of automation technology. He is also on the Chamber's board of advisors.

Photo by Chad Riley



The Chamber's Board of Directors sets policy for the organization. Three times a year, the Board of Directors meets with the Chamber's Board of Advisors to network and receive updates on timely topics impacting Mobile. Pictured above are Chamber board members (from left to right) Doug Anderson with Burr Forman, Craig Savage with Austal USA and Bill Sisson with the Chamber.



Valerie James

VisionSpot Consulting Group LLC

James is the CEO of VisionSpot Consulting Group LLC. She has studied leadership abroad, holds undergraduate degrees in business and organizational management, and earned a doctorate of education in organizational leadership from Pepperdine University. James serves on the board of Feeding the Gulf Coast and is past president of the National Association of African Americans in Human Resources. She is also a graduate of Leadership Mobile, and her company received the Chamber's Eagle Award in 2019 and Small Business of the Month in March 2019.



W. Bibb Lamar Jr.

ServisFirst Bank



Lamar is president and CEO of ServisFirst Bank. He is a graduate of the University of Mobile and attended the University of Oklahoma Commercial Lending School and Stonier School of Banking – Rutgers University. He is a graduate of Leadership Mobile and Leadership Alabama. Lamar is the director of Alabama State Banking Department, past president and director of Alabama Bankers Association and a member of the President's Cabinet of The University of Alabama.



Kate Luce

Mississippi Export Railroad



Luce is president and CEO of Alabama Export Railroad and Mississippi Export Railroad. Her career includes additional experience with General Electric Transportation and Bain & Company. Luce holds a bachelor's degree in supply chain management from Auburn University, and a master's in business administration from Duke University's Fuqua School of Business. She is a recipient of the Keohane Leadership Award for exceptional leadership and currently serves on the board of visitors at Duke's Fuqua School, the board of directors of the North American Shippers Association, the board of governors at the Mississippi Economic Council and is a member of the Chamber's board of advisors.



Patrick Lynch

The Hiller Cos.



Lynch is president and CEO of The Hiller Cos. He joined Hiller in March 2014 as the Chief Operating Officer, and prior to that time served in various senior management roles within the company focused on the maritime sector, based in New York. He holds a master's degree in business administration from the University of San Francisco, as well as a bachelor's degree in marine engineering and marine transportation from the U.S. Merchant Marine Academy in Kings Point, N.Y. Lynch is a member of the Chamber's board of advisors.



Evan B. Maisel

Gulf Distributing Holdings LLC ★

Maisel is senior vice president at Gulf Distributing Holdings LLC. He holds a bachelor's degree in business from The University of Alabama. Maisel serves on the Senior Bowl Committee.



John Marymont

University of South Alabama ★

Marymont is vice president for medical affairs and dean of the College of Medicine at the University of South Alabama. He graduated Phi Beta Kappa from Northwestern University and obtained his medical degree from Vanderbilt University. Marymont earned a certificate in medical and healthcare management as well as a master's in business administration from the Jones School of Business at Rice University. He serves on the Jones Health Care advisory board at Rice University's Jones Graduate School of Business and as the Council of Deans liaison to the Association of American Medical Colleges' Group on Business Affairs.



Robert McGinley Jr.

McDowell Knight Roedder & Sledge LLC

McGinley is an attorney with McDowell Knight Roedder & Sledge LLC. He received a bachelor's degree from Washington & Lee University and a law degree at The University of Alabama School of Law. McGinley is a member of the Alabama State Bar, the Mobile Bar Association, the State Bar of Georgia and the State Bar of Mississippi. He is the chair of the board and founding director of the Mobile Area Education Foundation Public Charter Schools Inc., as well as the founding member of the Friends of the Saenger. He is also a member of the Chamber's board of advisors.



Leland Moore Jr.

S&S Sprinkler Co. LLC

Moore is chief operating officer of S&S Sprinkler Co. LLC. He attended UMS-Wright Preparatory School and Hampden-Sydney College. Moore is a founding member and board member of Fired Up Inc., a nonprofit founded to give back to the community through barbecue. Moore is a member of the Chamber's board of advisors.



Marcus Neto

Blue Fish

Neto is the owner of Blue Fish, a digitally-focused advertising agency that helps small- and medium-sized organizations overcome obscurity. He is a member of the board for Fuse Project, and he and his team are also behind the website MobileAL.com. Blue Fish was named the Chamber's Small Business of the Year in 2018. He is a graduate of James Madison University and the Small Business Administration's Emerging Leaders program.



Nathaniel Patterson

A Culture of Excellence LLC

VICE CHAIR, DIVERSITY AND INCLUSION

Patterson is the chief engagement officer of A Culture of Excellence LLC, a small business and nonprofit training firm. He attended California State University, Fullerton. In southern California, he founded and grew several businesses including a concert promotion firm and a marketing firm. He is a noted speaker, the author of *Up At Dawn* (e-book) and *What If I Fail?* and currently writes a newspaper column, "Marketing Your Way to Success."



Paige Plash

Encore Rehabilitation Inc.

Plash is co-owner/chief operating officer of Encore Rehabilitation Inc. He received a bachelor's degree in physical therapy from the University of South Alabama. He has been a practicing physical therapist since 1980. Plash serves on the boards of Distinguished Young Women, UMS-Wright Preparatory School and the iBERIABANK advisory board.



Maxey J. Roberts

University of South Alabama Foundation ★

Roberts is managing director of the University of South Alabama Foundation. She served as general counsel to the foundation from 1998 until 2003, when she was appointed managing director. She is a graduate of USA and received a law degree from the University of Mississippi. Roberts is active in the Dauphin Way United Methodist Church, secretary to the Chapter of the U.S. Priory of the Order of St. John and is a member of the Chamber's board of advisors.



Craig Savage

Austal USA



VICE CHAIR, COMMUNITY AND GOVERNMENTAL AFFAIRS

Savage is the director of communications and external affairs for Austal USA. He received a bachelor's degree in journalism from the Walter Cronkite School of Journalism and Mass Communications at Arizona State University. Savage is an active member in the community and also serves as a public affairs officer in the U.S. Air Force Reserve.



William B. Sisson

Mobile Area Chamber of Commerce

Sisson is president and CEO of the Mobile Area Chamber of Commerce. He earned a master's degree from The University of Alabama, and a bachelor's degree from James Madison University. He is a graduate of the Institute for Organization Management, Leadership Mobile and Leadership Alabama. Sisson is a member of the Chamber of Commerce Association of Alabama, U.S. Chamber of Commerce Committee of 100 and Rotary International. He serves on the boards of Alabama School of Math and Science and Mobile Area Education Foundation.



Glenda Snodgrass

The Net Effect LLC

Snodgrass has been president, lead consultant and project manager at The Net Effect since the company's inception in 1996. She is primarily engaged in cybersecurity training, threat analysis and mitigation for commercial, nonprofit and governmental organizations. Snodgrass holds a bachelor's degree from the University of South Alabama and a master's degree from Université de Paris I Panthéon-Sorbonne. She is president of the Gulf Coast Industrial Security Awareness Council, vice chair of Mobile Chapter 117 of ASIS International and a member of the Chamber's Gulf Coast Technology Council steering committee.



Richard Stimpson

Leavell Investment Management



Stimpson is chairman/investment counselor for Leavell Investment Management. He received a bachelor's degree in pre-law from The University of Alabama and subsequently served in the U.S. Marine Corps as an infantry officer. Stimpson is an active member of the Business Council of Alabama, Downtown Mobile Alliance and Alabama Policy Institute, where he serves as the chair of the board.



Photo by Chad Riley

Members of the Mobile Area Chamber's Board of Directors represent a cross section of the Chamber's membership base. Pictured here are board members Matt Bell with HDR Engineering (left), Grant Zarzour with Fuse Project and Alabama Orthopaedic Clinic (center) and Terry Harbin with BancorpSouth (right).



Vicki Studstill
Hargrove Engineers + Constructors



Studstill is director, business development for Hargrove Engineers + Constructors. She received a bachelor's degree from the University of Arkansas in human resource management and is a certified professional in human resources. Studstill serves on the board of directors for the Hargrove Foundation, Big Brothers Big Sisters of South Alabama and the Thomas Hospital Foundation, and is on the board of advisors for the Alabama Kidney Foundation.



Reggie Sykes
Bishop State Community College



Sykes is president of Bishop State Community College. He earned both bachelor's and master's degrees from Jackson State University and earned a doctorate in school administration from Mississippi State University. Prior to being appointed to the president's position at Bishop State, Sykes served as president of Alabama Southern Community College for nearly six years.



Mary Taylor
Better Day Consulting

Taylor is owner/president of Better Day Consulting. She retired from the U.S. Army after 27 years at the rank of master sergeant. She received the Dave Patton Entrepreneurship Award for best transportation from the Black Owned Business Awards. Taylor is a board-certified credit consultant and is Fair Credit Reporting Act-certified through the Credit Consultants Association.



Christian White
Regions Bank



White is the commercial banking leader for south Alabama and the Florida panhandle at Regions Bank. He began his banking career with Regions Bank in 2003. White is involved with Wilmer Hall and USA Health Children's & Women's Hospital. He has a degree in economics from Hampden-Sydney College and is a member of the Phi Beta Kappa Honor Society.



Fifteen members of the Chamber's board sit on the executive committee, and provide input and discussion items on issues impacting the various chamber departments. Executive members meet once a month in advance of the board meeting. Pictured are board members Glyn Agnew with AT&T (left) and Abe Harper with Harper Technologies (right).



Matt White
White-Spinner Realty Inc.



CHAIR-ELECT, VICE CHAIR, FOR FINANCE AND OPERATIONS

White is president of White-Spinner Realty Inc. Prior to becoming the president of White-Spinner Realty, he was controller and vice president of operations. He received a bachelor's degree in commerce and business administration from The University of Alabama. He is a member or former member of the boards of Prichard Prep and Leadership Alabama. White is also a member of the Chamber's board of advisors.



Grant Zarzour
Fuse Project

Zarzour is chairman of Fuse Project, as well as an orthopaedic surgeon at the Alabama Orthopaedic Clinic. He received a bachelor's degree in genetics from the University of Georgia and graduated from University of South Alabama College of Medicine. Zarzour is the co-founder of Fuse Project, a nonprofit focused on improving quality of life for children in Mobile and Baldwin counties. He is an active member of Christ Church Cathedral and serves on the board of directors of Springhill Medical Center.



Called The Great Commission Tradition, University of Mobile graduates traditionally touch the globe after receiving their degrees to signify going out into the world to fulfill their professional calling.

UNIVERSITY OF MOBILE

About Partners For

Growth: Growing Global, Investing Local 2018-2022, Partners For Growth is a five-year, public-private initiative of the Mobile Area Chamber of Commerce, to grow and diversify Mobile's economy. Its five pillars include: 1) new business recruitment and investment attraction; 2) existing industry support, innovation and entrepreneurship; 3) workforce attraction, retention and development; 4) diverse business development; and 5) business advocacy and quality of place.

Join the Chamber's economic development investors by contacting **David Rodgers**, vice president, economic development, at **251.431.8657** or **drodgers@mobilechamber.com**.



Company officials: President **Lonnie A. Burnett** PhD; Vice President for Academic Affairs **Todd Greer** PhD; Vice President for Marketing & Public Relations **Lesa Moore**; Vice President for Enrollment Services and Student Life **Charity Wittner**; Vice President for Advancement **Bruce Earnest**; and Vice President for Business and Financial Affairs **Mel Sansom** EdD.

Address: 5735 College Pkwy.

Website: umobile.edu

Number of employees: 195 faculty and staff

Years in business: 59

Brief company description: The University of Mobile (UM) is a Christ-centered academic community providing liberal arts and professional programs to renew minds through intellectual and spiritual development for the fulfilling of one's professional calling. Located on more than 880 acres, UM has an enrollment of 1,989 and offers on-campus and online bachelor's, master's and doctoral degrees in over 75 academic programs. The university recently completed a \$4 million renovation that created the state-of-the-art Center for Excellence in Healthcare Practice.

Why are you located in Mobile? "The University of Mobile story began in 1952, when community leaders noted the limited availability of higher education options in the region," said Moore. "The Mobile Baptist Association appointed a committee to study the feasibility of starting a Baptist-affiliated college in Mobile. In 1959, the Alabama Baptist State Convention agreed to build and operate a college if the Mobile community would raise \$1.5 million within two years. Only one year later, area churches, businesses and industries pledged more than \$2 million to the effort. Chartered in 1961 as Mobile College, the school became the University of Mobile in 1993. UM alumni are heavily invested in the Mobile area community, with over 7,300 University of Mobile graduates living and working in south Alabama. The University of Mobile takes pride in being an integral part of the growth and development of the Mobile community."

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

"The University of Mobile is proud to support the Partners for Growth (PFG) initiative of the Mobile Area Chamber, as we are deeply committed to the economic and civic future of our region," said Greer. "As an institution of higher education, we recognize the vital need for an ongoing focus on workforce development, global growth mindset and continued support and development for our local businesses. We believe the PFG initiative provides the right structure to fulfill this vision, positively impacting our students and area residents."

How long have you been a continuous Mobile Area Chamber member?

Since 1964



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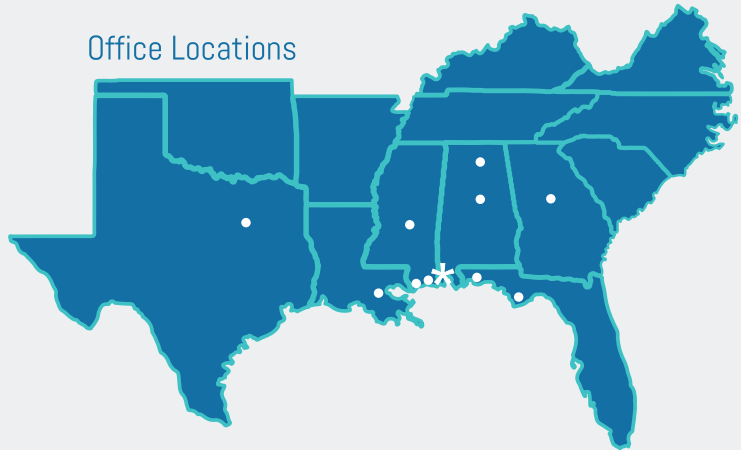
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TOMMY FAUST

TRUSTMARK BANK

TITLE: President, Mobile and Baldwin County markets

HOMETOWN: Mobile

EDUCATION: Faust earned a bachelor's degree in business management with an accounting specialty from the University of South Alabama and graduated from the Community Banking School of Alabama at Samford University.

FIRST JOB: "Picking up potatoes on the family farm when I was eight years old," he said.

PREVIOUS EXPERIENCE: Retail and commercial banker in Mobile/Baldwin market since 1989

WHO/WHAT INSPIRES YOU? "People who achieve despite having less than ideal life circumstances."

GREATEST ACCOMPLISHMENT: Faust served on a committee that created and championed groundbreaking change in how school construction is funded in Baldwin County.

WHAT IS YOUR FAVORITE SEASON AND WHY?

"Fall – cooler weather after hot summer, football, hunting and holidays."

WHAT ARE YOUR TWO FAVORITE NAMES? "Isloe and Willie – the names of my two wonderful grandmothers."

DO YOU HAVE A HIDDEN TALENT? "I have a pretty strong trivia knowledge."

WHAT WORD WOULD YOU USE TO DESCRIBE YOURSELF? "Optimistic."

BRIEF COMPANY DESCRIPTION: Trustmark Bank, a subsidiary of Trustmark Corporation, is a regional financial services provider based in Jackson, Miss. with locations in five states – Alabama, Florida, Mississippi, Tennessee and Texas. The company provides personal and business customers banking services, wealth management and risk management solutions. Trustmark Corp. has been providing banking services for more than 125 years.



How to Get in the BUSINESS VIEW

The **BUSINESS VIEW** is published 10 times a year by the Mobile Area Chamber. It features activities and accomplishments of the Chamber and its member businesses. If your business is a member, keep reading – this feature is designed to outline how member companies can be highlighted.

For those who are not members and who want to know about joining, contact Carolyn Golson, the Mobile Area Chamber's vice president of membership, at 251.431.8622 or cgolson@mobilechamber.com.

MOBILE'S OPPORTUNITY ZONES SPUR JOB GROWTH

Two local projects, Harbor at the Park, Mobile's newest downtown development, and Coastalway Corporate Center, are spurring job growth in the city. Harbor at the Park is a 100-acre development in the heart of downtown Mobile, featuring a mix of residential, commercial, and recreational spaces. Coastalway Corporate Center is a 1.5-million-square-foot office building located in the Harbor at the Park area. Both projects are expected to create thousands of jobs and stimulate economic growth in the region.

EASY FACTS ABOUT OPPORTUNITY ZONES

WHAT IS IT? Congress passed the Tax Reform Act of 2017, which created Opportunity Zones. These zones are designated areas in urban and rural communities that have experienced economic distress. The goal is to encourage investment and job creation in these areas.

WHO BENEFITS? Investors who invest in Opportunity Zones can receive a tax credit of up to 10% of their investment. Additionally, businesses located in these zones can benefit from increased foot traffic and economic activity.

WHERE ARE THEY? Opportunity Zones are located in various parts of the country, including major cities like New York, Los Angeles, and Chicago. In Alabama, there are several zones, including Harbor at the Park and Coastalway Corporate Center.

HOW TO GET CONNECTED? Contact the Mobile Area Chamber for more information and resources related to Opportunity Zones.

CHAMBER'S WORKFORCE DEVELOPMENT EFFORTS SHIFT TO ATTRACT TALENT

The Mobile Area Chamber has shifted its focus from workforce development to attracting talent. This shift is part of a broader strategy to position the Mobile Area as a premier destination for professionals and executives. The Chamber is now offering a variety of services and programs designed to attract and retain top talent, including executive search assistance, relocation support, and networking opportunities.

EXECUTIVE PROFILE

This article introduces people filling the highest staff position in member companies. Some are chief executive officers, while others hold the title of president or manager.

GINA MCKELLAR

CROW SHIELDS BAILEY PC

EDUCATION: Bachelor's degree in Business Administration from the University of Alabama at Birmingham. Master's degree in Public Administration from the University of Alabama at Birmingham.

PROFESSIONAL: 15 years of experience in public administration, including roles as Director of Public Administration and Director of Economic Development for the City of Mobile.

ACHIEVEMENTS: Received the 2018 National Award for Excellence in Public Administration from the National Association of Public Administrators. Named one of the "Top 100 Public Administrators" in Alabama by the Alabama Society of Public Administrators.

MEMBER NEWS

One of the publication's most popular columns, Member News reports management-level new hires and promotions; business endeavors, such as new products, new locations, major projects, etc.; management-level awards, certifications, board officers, national and regional industry awards and annual company awards.

Weekly headlines and events sponsored by member organizations are promoted through the Chamber's weekly e-newsletter sent to more than 9,000 recipients. Available to anyone free of charge, e-mail info@mobilechamber.com to subscribe to the **BUSINESS VIEW WEEKLY**.

News releases should be one or two brief paragraphs. Photos must be professional headshots and must be 300 dpi at full size in an eps, tif or jpg format.

Information can be sent to news@mobilechamber.com. Those submitting events to the weekly e-newsletter must use the automated form on the website at www.mobilechamber.com/calendar/submit-news-events/.

BUSINESS NEWS

The business briefs featured in this section of the magazine are centered around positive economic development headlines such as company expansions, business-changing contracts, significant hiring initiatives, new investments and more. Occasionally, there is room to accommodate major community news and initiatives.

CALENDAR

The calendar printed in the **BUSINESS VIEW** outlines activities of the Mobile Area Chamber. Events sponsored by Chamber members must be submitted using the online form found at mobilechamber.com/calendar/submit-news-events/ to be included in the weekly electronic newsletter.

JANUARY 2020

01 CHAMBER CLOSED
HAPPY NEW YEAR

20 CHAMBER CLOSED
MARTIN LUTHER KING JR. DAY

21 EXECUTIVE ROUNDTABLE
Topic: The Future of Mobile
Moderator: Carolyn Golson
Speakers: [List of speakers]
Sponsor: [Sponsor name]

22 PARK AND POLITICS IN THE PARK
Topic: [Topic]
Moderator: [Moderator]
Speakers: [List of speakers]
Sponsor: [Sponsor name]

23 BUSINESS AFTER HOURS
Topic: [Topic]
Moderator: [Moderator]
Speakers: [List of speakers]
Sponsor: [Sponsor name]

THANK YOU TO THE SPONSORS OF OUR DECEMBER/JANUARY EVENTS

Alabama Power, AT&T, AUSTAL, [Other sponsors]

WHO'S NEW

USA Auto Parts
[Photo of USA Auto Parts representative]

Stirling Properties
[Photo of Stirling Properties representative]

Proctor & Kitchen
[Photo of Proctor & Kitchen representative]

Stirling Properties
[Photo of Stirling Properties representative]

Proctor & Kitchen
[Photo of Proctor & Kitchen representative]

Stirling Properties
[Photo of Stirling Properties representative]

Proctor & Kitchen
[Photo of Proctor & Kitchen representative]

SMALL BUSINESS OF THE MONTH

A volunteer committee reviews applications and selects a business to be featured in each issue as Small Business of the Month. Criteria includes employing less than 100 people, being a member in good standing of the Mobile Area Chamber and sales or profit growth.

For more information on how to nominate a company or apply, contact Danette Richards, the Chamber's director of small business development, at 251.431.8652 or drichards@mobilechamber.com.



IT'S LUCKY NO. 13 FOR EXPRESS EMPLOYMENT PROFESSIONALS

Just over 13 years ago, Angela and Chris Aducci opened their first Express Employment Professionals franchise in Mobile, Ala. They added a second location in Ocean Springs, Ala., and both locations have continued to grow with combined client sales of more than \$1 million.

The Aduccis are now proud of the company's mission: to connect clients, represented by leading firms, with the most qualified candidates and leaving the most difficult jobs for associates. "The goal is to be the premier place of employment for both customers, as well as the go-to staffing company for clients," said Chris.

For their work in the local market, the Mobile Area Chamber named Express Employment Professionals Franchise of the Month. As part of an international franchising staffing company, Express Employment Professionals has 500 locations across the U.S., Canada and South Africa. The local office has 10 full-time employees.

GUEST COLUMNS

Chamber staff invite or select management-level employees to write articles addressing a specific topic primarily aimed at small businesses. Members have expressed an interest in a number of topics including marketing, international trade, employee management and legislative issues.



Why Going to the Cloud Makes Sense for Your Business

By Mark Stone, general manager for iSpine Solutions and iSpine

When it comes to growing your business, there are many options. One of the most powerful is going to the cloud. The cloud is a collection of remote servers hosted on the Internet that store, manage, and provide access to data, applications, and services. The cloud is a powerful tool for businesses of all sizes, and it can help you to grow your business in a number of ways.

One of the most significant benefits of the cloud is that it allows you to access your data and applications from anywhere, at any time. This is a major advantage for businesses that have employees who work remotely or who travel frequently. The cloud also allows you to scale your resources up or down as needed, which can help you to save money and improve your efficiency.

Another benefit of the cloud is that it can help you to improve your security. The cloud providers have a lot of experience in protecting data, and they can help you to implement the best security practices for your business. This can help you to protect your data from theft and other security threats.

Finally, the cloud can help you to improve your collaboration. The cloud allows you to share files and documents with your colleagues, and it can help you to work together more effectively. This can be a major benefit for businesses that have multiple locations or that have a large number of employees.

Overall, the cloud is a powerful tool for businesses of all sizes, and it can help you to grow your business in a number of ways. If you are considering going to the cloud, it is important to choose a reputable provider and to implement the best security practices for your business.



ALEX EMME TRIUMPH AIRBORNE STRUCTURES

Alex Emme, president of Triumph Airborne Structures, is a leading expert in the design and construction of large, complex structures. He has worked on projects ranging from military aircraft carriers to commercial buildings. He is a member of the American Society of Professional Engineers and the American Institute of Aeronautics and Astronautics.

LEANN MAY HARTMANN, BLACKMON & KILGORE PC

Leann May Hartmann is a partner in the law firm of Blackmon & Kilgore, P.C. She is a member of the Alabama State Bar and the Alabama State Bar Association. She has worked on a wide range of legal matters, including corporate law, real estate, and intellectual property.

PAUL ACCI

Paul Acci is a partner in the law firm of Acci & Associates, P.C. He is a member of the Alabama State Bar and the Alabama State Bar Association. He has worked on a wide range of legal matters, including corporate law, real estate, and intellectual property.

JOHN CHEN, CHEN & ASSOCIATES

John Chen is a partner in the law firm of Chen & Associates, P.C. He is a member of the Alabama State Bar and the Alabama State Bar Association. He has worked on a wide range of legal matters, including corporate law, real estate, and intellectual property.

JOHN CHEN, CHEN & ASSOCIATES

John Chen is a partner in the law firm of Chen & Associates, P.C. He is a member of the Alabama State Bar and the Alabama State Bar Association. He has worked on a wide range of legal matters, including corporate law, real estate, and intellectual property.

DIRECTORS AND ADVISORS

The **BUSINESS VIEW** recognizes the Chamber's governing board of directors annually in the February issue.

The Chamber also has a board of advisors consisting of leaders whose companies make significant dues investments. Profiles of new advisors are featured monthly, and photos of the entire group run in the June/July issue.

For more information on how to join the Chamber's board of advisors, contact Shelly Mattingly, executive assistant, at 251.431.8655 or smattingly@mobilechamber.com.

ADVERTISING

Part of the **BUSINESS VIEW** mission is to serve as an

affordable advertising outlet. It is not a profit-driven publication. Advertising offsets the cost of printing and mailing. The **BUSINESS VIEW** is mailed to members and businesses in Mobile County listed on a Dun & Bradstreet list, and has a circulation of over 21,000 business owners and managers. In addition, the online electronic version is



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e-mailed to more than 9,000 recipients and posted on the Chamber's website with articles posted on the Chamber's social media sites, including Facebook, Instagram and LinkedIn.

Frequently, advertising space sells out months in advance. The advertising contract and guidelines can be found in the Chamber's online newsroom, mobilechamber.com/news. To check availability, contact the publication's advertising executive, René Eiland, at 251.431.8635 or reiland@mobilechamber.com.



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EDITORIAL STAFF

Each month, the Chamber's communications and marketing team holds an editorial meeting to discuss ideas, information, stories and photographs for the next issue. Stories are written and edited by the communications team and a few freelance writers.

HOW TO PITCH A STORY

There are several ways to pitch a story for the **BUSINESS VIEW**: e-mail the who, what, where, when, why and how to news@mobilechamber.com or any member of the Chamber's communications and marketing team:

Leigh Perry-Herndon, 251.431.8645 or lherndon@mobilechamber.com;

Susan Rak-Blanchard, 251.431.8641 or susan@mobilechamber.com;

Ashley Horn, 251.431.8623 or ahorn@mobilechamber.com; or

Carolyn Wilson, 251.431.8606 or cwilson@mobilechamber.com.



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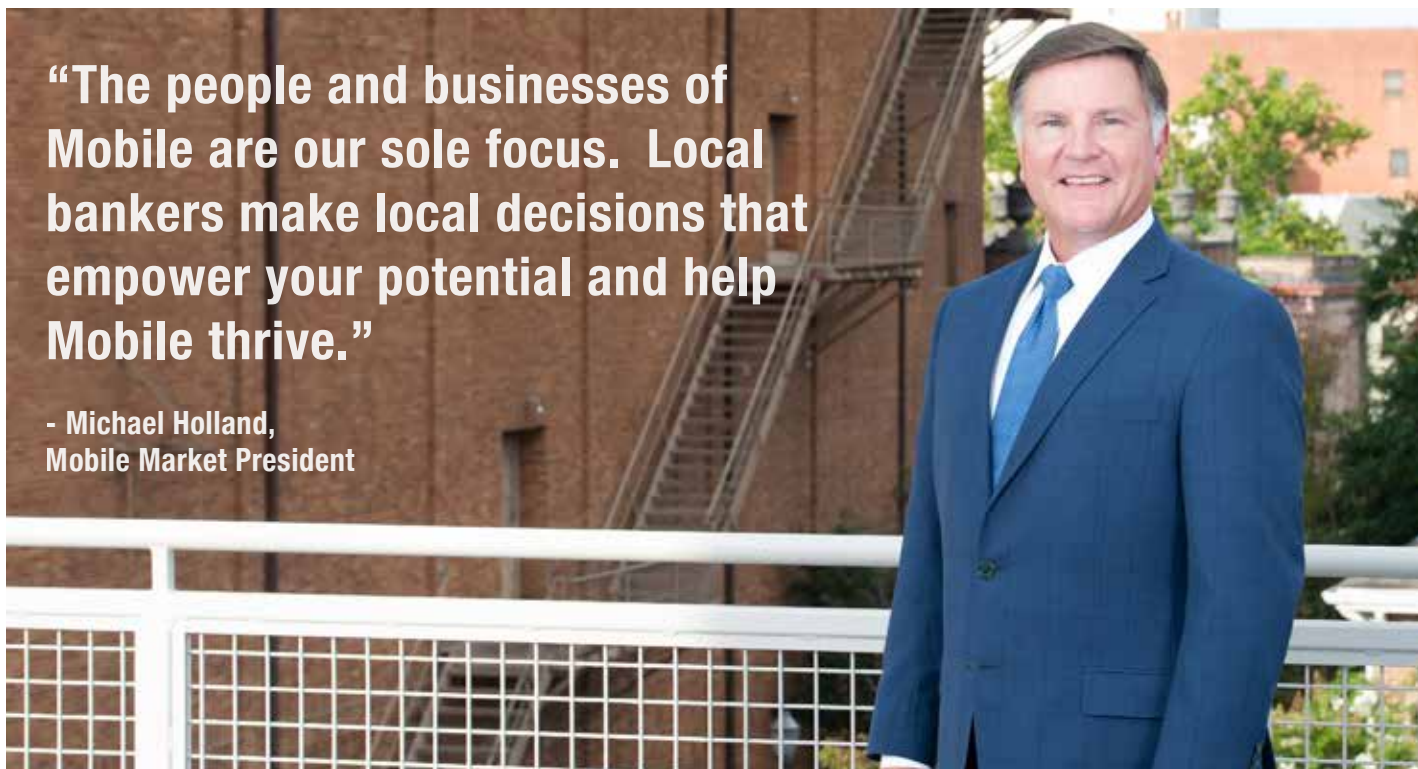
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**- Michael Holland,
Mobile Market President**



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FEBRUARY 2020

For more information on Chamber events, visit mobilechamber.com

5 2020 ANNUAL MEETING

The Chamber's 183rd Annual Meeting will be held at the Arthur R. Outlaw Mobile Convention Center on Wednesday, Feb 5, beginning at 5 p.m. Daniel Dennis, president of Roberts Brothers, will give a quick overview of the best of 2019, and Terry Harbin, market president with BancorpSouth, will take the reins as the Chamber's 2020 board chair. One of Mobile's largest networking receptions will take place in the ballroom. Guests will be greeted with live music by Yeah Probably and a custom-created menu from Mobile's top caterers.

When: 5 to 8:30 p.m.

Where: Arthur R. Outlaw Mobile Convention Center

Cost: \$60 per person/discounted group rate of 10 tickets for \$550 or \$70 for nonmembers

Contact: Carolyn Wilson at 251.431.8606 or cwilson@mobilechamber.com

Reservations required by Jan. 31.
No refunds after that date.

Presented by: Trustmark Bank

Program Sponsors: Alabama Power, AM/NS Calvert, Austal USA, Blue Cross and Blue Shield of Alabama, Burr & Forman LLP, C Spire, Crow Shields Bailey PC, Evonik, Infirmary Health, Ingalls Shipbuilding, Lenzing Fibers, Mobile Airport Authority, Nudraulix, Outokumpu, Spire, University of South Alabama

11 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: Carolyn Golson at 251.431.8622 or cgolson@mobilechamber.com

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

12 COFFEE WITH THE CHAMBER

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

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

Where: Atlanta Bread, 3680 Dauphin St.

Contact: Carolyn Golson at 251.431.8622 or cgolson@mobilechamber.com

No charge.

Sponsor: Hieronymus CPAs

Location Sponsor: Atlanta Bread

18 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: Dr. Tony Waldrop, president, University of South Alabama

Topic: University of South Alabama Updates

Contact: Brenda Rembert at 251.431.8607 or brembert@mobilechamber.com

No charge, but RSVP requested. Free parking.

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THANK YOU TO THE SPONSORS OF OUR FEBRUARY EVENTS



WHO'S NEW

BBB Industries Welcomes New VP

BBB Industries LLC hired **Russ Schinzing** as vice president of electronics. Schinzing is a 27-year industry veteran and brings with him extensive experience developing electronics remanufacturing capabilities to serve customers in the commercial vehicle, passenger vehicle, military and industrial industries.

Holleyman Joins USA

Daniel Holleyman was hired as an emergency medicine physician with **USA Health** and assistant professor of emergency medicine at the **University of South Alabama College of Medicine**. After earning a medical degree from the University of Mississippi School of Medicine in Jackson, Holleyman completed his residency training in emergency medicine at the University of Arkansas for Medical Sciences in Little Rock. He was also a medical sergeant on a Special Forces A-Team in the U.S. Army.

Johnstone Adams Welcomes E. Rehm



Rehm

Johnstone Adams LLC announced **Elizabeth "Beth" Darby Rehm** has joined the firm, and continues to practice labor and employment law on behalf of management.

EXIT Realty Adds Two Agents



Anders



Fedrick

Exit Realty announced the addition of **Wayne Anders** and **Betty Fedrick** to its team of real estate professionals. Anders has extensive experience in customer service, is a full service Realtor® and holds the Resort and Second-Home Property Specialist (RSPS) Certificate.

Fedrick holds a marketing degree from Auburn University and is a registered nurse.

Wilkins Miller Hires Bradley

Wilkins Miller LLC accounting and advisory firm announced **Brandon Bradley** joined the team as a senior accountant. He earned a bachelor's degree in financial economics from Troy University and brings more than three years of experience in tax, accounting services, consulting and audits.

Trustmark Names Mortgage Loan Officer and VP



Rivers-Robinson



Steiner

Trustmark named **Britni Rivers-Robinson**, formerly a mortgage loan originator, as a mortgage loan officer at its Saraland office. She is a graduate of the University of Mobile, where she earned her bachelor's degree in business administration.

Barry Steiner was promoted to vice president at its Mobile office, where he previously served as commercial relationship manager. Steiner is a graduate of Spring Hill College and has over 20 years of banking experience.

University of Mobile Names Fifth President



Burnett

The **University of Mobile** Board of Trustees announced **Lonnie A. Burnett Ph.D.** president of the university, after serving six months as interim president. Burnett graduated with a bachelor's degree from the University of Mobile, then Mobile College. He earned a master's degree from the University of South Alabama and doctorate in philosophy from the University of Southern Mississippi.

Snelling and Powe Joins RTBH



Snelling



Powe

Russell Thompson Butler & Houston announced **Allison Snelling** was named senior accountant and **Patricia Powe** as firm administrator. Snelling earned a bachelor's degree in finance and a master's degree in accounting from the University of Alabama. Powe graduated from the University of Alabama with both her bachelor's and master's degrees in accounting. She also earned her CPA certification.

USA Appoints Boudreaux



Boudreaux

Carole Boudreaux, MD was appointed associate dean for graduate medical education (GME) and designated institutional official for GME at the **University of South Alabama College of Medicine**. Boudreaux received a medical degree from Louisiana State University School of Medicine in Shreveport. She completed a residency in

anatomic and clinical pathology at USA Health and has also served as the pathology residency program director at USA Health. She is certified by the American Board of Pathology with an added certification in cytopathology.

BUSINESS ENDEAVORS

SHC Adds Another Degree

Spring Hill College is now offering a bachelor of nursing degree designed for registered nurses who hold an associate degree or diploma in nursing to prepare them for leadership in the healthcare field. The program combines flexible, online courses and clinical integration and aligns local instruction and clinical practice, enabling nurses to complete the degree requirements in their local communities and work settings.

UniFirst Offers Additional Products

UniFirst Corp., an industrial laundry facility in Mobile, added first aid and safety products and related services, including CPR training, to its current uniform and facility offerings.

More Aircraft

Airbus and Spirit Airlines signed a memorandum of understanding for the U.S.-based airline to acquire up to 100 A320neo family aircraft. Spirit intends to place orders for a mix of A319neo, A320neo and A321neo to meet its future fleet requirements. Also United Airlines placed an order for 50 Airbus A321XLR aircraft as it moves to phase out its older fleet at Newark, New York and Washington D.C.

New Medical Office Opens in Saraland

Mobile-based **Zarzour Cos.** celebrated the groundbreaking on a \$17 million, 55,000-square-foot Class A medical office building in Saraland, adjacent to the new Publix shopping center.

Alabama Orthopedic Clinic and Saraland Physical Therapy will anchor the development. Site preparation is underway, with construction set to begin in January 2020. The anticipated opening will be January 2021.

BGCSA Opens Five Locations

Boys & Girls Clubs of South Alabama (BGCSA) will open five additional locations, bringing the total number of sites in the area to 12 and allowing the organization to serve an additional 450 youth per day. Thanks to a three-year grant through the Alabama State Department of Education's 21st Century Community Learning Program Center, the new locations will be at Calloway-Smith Middle School, Mobile County Training School (Middle), Hollinger's Island Elementary, Meadowlake Elementary and Chastang-Fournier K-8. BGCSA received the largest grant allocation in the state and the only sites funded in Mobile.

Two Become One

IBERIABANK Corp. and First Horizon National Corp. are merging. The combined holding company and bank will operate under the First Horizon name and will be headquartered in Memphis.

First Robotic Liver Resection Performed at USA

The first robotic liver resection in the southern part of Alabama was performed by **USA Health** surgical oncologist, **Annabelle L. Fonseca MD** at USA Health University Hospital. Fonseca is an assistant professor of surgery at the University of South Alabama College of Medicine specializing in hepatopancreatobiliary and foregut surgery. The robotic system allows for enhanced operative visualization during surgery and reduces the patient's hospital stay significantly.

Firm Rebrands

Accounting and business consulting firm **Hartmann, Blackmon & Kilgore** rebranded to Avizo Group to reflect its concentration of advisory and strategic consulting services. Business owners and clients will see an increase in service offerings that provide year-round, success-focused strategic approaches to advisory services. Compliance-based services will continue to be offered as part of the firm's consultative approach.

The Naval Air Station Upgrades

The **USO Naval Air Station Pensacola** is upgrading its facility's library computer lab with funding support from the Armed Forces Families Foundation and the USO of Northwest Florida. The renovations include privacy dividers, additional wiring for phone and power connections, and a rapid charging station.

USA Expands

USA Health Mobile Diagnostic Center broke ground on a new facility in midtown off Old Shell Road. The 10,000-square-foot, two-story building is scheduled to open in the summer of 2020.

WELL DONE

USA Professor Receives Award

Natalie Bauer Ph.D., associate professor of pharmacology at the **University of South Alabama College of Medicine**, was recently among one of five faculty members to receive the 2019 USA College of Medicine Faculty Intramural Grants Research Award. The award, which provides funds through an annual competition, targets five full-time basic science faculty members.

Altaworx Makes Inc. List

For the third time, **Altaworx** appeared on the annual **Inc.** 5000 list of the nation's fastest-growing private companies, ranking no. 1,802 with three-year revenue growth of 226 percent.

Dauphin Island Sea Lab Presents Awards

The **Dauphin Island Sea Lab Foundation** recognized outstanding contributions to marine environmental sustainability in the Alabama Gulf Coast region. Jimbo Meador was awarded the Gulf Coast Marine Environmental Excellence Award for his work through Delta Excursions. The **Thompson Engineering** Eco Team received the Gulf Coast Marine Environmental Leadership Award for participating in monthly cleanup efforts.

Neurosurgeon Named to National 20 under 40 list

Dr. Richard Menger, assistant professor of neurosurgery at the **University of South Alabama College of Medicine** and chief of complex spine surgery at USA Health, was named to the North American Spine Society (NASS) SpineLine's 20 under 40 list for 2019.



Menger

BBB Industries Founder Recognized

Don Bigler, current board member and one of **BBB Industries'** founders, received the Remanufacturing Industries Council ACE Award. The international competition was sponsored by the Remanufacturing Industries Council and recognized remanufacturing achievements. In addition, a scholarship in Bigler's name will be established to encourage future industry leaders to become more engaged with remanufacturing before graduation.

AFC Joins NPSL

AFC Mobile is joining the National Premier Soccer League (NPSL) for the 2020 season. One of the largest men's leagues in the country, NPSL has 90-plus teams competing in multiple conferences throughout the country. AFC Mobile will compete in the NPSL's summer season, from May to August.

AM/NS Calvert Receives Award

AM/NS Calvert recently received the Supplier Quality Excellence Award from General Motors. This recognition is given to specific manufacturing locations that meet or exceed a very stringent set of quality performance criteria and have achieved the cross-functional support of the entire General Motors organization. Only the top performing supplier manufacturing sites are eligible.

Armbrecht Jackson Ranks Tier 1

Armbrecht Jackson LLP received 21 Tier 1 rankings in the 2020 ranking of Best Law Firms in the Mobile market by **U.S. News & World Report** and **Best Lawyers**. The rankings, based on a rigorous evaluation process, commended several practice areas.

Joe Bullard Collision Earns Official Certification and Recognition

Joe Bullard Collision was certified by Assured Performance, a nonprofit consumer advocacy organization for maintaining the right tools, equipment, training and facilities necessary to repair the participating automaker brand vehicles according to the manufacturer's specifications.

Local Company Receives Federal Award for Veteran Support

A Precision Auto Glass was awarded a HIRE Vets Gold Medallion by the U.S. Department of Labor. The medallion is the only federal-level award recognizing businesses for recruiting, employing and retaining military veterans. According to the Alabama Department of Labor, A Precision Auto Glass offers paid for on-the-job training for its veteran employees.

McNair Named to State Commission



McNair

Stephen McNair Ph.D., owner of McNair Historic Preservation Inc. was appointed to the Alabama Small Business Commission (ASBC) by Lt. Governor Bill Ainsworth. ASBC serves as an advisory body

formulating policies, encouraging innovation and discussing critical issues relevant to the economic growth of small and independent businesses in Alabama.

Surgeon Completes Leadership Program at Harvard

Jon Simmons MD, associate professor of surgery and pharmacology at the University of **South Alabama College of Medicine** recently graduated from the Harvard Medical School Surgical Leadership Program. Simmons' capstone project for the program was a device that measures the thickness of burned skin and predicts the need for surgery and skin grafting – an idea that he has been working on since 2013.

Wilkins Miller Makes The 'Best' List

Wilkins Miller accounting and advisory firm was named one of the 2019 "Best Firms for Young Accountants" by **Accounting Today**. Out of 10 firms selected, Wilkins Miller was the only firm from Alabama to make the list.

COMMUNITY NEWS

County Commissioners Assist With Park Opening

The Mobile County Commission, with officials from the City of Citronelle, held a grand re-opening of Davis Park. Improvements at the park include the baseball field, concession stand, pavilions, playground and more. The project cost \$593,629, and funding was allocated from District 1 capital improvement funds.

Naval Aviation Museum Foundation Receives Donation

U.S. Money Reserve and the Naval Aviation Museum Foundation honored World War I veterans with a check presentation of \$60,000 and coin ceremony to commemorate the completion of "The Great War" exhibit at the National Aviation Museum in Pensacola.

GSSA Celebrates 75 Years

Girl Scouts of Southern Alabama recently celebrated 75 years of camping at Scoutshire Woods in Citronelle with alumnae and troop members. The 68-acre facility includes a 12-acre lake that was originally dug with shovels.

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 first and 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



FEATURED PHOTOGRAPHER

CHAD RILEY

A native of Mississippi, Chad Riley is a commercial photographer and photojournalist located in Mobile. He graduated from the University of Mississippi and moved to Mobile in 2008 for his wife, Cameron's, graduate school studies. Chad launched his photography career in 2010 capturing weddings and has since photographed more than 300 weddings and 1,000 assignments. Today, his focus is primarily in commercial photography and photojournalism. His work has been featured in magazines and newspapers locally and nationally including *Mobile Bay, Alabama Magazine, Lagniappe, Business Alabama, Business View, Forbes Magazine, Best Magazine, TheKnot, The Philadelphia Inquirer* and *Philadelphia Daily News*. In this issue, Chad's photography is featured in the new Chamber Chair and Board of Directors story as well as the Small Business of the Month. To see more of his portfolio, visit chadrileyphoto.com.

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