

the **business**VIEW

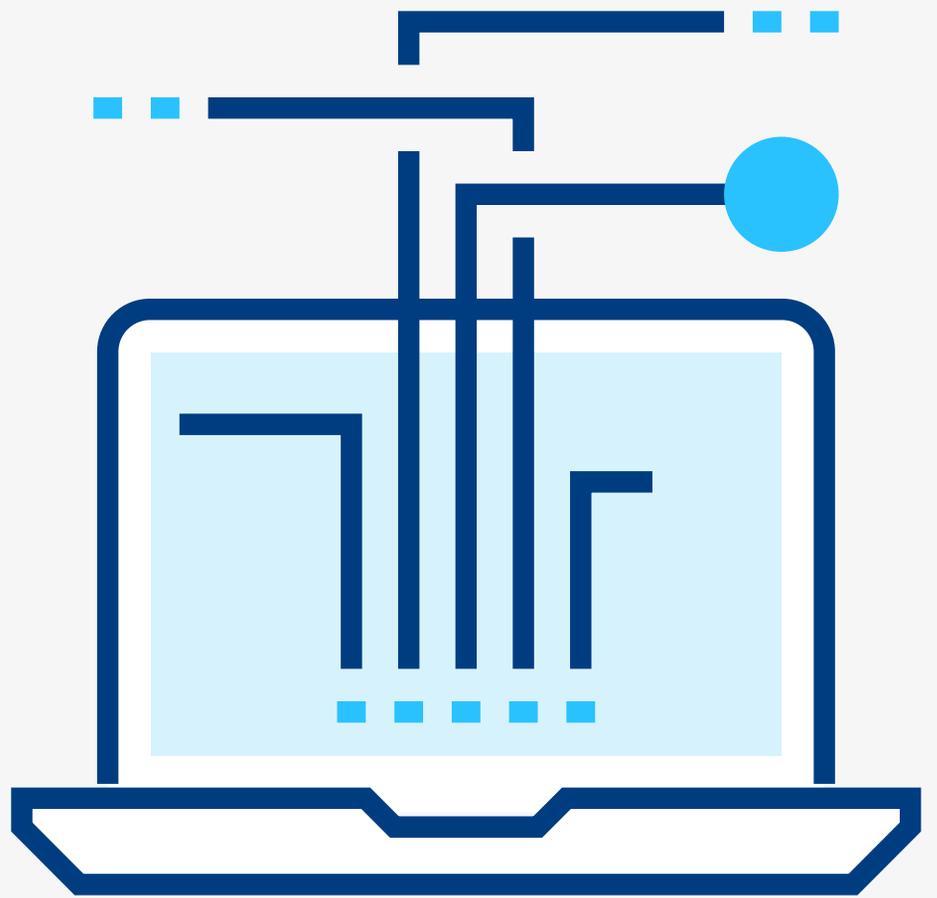
MCPSS's Superintendent **Chresal Threadgill**



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From the Publisher - Bill Sisson

Lessons Learned in Toulouse, France

This year the Mobile Area Chamber's Leaders Exchange was a very special one. For only the second time in the more than 30 years of city-to-city exchanges, our Chamber leadership traveled to an international destination.



In October, 50 members from our board of directors, advisors and Partners for Growth investors spent three full days in Toulouse, France, studying the reasons why that city is one of the fastest growing metropolitan areas in all of Europe. I'm sure all the participants would agree it was a fascinating city to explore, and there were a number of key takeaways from the trip.

Toulouse is, of course, the home of Airbus, and learning how the supplier chain and service providers have grown around the company's headquarters was enlightening. The aviation/aerospace cluster there has developed gradually over the years, and it was particularly interesting to see first-hand how the industrial complex and commercial airport co-exist at a site a little more than five miles from the city-center of Toulouse.

Obviously, Airbus has a huge economic impact on that region of France, but so does higher education. It was mind-boggling to learn about the more than 100,000 students living there, attending some of the top universities in France. The educational influence of the colleges, universities and technical schools in the area

was clearly woven into every aspect of Toulouse's economy. None more than the high-tech sector, which has led to an entrepreneurial ecosystem rivaling those in larger cities such as Paris, London and Berlin.

The presentation by the University of Toulouse administration was one of the most fascinating of the trip, and in particular it provided a long list of best-practices specifically related to talent retention and recruitment.

And perhaps one of the biggest "ah-ha" moments was when the Toulouse tourism team discussed their focus on "business tourism." That hit close to home since so many of the people visiting Mobile are here for business – and on business expense accounts, which is good for our upscale hotel and restaurant businesses. Capitalizing on those deep-pocketed visitors to our city will be a great strategic move for us as our economy continues to prosper and grow.

Many of the great community initiatives in Mobile have come from ideas gathered during past Leaders Exchanges. I'm convinced the Toulouse trip will be no different. I'll look forward to rolling up my sleeves and working with all of you to put these lessons to work here in our great city.



ON THE COVER
Chresal Threadgill is the new superintendent for Mobile County Public Schools. His focus is on continuous improvement in education. See story on pg. 10. Photo by FusionPoint Media.

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12-Million Cubic Foot Cold Storage Facility Coming to Mobile

Baltimore-headquartered MTC Logistics announced it will build a \$58 million cold storage facility between APM Terminals and Mobile Aeroplex at Brookley near downtown Mobile on a piece of property owned by the Alabama State Port Authority. The company expects to hire between 50 and 70 full-time workers to run the facility, which will store imported frozen pork products and seafood coming to the U.S. for distribution.

The approximately 300,000-square-foot facility will be five stories tall, contain almost 12 million cubic feet of refrigerated space and store approximately 40,000 pallets of product, according to company

officials. All of the product will be transiting in containers and processed through APM Terminals before or after arriving at MTC Logistics.

The facility is the company's first project located outside the Northeast. "We have been in the temperature-controlled logistics business for 90 years and are thrilled Mobile will be a part of our future," said **Brooks Royster**, president of MTC Logistics.

"Being able to find property immediately adjacent to a world-class port such as Mobile and in such close proximity to I-10 is a very unique opportunity."

According to **David Rodgers**, vice president of economic development for the Mobile

Area Chamber, the facility will also be able to blast-freeze poultry products coming from across the Southeastern United States to then export across the globe. This project will enhance Mobile's containerized operations to reach more markets throughout the world.

The Mobile County Commission is committed to providing the roadwork needed to facilitate trucking to and from the facility, according to commission President **Connie Hudson**. "MTC will be an important link in distributing seafood and poultry that are so important to our economy," she said.

"We are pleased and proud to welcome MTC Logistics to

Mobile," said City of Mobile Mayor **Sandy Stimpson**. "We are out there every day looking for opportunities to recruit jobs and families to Mobile. This announcement is the latest proof that Mobile is open for business."

A groundbreaking is expected by December, with an estimated open date of second quarter 2020. Company officials expect construction of the facility to take 18 months. Partners in the project include the Alabama State Port Authority, APM Terminals, City of Mobile, Mobile Area Chamber of Commerce, Mobile County and the State of Alabama. 

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Kimberly-Clark Mobile members are pictured from left to right (back row) Dave Leonard, Eric Postle, Dale Kelly, Maurice Jackson, Todd Visscher, Matt Gerdeman, Lorence Johnson, Bruce McPherson and John Single (front row) Rachelle Nielsen, Fulton Garces, April Calhoun, Natalia Feijo Chuairi, Renee Bradford, Elton Davidson, Brenda Nader, Kim Samry, Cynthia Marshall, Geary Francis and Andy Carr.





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Kimberly-Clark

Named 2018 Manufacturer of the Year

Efficiency and capacity. Those are the two primary goals of Kimberly-Clark's recent investments in its Mobile mill. The company announced back-to-back investments in 2017 and 2018 for a combined total of \$211.7 million. In addition, the company plans to add two dozen-plus high-paying jobs locally.

Kimberly-Clark was named the Mobile Area Chamber's 2018 Manufacturer of the Year. "This investment, the commitment of our employees, and the community support will together bolster Mobile's Mill's competitive position within Kimberly-Clark," said **Todd Visscher**, mill manager

for Kimberly-Clark's Mobile operations, in an earlier article in *The Business View*.

When the investment projects are complete, Kimberly-Clark's Mobile facility will have its own on-site heat and power plant, replace a tissue machine, add a converting line and expand its recycled fiber facility.

Based in Texas, Kimberly-Clark's made-in-Mobile products include bath tissue and paper towels under the Scott, Cottonelle and K-C Professional brand names.

Kimberly-Clark first established a Mobile presence 23 years ago, in 1995, and currently employs more than 600 employees.



The Mobile Area Chamber named McFadden Engineering as the 2018 Innovator of the Year. Pictured here is the company's management team of husband and wife Frank and Hope McFadden along with Brad Newton (right).

McFadden Engineering

Named 2018 Innovator of the Year

The Mobile Area Chamber named McFadden Engineering its 2018 Innovator of the Year.

The company specializes in full-scale environmental services, including water and wastewater, stream modeling and groundwater remediation engineering; and civil services.

McFadden Engineering recently launched OxyShark to offer clients a space-saving and cost-effective wastewater treatment option.

"We wanted to develop a system that treated everything from domestic sewage to industrial strength wastewater in an efficient, reliable manner that was low in operation and maintenance costs," said **Frank McFadden**, president and founder.

The patent-pending system has been installed at area companies, including a car wash, seafood processor, landfill, funeral home and more. Once the system completes its process, the water can be reused in landscape irrigation and car washes, as well as in other applications.

As an example, the system installed at Serenity Memorial Gardens & Funeral Home of Mobile is used to grow flowers. The outcome is tested monthly by Alabama Department of Environmental Management and meets or exceeds the organization's requirements, according to McFadden.

Licensed in five Southeastern states, the 30-year-old company has 11 employees, with plans to add additional staff before year-end.

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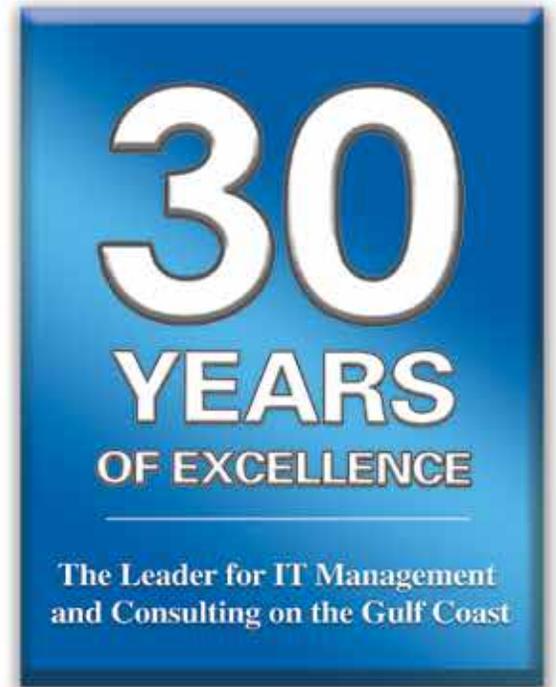
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C² Wealth Strategies is an independent financial advisory firm located in Mobile. Pictured above from right to left are Wesley Coody, Michael Maskill, Greg Andrews and Joseph Lomax.

C² Wealth Strategies Works to Create Wealth Without Limits

Back in 2010, **Wesley Coody** had a vision -- merging two core businesses, holistic financial planning and employee benefits, under one brand with one unique culture.

The result of that vision is C² Wealth Strategies, an independent financial advisory firm focused on helping its clients reduce their financial worry and create wealth without limits.

C² Wealth Strategies is the Mobile Area Chamber's Small Business of the Month.

The company was founded in June 2010 after acquiring a company in which Coody was once a partner: Lender and Associates. C² Wealth Strategies was then built on four founding principles: making the complex simple; looking at the bigger

picture; believing in performance; and their main responsibility, respecting and protecting their clients' wealth.

"C² Wealth Strategies is a firm who is passionate with a purpose," said Coody, who serves as the firm's president. "At our core, our responsibility is managing our clients' hopes, dreams and desires by listening to our clients to understand their financial situation and future expectations."

Coody is passionate about more than wealth management. He is treasurer of the Augusta Evans School Foundation and a member of the development council of USA Children's and Women's Hospital and the U.S. Small Business Administration's Emerging Young Leaders.

"After losing a brother at a very early age, I wanted a way to give back to our community that our whole family could be proud," he said. "As the treasurer of the Augusta Evans School Foundation, I am especially proud of a couple of things we have accomplished. We were able to raise enough funds to provide a playground designed purposely for kids at Augusta Evans with special needs. (Also) we are extremely proud of our teacher grant program at Augusta Evans School. (It) allows the teachers at Augusta Evans to purchase technology that makes a difference inside and outside of their classroom."

The financial world is always evolving, and Coody says

challenges in the industry include the quality of advice available to middle-class clients, and the emergence of digital platforms that aim to take the human advisor out of the process. Coody believes human interaction will always be needed in some form, however.

"Planners and advisors manage more than just money," he said. "We manage our clients' expectations and most importantly, we manage our clients' emotions."

Want to be featured here? Go to mobilechamber.com to submit an application, or contact Danette Richards at 251-431-8652 or richards@mobilechamber.com.



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Get to Know Mobile's New School Superintendent, Chresal Threadgill

As a pro-business membership organization with nearly 2,000 members representing more than 95,000 employees, the Mobile Area Chamber has a keen interest in Mobile County Public Schools (MCPSS). Public education in Mobile touches every facet of the Chamber – from recruiting companies to locate and expand here, to developing quality programming for students such as Summer Scrubs and the Health Occupations Career Fair, to our organization taking the lead on a yes vote to increase property taxes for public education in Mobile.

Equally as important is the Chamber's ability to share information about the programs and people influencing education in Mobile. That's why *The Business View* reached out to Mobile native **Chresal Threadgill**, MCPSS's new superintendent, to help our readers get to know him and have him answer some questions about how the business community can get behind MCPSS, and what the system can do to better serve local business and industry.

1 What led you to come home to Mobile and work for this system?

For the past 20 years, I have given to the communities of Greenville, Troy and Elba.

Through serving those communities I was able to make an impact on the school systems and communities as a whole. I felt it was time for me to return home and make a difference in the community where I grew up.

2 Having spent more than a year working as chief of staff before being named superintendent must be an advantage and help with the learning curve of leading such a large system. What are five key areas you'd like to address during the 2018-19 school year?

- Academic Achievement
- Personnel
- Finances
- Building Relationships
- Varied paths for students based on interest

3 The Mobile Area Chamber has been a longtime supporter of MCPSS signature academy program. We are also aware there are varied levels of engagement, depending on the school. What are your impressions of the academies and will they be a

priority moving forward?

Absolutely, the academies will be a priority. The Signature Academies offer various paths for students based on interest, which is crucial. I am a supporter of each of our academies and I would like for us to expand them to offer students even more opportunities to become college and career ready upon graduation. It is truly amazing to witness what our students are doing in the academies. They're not just for certain students -- ALL students are offered a pathway based on interest throughout their high school career. Moving forward, the academies will remain a priority for our district.

4 What types of assessments or diagnostics does MCPSS utilize (or plan to implement) to identify and develop a pipeline of skilled students in all areas (college prep, technical, health-care, etc.) ?

MCPSS utilizes a number of assessments and diagnostics to determine areas of strength and areas of needed improvement. It is vital that the data gathered from these assessments is utilized to inform our instructional decisions. Students are acquiring and developing basic technical skills through

various pathways determined by student interest. Interest inventories are given to all students to determine which pathways are best, based on interest and skill set. The skills necessary for success are embedded within each pathway's curriculum.

5 When does MCPSS begin to examine workforce/talent development in its curriculum planning?

At MCPSS, we believe in tailoring our curriculum to meet the needs of our students. Therefore, we begin tapping into the talents and interests of our students at the middle school level. Once the foundation is provided at the elementary school level, students begin taking interest inventories in middle school to chart a path for workforce and talent development before entering high school.

6 What can the business community do to assist MCPSS in preparing and training our workforce?

Partnerships, partnerships, partnerships. As I often quote the words of Helen Keller: Alone we can do so little; together we can do so much. We can accomplish more together through strong, positive, and active partnerships between the schools and community. An example of this is our partnership with Outokumpu Stainless, whose internship program has directly led to jobs for MCPSS graduates, who have become valued members of that company's workforce. It is imperative that our students know the workforce opportunities available in our community.

7 A challenge we hear often from our members is employees' lack of "soft skills" (such as showing up to work on time, formatting an email, etc.). Is there anything MCPSS can do to help with this issue?

Absolutely. Through the opportunities offered throughout MCPSS, these soft skills are not only taught but practiced on a daily basis. Through our academies, students are exposed to real-life work experiences such as the interview process and internships, as well as a wealth of other practical applications. We must continue providing opportunities for them to develop and demonstrate these skills, not just within our schools but throughout the community as well.

8 In recent news, Ingalls Shipbuilding division announced it is collaborating with three local high schools to construct talent development labs to bolster each school's technical programs, especially in shipbuilding. Are there plans to continue this model and partner with other companies to implement this at other schools?

Yes. It is a goal to offer opportunities like this, in addition to other similar opportunities, in all of our high schools.

9 There are some in the community who believe Mobile County would be better served by two public school systems – one in the city and one in the county. What are your thoughts on this?

I believe that we, as a system and a community, are better together. While some may see our large size as a negative, it is that size that allows us to offer a multitude of academic and extracurricular programs and a wide range of school-choice options, including magnet schools, Signature Academies, International Baccalaureate programs, The University of Alabama Early

College at Murphy, the Cambridge International school at Alma Bryant, First-Class Pre-K classrooms, and two stand-alone special-needs schools. While we can't control the decisions being made around us, our concentrated efforts are and will continue to be devoted to the 55,000 smiling faces that walk through our doors each day. We are committed to our students.

10 Finally, what are some specific ways Mobile businesses can support the school system?

Businesses can continue supporting our school district through strong partnerships and by being cheerleaders for our district. There are many ways that business leaders can help – by offering internships or job shadowing opportunities, participating in mock interviews, becoming mentors or just by being involved in a school and allowing the students to see what it means to be a professional. We, the district and community, should work together to support ALL programs throughout our district, and the results will benefit the entire community.



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White-Spunner Realty is a regional full-service, real estate brokerage and development firm. Pictured left to right (front row): Mike Reid, Matt White, Blacksher White-Spunner, John White-Spunner, Bowen Weir and (back row) Benson O’Conner, Jamie Ison, Marietta Urquhart, Michelle Jernigan, Dawn Nelson, Nancy Therrell, Emily Hatcher, Kaitlyn Stelly, Tracy Womack, Wyndy Grice and Gowan Lenaghan. Not pictured are Chris Harle and Sharon Wright.

White-Spunner Realty

Company officials: Blacksher White-Spunner, chairman of the board; John White-Spunner, CEO; Matt White, president; Mike Reid, Mobile qualifying broker; and Bowen Weir, Eastern Shore marketing director

Years in business: 64 years

Brief company description: White-Spunner Realty Inc. is a full-service realty company

specializing in commercial and residential brokerage, development and consulting.

Why are you located in Mobile? “We have offices in Mobile and Baldwin County,” said White. “We live, work and play here.”

Why do you support the Mobile Area Chamber of Commerce’s Partners for Growth initiative? “We are an advocate for the success of our

region and are partnering with an equal advocate in that regard,” said White.

What do you see as Mobile’s greatest potential? “Its people,” said White.

Length of continuous Chamber membership: Since 2006



Partners for Growth (PFG) is the Mobile Area Chamber’s long-term economic and community development program. For more information, contact **Natalie Franklin**, the Chamber’s investor relations manager, at **251-431-8636** or nfranklin@mobilechamber.com.

5 Ways to Coach Your Sales Staff Like A Winning Sports Team

By Lance Tyson



Sales is a highly competitive field. People who sell for a living often face many rejections before receiving a “yes.”

Coaching can be helpful to struggling salespeople, as demonstrated by a recent *Forbes* article that says many salespeople who quit cited a lack of coaches and mentors as one of the top reasons they bolted. Some in sales management see their role as comparable to a sports team coach, since the attributes required to drive success in sales and sports are similar: encouraging a positive attitude, motivating, presenting a clear strategy, insisting on dedication and breeding consistent winning habits.

As a sales leader, you often find your people looking to you for wisdom, direction and reassurance. So you need a coaching process that takes time to build up the people who comprise your talent pool. You need to look beyond what they can do today and help them realize what’s possible tomorrow.

Improvement in sales teams starts with how effectively sales managers coach their teams while emphasizing a competitive mindset. It starts with identifying weaknesses.

Sales leaders must keep their eyes and ears open to find areas that need improvement. This information may come from a customer or vendor, a performance review or observations from a colleague. Regardless of the source, always assess different opportunities for coaching and improvement.

Next, sales managers need to establish desired results. This requires a leader to describe to salespeople the gap between what they are currently doing and what they should be doing. Associate an identifiable action with all the steps in between. When you outline the process up front, your team member can envision well-defined results.

Providing the right resources is very important. For the coaching process to be successful, you must clear away obstructions and make the appropriate resources available: time, money, equipment, training, upper management buy-in and support. Most importantly, your salespeople must commit to the process and want to achieve the results.

Practice and observe implementation. Better results require new behavior, which won’t come overnight. Once you have the resources in place and you’ve explained and demonstrated the desired skill, it’s time for the team member to implement it. They must sharpen the behavior with the help of a coach. Practice allows the coach to identify strengths and opportunities for improvement while witnessing the skill in real-time.

Lastly, use effective follow-up. Many training sessions have gone for naught when there was no follow-up, and new ways toward success were forgotten. Remember that your goal as a sales leader is to effect a behavioral change. Coaching is a process, and it

never really ends. The next step is follow-up – regular intervals to review results. And when your salespeople reach goals, take time to acknowledge and celebrate their achievements.

In sum, as a sales leader, you just can’t settle for telling your team what they should do. You need a process for coaching them to achievement, giving you a framework to accommodate an individual’s unique personality through small adjustments.

*Lance Tyson is president and CEO of Tyson Group (www.tysongroup.com), a sales training, coaching and consulting company listed among *SellingPower’s* top 20 sales training companies of 2018. He is the author of *Selling is an Away Game: Close Business and Compete in a Complex World*. Among Tyson Group’s clients are many professional sports teams such as the New York Yankees and Dallas Cowboys.*



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MOBILE AREA CHAMBER OF COMMERCE 2019 BOARD OF DIRECTORS



Daniel Dennis IV
Roberts Brothers Inc.
Chairman of the Board

Dennis is president of Roberts Brothers. He earned a bachelor's degree in finance from Auburn University, a juris doctorate from Cumberland School of Law and a master's degree in real property development from the University of Miami School of Law. He serves on the advisory boards for Regions Bank, Salvation Army of Coastal Alabama and the University of South Alabama's Center for Real Estate Studies & Economic Development. ◆ §

From taking a stand on legislative issues to supporting Mobile's business community to recruiting new jobs and capital investment, the Mobile Area Chamber's board of directors serves as the organization's governing and policy-making body. The board is comprised of 45 members representing a cross-section of the business community – 34 men and 11 women.

Approximately 68 percent of the companies represented on the board have fewer than 101 employees; 17 employ 1-10 individuals; three employ 11-25 individuals; eight employ 26-50 individuals; three employ 51-100 individuals; and 14 employ more than 100. Of those companies represented on the board, ten are listed as minority owned and ten are listed as women-owned.

On the following pages are profiles of the Chamber's 2019 board members.

* Denotes new Board of Directors ◆ Denotes Board of Advisors member § Denotes Partners for Growth investor



Glyn Agnew
AT&T

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 Girls Inc. of Central Alabama, Birmingham-Southern College Edward Lee Norton Board of Advisors, Birmingham Civil Rights Institute and the Birmingham Urban League. ◆ §



Douglas L. Anderson
Burr & Forman LLP

Anderson is a partner with Burr & Forman. He received a bachelor's degree in business management from The University of Alabama and a juris doctorate from the Cumberland School of Law. Anderson was Assistant Attorney General for the State of Alabama from 1982-1984. He is a member of the Senior Bowl Committee, UMS-Wright board of directors, and is a former member of the City of Mobile Planning Commission and the Alabama School for the Deaf and Blind board. ◆ §



Kevin Ball
Ball HealthCare Services Inc.

Ball is director of operations for Ball HealthCare Services. 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. Ball is a member of the Alabama Nursing Home Association. He recently chaired both the Alabama Institute for the Deaf and Blind and the Alabama Board of Examiners advisory boards, and serves on Renasant Bank's advisory board and Alabama A&M University's board of trustees.



Philip Burton *
Burton Property Group

Burton is president and CEO of Burton Property Group. He studied at the University of South Alabama (USA). Burton is founder 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 USA Foundation for Research and Commercialization and Renasant Bank. ◆ §

MACC 2019 BOARD OF DIRECTORS



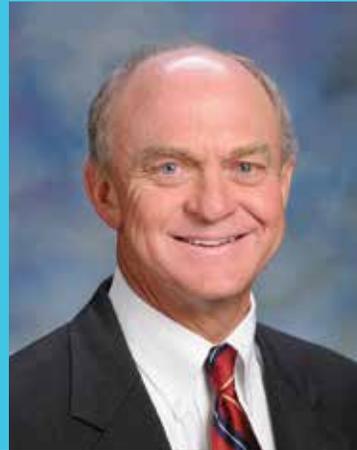
Jennie Campbell
Stewart Steelwood Investments LLC

Campbell is the CEO/president of Stewart Steelwood Investments. She is a graduate of Tulane University, Michigan State University, George Washington University and Babson College. She has served on several executive boards and committees, including the World Trade Center of New Orleans, Baldwin County Economic Development Alliance, Small Business Association Emerging Leaders and Goldman Sachs 10K Small Business National Cohort 9 Program. ♦ §



Jill Chenoweth *
United Way of Southwest Alabama

Chenoweth is president and CEO of United Way of Southwest Alabama. She holds a bachelor's degree from Spring Hill College. Previously she was director of development for St. Mary's Home, a residential treatment program for abused, abandoned and neglected children. She previously received the Active of the Year Award from Junior League of Mobile and the Ignatian Award from Spring Hill College. Chenoweth is a board member of Mobile United, Junior League of Mobile and South Alabama Coalition of Nonprofits.



J. Kenny Crow Jr.
Crow Shields Bailey PC

Crow is managing shareholder of Crow Shields Bailey. He started his own practice in 1985. Crow is a graduate of McGill Institute and The University of Alabama. He serves on the board of directors of N.E.S.T. (Nurture, Equip, Strengthen and Transform), Kiwanis, St. Ignatius Catholic School and Church, McGill Toolen school board, Catholic Social Services, Optimist Club and many others. ♦ §



Chris Curry *
Mobile Airport Authority

Curry is president of the Mobile Airport Authority. He was previously the director of aviation for the city of Tallahassee. Curry served in the U.S. Air Force as an air traffic controller and retired in 2001. He earned his 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. ♦ §

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Joe Denton
Infirmary Health

Denton is executive vice president and chief financial officer for Infirmary Health. He graduated from the University of South Alabama (USA) with a 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 the USA Mitchell College of Business executive advisory board and is a member of the City of Mobile citizen's budget and finance advisory committee. §



Edward Dismukes Jr. *
Wilson Dismukes Inc.

Dismukes is a third-generation owner/president of Wilson Dismukes. He earned a bachelor's degree from Auburn University and attended the University of Michigan Business School Executive Education Program. After a career in the pharmaceutical industry in sales and sales management, he assumed the president position of Wilson Dismukes in 2003. He is past president of the Rotary Club of Mobile – Sunrise, a member of the Friends of the Saenger and serves on the management advisory board for the Mitchell College of Business.



James C. Fowler
Cooper/T. Smith Corp.

Fowler is assistant vice president of Cooper/T. Smith Corp. He has a master's degree in business administration with a specialization in finance from Tulane University and a bachelor's degree from The University of Alabama. Fowler is an active member of Rotary Club of Mobile, American Waterways Operators, Order of Fuse and Covenant Presbyterian Church. He is also a Mobile Airport Authority board member. §



Monica Garsed *
Spire

Garsed is the economic development project manager and she is currently focused on Spire's (formerly Mobile Gas) economic development efforts in the Mobile area. She earned a mechanical engineering degree from the University of South Alabama (USA) and has served on various boards, including the USA National Alumni Association, Downtown Mobile Alliance, American Society of Heating, Refrigerating and Air-Conditioning Engineers and Partners for Environmental Progress. §



Chris Harle
Roly Poly

Harle is owner/operator of Roly Poly and commercial leasing/sales agent for White-Spinner Realty. He earned a bachelor's 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 LLC

Harper is president/CEO of Harper Technologies. 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, the Eastern Shore Coastal Conservation Association, Prichard Preparatory School board of directors and the City Hope Church. Harper Technologies is a recipient of the Chamber's Eagle Award. ◆



Jürgen G. Hellmich
iSAM North America Corp.

Hellmich is CEO of iSAM North America Corp. He has been with iSAM since 1983 and has served in his current position since 2008. He studied computer sciences at the University of Dortmund. Hellmich is the board chairman of iSAM Group. ◆ §



Brad Israel
Bellator Real Estate & Truland Homes

Israel is chief operating and leadership officer for Bellator Real Estate and Truland Homes. He graduated from Hampden-Sydney College. Israel joined the U.S. Army in 2005 where he spent nearly 10 years on active duty. Israel serves on the boards for the Child Advocacy Center and Habitat for Humanity, and is involved with Big Brother Big Sisters, Waterfront Rescue Mission and the Mobile Association of Realtors. He also serves as a Green Beret with 20th Special Forces Group.

MACC 2019 BOARD OF DIRECTORS



Jennifer Graham Jenkins
JJPR

Jenkins is president of JJPR, a public relations consulting firm. She graduated from The University of Alabama with a bachelor's degree in communications. Jenkins is a member of the Public Relations Council of Alabama, the Southern Public Relations Federation, Public Relations Society of America, Bay Area Advertising Federation and the Junior League of Mobile. She is a graduate of Leadership Mobile and was named one of Mobile's Top 40 Under 40.



Clarence Johnson Jr.
Bama Pest Control Inc.

Johnson is president of Bama Pest Control. He served in the U.S. Army (Military Police Corps) in Vietnam from 1969-1971, after which he attended Bishop State Community College. Johnson is a board member of A Servant's Love, youth advisor and minister of Helps at New Life Christian Fellowship, a hall of fame member of the Chamber's Eagle Award and past chairman of the Chamber's Growth Alliance Task Force.



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 Co.

Luce is president and CEO of Mississippi Export Railroad. Luce holds a bachelor's degree in supply chain management from Auburn University, and a master's degree in business administration from Duke University. She is a recipient of the Keohane Leadership Award for exceptional leadership and currently serves on the board of advisors at the University of South Alabama's Mitchell College of Business. ♦



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 previously served in various senior management roles. 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, NY. ♦



Evan B. Maisel
Gulf Distributing Holdings LLC

Maisel is senior vice president at Gulf Distributing Holdings. He holds a bachelor's degree in business from The University of Alabama. Maisel serves on the Senior Bowl Committee and has been instrumental in the planning and execution of the annual 1065 music festival.



Jenny McCall
WESCO Gas & Welding Supply Inc.

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



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

Moore is chief operating officer of S & S Sprinkler Co. He attended UMS-Wright 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 BBQ. ♦

MACC 2019 BOARD OF DIRECTORS



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. He is a graduate of James Madison University. Blue Fish was named the Chamber's 2018 Small Business of the Year. Neto is a graduate of the U.S. Small Business Administration's Emerging Leaders program.



Henry F. O'Connor III
Jones Walker LLP

O'Connor is a partner at Jones Walker. He received a bachelor's degree from Dartmouth College and a juris doctorate from the University of Virginia School of Law. He serves on the boards of Mobile Public Charter Schools, Alabama School of Math and Science Foundation and United Way of Southwest Alabama's executive committee. O'Connor is a member of the advisory boards of Trustmark Bank – South Alabama Region and Southern Community Capital. 



Nathaniel Patterson Jr. ✱
A Culture of Excellence LLC

Patterson is the chief engagement officer of A Culture of Excellence (ACE) LLC. He attended California State University, Fullerton. As a serial entrepreneur, he founded and grew several businesses including a concert promotion firm, janitorial services, construction cleanup, appraisal services, a marketing firm and the newly founded training firm ACE. Patterson serves on more than 25 boards and regional and national leadership councils.



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 iBERIA Bank advisory board.



During this magical time of year, full of hope and love, we're reflecting on all the reasons why we're thankful to be a part of your community. We extend tidings of comfort and joy to you and your loved ones this holiday season and look forward to a new year of serving you.

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D. Scott Posey
AM/NS Calvert

Posey is director of communications for AM/NS Calvert. He has been in this position since January 2008, prior to the Calvert facility's construction. Posey is a graduate of Auburn University with a bachelor's degree in communications. He currently serves on the board of directors for the Mobile Area Education Foundation, Mobile County Education Commission and Mobile Baykeeper and is a member of the board of trustees of the Gulf Coast Exploreum and Science Center. 



Jacquitta Powell-Green
Commonwealth National Bank

Powell-Green is director of CNB Bank Corp. She is a graduate of Alabama A&M University with a bachelor's degree in business management and holds a master's degree from Spring Hill College. She is a member of the advisory board of Penelope House, on the board of directors for the Dearborn YMCA, and is a graduate of Leadership Alabama and Leadership Mobile.



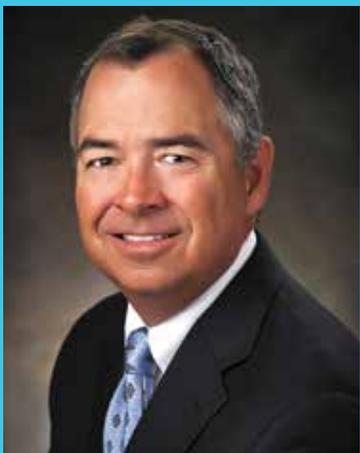
David Price *
Arkema Inc.

Price is the plant manager for Arkema. He received a bachelor's degree in chemical engineering from North Carolina State University. Prior to assuming his position at Arkema, he was the plant manager at Honeywell in Spokane, Wash. 



Maxey J. Roberts
University of South Alabama Foundation

Roberts is managing director of the University of South Alabama (USA) Foundation. She served as attorney for USA from 1974 until 1998 and general counsel to the USA Foundation since 1998. She is a graduate of USA and received a juris doctorate from the University of Mississippi. Roberts is active in the Dauphin Way United Methodist Church and serves as chair of the church council.  



Michael C. Rogers
Rogers & Willard Inc.

Rogers is president and co-founder of Rogers & Willard. He received a bachelor's degree in building science from Auburn University. He presently chairs the Three Mile Creek Partnership and serves on the boards of Auburn University College of Architecture, Design and Construction, UMS-Wright Preparatory School and the Alabama Contemporary Art Center. He previously served on the boards of the Alabama Coastal Foundation, Nature Conservancy of Alabama and the Alabama Architectural Foundation.



Craig Savage
Austal USA

Savage is director of communications and state and local affairs for Austal USA. He received a bachelor's degree in journalism from Arizona State University. Savage is also a member of the U.S. Air Force Reserve. 



Nick Sellers *
Alabama Power Co.

Sellers is the vice president of Alabama Power's Mobile division, and most recently served as senior vice president of business origination for Southern Power, a subsidiary of Southern Co. Sellers previously worked for the Business Council of Alabama as policy advisor and special assistant for economic development for the governor of Alabama. He earned a bachelor's degree from the University of the Pacific in Stockton, Calif., and a law degree from the Birmingham School of Law.  



William B. Sisson
Mobile Area Chamber of Commerce

Sisson is president and CEO of the Mobile Area Chamber. 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 UMS-Wright, Alabama School of Math and Science and Mobile Area Education Foundation.

MACC 2019 BOARD OF DIRECTORS



Glenda Snodgrass ✱
The Net Effect LLC

Snodgrass has served as president, lead consultant and project manager at The Net Effect since the company's inception in 1996. She is engaged in cyber security training, threat analysis and mitigation for commercial, nonprofit and governmental organizations. Snodgrass holds a bachelor's degree from the University of South Alabama. 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.



Vicki Studstill
Hargrove Engineers + Constructors

Studstill is vice president, 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 boards for both the Hargrove Foundation and Shepherd's Place Foundation, is active in Big Brothers Big Sisters and is on the board of advisors for the Alabama Kidney Foundation. ✂



Reginald Sykes
Bishop State Community College

Sykes is president of Bishop State Community College. He earned both a bachelor's and master's degree 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. ✂



Daryl J. Taylor
Airbus U.S. Manufacturing Facility

Taylor is vice president and general manager of the Airbus U.S. Manufacturing Facility. Previously he was with GKN Aerospace, where he was vice president and general manager. 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. ✂



Mary Taylor ✱
Elegant Knights Transportation Group

Taylor is owner/president of Elegant Knights Transportation Group. She retired from the U.S. Army after 27 years, at the rank of Master Sergeant (E-8), and after two overseas deployments. Taylor is a member of the Chamber's Growth Alliance Task Force and her company was named Small Business of the Month in December 2016. She received an award for Best Transportation from the Black Owned Business Awards, and has also received an award as a Top Entrepreneur from The Awakening Awards.



Tony G. Waldrop
University of South Alabama

Waldrop is president of the University of South Alabama (USA). He earned a bachelor's, master's and doctorate degrees from the University of North Carolina. Prior to coming to USA, Waldrop served as provost at the University of Central Florida and the vice chancellor for research and economic development at the University of North Carolina. He currently serves on boards for the Americans for Medical Progress, Alabama School of Math and Science, Mobile Area Education Foundation and Business Council of Alabama. ✂



Brian Willman
Regions Bank

Willman is area president, South Alabama/Florida panhandle for Regions Bank. He received a bachelor's degree in business administration from the University of North Carolina at Chapel Hill. He is a former board member and treasurer for the United Way of Southwest Alabama and is immediate past chairman of the Mobile Area Chamber's board of directors. ✂



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 the Chamber's Innovation PortAL.

2018 Eagle Awards



The Mobile Area Chamber celebrated its annual minority-business awards ceremony in October. This year, three companies received Eagle Awards: Bama Pest Control, Harper Technologies and VisonSpot Consulting Group. With its third award, Bama Pest Control was inducted into the Eagle Hall of Fame. Pictured above with the award winners are Bill Sisson, Chamber president and CEO (far left); Jill Stork with Alabama Power and the Chamber's vice chair of diversity and inclusion (second from the left); and Glyn Agnew with AT&T and the Chamber's vice chair of small business development (far right).

Pictured left, the Chamber also honored Al Joyner posthumously with its inaugural Soaring Legacy Award. The brother of Tom Joyner, Al was the first African-American franchisee of a major fast food chain in the state of Alabama and the first African-American McDonald's owner-operator in Mobile. He is also credited for developing and opening the first face-to-face-drive-thru in the McDonald's system.



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Innovation PortAL Receives Federal Grant

The Mobile Area Chamber Foundation won an additional \$1.5 million grant from the U.S. Department of Commerce Economic Development Administration to help with the acquisition and renovation of the building that will house Innovation PortAL, an innovation and entrepreneurial center offering programs and resources to entrepreneurs in the region. The building – under renovation on St. Louis Street in downtown Mobile – will house services to help facilitate new business formation, job growth, increased tax revenue and long-term economic diversification in the region.

Large Group Learns How to Do Business with State

In partnership with Alabama State Representatives Adline Clarke, Barbara Drummond and Margie Wilcox, the Chamber hosted Doing Business with the State of Alabama Procurement Expo at The Battle House Hotel. More than 150 small business owners and entrepreneurs attended the half-day session, which included a keynote address by Alabama's Deputy Purchasing Director Jerry Young. Various state agencies were also in attendance.

Growth Alliance Task Force Meets

The Chamber's Growth Alliance Task Force met this fall and learned how to do business with Ingalls Shipbuilding from Joan Branson, manager of the Socio-Economic Business Program and Arlene Easley, Small Business Innovation Research program manager. More than 40 businesses attended.

Executive Roundtable Draws Large Crowds

Fall meetings of the Chamber's Executive Roundtable were attended by more than 60 Chamber-member businesses. Presenters included

Cam Marston, president of Generational Insights, presenting on "Five Generations – One Workplace," and Chad Kirtland, vice president of production for 3 Echoes Productions, who spoke on "Using Video to Market Your Business." Executive Roundtable is for Chamber-member business owners and managers for the purpose of networking and professional development. Look on the Calendar of Events – pgs. 31-32 – for details on upcoming topics.

Chamber Meets with German Reporter to Talk Airbus and Trade

The Chamber worked with German ARD radio reporter Torsten Teichmann on a project about Alabama. Topics discussed with the Chamber's international trade director and senior project manager included tariffs, foreign direct investment in Alabama, foreign-based companies in Mobile, Airbus and the Port of Alabama.

Additional Training for High School Students

The Chamber's director of workforce development is working with VT MAE to discuss avenues to enhance the aerospace company's partnership with B.C. Rain High School. Recent discussions centered on providing soft skills support for students, and a long-term plan calls for the Chamber to assist in developing a pilot program to provide this type of training for Rain's aerospace students.

New Board of Advisors Named

The Chamber announced a new Board of Advisors member, MCG Workforce Solutions, bringing the total to 252. To learn more about this group of influential members, contact Carolyn Golson at 251-431-8622 or cgolson@mobilechamber.com.

Chamber Names New Ambassadors

Cecily Harper with Harper Technologies LLC and Joseph Hilliard with C Spire were named new Chamber ambassadors. Ambassadors are a group of volunteer members who assist the Chamber with a variety of projects, including event registration, member visits and attending ribbon cuttings. To learn more about this group, contact Dawn Rencher at 251-431-8649 or drencher@mobilechamber.com.

Member Ribbon Cuttings and Grand Openings

Chamber staff and ambassadors helped cut ribbons and celebrate grand openings at Bojangles Chicken & Biscuits, Burger King, Greyhound Lines, Joe Hudson's Collision Center, Mid-Towne Works, MOD Pizza, Prestige

Events, Pathway Healthcare, Russell Cellular, Stevenson Klotz and Taco Mama. For more information on having the Chamber help with your upcoming event, contact Dawn Rencher at 251-431-8649.

Chamber Works on 2019 Legislative Agenda

The Chamber's community and governmental affairs department met with members of the Mobile-Baldwin legislative delegation on issues expected to appear in the Chamber's 2019 Legislative Agenda. This was followed by a survey and member polling on key business issues affecting their day-to-day operations. Look for the full agenda to appear in a future issue of *The Business View* and on the Chamber's website and social media pages.



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Mobile Arts Council

Mobile Arts Council was established in 1955 as a project of the Junior League of Mobile. The nonprofit organization coordinates a variety of initiatives and programs that advocate for the arts and culture in Mobile, provide arts education and inspire collaboration in the community to create a thriving arts experience for locals and visitors alike. Mobile Arts Council is

located at 318 Dauphin St. in downtown Mobile. For more information, visit www.mobilearts.org, or call 251-432-9796.

Angela Montgomery, director Shellie Teague and Lucy Gafford have the pleasure of displaying the many works of local artists.

AMBASSADOR of the month



Megan Murdock, director of sales for Hampton Inn Providence Park, is the Mobile Area Chamber's Ambassador of the Month. As an ambassador, she says she likes helping expand the Chamber's reach in Mobile while providing information and assistance when needed. She earned a bachelor's degree in hospitality management from the University of New Hampshire.

Ambassadors are volunteers who support the Mobile Area Chamber by visiting members and assisting with events and ribbon-cuttings. To learn more, contact Dawn Rencher at 251-431-8649 or drencher@mobilechamber.com.

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Leaders Exchange

Travels to Toulouse, France



This fall, more than 45 Mobile business and community leaders, along with several City of Mobile and Mobile County elected officials, traveled to Toulouse, France, as part of the Mobile Area Chamber's annual Leaders Exchange. For three days, the delegation met with elected officials in Toulouse, toured Airbus's global headquarters, and participated in sessions on a variety of timely topics such as greenspaces, tourism, mobility, innovation and the arts. They also met with University of Toulouse professors and research facility executives. All of this was done to learn more about Toulouse's diverse population and

economy, to study Airbus's effect on the area, and to learn best practices that could be implemented in Mobile.

Since 1987, the Chamber has hosted Leaders Exchange and traveled across the country, and one other time internationally to Hamburg, Germany, to participate in conversations covering topics such as economic and community development, parks and recreation, tourism, K-12 and higher education and more.

A few programs implemented in Mobile following recent similar meetings include Innovation PortAL and Mobile's Greenway initiative.



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How to Get in *The Business View*

The *Business View* is the Mobile Area Chamber's monthly publication featuring 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.



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/.

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.

Business Spotlight

One business attending the Chamber's networking event, Business After Hours, is selected by random drawing from business cards collected for a photo and brief description in each issue of the magazine.



News You Can Use

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 include member logos.



CEO 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.



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.

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 showing sales or profit growth.



Made in Mobile

An ongoing series of articles, Made in Mobile highlights interesting products made in the Mobile area with broad distribution to regional, national and/or international markets.





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



Directors and Advisors

The Business View recognizes the governing board of directors annually in the December 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 annually.

For more information on how to join the Chamber's board of advisors, contact Shelly Mattingly at 251-431-8655 or smattingly@mobilechamber.com.

Ambassadors

Also featured monthly, ambassadors are Chamber volunteers from member companies who assist with Chamber activities such as ribbon cuttings, networking events, new member visits and other events.

Ambassadors earn points based on their participation, and the volunteer with the highest score is highlighted in *The Business View*.



For more information on how to join the Chamber's ambassador team, contact Dawn Rencher, the Chamber's director of member relations, at 251-431-8649 or drencher@mobilechamber.com.

Advertising

Part of *The Business View's* 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 nearly 22,000 business owners and managers. In addition, the online electronic version is 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 and LinkedIn.

Frequently, advertising space sells out months in advance.



The advertising contract and guidelines can be found on the Chamber's website, www.mobilechamber.com. To check availability, contact the publication's advertising executive, René Eiland, at 251-431-8635 or reiland@mobilechamber.com.

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.



DECEMBER 2018

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

6 GCTC 11TH ANNUAL SCHOLARSHIP BANQUET AND HOLIDAY LUNCHEON

The annual scholarship banquet honors the local student recipients of the GCTC Scholarship.

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

Where: USA Technology and Research Park

Speaker: Abe Harper, Harper Technologies

Cost: \$20 for Chamber members/\$25 for potential members/\$5 for students and includes lunch

Contact: Natalie Franklin at 251-431-8636

or nfranklin@mobilechamber.com

Reservations required. Cancellations after Dec. 3 not reimbursed to cover lunch cost.

12 STATE OF THE ECONOMY

The Chamber's annual State of the Economy event will feature a panel of business leaders representing leading industry sectors in Mobile. After the morning panel, participants will move to a noon luncheon. Also presented at the event will be results of the Chamber's 2018 State of the Economy survey.

When: 10 a.m. to 1 p.m.

Where: The Battle House Hotel

Speaker: Featuring local business sector panel and J.D. Foster Ph.D., senior vice president of the economic policy division and chief economist for the U.S. Chamber of Commerce

Cost: \$60 for Chamber members/Table of 10 for \$600/\$75 for potential members

Contact: Natalie Franklin at 251-431-8636

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13 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: Elizabeth Nelson at 251-431-8617 or enelson@mobilechamber.com

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

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: Bill Sisson, president & CEO, Mobile Area Chamber

Topic: Economic Development on the Gulf Coast

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

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

Sponsor:



19 WOMEN'S 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: Group discussions with a light breakfast

Topic: "Challenges Overcome in 2018 and Goals Set for 2019"

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

No charge, but RSVP requested.

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24 & 25 CHAMBER CLOSED - CHRISTMAS

31 CHAMBER CLOSED - NEW YEAR'S EVE

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JANUARY 2019

1 CHAMBER CLOSED - NEW YEAR'S DAY

21 CHAMBER CLOSED - MARTIN LUTHER KING JR. DAY

15 EXECUTIVE ROUNDTABLE **Members Only*

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

When: 8 to 9 a.m.

Where: Mobile Area Chamber, 451 Government St.

Details to come on speaker and topic. Mark your calendar.

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

No charge, but seating is limited. Free parking.

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24 BUSINESS AFTER HOURS

When: 5:30 to 7 p.m.

Where: iHeart MEDIA
555 Broadcast Dr., 3rd Floor

Cost: \$5 for Chamber members/\$10 for potential members

Contact: Elizabeth Nelson at 251-431-8617 or enelson@mobilechamber.com

Reservations are not needed.

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Who's New

Spring Hill College

welcomed nine new faculty members for the 2018-19 school year. They are: **Robert Arbour Ph.D.**, a visiting assistant professor of English from Indiana University; **Matthew Barnes Ph.D.**, assistant professor of mathematics; **George W. Clark Jr.**, instructor of business; **Theresa McGonagle Crider**, assistant professor of business; **Matthew S. Gervase Ph.D.**, instructor of French from the University of California; **Cynthia Evelyn Torres Nuñez Ph.D.**, assistant professor of Spanish; **Jamie O'Mally Ph.D.**, assistant professor of psychology; **Alexandria N. Ruble Ph.D.**, assistant professor of history from Kennesaw State University; and **Angela Stewart Ed.D.**, assistant professor of education.

Dr. Omar Alkharabsheh, formerly of the Mayo Clinic, joined **USA Health Mitchell Cancer Institute**



as a medical oncologist and assistant professor of interdisciplinary clinical oncology. Alkharabsheh will focus on hematologic malignancies and benign hematology. He earned a medical degree from Jordan University of Science and Technology in Irbid, Jordan.



McDaniel McNeese

The partners of **Russell Thompson Butler & Houston** added **Morgan McDaniel** as a staff accountant. McDaniel graduated from the University of South Alabama with a bachelor's degree in business administration. In addition, the firm hired **Brooklyn McNeese** as a staff accountant. McNeese has a bachelor's degree in

accounting from the University of South Alabama.



Chang Howard

Dr. Michael Chang was named chief medical officer for **USA Health** and associate vice president for medical affairs and professor of surgery at the USA College of Medicine. Chang is responsible for leading clinical quality and safety initiatives that support performance and practice standards across the health system.

In addition, **Dan Howard** was recently named chief information officer for USA Health. Howard earned a bachelor's degree in biology from California State University San Bernardino, and a master's degree in business administration, with an information systems emphasis, from the University of Redlands in Redlands, Calif.



Johnson Khanthavongsa



Grant Nieves



DeValk Cooper

EXIT Realty Lyon welcomed six new associates: **Dennis Johnson**, **Vina Khanthavongsa**, **Raven Grant**, **Semra Nieves**, **Erin DeValk** and **Alan Cooper**.



Renasant Bank announced **Cassaundra Inge Burks** joined the bank as a private banking officer. Burks is a graduate of Florida A&M University in Tallahassee, Fla., with a bachelor's degree in business administration.



Goleniowski Sloan

Bellator Real Estate & Development announced the addition of two new Realtors, **Frances "Fran" Goleniowski** and **Maycie Sloan**.



Chapman Cook recently joined **Cardiology Associates of Mobile Inc.** as chief operating officer. He has master's degrees in health administration and business administration from the University of Alabama at Birmingham.

Connie Whitaker is the administrator for the **Alabama Coastal Foundation**. She earned a bachelor's degree in business from Georgia State University in Atlanta. She is also a 2014 graduate of Leadership Baldwin with more than seven years of experience working with nonprofits and fundraising.

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Seals



Harkins



Wilson



Barnett

University of Mobile added several new faculty members.

Dr. Julie Seals was named assistant professor of nursing. Seals earned a bachelor's degree in nursing from the University of Mobile. She has a master's degree in family nurse practitioner and a doctorate in nursing practice with a focus on chronic disease self-management, both from the University of South Alabama.

Dr. David Harkins was named assistant professor of chemistry and chair of the

department of natural sciences. Harkins earned two bachelor's degrees in chemistry and mathematics, and later a doctorate in analytical chemistry from the University of Tennessee.

Dr. Kelley Wilson was named assistant professor of psychology in the college of arts and sciences. She earned a doctorate in clinical and counseling psychology and a master's degree in applied psychology at the University of South Alabama. Wilson earned a bachelor's degree in psychology at Samford University.

Dr. Reagan Barnett was named assistant professor of biology. She earned a doctorate in biomedical sciences and cancer biology from the University of South Alabama, as well as a certificate in teaching and instructional design. She received a bachelor's degree in biblical studies and ancient Greek from Liberty University in Lynchburg, Va.



Brubaker



White



Griggs



Gibbs

IXL Real Estate LLC added four new agents: **Patti Brubaker, Brittney White, Ariel Griggs** and **Rosia Gibbs**.

Telecommunications company **Altaworx** named **Jonathan Gurley** automation controller. Gurley graduated from the University



Gurley

of Mobile with a bachelor's degree in Christian science and a minor in business management.

The company also announced the following promotions: **Forrest Derr** to director of finance and automation; **Lydia Walker** to director of operations; and **Jaime Rawden** to director of mobility and internet of things (IoT).

Merrill Lynch announced **S. Wesley Carpenter** was promoted to senior vice president. Carpenter joined Merrill Lynch in 2007. He received a bachelor's degree from The University of Alabama.



Carpenter

Wilkins Miller LLC accounting and advisory firm announced several promotions: CPAs **Trae Catrett, Jack Johnson, Mandy Parker** and **Kristian Reeves** as supervisor;

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Taylor Brown as senior accountant; **Karah Champion** as accounting clerk; **Brandy Pate** as firm administrator; **Greta Shockley** as controller; and **Tammy Smith** as accounting coordinator.

Business Endeavors

Springhill Medical Center expanded surgical services to include cranial surgery. **Dr. Troy Middleton** and **Dr. Edward Flotte**, neurosurgeons with **Coastal Neurological Institute**, schedule cases for brain tumors and stroke-related lesions, among others.

*

Cheers To Business is a new casual business and entrepreneur podcast hosted by the mother/daughter duo of **Karen Simmons** of **KCS CPA Group** and **Cadie Gaut** of **Payroll Vault**. The weekly series will cover starting, running, refining and growing your company, or excelling at your current position.

First Exchange Bank rebranded as 22nd State Bank, playing on the fact that Alabama was the 22nd state to join the union. 22nd State Bank currently operates a loan production office in Mobile located at 917 Western America Circle, Suite 202.

*

Access to **Mobile County Probate Court** documents is now available online with more than 7 million accessible records, including all judicial and record filings, land records, vital records and archived paper judicial cases.

*

The **Mobile Public Library** opened The Connection Center: Business and Careers on the second floor of the Ben May Main Library, 701 Government St. This new service offers a host of free resources to job-seekers and small business organizers. The Connection Center hours are during the library's hours of operation:

Monday through Thursday from 9 a.m. to 8 p.m., Friday and Saturday from 9 a.m. to 6 p.m. and Sunday from 1 to 5 p.m.

*

Domke Market launched a subscription-based Wine & Cheese of the Month Club. Members receive perks like a free monthly wine party and discounts on in-house events.

*

Austal USA was awarded a contract modification by the U.S. Navy to build two additional Independence-variant Littoral Combat Ships, its 16th and 17th ships in the class. The specific value of each contract is under the congressional cost cap of \$584 million per ship.

*

The Simple Greek recently opened at 100 N. Florida St., Ste. F-2. The menu offers authentic flavors and spices of Greece and the Mediterranean seaboard.

Family Health, the primary care division of the **Mobile County Health Department** since 1979, is offering extended hours at its urgent care department located in the historic Keeler Memorial Complex at 251 North Bayou St. The facility is open Monday through Friday from 7:30 a.m. to 9:30 p.m., and on Saturdays from 8 a.m. to noon.

Well Done



Culp

Gov. Kay Ivey appointed **Patti Culp** to the Battleship Commission of the **USS ALABAMA**

Battleship. Culp is the president and CEO of the Alabama Travel Council, a position she has held since 1977.

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Adams & Reese announced **April D. Smith**, a partner in the firm's Mobile office, was



named co-chair of the Forest Resources Committee of the American Bar Association's Section of Environment, Energy and Resources for 2018-19.



The Robert Wood Johnson Foundation recognized **Veterans Recovery Resources**, a new Mobile-area mental wellness nonprofit, for its unique plans to serve veterans. Clinical practitioners were selected to participate in Clinical Scholars, one of the foundation's leadership development programs that equip and connect leaders across the country.

University of Mobile is ranked in the top 100 Best Small Colleges for 2018, according to a new ranking by College Consensus. The group also selected the university as No. 1 Best Regional Colleges in the South and No. 8 Best Christian Colleges and Universities in the Nation.



Dr. Bernard "Bert" H. Eichold II, health officer for Mobile County, received the 2018 Laureate Award from the American College of Physicians' Alabama Chapter. This follows a special honor received earlier this year from Tulane University in New Orleans, which named him Alumni of the Year for the School of Public Health and Tropical Medicine.

LandrumHR, headquartered in Pensacola, won a 2018 American Staffing Association Genius Award, recognizing the best and most innovative communications and marketing campaigns among ASA staffing agency members.

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

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The Mobile Area Chamber was awarded a five-star rating by the U.S. Chamber of Commerce, the highest designation given. Of the 6,936 chambers in the U.S., only 203 are accredited, and of those only 103 have achieved five-star distinction. The Mobile Area Chamber has been accredited by the U.S. Chamber since the designation's inception more than 40 years ago.



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Know a company interested in benefiting from Chamber membership? Contact Jackie Hecker at 251-431-8642 or jhecker@mobilechamber.com. Also, find a membership directory at members.mobilechamber.com.

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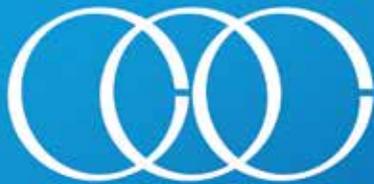
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