

BUSINESSVIEW

MOBILE AREA CHAMBER OF COMMERCE

MARCH 2021

Spotlight on **AL-FLA PLASTICS**

Big News at
OUTOKUMPU

**MANUFACTURING
IN MOBILE**





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BUSINESSVIEW

MOBILE AREA CHAMBER OF COMMERCE

MARCH 2021

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18 ON THE COVER:

Michael Williams, warehouse manager, and Bill Bailey, production manager, pose in the AL-FLA Plastics warehouse in Mobile. Read more about AL-FLA Plastics on pages 18-20. Photo by Chad Riley Photography



ABOUT THE MAGAZINE

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Executive Editor Leigh Perry-Herndon
Managing Editor Jennifer Jenkins
Copy Editor Michelle Irvin

Additional Writers and Editors
Mike Dumas, Mike Herndon, Ashley Horn,
Susan Rak-Blanchard and Carolyn Wilson

Printing Services: Panaprint Inc.

Graphic Design: Wise Design Inc.

Advertising Account Executive:
René Eiland • 251.431.8635
reiland@mobilechamber.com



PUBLISHER'S NOTE:

MANUFACTURING IS IMPORTANT TO MOBILE'S ECONOMY

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

Manufacturing in Mobile has always been strong, contributing a huge amount to our area's overall gross domestic product (GDP). As of 2019, total GDP in the Mobile MSA was \$20.67 billion. Of the sectors in our economy, manufacturing contributed the largest portion at \$4.1 billion, or 22 percent of the economy's total output.

Manufacturing has undergone many changes over the years in the United States, but Mobile County has risen to be a big player in high-value sectors, such as aerospace, shipbuilding, steel and chemicals. And the best news of all is

that manufacturing's share of our local economy appears to be remaining stable, even during the COVID-19 pandemic, and will continue to contribute to vital exports and innovation.

In this month's issue, we celebrate manufacturing and the highly skilled and high-paid jobs these companies provide. A strong manufacturing base is something we can all be proud of, and it will continue to be one of our top economic focal points for decades to come.



OUTOKUMPU INVESTS IN CALVERT HEADQUARTERS

Outokumpu Stainless USA made two significant investments in Calvert, solidifying the future of the company's local operations.

A recently completed administration building is housing all the company's American leadership, from human resources to operations, and officially serves as Outokumpu's business division headquarters for the United States, Mexico, Brazil and Argentina.

The Finland-based company is also making a \$43 million capital investment to create a new product line at Calvert, expected to more than double the company's current U.S. market share of ferritic stainless steel. This type of steel is widely used in automotive exhaust systems and household appliances.

"This investment is another nod of confidence in the capabilities of our Calvert operations," says **Tamara Weinert**, Outokumpu BA Americas president.

Together, the two projects are adding dozens of jobs.

"We are so proud to have this global company call Mobile its home for the Americas and look forward to future expansions as they grow their U.S. presence," says **David Rodgers**, the Mobile Area Chamber's vice president of economic development.

"Outokumpu's decision to expand its operations and locate its regional business division headquarters in Calvert shows the value of Mobile County's investments in supporting existing businesses and attracting new ones," says Mobile County Commission President **Merceria Ludgood**.

"We continue to prove Mobile is open for business when global companies like Outokumpu choose to locate in Mobile County and expand their footprint once they are here. This speaks to the quality of our local workforce as well as the support businesses receive from leadership at the state and local level," says Mobile Mayor **Sandy Stimpson**.

Outokumpu bought the stainless steel facility from ThyssenKrupp in 2013, and is a global leader in the industry.



COASTAL CONNECTIONS AIMS TO INSPIRE POSITIVE CHANGE

Leaders in coastal Alabama have developed Coastal Connections, a new platform for increased civic awareness and engagement across the region. With a startup grant from the J.L. Bedsole Foundation and facilitated by Coastal Alabama Partnership, its mission is to address challenges and create positive change in the community.

Coastal Connections will host world-class experts on critical issues such as diversity and inclusion, social justice, health, education, workforce development, housing, the environment, infrastructure, tourism/hospitality, leadership/civic engagement, entrepreneurship and small business.

According to Coastal Connections Executive Director **Michael Chambers** with the University of South Alabama, this effort was inspired by the success of the Studer Community Institute and Civic Con in Pensacola. The program includes hosting civic conversations, engaging expert thought leaders and developing best practices to inspire positive change.

“We want to start the conversation and enable citizens and organizations to work toward effective solutions. What gets measured, gets improved,” said Chambers.

For 2021, the group has developed the following conversation topics:

- Diversity and Inclusion: Social Justice
- Education and Workforce Development
- Entrepreneurship and Small Business Environment
- Health Housing Infrastructure
- Leadership Development and Civic Engagement
- Tourism and Hospitality

Sessions will be presented monthly, initially on Zoom, and are available for anyone to tune in at no charge. To learn more, about the program and how you can get involved, go to coastalcon.org.




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A FIRST FOR VETERANS IN SOUTH ALABAMA

Veterans Recovery Resources began the first phase needed to turn the historic Raphael Semmes School on Springhill Avenue into south Alabama's first inpatient detoxification and residential treatment facility for veterans.

"Several studies tell us 50 percent of our veterans suffer from one or more diseases of post-traumatic stress, moral injury, acute pain and the addictions of alcohol, opioids and drugs," said **John Kilpatrick**, executive director. "While there are many great programs for veterans, there are none to address the most urgent need for detoxification and stabilization."

When completed, the 18,000-square-foot building will include eight clinically monitored detox beds, 16 residential treatment beds and approximately 20 beds for short-term, non-clinical care for veterans transitioning from homelessness and waiting for residential treatment.

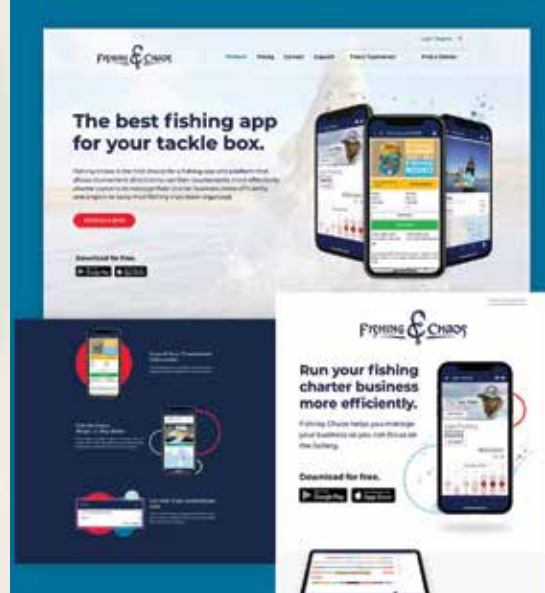
The project is valued at \$6.5 million. And while the organization is still fundraising, charitable donations, federal historic tax credits, federal new market tax credits, federal opportunity zone funds and private debt financing have enabled it to move forward.

After the new facility is fully staffed, Kilpatrick expects to add another 48 positions, increasing the Veterans Recovery Resources team to 55.

Founded in 2015, the nonprofit organization run by Veterans for Veterans opened an outpatient clinic in 2018 and currently provides individual and group counseling, primary medical care, physical therapy, peer support, care for families, occupational therapy and community engagement.



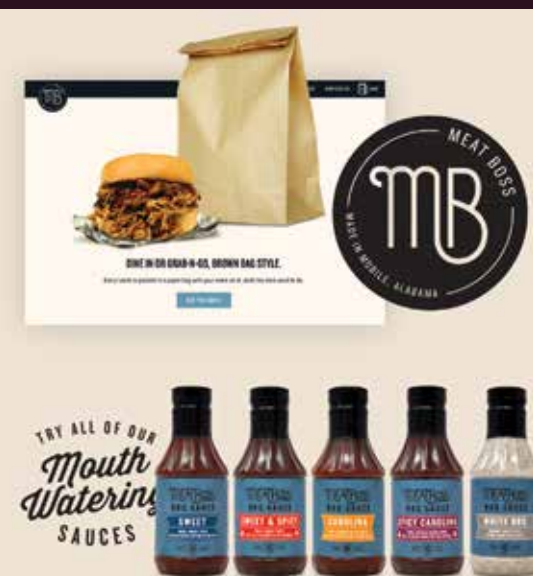
Groundbreaking was held on a new inpatient detox and residential treatment facility near downtown Mobile.



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Mount Man of Mobile is the Mobile Area Chamber's Small Business of the Month. Pictured above from left to right are: Nathan McDuffie, Owner Keith Turner, Tori Thomas, Kurstin West, Rayford Mose and Michael Daniels. Not pictured is Kenneth Minor.

Photo by Chad Riley Photography

MOUNT MAN OF MOBILE SPECIALIZES IN INSTALLATION

Eight years ago, while working as a security system installer for a local company, **Keith Turner Jr.** used to dream of owning his own business. And then fate dealt him a fresh card when he was laid off. His response was to work through the understandable fears and doubts and do what he'd long considered.

That's how Mount Man of Mobile – the Mobile Area Chamber's Small Business of the Month – was born. In addition to security installations, the company also mounts commercial and residential TVs and surround sound systems, as well as recessed interior and exterior lighting and installation of video doorbells and surveillance equipment.

Mount Man has even expanded into the realm of "honey-dos," finding significant opportunity performing small tasks like hanging pictures, assembling furniture and other tasks that seem to linger in households.

"I've realized how much of a need there is for that," Turner said.

Mount Man recently received its certification from the Alabama Electronic Security Board of Licensure, a long-term goal of Turner's made more difficult by scheduling issues related to the coronavirus pandemic.

He has pride in his company's technical acumen, but Turner equally values customer relations. He spends a lot of his time in people's most secure and intimate spaces.

"It's important to be genuine and polite with customers and create a relationship," he said. "Once you get in the client's home and you're smiling and having a conversation that doesn't feel awkward, in my opinion that creates a customer for life."

Mount Man developed its one-on-one employee training with those things in mind. Each new employee starts in the office with Chief of Operations Tori Thomas before heading into the field with Turner for up to four days. During that time, he breaks down every type of installation from a variety of jobs.

Turner also supports a wide range of initiatives within the community. A member of the Chamber's Growth Alliance Task Force in support of minority businesses and mentorship, Mount Man is also a Partner in Education with Prichard's Ella Grant Elementary School, helping 4th and 5th grade students reach their Accelerated Reader, or AR, reading goals.

"It's important to create opportunities for others at the local level," he said.

COMPANY NAME: Mount Man of Mobile
LOCATION: 1956-J University Blvd. S. #195, Mobile
WEBSITE: mountmanofmobile.com
PHONE: 251.295.3085
OWNER: Keith Turner Jr.
LENGTH OF CHAMBER MEMBERSHIP: 1 year

Want to be featured as a Mobile Area Chamber Small Business of the Month? Go to mobilechamber.com to submit an application online, or contact Danette Richards at drichards@mobilechamber.com or 251.431.8652 for questions and/or additional information.



Mount Man of Mobile owner Keith Turner hangs a TV.

Photo by Chad Riley Photography

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MANUFACTURING IN MOBILE

The foundation of the Mobile region's economic strength is found in a diverse number of industries producing consumer goods or things that go into products designed to make our lives easier – like cars, laundry detergent, bath tissue, toothpaste, airplanes, paint and sweeteners, to name a few.

Among the most recognizable on both domestic and international stages are Airbus and Austal, but there are dozens more that represent Mobile's broad spectrum of industries.

The Mobile Area Chamber's economic development success coincides with the region's robust manufacturing influence in aviation and aerospace; chemical; information technology; maritime; warehouse and distribution; and steel.

In the last decade, area manufacturers created nearly 8,700 new jobs and are expected to hire another 1,600-plus employees in the coming months. In total, manufacturers employ 18,783 people with wages averaging \$78,532, outpacing the national average by \$8,000.

Since 2010, area manufacturers made capital investments adding up to more than \$4.56 billion. Two of them – SSAB and Outokumpu – recently made Mobile its North American headquarters. Eight of the 10 top manufacturers in Mobile are foreign-based, highlighting Mobile's presence on the international stage.

On the following pages, you'll find statistics on how big manufacturers grow and support Mobile's small business community, a feature on one of the area's business manufacturers; and a sampling of products Made in Mobile.



MANUFACTURING PATHWAYS IN MOBILE COUNTY

MANUFACTURING
EMPLOYEES
IN MOBILE COUNTY
18,783



% of Total
Employment
(8.2% in the U.S.)



Avg. Annual % Change
Last 10 Years
Employment
(+0.8% in the U.S.)



Avg. Annual % Change
Last 10 Years
Wages
(+2.4% in the U.S.)

SUPPLY CHAIN

As of 2020 Q2, manufacturing companies in
Mobile County were estimated to make

\$7.4 BILLION

in annual purchases from suppliers in the U.S.
with about 27% or \$2 billion of these purchases being
made from businesses located in Mobile County.

AVERAGE
MANUFACTURING
WAGES
IN MOBILE COUNTY
\$78,532



ESTABLISHMENTS
443

In 2019, there were 443
manufacturing establishments
in Mobile County (per covered
employment establishment counts), an increase
from 430 establishments 10 years earlier in 2009.

Source: JobsEQ®, <http://www.chmuraecon.com/jobseq>





GDP IN MOBILE COUNTY

In 2019, manufacturing produced

\$4.1 BILLION

for Mobile County

Gross domestic product (GDP) is the most comprehensive measure of regional economic activity, and an industry's contribution to GDP is an important indicator of regional industry strength.

It is a measure of total value added to a regional economy in the form of labor income, proprietor's income and business profits, among others.

DRIVERS OF MANUFACTURING GROWTH

A few of Mobile's key assets include:

- Skilled workforce in a right-to-work state
- Five Class I Railroads and Interstates 10 and 65 lead to major U.S. markets
- The 11th largest Port by volume in the U.S.
- National Leader in training and workforce development programs
- Established clusters in key industries: aviation/aerospace, chemical, shipbuilding and steel manufacturing
- Low cost of doing business
- Low cost of living



AL-FLA PLASTICS TURNED CHALLENGES INTO OPPORTUNITIES IN 2020



Photo by Chad Riley Photography

AL-FLA Plastics Vice President John Glover and Warehouse Manager Michael Williams pose with a special plastic material used in shipbuilding.

Since March 2020, business owners across the Gulf Coast and beyond have endeavored to survive the coronavirus pandemic through entrepreneurship, savvy and – in many cases – outright luck. But what some may identify as luck is actually being well prepared at the crossroads of the right place and the right time – which is exactly how AL-FLA Plastics turned the challenges of 2020 into opportunities that should make the 45-year-old company viable well into the next half-century.

Last year, when protective measures were required for the public to safely venture into any existing space outside their homes, the big box stores quickly ran out of Plexiglass, Lexan and other clear materials needed to construct shields and barriers. Although most of AL-FLA's clients are chemical companies, manufacturers and petroleum industry businesses operating along the Gulf, its cache of materials turned out to be a great fit for organizations from nail salons and restaurants to law offices and schools.

“It was good to be able to provide the protection that allowed other businesses to get opened back up, and it’s been good for our business, too,” said Vice President **John Glover**. The company has spent more than four decades cultivating a deep supply network that helped them fill a staggering number of orders in the early days of the pandemic. Notable clients include Providence Hospital, Premier Medical Group, McAleer’s Office Furniture and the Reese’s Senior Bowl. The company also made protective barriers for Mobile County polling places during the 2020 election cycle.

With only six full-time employees, AL-FLA Plastics brings in contractors as needed, which helped control overhead when the company ramped up production of its shields and barriers. Engineers quickly designed the units for ease of installation, and customers came pouring in from outside the company’s usual 250-mile radius.

‘It was good to be able to provide the protection that allowed other businesses to get opened back up, and it’s been good for our business, too.’

John Glover, Vice President

Custom-designed orders include hoods worn by medical staff, pieces that fit over laboratory microscopes and even dividers for nail salons with space for the technicians to put their hands through to safely give manicures.



Photo by Chad Riley Photography

Michael Williams cuts materials for a client's project.

Maximizing the opportunities presented through the pandemic also helped AL-FLA expand its client base far beyond the need for personal protection. After all, the company might be the only one in a customer’s database with such a wide range of products and the CNC routers and laser cutters for specialized jobs.

“We hope to have a continuum of those people, knowing if they have a go-to project, now they’ve been introduced to what we can do,” said President **John Pryor**.

He describes the company as an “ambulance on the side of the road,” providing real-time support especially to its industrial and manufacturing clients.



Reese's Senior Bowl player interviews took place this year using dividers manufactured by AL-FLA Plastics.

Photo by Chad Riley Photography



Michael Williams, warehouse manager, and Bill Bailey, production manager, work on a project in the AL-FLA Plastics warehouse in Mobile.

“Sometimes they need something done now to stay open and don’t have time to go back to a manufacturer or a big supply network,” Pryor said. “If something breaks, we’re the go-to to get that in and fixed quickly, whether it’s field service work or just having materials cut and sized for them.”

The most reliable constant that lets the company stay efficient, nimble and relevant is its employee base, Pryor said. Many, including Glover, have spent at least two decades with the company. The lack of turnover not only helps clients build relationships, but also benefit from their years of expertise and industrial knowledge.

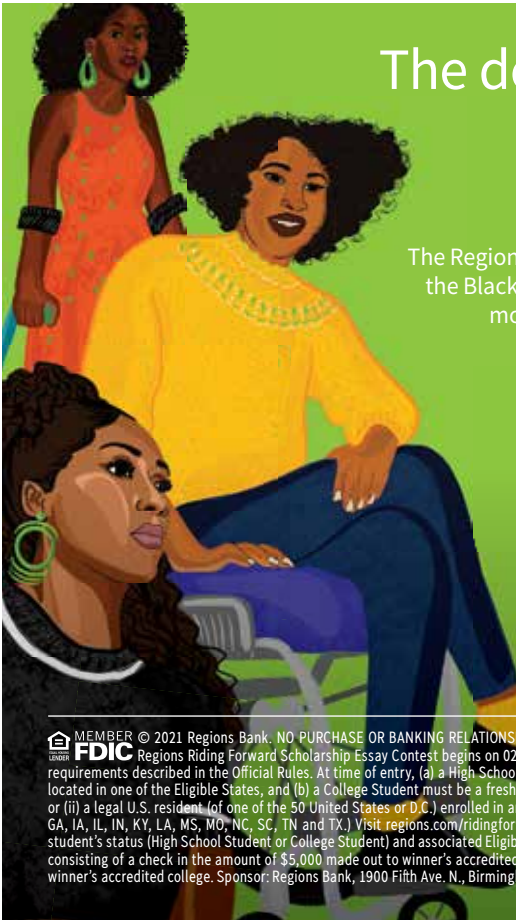
‘If something breaks, we’re the go-to to get that in and fixed quickly, whether it’s field service work or just having materials cut and sized for them.’

John Pryor, President

As for company longevity, Pryor said a key decision for the management team at AL-FLA was joining an ownership group that includes the Satsuma-based complex industrial equipment company Mitternacht. Partnerships like that have allowed the company to take on new projects they might not have bid on otherwise, without having to be solely responsible for fulfillment.

“I would advise anyone that if you can’t do it, find someone that can and make them a good partner,” Pryor said. “And between the two of you they’ll grow, you’ll grow and symbiotically expand your offerings and services.”





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HOW SMALL BUSINESSES SUPPORT LARGE MANUFACTURERS

by David Rodgers and Darrell Randle

The manufacturing sector represents roughly 10.2 percent of jobs in our local economy, but its impact is profound when you consider the many vendors and suppliers these companies use.

Having a strong manufacturing sector has also helped our local economy weather various business climate shifts. Local companies have assisted this diversified growth in many ways, especially in the manufacturing sector. International companies such as Airbus, AM/NS Calvert, Austal, Evonik, Outokumpu and SSAB would not be successful without local suppliers and vendors.

It is important to understand how these corporations operate and how a small business can participate. For some companies, certifications and proven track records are vitally important, as regulations on commercial aircraft are complex.

To become an Airbus supplier or vendor, for example, companies must register via the Airbus ePROC strategic procurement tool. From here, Airbus will collect and identify the relative information needed to add companies to future bid opportunities.

Companies like Austal are committed to supporting local small business development. Of its more than 360 suppliers in Alabama, 260 are located in Mobile. Large manufacturers understand the importance of growing their local supply base.

The first step in finding the right strategy is to know your customers and their needs. If you endeavor to grow your customer base in the manufacturing industry, your growth strategy should be specific to that industry.

Large manufacturers have minimum requirements for all their suppliers such as license, certifications, safety/compliance regulations, insurance and bonding, etc. Small businesses should work on qualifications to become a preferred supplier.

These include industry certifications, references, billing terms, compatible product delivery system, employee experience, easy-to-reach account executives, a clear capabilities statement, quality control system, return/replace policy, etc.

The better you know your customers or potential customers, the more you know about the priorities they place on their suppliers.

Other great tips for growing in this sector:

- Find an active member of the manufacturing industry to mentor you.
- Talk to your customers on a regular basis. Their feedback is essential to your success.
- Attend events that manufacturers attend.
- Strengthen your online presence or website.
- Become an expert in your field by writing on industry topics or appearing on media channels.
- Utilize social media to enhance your brand recognition.
- Create a capabilities statement specific to the manufacturing industry.
- Listen to your customers to find potential growth opportunities or market niches.
- Find a way to measure and track your progress.
- Change or refine your strategy as your company evolves.
- Participate in community events.
- Hire and retain the right employees.
- Work with a banker before you need additional financing.

Potential suppliers can contact purchasing departments directly to learn more about the needs and qualifications required for their operation. Every business is different, and every growth strategy should be as well. Anyone can implement an online growth strategy.

Finally, it never hurts to seek free one-on-one counseling. Mobile is rich in small business resources, including the Mobile Area Chamber, U.S. Small Business Administration, City of Mobile and the Small Business Development Center, to name a few. Go to mobilechamber.com for local and online resources.



Rodgers



Randle

ABOUT THE EXPERTS

David Rodgers is the vice president of economic development at the Mobile Area Chamber. Darrell Randle is the vice president of small business development at the Mobile Area Chamber. Rodgers can be reached at drodgers@mobilechamber.com. Randle can be reached at drandle@mobilechamber.com.

Meet the Products (and Shows) Made in Mobile

The *Business View* editorial team dedicated this feature to a few of the many, many products made in Mobile. While not a comprehensive list, readers will get a glimpse of the final

products manufactured locally and other base ingredients produced locally and used in other products.



3 Echoes Production

This full-service video production company based in Mobile produces the syndicated TV show *Today's Homeowner with Danny Lipford*. Also, the team works with national, regional and local clients on commercials, broadcast specials, product views, client testimonials, documentaries and instructional and training videos. Its customers include Home Depot, American Standard and The Weather Channel.

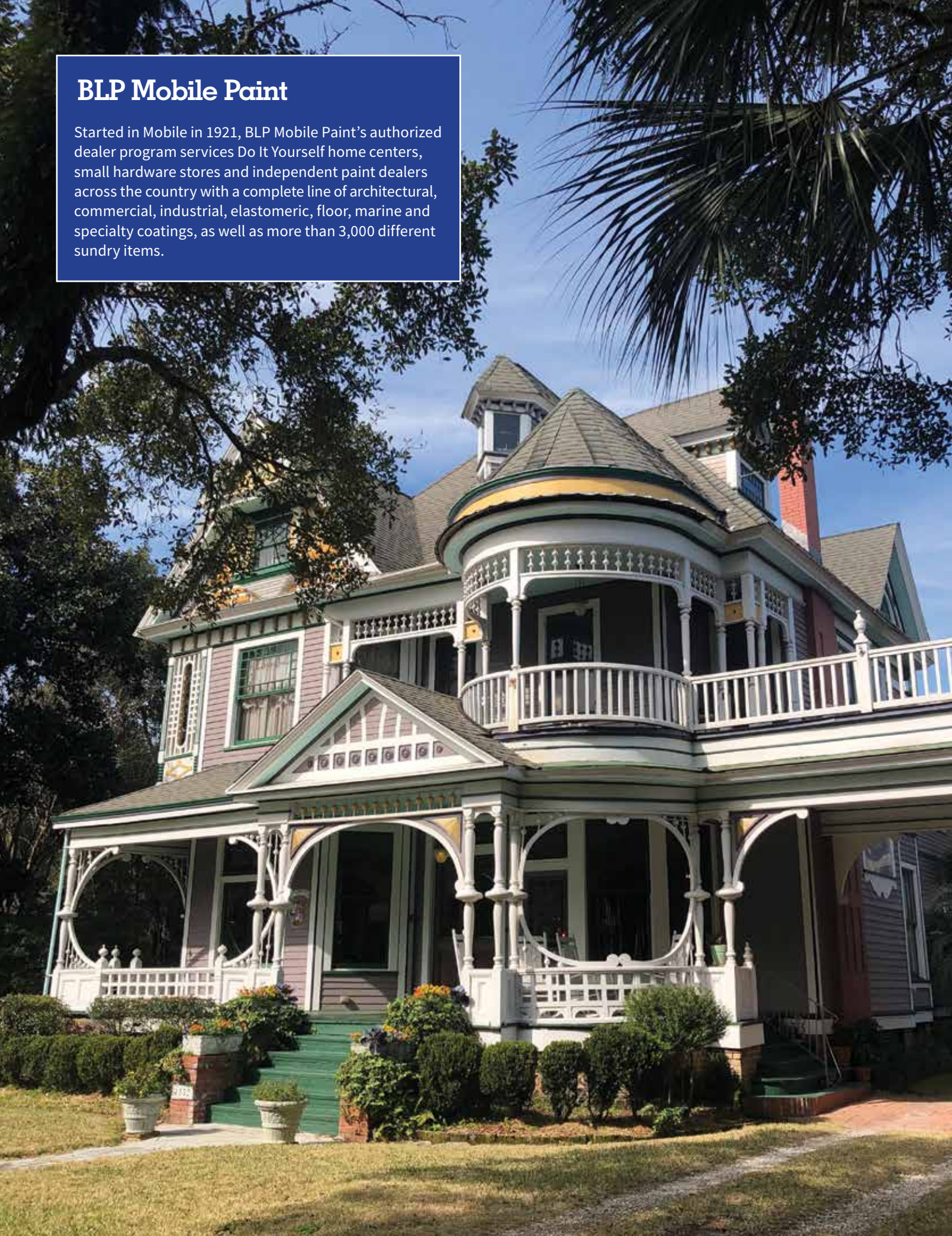


Barnett Millworks

Barnett Millworks is the largest single-site millwork distributor in the Southeast. Investments in technology, new equipment and facilities have allowed Barnett to become high-tech and more innovative. Aside from the staples of doors, windows and mouldings, Barnett Millworks has branched out into more exotic products such as display props for photography companies and swimming pool frames.

BLP Mobile Paint

Started in Mobile in 1921, BLP Mobile Paint's authorized dealer program services Do It Yourself home centers, small hardware stores and independent paint dealers across the country with a complete line of architectural, commercial, industrial, elastomeric, floor, marine and specialty coatings, as well as more than 3,000 different sundry items.



Canfor Southern Pine

Canfor's U.S. headquarters is located in Mobile, and is a mill producing Southern yellow pine. This wood is used in general construction projects. Its density gives it exceptional strength properties, it's pressure treated and resistant to decay and termites, it's easy to work with and its distinctive wood-grain finish makes it a good product for decorative finishing. Just north of Mobile County, Canfor has another yellow pine mill located in Jackson. Both mills ship their products via truck, or they are put on rail cars for delivery outside Alabama and Georgia.



Evonik

Mobile is Evonik's flagship production facility for North America, and produces a number of ingredients that make life safer, healthier or more convenient. Examples include additives that make paper white, help animals get more nutritional value from what they eat, and make medicine easier to swallow. Evonik's Mobile site is also a leader in a product that strengthens the strings on a violin's bow.



Frios

Fruity or creamy, Frios makes more than 100 flavors of popsicles, as well as seasonal flavors like King Cake and Pumpkin Spice out of its Mobile headquarters. There are also no sugar added, gluten free, dye free, vegan, dairy free and more options to choose from. Among the best-sellers are strawberry mango, cookies and crème, birthday cake, pink lemonade and blue raspberry.





Kimberly-Clark

Kimberly-Clark makes Scott® and Cottonelle® bath tissue in Mobile. In addition, the local facility of this U.S.-based company produces a professional line of bath tissue, paper towels and wipes for commercial customers. With a recently completed expansion, Mobile also supplies its global customers with Kimtech® Science wipes, a low-lint wipe used for glasses, electronics and lab equipment.



Krispy Mixes

Over the last 30 years, Krispy Mixes has grown from a small warehouse operation to a multi-state distributor. Located in Theodore since 2011, the company blends breadings, coatings, spices, herbs, seasonings, gourmet gravies and sauces, pancakes, hush puppies and biscuits for Southern, Western and Cajun cuisines. Its products end up on your plate in restaurants throughout the nation.



Lenzing

With production sites around the globe, Lenzing Fibers Inc., has its only U.S. production site in north Mobile County. Here the company manufactures Tencel® fibers for the company's flagship brand for textiles. Used in a variety of highly-specialized applications, Tencel® fibers are used in clothing, bedding, footwear, denim and athletic wear.





Masland Carpets

Masland is a leading carpet manufacturer in the United States. The company's distribution center can store 20,000 rolls of carpet and the rug facility manufactures all rug designs ensuring quality control and production. Masland is recognized as the styling leader and producer of new original products that exemplify originality, innovative construction and color treatment as well as lasting beauty. Products include broadloom carpets, vinyl flooring, area rugs and commercial carpet.



Mobile Popcorn

For more than 57 Years, Mobile Popcorn has served Mobile and the Gulf Coast with a wide range of services and products from handmade caramel or candy apples and popcorn to concession equipment sales and rentals. The company specializes in making and selling popcorn in gourmet flavors, such as butter pecan, milk chocolate, white chocolate and white chocolate cherry.

PowerSchool

PowerSchool's mission is to power the education ecosystem with unified technology that helps educators and students realize their potential. From the front office to the classroom to the home, PowerSchool helps schools and districts efficiently manage instruction, learning,

grading, attendance, assessment, analytics, state reporting, special education, student registration, talent, finance and human resources. Today, PowerSchool is a leading provider of K-12 education application technology supporting over 45 million students in over 80 countries.



Prism Systems

Since 1989, Prism Systems has provided world-class systems design and integration services to companies and solutions targeted for industrial manufacturing markets. Utilizing the latest agile project management techniques, its programming and engineering specialists are able to produce, deploy and support the software businesses require to succeed. Prism Systems serves a global customer base including many Fortune 500 corporations.





Shore Acres Plant Farm

With over 50 acres, Shore Acres Plant Farm accommodates over 200 species of plants, including annual bedding plants, shrubs, trees, bushes, vegetables, seasonal and many other premium plants. Mobile's unique climate along with quality horticulture allows Shore Acres to harvest plants with the most vibrant colors, richest textures and robust flavors. The company provides wholesale service across the Southeast including Alabama, Georgia, Florida, Louisiana, Mississippi and Tennessee. The company was started in 1945 as a roadside plant stand, and is a third-generation family-owned business.

Spill Tech

Since 1971, SpillTech has manufactured and offered distributors high-performance polypropylene sorbent products for industrial maintenance and spill cleanup in Mobile. To help maintain a cleaner, safer workplace environment, SpillTech developed a complete line of high-tech sorbents for almost every leak and spill application with more than 350 products to choose from, including mats, pads, rolls, socks, pillows, pans, drum top pads, booms and spill kits. In addition to its sorbent line, the company offers a wide variety of spill containment products, including pallets, decks, blockers and funnels.



Tate & Lyle

Tate & Lyle is the sole manufacturer of SPLENDA® Sucralose at its facility in McIntosh. This popular low-calorie sweetener helps lower sugar and calories in a wide range of products, including drinks, dairy and confectionery products. The amount of SPLENDA® Sucralose that Tate & Lyle has produced, including locally, is enough to replace over 25 million tons of sugar.





Threaded Fasteners

While this locally headquartered company deals mostly with commercial and industrial clients, providing bolts for large-scale projects like the new Hancock Whitney Stadium at the University of South Alabama, Threaded Fasteners also sells to the general public. As both a manufacturer and distributor, the company can also help the general DIYer with projects ranging from repairing a lawnmower to building a deck.



Xanté

A leader in printing technologies, Xanté Corp. provides state-of-the-art tools for the high-end graphics and prepress markets. The company continues to invest in technology for the highest-quality printing by developing patented technologies in encrypted data transfer, electrophotography and image dimensional accuracy. The company recently acquired two companies, expanding its product line.



SETTING THE CHAMBER'S 2021 LEGISLATIVE AGENDA

by Nancy Hewston, Vice President of Community & Governmental Affairs

Serving as Mobile's progressive business advocate since 1836, the Mobile Area Chamber has a team specifically dedicated to supporting legislation that grows Mobile and Alabama's influence in the region, across the country and the globe.

We put our legislative focus behind fundamental foundations for Alabama, like education and infrastructure, training and advancing our workforce, being good stewards of our natural resources and keeping Alabamians healthy.

In all causes we champion, the Chamber strives to create opportunities for south Alabamians by advocating for a business-friendly, pro-growth legislative and regulatory environment. With the help of our Government Affairs Committee, a group of Chamber members from diverse economic sectors, we identify emerging issues, critical needs and areas where our elected officials can improve the environment in which area companies conduct business.

Because of COVID-19, last year's legislative session was abbreviated, and many of our priorities remain.

One of the Chamber's top priorities is civil liability protection for small businesses from frivolous lawsuits related to COVID-19. Gov. Kay Ivey's supplemental state of emergency that provides certain liability protections will expire when the state of emergency ends, so this is a must-pass bill this session.

Other Chamber priorities for the 2021 session include renewal of economic development bills. Both the Alabama Jobs Act and the Growing Alabama Tax Credit are critical to the state's

job recruitment and economic expansion efforts. The Chamber supports reauthorization of both these proven economic incentives that allow business and industry to continue to grow and flourish in Alabama.

Another program up for renewal is the state's Historic Tax Credit, designed to give new life to historic locations that might otherwise remain in disrepair. Since the inception of the tax credit, 17 projects in Mobile County have been completed or are underway. It has been a tremendous tool for downtown revitalization.

The Legislature also will be faced with the decennial responsibility of reapportionment, or redistricting, of congressional and legislative districts. Preserving the integrity of southwest Alabama's united regional and business leadership will be a Chamber focus.

I encourage you to look at the Chamber's complete 2021 Legislative Agenda located on pages 37-39. We look forward to working this year to advocate on behalf of the Mobile area and members of the Chamber.



ABOUT THE EXPERT

Nancy Hewston is the vice president of community and governmental affairs for the Mobile Area Chamber. She can be reached at nhewston@mobilechamber.com.

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MOBILE AREA CHAMBER OF COMMERCE 2021 LEGISLATIVE ACTION ITEMS

FUNDAMENTAL FOUNDATIONS FOR ALABAMA

- As businesses continue to operate and provide their services to the community, they must do so without the threat of unwarranted lawsuits associated with COVID-19. The Mobile Area Chamber supports codifying Gov. Kay Ivey's Safe Harbor Proclamation to provide businesses and healthcare providers protection against civil liability resulting from the contraction of the virus.
- The Chamber supports increasing Alabama's investment in transportation infrastructure to sustain and promote economic growth, job creation, quality of life and public safety. Chamber leadership recognizes there is a gap between current state resources and what is required to address the highway, bridge and other road maintenance and capital needs in Alabama today and in the future, specifically for critical needs such as building the I-10 Mobile River bridge and completing the four-laning of U.S. Highway 98.
- Advocate for adequately funding Alabama's education budget, including the state's First-Class pre-kindergarten, career tech, dual enrollment and other innovative programs to ensure a competitive increase in student scoring, higher graduation rates and competitive college- and career-ready graduates; and maintain high academic standards and expectations for all Alabama students such as those found in the Alabama College and Career Ready Standards or Common Core.
- Seek a fiscal year 2022 state budget appropriation for the University of South Alabama (USA) that reflects the institution's positive impact on its students, community and our region, along with additional funding to support USA Health in recognition of its unique mission as the region's only health care provider with a Level One trauma center, burn unit and neonatal intensive care facility.

- Advocate for the official recognition of Dauphin Island Sea Lab Estuarium (DISL) as the Aquarium of Alabama and support a fiscal year 2022 state budget appropriation for DISL that reflects the increased statewide student and faculty participation in its nationally acclaimed education and research programs and supports the needed modernization of infrastructure to meet future programmatic growth.



- In order to ensure the consistent and bipartisan management of the planning, building and maintaining of the state's multimodal transportation system and the long-term management of state transportation planning and revenues, the Chamber supports legislation to allow for a tax-exempt Mobile Airport Authority.



Photo by Tad Denson, Airwind Creative

- Preserve the integrity of Alabama's First Congressional District through the 2021 redistricting process. It is imperative that Mobile and Baldwin counties remain together as a congressional district to build upon – and not harm – the united regional and business leadership that is unique to southwest Alabama.
- Protect all businesses by reversing the judicially created “discovery rule” for allegations of exposure in toxic tort cases and return to the traditional rule in Alabama that the statute of limitations for allegations of personal injury due to exposure is two years from the date of the last exposure.

SUPPORTING SMALL BUSINESSES, AMERICA'S LARGEST EMPLOYER



- Preserve jobs and economic growth in all sectors through the reduction of overly burdensome regulations that increase the cost of doing business, create uncertainty and have the potential to stifle growth.
- Encourage the representation and engagement of the Alabama Innovation Commission and the Alabama STEM Council to improve the creation and growth of small businesses and entrepreneurial development in Alabama as well as workforce development opportunities across the state.
- Support the growth and development of Mobile's entrepreneurial community and Innovation Portal's mapping of entrepreneurial talent to meet the growing technological needs of industry with state funding opportunities. Promote efforts to provide much-needed programming, skills training and funding for entrepreneurial clients, as well as enable the engagement of local industry to identify technological solutions to small business challenges.
- In order to avoid excessive and frivolous lawsuits and ensure fully accessible public buildings and spaces, close the loophole in Title III of the American with Disabilities Act (ADA) by providing clearer rules for identifying and correcting

ADA access violations and allowing business and property owners the opportunity to address and correct minor ADA infractions in a defined period of time, prior to an allowable civil law suit.

- Protect an employer's right to provide a safe workplace by opposing any legislation that would keep an employer or property owner from restricting firearm possession on company or private property.
- Support measures to replenish the state's unemployment insurance trust fund, which mitigates the impact of increased taxes on Alabama businesses, particularly small businesses, that are facing unprecedented unemployment insurance tax increases due to the ongoing pandemic.
- Ensure small businesses are truly protected from being frivolously named in lawsuits as part of forum shopping by supporting legislation to amended Alabama Code 6-5-501(2) (a) and 6-5-521 to make clear that the only exception to the immunity of innocent distributors is independent torts wholly unrelated to product liability claims.

MADE BY ALABAMA, FOR AMERICA AND THE WORLD

- Maintain federal military contracts with Mobile area employers, particularly the Navy's shipbuilding blueprint for the future, which includes current and future small surface combatants and auxiliary ships to incorporate autonomous and unmanned surface vehicles and Expeditionary Fast Transports.
- Support free and fair trade and investment policies that expand access to international markets, reduce trade barriers, and increase foreign direct investment, creating a level playing field to put Mobile-area families, businesses and workers first and improving the overall international competitiveness of Alabama exporters.



Photo courtesy Austal



KEEPING ALABAMA OPEN FOR BUSINESS

- Continue to fund the U.S. Army Corps of Engineers Mobile District Civil Works program in support of the deepening and widening and the annual operations and maintenance dredging of the Mobile Ship Channel; and maintain necessary funding for the operation and maintenance of Alabama's commerce waterways, including the deepening of the Bayou la Batre and Coden ship channels.
- Support the funding and construction of the proposed I-10 Mobile River Bridge and partner with the Alabama Department of Transportation and the Federal Highway Administration to actively seek construction funding through Infrastructure For Rebuilding America (INFRA) grants and other sources.
- Support the extension of the state income tax credit through 2029 for rehabilitation of certified historic structures, a proven incentive for bringing more investment capital into projects that will use it directly for job creation and sustained economic activity.
- Continued support for the renewal of economic development tax incentives, the Alabama Jobs Act and the Growing Alabama Tax Credit. These programs have become the foundation of the state's economic development efforts, and they have been tied to the state's largest new industry announcements in recent years.

A HEALTHY ALABAMA

- Support measures to address the growing opioid crisis in Alabama that has detrimental effects on the availability of a qualified workforce, workplace safety and overall community health.
- Support a provider-driven approach to reforming Alabama's current Medicaid program to ensure access to care, control costs and maximize the return of Alabama's tax dollars to the state.
- Seek a permanent funding source for Mobile's Programs for All-inclusive Care of the Elderly (PACE) and the expansion of such programs across the state in order to draw down increased federal funds for the medical care of the state's growing nursing home population at a cost savings to Medicaid.

GOOD STEWARDSHIP OF ALABAMA'S NATURAL RESOURCES

- Support the continuation of federal payments to Alabama, specifically Mobile and Baldwin counties, from the 2006 Gulf of Mexico Energy Security Act (GOMESA). Under GOMESA, Alabama, Mississippi, Louisiana and Texas receive a share of revenue from oil and gas drilling in federal waters, which helps address coastal restoration, hurricane protection and watershed management programs in coastal Alabama.

TRAINING AND ADVANCING ALABAMA'S WORKFORCE



- Continue to identify needs and support demand-driven strategic workforce training initiatives in south Alabama's key economic growth sectors, including aerospace, maritime and advanced manufacturing.
- As prison reform is addressed, advocate for re-entry and job skills training programs to meet the need for able-bodied workers in our region.

MEET DISTRICT 3 MOBILE COUNTY COMMISSIONER RANDALL DUEITT

On Nov. 11, 2020, **Randall Dueitt** was sworn into office to serve District 3 as its new Mobile County Commissioner. Dueitt won the Nov. 3 election, taking the seat vacated by now-Congressman Jerry Carl.

A Mobile native and veteran of the Mobile County Sheriff's Office, Dueitt is no stranger to the needs and community actions to be taken at local and state levels. **Business View** editors submitted a series of questions to the new commissioner to help our audience get to know him.

BV: What is your background? I worked in the Mobile County Sheriff's office as an officer for 23 years, serving in various roles within the organization, including working with state legislators in Montgomery as a representative for Mobile County. My previous role was with the Mobile Police Department for two years. I grew up in Theodore and went to Theodore High School.

What was your first job? I worked at Delchamps grocery store in various capacities from cashier to stock – really whatever they needed me to do.

What made you want to become a County Commissioner? I wanted to be an active participant in the success of my community. I want to be able to be in a position where I can set into action the change required or be the answer to what my community is lacking.

What did you learn your first weeks on the job? When you are transitioning into a position, you have a preconceived notion of what the position requires, or what is expected from you. Within the first week, I took to heart that my place is not in my office behind a desk. My place, my ability to be the most productive and engaged, is being in the district I serve. My district administrator will be manning the office for complete accessibility, while I will be in the field where I belong.

What is the one thing you would like to accomplish as a county commissioner? To assist in the successful growth of Mobile County, to aid in bringing economic development, to give assistance to community centers, and to support the improvement of our schools and the success of our local businesses.

Do you have a mentor, or someone you look up to? Sheriff Sam Cochran and Judge Ben Brooks. Sam was my boss for many of the years when I was at the Sheriff's Office, and he encouraged me in my various roles there and helped with my campaign for commissioner. He and so many in his administration were amazing to work with. Ben and I went to school together, and we were able to work together on a piece of legislation in Montgomery. He's a good judge and public servant, so it's good to see all he has achieved in his career.



What would you like the people of Mobile County District 3 to know about you? I did not run to be commissioner to sit in an office. I ran to be physically part of the process, to be in my district, talking to the people who elected me. The job is being available, present and transparent.

What are your priorities for your first year? And your term overall? To learn county government and to leave the district better than I found it.

What challenges do you expect to encounter and how will you address them? Governmental red tape – learning how to solve problems by utilizing all options, even if that means thinking outside the normal procedures.

What partnerships do you see as key to move Mobile County forward?

The Mobile Area Chamber, local municipalities within the district, cooperation with local schools to engage the youth, working in collaboration with District 1 and District 2. Encouraging community engagement within the constituent body.

To contact Mobile County Commissioner Randy Dueitt, reach out to his Administrative Assistant Dani Moore at 251.574.3000, visit mobilecountyal.com or facebook.com/RandallDueittDistrict3.



JESCO has worked on many projects in the Mobile area, including (shown above clockwise) the Battle House Hotel, Hancock Whitney Stadium at the University of South Alabama, Airbus and the Mobile Federal Courthouse.

Company officials: Jerry Maxcy, president; Trey Hard, vice president operations; Melissa Horton, business development

Address: 5 Dauphin St., Ste. 200

Number of employees: 250 (locally)

Website: jescoinc.net

Years in business: 80

Brief company description: J.E. Staub & Co. was founded in 1941 and became one of the largest industrial construction contractors in the Southeast. JESCO offers a multitude of construction services including general construction, construction management, design-build, mechanical-electrical, millwright/maintenance and industrial services. JESCO officially opened the doors of its Mobile office in 2006 while performing the renovation of the Riverview Plaza Hotel project. The company employs an average of 750-plus people annually. Since its beginning 80 years ago, JESCO has provided high quality, economically feasible, on-time projects for its customers. Examples include the RSA Battle House Hotel, Airbus, Hancock Whitney Stadium at the University of South Alabama and the Mobile Federal Courthouse.

Why do you support the Mobile Area Chamber of Commerce's Partners for Growth Initiative? "We support the Partners for Growth (PFG) initiative as a way to give back," said Horton. "As a lifelong Mobilian, I take great pride in watching our community thrive, and working with PFG is one way we can contribute. Because of initiatives set out by PFG, like recruiting new jobs and supporting existing industry, we are seeing our

community thrive economically. At the end of the day, because of the hard work of the Mobile Chamber, our city has had much continued success."

How long have you been a continuous Mobile Area Chamber Member? Since 1989

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, 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**.



TIMOTHY G. MORRIS

GULF STATES ENGINEERING

Morris is chairman and CEO of Gulf States Engineering, a multidiscipline engineering consulting firm, where he is responsible for project management, business development, civil/structural engineering and project financial analysis/management. He earned a bachelor's degree in civil engineering from the University of Dayton and a master's degree in business administration from Tulane University. Morris is licensed as a professional engineer in Alabama, Florida, Louisiana, Mississippi, Pennsylvania, Texas and Arkansas. He began his career with Martin Marietta Manned Space Systems in New Orleans and moved to Mobile in 1989 to join Farnell and Associates. He also worked with Thompson Engineering and Lockwood Greene before joining Gulf States Engineering in 2001. Gulf States Engineering is a Partners for Growth investor.



GEORGE M. SIMMERMAN JR.

INGALLS SHIPBUILDING

Simmerman is vice president and chief counsel for Ingalls Shipbuilding Division of Huntington Ingalls Industries. He served as vice president, assistant general counsel and sector counsel for Northrup Grumman's shipbuilding sector between 2008 and 2011. Simmerman is a member of the American, Alabama, Mississippi and Jackson County bar associations. He is a fellow of the American Bar Foundation. He served on the board of the Mississippi Bar's Young Lawyers Section and the Loyola University School of Law's Annual Longshore Act Conference, and as Mississippi chair of the American Bar Association's Public Contract Law Section. Simmerman has been admitted to practice before the U.S. Supreme Court and the U.S. Court of Appeals for the Federal, Fifth, Ninth and Eleventh Circuits. He received a bachelor's degree with honors in political science from Spring Hill College and graduated with honors with a juris doctorate from the University of Mississippi.

DARYL J. TAYLOR

AIRBUS US MANUFACTURING FACILITY

Taylor is vice president and general manager of the Airbus U.S. Manufacturing Facility. He joined Airbus in August 2015 from GKN Aerospace, where he was vice president and general manager of two facilities: Precision Machining in Wellington, Kan., and Bandy Aerospace in Burbank, Calif. Taylor has a Higher National Diploma in Aeronautical Engineering from Kelsterton College in the United Kingdom and a bachelor's degree in manufacturing technology from Southwestern College in Kansas. Airbus is a Partners for Growth investor.





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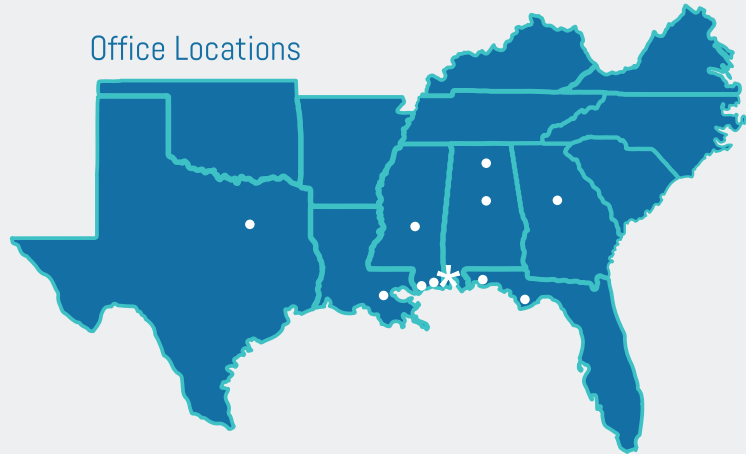
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EXECUTIVE PROFILE



TAMARA WEINERT OUTOKUMPU

TITLE: Acting President, Outokumpu BA Americas

HOMETOWN: Mannheim, Germany

EDUCATION: Master's degree in finance from Manchester Business School, U.K., and a master's degree in protected landscape management from University of Greenwich, U.K.

FIRST JOB: Corporate banker at Deutsche Bank in Germany

PREVIOUS WORK EXPERIENCE: Weinert's career includes 17 years at Deutsche Bank in Germany, India, Singapore, Pakistan and Russia, followed by a few years in the energy sector. She was director of finance/investor relations at Inoxum GmbH, the stainless-steel division of ThyssenKrupp. After ThyssenKrupp sold its stainless operations to Outokumpu in 2012, she worked as vice president of investor relations in Helsinki, then as senior vice president of finance and control for BA EMEA and most recently as senior vice president of Sales South Europe & Overseas.

PROFESSIONAL ACCOMPLISHMENTS: Being named the first female president to lead Outokumpu Americas.

WHAT WORD WOULD YOU USE TO DESCRIBE YOURSELF? Curious.

SECRET TO SUCCESS: Willingness to take on new challenges.

FAVORITE FOOD/RESTAURANT? Gumbo! A new discovery.

WHAT IS ONE OF YOUR LONG-TERM PROFESSIONAL GOALS?

To make a difference and contribute to the success of the company.

WHAT IS ONE OF THE MOST USEFUL THINGS YOU OWN?

A coffee maker.

ASIDE FROM NECESSITIES, WHAT IS ONE THING YOU COULD NOT GO A DAY WITHOUT? Listening to the news.

WHAT IS YOUR PASSION? Learning new things.

YOUR FIRST CAR WAS? A really tiny Fiat.

THE LAST BOOK YOU READ? *Becoming* by Michelle Obama.

WHO IS YOUR FAVORITE HERO OF FICTION? Wonder Woman, of course.

BEST THING ABOUT YOUR JOB? The ability to meet so many different people.

TOP BUCKET LIST TRIP? To play all the courses on the Robert Trent Jones Golf Trail.

BRIEF COMPANY DESCRIPTION: Outokumpu, a global leader in stainless steel, employs 10,000 professionals in more than 30 countries, with headquarters in Helsinki, Finland. With one of the most technically advanced stainless steel mills in the region, the BA Americas team produces high-quality stainless steel.



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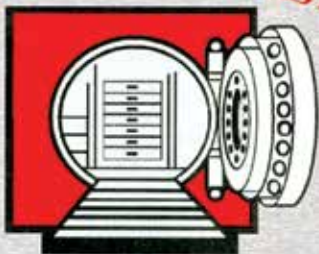


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MARCH 2021

Note: Watch the Mobile Area Chamber's website, web.mobilechamber.com/events, and our social media channels for updates as we balance in-person and virtual events.

10 NETWORKING@NOON

**Members only; one representative per company*

Make 20-plus business contacts in 90 minutes over lunch.

When: Noon to 1:30 p.m.

Where: Mobile Area Chamber,
451 Government St.

Cost: \$10 and must be paid with reservation

Contact: Carolyn Golson at 251-431-8622 or
cgolson@mobilechamber.com

Reservations required.

Sponsor: Keesler Federal Credit Union

Catering Sponsor: Firehouse Subs

16 EXECUTIVE ROUNDTABLE

**Members Only*

VIA ZOOM: A monthly forum for Chamber-member small business owners and managers featuring presentations by speakers on important business topics.

When: 8 to 9 a.m.

Speaker: Chris Curry, president, Mobile Airport Authority

Topic: Update on Mobile's airports

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

Registration requested for ZOOM meeting code.

Sponsor: BancorpSouth

17 CHAMBER CLASSIC GOLF

Make plans to bring your customers out for a day of fun and networking on the golf course.

When: 7 a.m. registration / 7:30 a.m. putting and chipping contests / 8 a.m. shotgun start

Where: The Robert Trent Jones Golf Trail/
Magnolia Grove

Cost: \$150 for individual players or \$850 for
Hole Sponsors (teams of four)

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

Reservations are required.

Major Sponsors: Arkema, Southern Earth Sciences, The Stewart Lodges, Ward International Trucks

Contest Sponsors: Ingalls Shipbuilding, McAleer's Office Furniture, Palmer's Toyota Superstore, Yellowhammer Investment Group

Breakfast by: Dick Russell's Bar-B-Q

Signs by: Calagaz Printing

24 GOOGLE – USE YOUTUBE TO GROW YOUR BUSINESS – HOW TO CREATE REVENUE-GENERATING VIDEOS

In this workshop, learn to create and brand a home/channel for your business on YouTube; create videos that attract and capture your target; achieve business goals; organize your channel; promote your business; and stream video with YouTube Live and grow your customer base. This event is a Mobile Chamber and Innovation Portal partnership.

When: 11 a.m. to Noon

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

Registration requested for ZOOM meeting code.

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WHO'S NEW

Oyster Shell Strategy Hires Director of Creative and Strategy



Higgs

Mallory Higgs was hired as director of creative and strategy for **Oyster Shell Strategy** strategic branding and event agency. She brings years of experience in corporate

marketing, previously serving as the vice president of marketing and advertising for a portfolio of vertically integrated entities along the Alabama and Florida Gulf Coast. She earned her bachelor's degree in marketing with a focus on international business at the University of South Alabama.

Mayor's Office Fills Interim Administrative Positions

James Barber was chosen to serve as Mayor Sandy Stimpson's interim chief of staff for the City of Mobile and will continue to serve in his current role as executive director of public safety. Deputy finance director **Celia Sapp** will now serve as interim executive director of finance.

Ophthalmologist Joins Diagnostic and Medical



Wallace

Diagnostic and Medical Clinic announced the addition of ophthalmologist **Dr. Michael Wallace**, following the completion of a cornea fellowship program at the University of Tennessee

Hamilton Eye Institute. Wallace earned a medical degree from the University of Alabama at Birmingham. He completed residencies with the Baptist Health System in Birmingham and the Medical College of Virginia.

Roberts Brothers Welcomes New Agents



Paulk



Dodgen



Smith



Miller



Flowe



Jernigan

The following new agents joined **Roberts Brothers**: **Carley Paulk**, **Miranda Dodgen**, **Lionell Smith**, **Marie Miller**, **Jeff Flowe**, **Johnny Jernigan**.

UWSWA Names Manager of Donor Relations



Hagood

in integrated studies.

United Way of Southwest Alabama selected **Mary Clare Hagood** as the new manager of donor relations. She graduated from the University of South Alabama with a bachelor's degree

Wilkins Miller Announces New Hire

Wilkins Miller LLC accounting and advisory firm hired **Logan Etheridge** as an accountant. She earned a bachelor's degree in business administration from the University of South Alabama.

River Bank & Trust Adds VP/Relationship Manager



Schlautman

earned a bachelor's degree in banking and finance and a master's degree in business administration from the University of Southern Mississippi.

Stephen Schlautman joined **River Bank & Trust** as vice president/relationship manager. A Stonier Graduate Banking School alumnus, Schlautman

Law Firm Announces Leadership Changes



Bates



Riis



Stockman

Hand Arendall Harrison Sale LLC recently made several key leadership changes **Roger L. Bates** was elected to a fourth term as managing lawyer; **J. Burruss "Buzzy" Riis** was appointed managing lawyer for the Mobile office; and **Norman M. Stockman** was chosen to lead the firm's litigation section.

Bradley Byrne Rejoins Adams and Reese



Byrne

Former Alabama Congressman **Bradley Byrne** rejoined **Adams and Reese** law firm as special counsel. He is a member of the Intersection of Business and Government Practice Group. In addition to his service in Congress, Byrne is a former member of the Alabama State Board of Education, former chancellor of the Alabama Department of Postsecondary Education and served in the U.S. House of Representatives.

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Adams and Reese Hires Governmental Relations Coordinator



Seawell

international relations from Wesleyan College and a master's in political science.

Kayla Seawell joined **Adams and Reese's** government relations team as a government relations coordinator. Seawell earned a bachelor's degree in political science and

Neel-Schaffer Hires Alabama Construction Services Manager



Nelson

engineering from Auburn University.

Neel-Schaffer Inc. hired **Wes Nelson** as the Alabama construction services manager. Nelson, a registered professional engineer in Alabama, holds a bachelor's degree in civil

SOHO Event Rentals Announces New Hire and Promotions



Massey



Thomas



Machen

Mary Beth Massey is the new director of marketing for **SOHO Event Rentals**. Massey earned both a bachelor's degree in communications and a master's degree in educational leadership from the University of South Alabama. **Sara Thomas** was promoted to sales manager. She earned a bachelor's degree in communications from the University of South Alabama. **Annnsley Machen** was promoted to director of sales. She earned a bachelor's degree in communications from the University of South Alabama.

Orthopaedic Surgery Professor, Chair Joins USA College of Medicine



Slauterbeck

Slauterbeck earned his bachelor's degree in chemistry from Arizona State University, and his degree in medicine from the University of Arizona in Tucson. His fellowship was in sports medicine at the University of California in Los Angeles.

Dr. James Slauterbeck is the new professor and chair of orthopaedic surgery at the **University of South Alabama College of Medicine**.

Southern Earth Sciences Announces Promotion



Dulaney

Southern Earth Sciences Inc. promoted **Bennett E. Dulaney** to geotechnical department manager of the Mobile office. Dulaney earned a professional engineer designation and added Florida, Louisiana, Mississippi, Georgia and Texas to his licenses.

Hub International Welcomes New Employees



Munger



Shields

Hub International recently hired **Brian Munger** as personal lines producer

and **Bry Shields** as vice president/sales producer in the Mobile office.

BUSINESS ENDEAVORS

Hand Arendall Harrison Sale Launches New Website

Hand Arendall Harrison Sale LLC launched a new website, handfirm.com. The new site uses the latest technology to ensure compatibility with current browsers and mobile devices and features a more robust news and events section, and its design allows visitors to quickly navigate and engage with the firm's attorneys.

WELL DONE

Mobile County Board of Health Elects 2021 Officers

The **Mobile County Board of Health** elected its officers for 2021. **Dr. Michael W. Meshad** will serve as chairman, and new board member **Dr. Michael Chang** will serve as secretary. Returning members include **Dr. C.M.A. "Max" Rogers IV**, **Dr. Joseph Ewing Bornstein**, **Dr. Desiree A. Soter-Pearsall** and **Dr. Stacey W. Wing**. Mobile County Commission President **Merceria L. Ludgood** also is a member of the board.

Two Marriott Hotels Win Top Awards

Courtyard Marriott and **Fairfield Marriott** hotels in Spanish Fort both earned Marriott's top awards for outstanding guest satisfaction scores. Courtyard Marriott won Marriott's Golden Circle Award, and its sister hotel, the Fairfield Marriott, won the Silver Circle Award for select service brands.

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Hargrove Controls+Automation Rises in Rankings

Hargrove Controls + Automation jumped 17 spots to No. 23 in the System Integrator Giants rankings, according to the *2021 Global System Integrator Report*. Published by both Control Engineering and Plant Engineering magazines, the list ranks the top global companies involved in system integration projects throughout the manufacturing sector.

Edington Named to USS Alabama Battleship Commission



Gov. Kay Ivey appointed **Virginia Edington** to serve as a commissioner on the **USS ALABAMA Battleship Commission**. Edington, a native of Mobile, earned a bachelor's degree in psychology from Davidson College in Davidson, N.C. The commission is a state agency that maintains the USS ALABAMA and Battleship Memorial Park as a veterans' memorial.

Mobile City Council Appoints Ankerson To Board



Terry Ankerson, retired executive vice president for **Regions Bank**, was appointed to the Ladd-Peebles Sports and Entertainment board of directors by the Mobile City Council. Ankerson also serves on the USS ALABAMA Battleship Commission.

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. Riley 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, Riley's photography is featured on the cover, AL-FLA Plastics feature and the Small Business of the Month. To see more of his portfolio, visit chadrileyphoto.com.

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