

Mobile Chamber

2023 ANNUAL REPORT



Caring for your loved ones is a big part of your plan. Ours, too.

Be sure your financial goals align with your long-term needs

When it comes to family health care costs, you may have some needs that are more pressing than others. We can help. We'll work closely with you to help create a financial approach that's designed for you and your loved ones. To learn more, please give us a call today.



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Wealth Management Advisor

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palmer_whiting@ml.com

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PAGEJONES.COM

GLOBAL
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SUPPLY CHAIN
MANAGEMENT

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CARGO

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FMC LICENSE: #1567



PAGE & JONES

— 1892 —

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- AUTOMOTIVE
- CHEMICALS
- ELECTRONICS
- FOOD & BEVERAGE
- FOREST PRODUCTS
- FURNITURE
- GENERAL & BULK CARGO
- MACHINERY
- STEEL
- TEMPERATURE CONTROLLED



OUR MISSION

The Mobile Chamber will be the leading catalyst for economic expansion in the Mobile area, building more opportunity and an enhanced quality of life for all citizens and serving as a proactive change agent for business needs to drive regional economic prosperity.

For 187 years, the Mobile Chamber has been the catalyst for economic vitality in our region. The Chamber connects member organizations, both large and small, to valuable resources such as economic development and research, business education, marketing opportunities and advocacy. Mobile Chamber initiatives have stimulated economic development, influenced public policy and supported the growth of thousands of local and regional businesses.

The Mobile Chamber's Annual Report gives us the opportunity to showcase our members and highlight the outreach, programming and advocacy we do year-round, resulting in a positive impact in Mobile. The accolades and successes you'll see unfold in these pages represent success for our entire community and would not be possible without our dedicated Chamber members.

In the following pages, you'll see all the many ways the Chamber supported Mobile's business community throughout 2023. From company ribbon cuttings, groundbreakings and milestone celebrations to legislative, military and networking events, the Chamber is hard at work.

Last summer, Chamber staff joined industry leaders in going to the Paris Air Show, for long days of many meetings with various companies that are interested in Mobile or want to expand their business here. This work is paying off!

In November, the Chamber led a delegation of 107 community and civic leaders to Salt Lake City, Utah where we explored best practices for key issues such as talent attraction, biosciences, attainable housing, transportation and sports tourism.

Thank you to our more than 1,600 members, the majority of which are small businesses with fewer than 100 employees. We all benefit from the activities of the Chamber, and we ask you to please spread the word to other businesses that may not be engaged with us yet. The networking, professional development, awards competitions, recruiting efforts and other activities provide invaluable opportunities for our members to grow.

Lastly, we offer a special thank you to the Chamber board and staff. The Chamber's board members bring passion, intellect, insight, experience and resources to this organization. And, to the talented staff at the Chamber, you do so much with such a small team. Their passion for Mobile and their work behind the scenes every day brings economic vitality and opportunity to all of us.

Thank you for an incredible year!



A handwritten signature in black ink, appearing to read 'Bradley Byrne'.

Bradley Byrne
President and CEO
Mobile Chamber



A handwritten signature in black ink, appearing to read 'Melissa Cross'.

Melissa Cross
Chamber Board Chairman
President and Owner
McAleer's Office Furniture

2024 Executive Committee

Melissa Cross

McAleer's Office Furniture
Chair

Patrick Murphy

Alabama Power Company
Chair-elect

Catherine Spann

Burr Forman LLP
Legal Counsel

G. Brent Barkin

Stoic Equity Partners
Immediate Past Chair

Bradley Byrne

Mobile Chamber
President and CEO

Janet Cobb

USS ALABAMA Battleship
Memorial Park
Vice Chair of Military Affairs

Kim Garrett

Victory Health Partners
*Vice Chair of Community
Development*

Sidney King

Commonwealth National Bank
*Vice Chair of Diversity, Equity
and Inclusion*

Gina McKellar

Crow Shields Bailey PC
*Vice Chair of Small Business
Development*

George Talbot

Volkert, Inc.
Vice Chair of Advocacy

Teresa Williamson

Roberts Brothers Inc.
Vice Chair of Membership

Eric Duncan

Gray Television
(WALA Fox10 TV)
*Vice Chair of
Communications*

Robin Hanes

Leavell Investment
Management Inc.
*Vice Chair of Economic
Development/Talent
Development*



2024 Board of Directors

Brent Barkin

Stoic Equity Partners

William Bryant Jr.

*Mobile Area Council
Boy Scouts of America*

Janet Cobb

*USS ALABAMA Battleship
Memorial Park*

Melissa Cross

McAlee's Office Furniture

Eric Duncan

WALA Fox 10 TV

Cora Eatmon

Client First Solutions

RaShawn Figures

Dortch, Figures & Sons Inc.

Ellis Foster, Jr

Sold by Ellis G

Kim Garrett

Victory Health Partners

Robin Hanes

*Leavell Investment
Management Inc.*

Melissa Horton

Jesco Inc.

Brian Jordan

FusionPoint Media Inc.

Sidney King

Commonwealth National Bank

Carita Koen

Green Magic Landscape LLC

Clayton Legear

Merchants & Marine Bank

Gina McKellar

Crow Shields Bailey PC

Patrick Murphy

Alabama Power Company

Stephanie Prescott

Airbus Americas Inc.

Enoch Smith

Easy Heating and Cooling Inc.

Catherine Spann

Burr Forman LLP

Joe Stough

Infirmary Health

George Talbot

Volkert Inc.

Jamie Tapia

Port City Industrial LLC

Bestor Ward IV

Ward Properties

Gia Wiggins

Morale Resource

Teresa Williamson

Roberts Brothers Inc.

RECOGNITION FOR MEMBERS WHO SERVED ON THE 2023 BOARD AND ROLLED OFF

Cindie Carter

Walks & Wags Inc.

Eliska Morgan

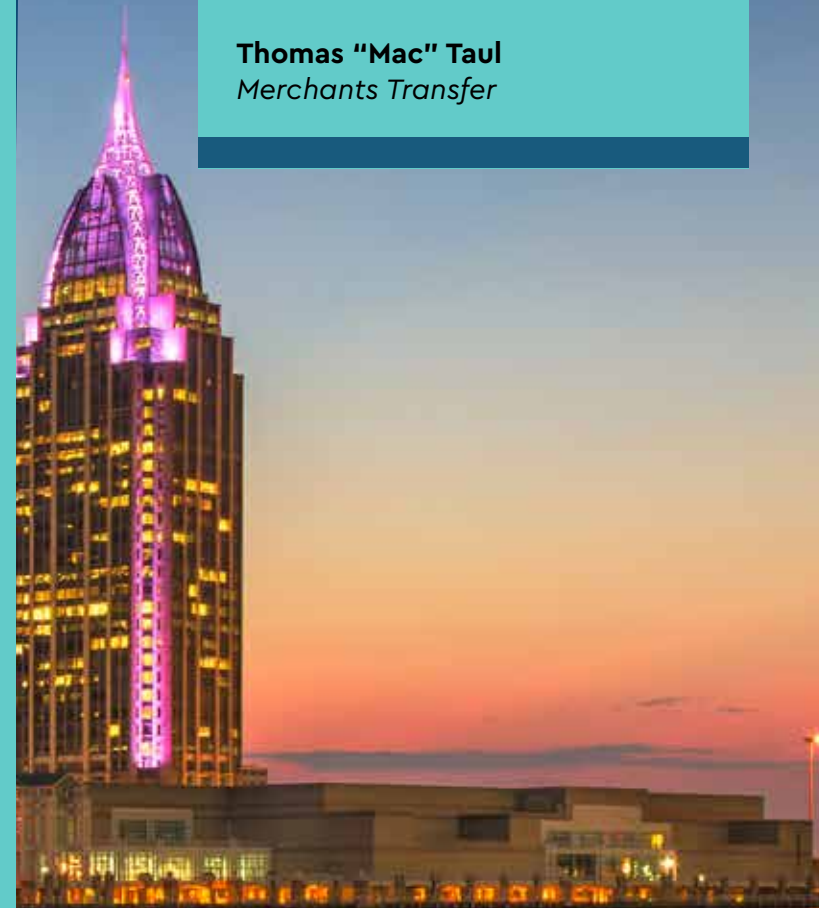
Thompson Engineering Inc.

Elizabeth Stevens

Downtown Mobile Alliance

Thomas "Mac" Taul

Merchants Transfer



BOARD OF ADVISORS

The Mobile Chamber's Board of Advisors membership program provides top company executives an avenue for valuable input on critical Chamber and community issues, facilitates peer-to-peer interaction and provides a high level of recognition.

AAA United States Inc.

Perry Rucker

Accelerated Accounting

James Thomasson

Adams and Reese LLP

Jay Ross

ADS LLC, Concrete Placement Company

Blake Arceneaux

Advanced Integrated Security LLC

Sandy Howard

Affordable Homes Gulf Coast LLC

Terry Harbin

Airbus Americas Inc.

Craig Savage

Airgas USA LLC, Airgas South Division

Sean Bruckner

Aker Solutions Inc.

Graham Jones

Alabama Credit Union – Shoreline Branch

Melanie Kercher

Alabama Media Group

Natalie Pruitt

Alabama Orthopaedic Clinic PC

Matthew Gee

Alabama Port Authority

Catherine Reaves

Alabama Power Company

Patrick Murphy

Alabama Roll Inc.

Gilbert Diaz

Alabama School of Mathematics and Science

John Hoyle

Alabama Shipyard LLC

Greg Wagner

AltaPointe Health

J. Tuerk Schlesinger

Altaworx

Keith Singler

AM/NS Calvert

Charles Greene

Amazon.com Services Inc.

Marie Kline

American WeatherStar

Brian O'Donnell

APM Terminals Mobile LLC

Brian Harold

Arc Controls Inc.

Charles McLean

Arcadis U.S.

Peter McMaster

Arkema

Rene Neron

Armbrecht Jackson LLP

Gregory Bru

ASM Global

Kendall Wall

AT&T

Glyn Agnew

Atlas Industrial Outsourcing LLC

Brandyn Ulmer

Auditocity

Gia Wiggins

Austal USA

Jessica Wofford

AutoMOBILE International Terminal (AIT)

Leonardo Montenegro

Autry Greer & Sons Inc.

Jan Greer Endfinger

Avizo Group

Diane Anderson

Bagby & Russell Electric Co. Inc.

Richard Russell

BankPlus

Hutch Thompson

Barnes Enterprises Inc. D/B/A McDonald's Restaurants

William Barnes

BASF Corporation

Marcus Pezent

Bay Landscaping Inc.

Hank Parker

BCM Moring Company Inc.

Grant Moring

Ben M. Radcliff Contractor Inc.

Ben Radcliff

Berg Pipe

Ingo Riemer

Berkshire Hathaway HomeServices Cooper & Co. Inc.

Deborah Robinson

Bishop State Community College

Olivier Charles

**Blue Cross Blue Shield
of Alabama**
Clay Walden

Blue Fish
Marcus Neto

Briggs Equipment
Jason Burce

Bryant Bank
Michael Holland

**Budweiser-Busch
Distributing Co. Inc.**
Kyle Oliver

Burr & Forman LLP
Robert Shreve

Burton Property Group
Philip Burton

C Spire
Philip McKibbin

C2 Wealth Strategies
Wesley Coody

Cadence Bank
Chris Tracy

Calagaz Printing
Joe Calagaz

Canfor Southern Pine
Tunstall Inge

Cardiology Associates
Vance Chunn

Carr, Riggs & Ingram, LLC
Glenn W. "Skip" Brown

Cart Dr. LLC
Patricia Slack

Century Bank
Daniel Garland

Chart Industries Inc.
John Wadella

Chevron
Camille Ivy-O'Donnell

**China Doll/Dixie Lily Foods/
Big Bill Beans**
John Mark Church

Cintas Corporation
John Gaspar

City of Mobile
Sandy Stimpson

**Clark Geer Latham &
Associates Inc.**
Thomas Latham

**Coastal Alabama
Community College**
Aaron Milner, Ed.D.

Cobbs Allen
Peter Martin

Coca-Cola Bottling Co. UNITED
Keith Watson

Columbia Southern University
Ken Styron

Commonwealth National Bank
Sidney King

**Community Bank -
I-65 Service Road**
William "Bill" Kilduff

**Continental Aerospace
Technologies**
Karen Hong

**Corporate Environmental Risk
Management (CERM)**
Clifton Lambert

Courtyard by Marriott Mobile
Sonita Segrest

CPSI
Christopher Fowler

Crow Shields Bailey PC
Gina McKellar

Daher Aerospace Inc.
Jonathan Bujold

**Dale Carnegie Training of the
Emerald Coast**
Ian Mohorn

**Dauphin Island Sea Lab
Foundation**
Helene Hassell

DC Safety Sales Co. Inc.
Peter Murphy

Delaney Development Inc.
Robert Frost

Deltimo Restaurant Group
Noell Broughton

DEX Imaging
Justin Bullen

DocRX
Brian Ward

Downtown Car Care
Chris Murry

Downtown Mobile Alliance
Elizabeth Stevens

Drug Education Council
Virginia Guy

Dunn Building Company
Allan Gustin

Duplantis Design Group (DDG)
Evan Geerts

Elcan and Associates Inc.
Daniel Elcan

ELM
Joe Collins

**Esfeller Construction
Company Inc.**
Patricia Esfeller

**Evonik Corporation -
Mobile Site**
Kel Boisvert

**Express Employment
Professionals**
Christopher Ashcraft

Fausak Tires & Service
Chris Fausak

First Horizon
Ken Brown

FMC
Christopher McFarland

G.A. West & Company Inc.
Gary West

Gaillard Builders Inc.
Peter Gaillard

Genesis Technical Staffing Inc.
Clarissa Hamilton

Goldstein's Jewelry
Toddy Pitard

**Goodwyn Mills Cawood LLC
(GMC, LLC)**
Lee Walters

Gray Television (WALA Fox10 TV)
Eric Duncan

**Great Southern
Wood Preserving**
Scott Croft

Guaranteed Companies Inc.
Brian Marcuzzo

**Gulf City Body &
Trailer Works Inc.**
W. Hunter Lyons

Gulf Distributing Holdings LLC
Elliot Maisel

**Gulf Electric Company Inc.
of Mobile**
Brian Freeman

Gulf Equipment Corporation
Lyman Ramsay

Gulf Fastener
Mike Montgomery

Gulf Orthopaedics
Grant Zarzour

Gulf States Engineering
Karen Brown

Gwin's Commercial Printing
Michael Payne

H.O. Weaver & Sons Inc.
Paul Weaver

Hab LLC
Naude Gouws

Hackbarth Delivery Service Inc.
Robert Hackbarth

Hancock Whitney Bank
J. Guy Helmsing

Hand Arendall Harrison Sale LLC
J. Burruss "Buzzy" Riis

**Hargrove Engineers +
Constructors**
Rick Gaviria

Harper Technologies LLC
Abe Harper

HDR Engineering Inc.
Matthew Bell

Hebner Diesel Performance
Blake Barton

Hebner Driven Machine
Brandon Hebner

**Hembree Heating &
Air Conditioning**
Joshua Hembree

Heritage Homes
Frank Lott

HFR Logistics LLC
Byron Rich

Hieronymus CPAs LLC
Mark Hieronymus

**High-Purity Silicon America
Corporation**
Matthew Wilson

Holcim (US) Inc.
Duane Cannon

**Housing First Inc.,
the Homeless Coalition**
Derek Boulware

HPM
Andrew Betts

HUB International Limited
Jerrime Kitsos

Hummingbird Ideas
Tim Dozier

Hydro Technologies
Ward Muller

Infirmary Health
Mark Nix

Ingalls Shipbuilding
Kari Wilkinson

James B. Donaghey Inc.
Robert Clapper

Jedson Engineering Inc.
Robert Ward

Jeff Jones – LivingInMobile
Jeff Jones

JJPR Agency
Jennifer Jenkins

**Johnson Development
Associates Inc.**
J. Anderson Halligan

Jones Walker LLP
Ronald Snider

JubileeScape Inc.
Robin Luce

Keesler Federal Credit Union
Samantha Bignell

Keith Air Conditioning Inc.
Brent Keith

Keller Williams Mobile
Leslie Davis

Kemira Chemicals
Richard Ryder

Kimberly-Clark Corporation
Nick Engebos

Kloud 7 LLC
Nick Segers

KMG Law
Kara Garstecki

L&L Process Solutions Inc.
Lee Engerson

Lafayette Land Company Inc.
Robert Isakson

**Lamar Advertising Company
of Mobile Inc.**
Troy Tatum

Lenzing Fibers Inc.
Alan Brown

Lewis Communications Inc.
Ellen Praytor Faulkner

LLB&B Inc. Real Estate
Melissa Morrissette

Logical Computer Solutions Inc.

Trey St. John

Long's Human Resource Services

Liz Freeman

Lyon Fry Cadden Insurance Agency Inc.

George Oswalt

MAAS Aviation

Geoffrey Myrick

Marine Rigging Inc.

Kinley Bell

Marks Furniture Company

David Marks

Maynard Nexsen PC

James Watkins

McAleer's Office Furniture

Melissa Cross

McDowell Knight Roedder & Sledge LLC

W. Craig Hamilton

McFadden Engineering Inc.

A. Frank McFadden

MCG Workforce Solutions LLC

Graysi Gartman

Meador Warehousing & Distribution Centers, Inc.

Michael Meador

MELT LLC

Vince Thompson

MetLife County of Davidson Clayton Ledger

Mobile First Transfer Equipment Co. Inc.

Benjamin Taul

Leigh Thompson

Mid-Western Commercial Roofing & Paint Manufacturing Company Inc.

Matt Lursen

Millard Maritime

Mikell Taylor

Mobile Posh Oil Company Inc.

Mikell Taylor

Mississippi Export Railroad

Katie Boring Boehr

Mobile Symphony Inc.

Katie Boring Boehr

Michael Donald Pugh & Williams Inc.

T. Bragg Van Antwerp

Navigator Credit Union

W. Lance Covan

Norton Lilly International

Bob Slaughter

Mobile Aerospace Engineering Inc.

Bob Slaughter

Old Shell Systems

Bob Slaughter

Mobile Airport Authority

Eric Curry

Old Shell Systems

Bob Slaughter

Old Shell Systems (Company)

Shawn Hunter

Mobile Asphalt Company LLC

Shawn Hunter

Orion Engineers and Constructors

Patrick Wilson

Mobile Bar Pilots LLC

Patrick Wilson

Outokumpu Stainless USA LLC

William Strickland

Outside Chief Legal LLC

William Strickland

Jordan Gerheim

Page & Jones Inc.

Michael Lee

PCH Hotels & Resorts Inc.

James Buckalew

Perdido Trucking Service LLC

Huston K. Hollister

Performance Contractors Inc.

Scott Rothermel

Personal Edge Fitness

Garrett Williamson

Persons Services Corp.

Wes Cooke

Petra Risk Management Services

Todd LaCour

Phelps Dunbar LLP

William Gamble

Pilot Catastrophe Services Inc.

W. Davis Pilot

Plains All American Pipeline LP

Tommy Robinson

PNC Bank

Russell Shaw

Poarch Band of Creek Indians

Stephanie Bryan

Pond & Company, Inc.

James Davis

Port City Industrial LLC

Jamie Tapia

PowerSouth Energy

Horace Horn

RPS Composites Alabama

Marc Quenneville

RS Moving & Warehousing

Kyle Richardson

S&S Sprinkler Company LLC

Leland Moore

SA Recycling LLC

Jason Kneisler

Saad Development Corporation

Gregory Saad

Safety Plus Inc.

Taylor Engerson

Sea Pearl Seafood Company Inc.

Megan Crane

Seabulk Towing

Nikki Hocutt

Service Master Advanced Cleaning & Restoration

Robert Guthans

ServisFirst Bank

Bibb Lamar

Sherwin Williams Company

Dean Minto

Shields Insurance Agency, A Division of HUB International

Bry Shields

Shoe Carnival Inc.

Mark Worden

Shoe Carnival Inc. Signature Flight Support

Paul Pintado

Silver Ships
Premier Medical Group Inc.
James Hartman
Sirote & Permutt PC
Prisma Systems Inc.
Keith Jones
SOS Mobile Medical
Provident Hospital
Todd Kennedy
Southeastern Battery
Baldwin Real Estate
George Rankliff
Spinson Ministries Inc.
Mark Ackbruster
Spring Hill Colleges Inc.
Farrag & Rufford, Ph.D.
Spanglish Medical Center
Jeffrey Bravair
SSAB Special Steels
Andrew Brionstedt
St. Paul's Episcopal School
Scott McDonald
St. Onofre of Mobile LLC
Chitra High Boston Sr.
Stuenkel Davis Florie LLP
Douglas Thomas
STC Property Holdings
Company Inc.
Russell Steiner
Robert J. Baggett Inc.
Stoic Equity Partners
Grant Reaves
Roberts Brothers Inc.
Stokley Wilerson
Blane Stokley
Rogers & Willard Inc.
Michael Rogers

Superior Aerospace
Keith Chatten
Synovus Bank
Tyrone Fenderson
T. Marie's Ristorante Italiano
Tammy Sanderson
Tate & Lyle Sucralose LLC
George Parten
TC Boiler & Piping Inc.
John Barton
Tenaska/Longleaf CCS Hub
Bret Estep
Tensaw Land & Timber
Company Inc.
Riley Smith
Termac Construction Inc.
Conan Terrell
Thames Batré Insurance
Allen Ladd
The American Equity
Underwriters Inc.
Adele Hapworth
The Cooper Group
David Cooper
The Cowart Group
Michael Cowart
The First Bank
John Erwin
The Net Effect, LLC
Glenda Snodgrass
The Organized Seafood

Association of Alabama
Ernie Anderson
The Orthopaedic Group PC
Ryan Beale
The SSI Group LLC
Diana Allen
The United States Sports
Academy
Steve Condon
The University of Alabama –
Gulf Coast
Dana George
Thomas Industries Inc.
Derek Thomas
Thompson Engineering Inc.
Kendall Kilpatrick
TriNova Inc.
Chad Green
Trustmark
BJ Griswold
Turner Supply Co.
Thomas Thompson
UMS-Wright Preparatory School
Doug Barber
Union Home Mortgage
Tammy Watley
Uniti Fiber
Andy Newton
University of Mobile
Lonnie Burnett
University of South Alabama

Jo Bonner
UOP, LLC – A Honeywell Co.
Kevin Jordan
USA Foundation
Maxey Roberts
USA Health
Owen Bailey
Vertex Refining Alabama LLC
Wesley Mock
Veterans Recovery Resources
John Kilpatrick
Vision Security Technologies
Kevin Daly
Visit Mobile
David Clark
Volkert Inc.
Thomas Hand
Walmart Logistics
Leonard Witt
Ward International Trucks LLC
Leigh Ward Breal
Ward Properties Inc.
Bestor Ward
Warren Averett LLC
Phillip Rivers
Wells Fargo
Johnny Seals
Wesco Gas &
Welding Supply Inc.
Jenny McCall

White-Spunner Construction

John White-Spunner

White-Spunner Realty Inc.

Matt White

Wilkins Miller LLC

W. Allen Carroll

Willis Towers Watson

Brian Brouckaert

Wright Transportation

Daniel Wright

**Zarzour Companies Commercial
Real Estate Services**

Matt Zarzour

As of December 2023

COAST SAFE & LOCK CO. INC

457 Dauphin Island Parkway at the Loop | (251) 479-5264 | CoastSafeLock.com | AL St. Lic. #1102

COAST SAFE & LOCK
HAS KEPT MOBILE SAFE FOR
MORE THAN 50 YEARS.

“

I'm proud that we've built such a loyal
customer base over the years."

Dennis McLeod

President, Coast Safe & Lock Co. Inc.



SERVING THE GULF COAST SINCE 1972.

ECONOMIC DEVELOPMENT

The Mobile Chamber's economic development team and Team Mobile continued to work throughout 2023 positioning Mobile as a premier location for businesses looking to relocate, build or expand. Their collaborative efforts brought attention to Mobile and earned Mobile national recognition for its commitment to creating jobs and fueling economic growth.

Mobile, as well as the State of Alabama, continues to be recognized nationally for a commitment to facilitating economic growth and job creation. Business Facilities ranked Mobile in four separate categories in its 2023 Metro Rankings Report. Mobile ranked No. 2 in Housing Growth, No. 6 in Manufacturing Hubs for Mid-Sized Metros, No. 9 in Most Affordable Mid-Sized Cities and the Port of Mobile ranked No. 10 in Top Performing Container Ports. In addition, the 2023 State Rankings Report has Alabama ranked No. 3 for Customized Workforce Training, No. 6 in Manufacturing Jobs as a percentage of overall workforce, No. 6 in Manufacturing Output as a percentage of GDP and a Top 10 leader in Aerospace/Defense. Forbes ranked the Port of Mobile the second fastest growing U.S. port over the last decade.

JOBS AND INVESTMENT 2023 SCORECARD

2,007
NEW JOBS

13
ANNOUNCED PROJECTS

\$63,683
AVERAGE SALARY

\$590M
CAPITAL INVESTMENT

INDUSTRY SECTORS

- Chemical
- Aerospace
- Manufacturing
- Distribution and Logistics
- Maritime

2023 ECONOMIC DEVELOPMENT HIGHLIGHTS

Gulf Distributing, one of the oldest beverage distributors in the Southeast is relocating its distribution operations and headquarters to downtown Mobile and overhauling the former Press Register building. This move represents \$32.5 million in investment and will add 25 new jobs while retaining the 220 existing employees. The company will renovate and lease the remaining Class A office space.

Hartley Brothers Manufacturing, a locally owned and operated commercial cabinet manufacturer, is investing \$1.2 million and adding an additional warehouse to their operations on Halls Mill Road. This expansion allows Hartley Brothers to increase capacity on site while adding 12 new jobs.

Peak North America USA, a leading provider of construction and steel fabrication solutions for the wood products industry, acquired a local fabrication company and is adding a new state-of-the-art facility to the property in Irvington. This \$24 million capital investment will create 175 new jobs.

Airbus broke ground on a third final assembly line at the Mobile Aeroplex at Brookley. The new A320 final assembly line will create 1,000 new jobs. The additional investment of more than \$232 million for equipment puts the overall investment for the project at almost \$1 billion. The airplane manufacturer is ramping up production in Mobile to 20 planes per month and is investing \$18 million in equipment for the A220 final assembly line at the Mobile Aeroplex at Brookley. This increase in investment at the facility will also add 20 new jobs.

Austal USA announced 1,200 new jobs that are tied to the new, state-of-the-art steel manufacturing facility. With the \$100 million investment in 2022, Austal USA constructed a new 117,000-square-foot manufacturing facility, a 60,000-square-foot stock yard, and a 19,500-square-foot paint facility. These new steel production capabilities have enabled the company to be awarded multiple shipbuilding contracts, such as the Detailed Design and Construction (DD&C) contract valued at \$128 million for the U.S. Navy Auxiliary Floating Dry Dock Medium (AFDM) as well as the DD&C of up to 11 Offshore Patrol Cutters (OPC) for the U.S. Coast Guard valued at \$3.3 billion.

Chart Industries is expanding its local operations to a second site in Theodore to increase production and capacity. This nearly \$74

million capital investment will produce 59 new full-time jobs. The company manufactures cryogenic containers of various sizes for the defense and space industries.

Vertex cut the ribbon on its new renewable diesel facility in Saraland. This fuel serves as a drop-in replacement for any standard diesel fuel. Vertex invested \$115 million into this facility, and almost 200 jobs were retained throughout the process. The refinery in Saraland was previously owned by Shell and was purchased by Vertex in 2022.

Ray-Mont Logistics, a company that offers a wide range of services such as transloading of various commodities, trucking, logistics, ocean freight and other related services, is investing \$30.9 million to create a high-tech logistics facility in Mobile that will create 50 new jobs.

Superior Air Parts, an aerospace company that manufactures FAA-approved replacement parts for general aviation aircraft engines and produces certified engines for experimental and sport aircraft builders, is expanding to Mobile County with manufacturing and corporate headquarters. The company has purchased a site in Creola and will invest \$24 million into their new facility, which will create 180 new jobs.

ST Engineering is expanding at the Mobile Aeroplex at Brookley and will equip its existing facility to convert and modify Airbus A320 passenger jets into freight aircraft. This expansion project will add 200 new full-time jobs by the end of 2025.

CORE Industries entered into an agreement with CM Biomass, one of the largest independent wood pellet trading companies in the world, to construct a cutting-edge processing and storage facility at their location in Theodore. As part of the agreement, Core Industries will receive, store and load wood pellets for shipment. To accommodate this collaboration, Core Industries will invest \$8.75 million in the construction of two warehouses and the project will create 28 new jobs.

MAAS Aviation Brookley Inc. currently operates three painting hangars at Brookley Field Mobile and is investing \$1.6 million to expand their footprint by adding two new paint shops. The company, known for its expertise in aircraft painting, plans to add 56 new jobs.



PARTNERS FOR GROWTH V (2023 – 2027)

Leading Team Mobile

In 1985, the Mobile Chamber and Team Mobile launched the first five-year public-private economic development partnership initiative, "Tell the World." This campaign's five-year cycle established a new approach to marketing economic development and Mobile to companies looking for a place to expand or relocate their business.

Through the collaboration and support of the business community and city and county government, Partners for Growth has provided significant financial support and leadership in creating new jobs, increased capital investments, robust workforce and talent attraction initiatives, and an enhanced quality of life.

In 2023, an advisory council was created to actively engage Partners for Growth investors, providing an opportunity for reciprocal communication between business leaders and the Chamber economic development team. Along with the city and county, representatives from 42 companies met regularly throughout the year to discuss the work being done to recruit jobs, investment and talent. The council will rotate members each year.



PARTNERS FOR GROWTH V SCORECARD

2023 - 2027

Results from year 1 of the 5-year campaign

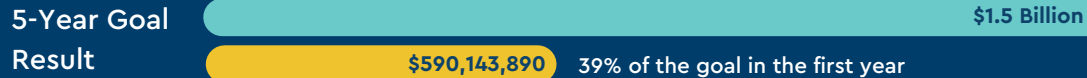
NEW,
DIRECT JOBS



AVERAGE
SALARY



CAPITAL
INVESTMENT



MEDIAN
HOUSEHOLD
INCOME



LABOR
PARTICIPATION
RATE



- 10 EXPANSION PROJECTS
- 3 NEW PROJECTS ANNOUNCED

as of 12/31/2023

PARTNERS FOR GROWTH V 2023 – 2027 | INVESTOR COMPANIES

68 Ventures	BASF Corporation	Coca-Cola Bottling Company	Gray Television (WALA Fox 10)
AAA United States Inc.	Bay Steel Corp.	Community Bank	Great Southern Wood Preserving
Adams & Reese LLP	BCM Moring Company Inc.	Continental Aerospace Technologies	Gulf City Body & Trailer Works Inc.
Affordable Homes Gulf Coast LLC	Beard Equipment Company	Cooper Group of Companies	Gulf Distributing of Mobile LLC
Airbus Americas Inc.	Ben M. Radcliff Contractor Inc.	Core Industries	Gulf Electric Company
Alabama Associated General Contractors	Blue Cross Blue Shield of Alabama	Cowles, Murphy, Glover & Associates LLP	Gulf States Engineering Inc.
Alabama Media Group	Brasfield & Gorrie	CPSI	Gwin's Commercial Printing
Alabama Port Authority	Bryant Bank	CRE Mobile	H. O. Weaver & Sons Inc.
Alabama Power Company	Budweiser-Busch Distributing	Crow Shields Bailey PC	Hancock Whitney
Alabama Shipyard LLC	Bullard Automotive Group Inc.	Crowder Gulf LLC	Hand Arendall Harrison Sales LLC
AltaPointe Health	Burr & Forman LLP	DC Safety Sales Co. Inc.	Hargrove Engineers & Constructors
AM/NS Calvert	Burton Property Group	Delaney Development	Harper Technologies LLC
APM Terminals Mobile LLC	Cadence Bank	Dex Imaging	Helmsing, Leach, Herlong, Newman & Rouse PC
ARCO Design/Build Mobile	Canfor Southern Pine	Dunn Building Company	Heritage Homes
Arkema Inc.	Carr, Riggs, & Ingram	Duplantis Design Group (DDG)	Hieronimus CPA
Ambrecht Jackson LLP	Century Bank	EcoSouth Services	HPM (Hoar Program Management)
Austal USA	Chart Industries	Evonik Corporation	Hub International
Autry Greer & Sons Inc.	Chevron	Franklin Primary Health Center	Hummingbird Ideas
BankPlus	China Doll Rice & Bean Inc.	Geotechnical Engineering Testing Inc.	Infirmary Health
Barnes Enterprises Inc. dba McDonald's Restaurants	Cintas Corporation	Goodwyn Mills Cawood LLC	Jesco Inc.
Barnhart Crane & Rigging	CNC Catastrophe & National Claims	Gray Construction	

PARTNERS FOR GROWTH V 2023 – 2027 | INVESTOR COMPANIES

Jones Walker LLP	Mobile Area Water and Sewer System	ServisFirst Bank	Thompson Tractor Company
Keith Air Conditioning Inc.	Mobile County Commission	Shoe Carnival	Truist Bank
Kiewit Corporation	Myer Companies	SmartBank	Trustmark Bank
Kimberly-Clark Corporation	Norton Lilly International	Smith, Dukes & Buckalew LLP	Turner Supply
Leavell Investments Management Inc.	Old Shell Road Management (Industry Services Co Inc.)	Southeast Toyota Finance	Uniti Fiber
Lewis Communications	Outokumpu Stainless USA	Spire Energy	University of Mobile
Life + Legacy Benefits	Page & Jones	Springhill Automotive Inc. – Springhill Toyota	University of South Alabama
LLB&B Inc. Real Estate	Persons Services Corp.	SSAB – Special Steels	USA Foundation
Long's Human Resource Services	Pilot Catastrophe Services Inc.	Steiner Construction Company	USA Health
Lyon Fry Cadden Insurance Agency Inc.	PNC Bank	Stirling Properties	Vertex Refining Alabama LLC
MAAS Aviation	Poarch Band of Creek Indians	Superior Air Parts	Volkert
Master Boat Builders Inc.	Premier Medical Group	Synovus Bank	Warren Averett LLC
Maynard Nexsen PC	Quality Valve	Tenaska/Longleaf CCS Hub	Wells Fargo
McAlee's Office Furniture	Regions Bank	Thames Batre Insurance	Wesco Gas & Welding Supply
Meador Warehousing & Distribution Inc.	Renasant Bank	The American Equity Underwriters Inc.	White-Spinner Construction Inc.
Merchants & Marine Bank	River Bank & Trust	The Hiller Companies	White-Spinner Realty
Merchants Transfer Company	Robert J. Baggett Inc.	The Lathan Company	Wilkins Miller LLC
Millard Maritime	Roberts Brothers Inc.	The Orthopaedic Group PC	Zarzour Companies Commercial Real Estate
Mississippi Export Railroad Company	S & S Sprinkler Company LLC	The SSI Group LLC	
Mobile Airport Authority	SAAD Development Corporation	Thomas Industries Inc.	
	SCS Engineers	Thompson Engineering	
	Seabulk Towing		

As of December 2023





EXISTING INDUSTRY

Local businesses are the backbone of our economy. When businesses succeed, we all succeed, which is why the Mobile Chamber is committed to retaining and expanding local companies.

As businesses increase their impact in our local community and in their industry at large, the Chamber is proud to assist them with retention and expansion initiatives aimed at maintaining their momentum.

Whether it's access to local workforce education programs and training grants for companies expanding their hiring; entrepreneurship support, workshops and networking opportunities; introductions to other local companies to build customer/supplier relationships; information on incentives for expanding operations; assistance with site selection for companies looking for a new location; or data for decision making, the Chamber is standing by to assist companies in reaching their full potential.

Business Retention Outreach

More than 200 businesses have been assisted through the dedicated industry retention and expansion program. Our team meets with business owners and managers, learning issues impacting growth potential and providing resources and introductions to assist when possible. The existing industry manager serves on many industry alliances, business advisory panels and community boards as a conduit between the Chamber and local business leaders to continually expand this opportunity network.

Industry Coalitions

Coordination of industry coalitions is a key strategy of business retention. In-person events and meetings, executive peer-to-peer relationship building and targeted informational communications support the chemical, aerospace and maritime industry sectors on an ongoing basis.

"Mobile First" Initiative

"Mobile First" supports local businesses by encouraging the use of local contractors, services, suppliers and workforce. It also identifies opportunities for disadvantaged business owners in development projects by new and expanding companies. The "Mobile First" hiring goals agreement is required in all applications requesting statutory incentives.

Project presentations to the community are organized by the Chamber with information on how to bid. Meetings for four projects were held in 2023 with an average of 55 attendees.

International Trade Certificates of Origin

The Chamber processed 1,006 Certificates of Origin (COO) for local exporting industries and freight forwarders. As activity through the Port of Mobile grows, COO approvals managed through the Chamber's international trade program keep pace.

WORKFORCE AND TALENT DEVELOPMENT

A skilled and educated workforce is the most important factor influencing a community's economic competitiveness.

The Mobile area is experiencing unprecedented economic growth with an increasing number of jobs in aviation, shipbuilding and repair, advanced manufacturing, logistics, healthcare, engineering, construction and business. The Chamber and its partners are working to prepare current and future workers for these high-demand, high-wage jobs through education and talent development initiatives designed to showcase Mobile as the place to live, work and play after graduation.

Mobile Area Workforce Alliance

Faced with the difficult challenge of producing a much larger number of adequately skilled workers, the Mobile Chamber formed the Mobile Area Workforce Alliance in 2022 to develop a plan to produce the needed workforce and facilitate communication, collaboration and mutual accountability through monthly meetings.

Mobile Area Workforce Alliance Members

K-12 Schools

- Academy of Craft Training
- Alabama School of Math & Science
- Chickasaw City Schools
- Covenant Academy
- Mobile Area Education Foundation
- Mobile County Public Schools
- Saraland City Schools
- Satsuma City Schools

Community Colleges

- Bishop State Community College
- Coastal Alabama Community College
- Remington College

Colleges and Universities

- Spring Hill College
- University of Mobile
- University of South Alabama

Workforce Development Organizations

- AIDT
- ATN
- SAWDC
- SWAPTE

Community Partners

- Boys & Girls Clubs of the Gulf Coast
- City of Mobile
- Mobile Chamber





WORKFORCE DEVELOPMENT 2023 HIGHLIGHTS

- **Bishop State** enrollment increased 22% (800+ students in one year) many of these new students are dual enrollment with the growing Office of Early College Programs.
- **Mobile Area Education Foundation** opened the MAEF Workforce Center targeting out-of-school youth, ages 18-24.
- **Theodore High School** opened the first-of-its-kind, Distribution and Logistics Academy, which enrolled more than 70 students in its first year.
- **More than 300** local high school students participated in Job Shadow Day on February 2 at almost 90 local businesses. This is up from the 100 students offered a position last year.
- **The Career Technical Education Advisory Committee (CTAC)** was created to be an industry-led committee that leverages the expertise, resources and collective knowledge of industry leaders to play a pivotal role in shaping the strategies and initiatives of the Mobile Area Workforce Alliance.
- **Chickasaw City Schools** is the first school district in the state to start a licensed apprenticeship program with their Technology Specialist II apprenticeship. Additionally, they recently partnered with Freight Farms to begin a new hydroponic farming program.
- Representatives from almost **100 career fields and 24 colleges** were present for the Gulf Coast Challenge College and Career Fair where juniors and seniors from across the south were in attendance.
- **University of South Alabama** broke ground on a new 250,000 sq. ft. Whiddon College of Medicine Building to graduate more physicians and accelerate research and innovation.

TALENT ATTRACTION

Intern Connect

The Mobile Chamber and the Baldwin County Economic Development Alliance partnered to launch the Gulf Coast Region's Intern Connect on Tuesday, July 18 at Innovation Portal. Intern Connect was made possible through funding from Innovate Alabama and the Economic Development Partnership of Alabama's FuelAL initiative. This event allowed the Mobile Chamber to host more than 90 interns from the Mobile/Baldwin region and connect them with industry leaders, provide information about living in our area and network with other like-minded summer interns.

Industry Days

The Mobile Chamber partnered with the University of South Alabama, The University of Alabama and Auburn University to create "Industry Days" the week of March 21-23. The event showcased career opportunities in Mobile to students from different universities around our state. More than 30 industry partners joined each event and connected with more than 200 college students.

College Familiarization Tours

The Mobile Chamber hosted familiarization tours of Mobile for college students looking for job opportunities in our region. The Chamber hosted The University of Alabama College of Business students, Troy University Global Scholar students and Auburn University Supply Chain Management students. In 2023, 75 students came to Mobile for familiarization tours that included visits to Airbus, APM Terminals, Austal, Innovation Portal and Hargove Engineers and Constructors.









Young Professionals of Mobile

The Young Professionals of Mobile (YP of MOB) was launched by the Mobile Chamber to engage, connect and empower the next generation of leaders in the Mobile region. Our goals are to partner with existing nonprofits to support and sustain community engagement, provide networking events for young professionals to connect with like-minded individuals and learn from business leaders in the area through professional development opportunities.

Since its inception in February 2022, there have been monthly events, averaging more than 100 attendees. At the end of 2023, there were more than 1,000 young professionals in our database. Beginning in 2024, the Young Professionals of Mobile will establish a paid membership and begin offering more monthly events for young professionals to enjoy.



More to Mobile

Launched in 2022, the More to Mobile brand was created to recruit talent to our area. We believe that Mobile's unique blend of culture, quality of life, cost of living and professional opportunities should put us at the top of the list of locations for new talent when deciding their next career step.

When it comes to live, work and play, there is much more to Mobile than meets the eye. With the "More to Mobile" brand and campaign, the Mobile Chamber is creating more awareness about Mobile to talent. The Chamber will make sure that talent has the resources to connect with people and opportunities in our community. The Mobile Chamber will continue to show talent in every city that there is "More to Mobile."



Since we began place marketing with the More to Mobile brand, the website has had more than **300,000 impressions** from outside of Mobile. The local push will start in 2024. "Industry Champion" videos will be launched on YouTube, Spotify, etc., targeting certain areas of the country with a brand awareness campaign.



You've got to hear this!

M**S****O**

**MOBILE
SYMPHONY
ORCHESTRA**

**SCOTT SPECK
MUSIC DIRECTOR**

As Mobile's flagship arts organization, we orchestrate a richer, more vibrant community. Our world-class concerts spur economic growth, and our education programs inspire students to succeed far beyond the classroom.

Join us for a concert soon.

MobileSymphony.org • 251-432-2010

Tickets start at \$20 • Students \$10



ADVOCACY

The Mobile Chamber works to better our region by advocating for business through monitoring and evaluating local, state and federal legislation; supporting or opposing actions that could impact the business community; building and maintaining healthy relationships with elected officials by communicating business priorities; and surveying our membership annually to find issues of concern to shape our legislative agenda.





LEADERS EXCHANGE

Since 1987, the Mobile Chamber has hosted an annual Leaders Exchange trip, a highly sought-after leadership experience that takes a delegation of about 100 community and civic leaders to visit other cities throughout the nation (and even the world) to explore issues facing our region.

Strategic relationships with other business leaders are forged throughout the three-day experience, providing lasting value and return on investment. Exclusive access to other cities' public and private sector leaders and organizations adds unparalleled business knowledge and insight.

The 2023 Leader's Exchange trip to Salt Lake City had 107 attendees. The trip included a visit and lunch in Park City, Utah, a tour of the Huntsman Cancer Institute and a cocktail reception at the McCune Mansion. The education sessions included topics on economic development, sports entertainment/outdoor recreation and tourism, research parks, downtown redevelopment, and affordable/attainable housing.

Fostered business connections with elected officials and advocated for business-friendly legislation.

- Facilitated connections between elected officials and the business community with the **Champagne and Oysters Reception** and the **Legislative Reception** to kick off and recap the legislative session, discussing policy priorities and highlights.
- Strengthened relationships between government and business leaders and amplified the voice of business by engaging members in advocacy initiatives, including one-on-one conversations with elected officials and action alerts.

Informed members on policy issues.

- Held three events, featuring Alabama Gov. Kay Ivey, U.S. Rep. Jerry Carl, and Alabama House Speaker Nathaniel Ledbetter.
- Monitored state, local and federal legislative action and reported to membership through a weekly policy newsletter (Legislative Lowdown), general newsletter (Business View Weekly) and meetings, including the **Government Affairs Committee**.
- Hosted the annual **State of the City and County** event for Mobile's business community to hear from Mobile Mayor Sandy Stimpson and Mobile County Commissioners Randall Dueitt, Connie Hudson and Merceria Ludgood. More than **700 business and community leaders** were on hand to learn more about key projects and initiatives affecting the future of Mobile.

Collaborated with business and community leaders.

- Explored best practices for key issues such as talent attraction, biosciences, attainable housing, transportation, and sports tourism on the **Leaders Exchange** trip to Salt Lake City, Utah, with 107 business and community leaders.
- Kept in constant contact with local elected officials to provide a voice for business and influenced policy on behalf of local area businesses.

Economic Outlook

A Chat with Raphael Bostic

President and CEO

Federal Reserve Bank of Atlanta



 Federal Reserve Bank of Atlanta



The president and CEO of the Federal Reserve Bank of Atlanta, **Raphael Bostic**, visited the Mobile Chamber in November to discuss the area's economic outlook with local business leaders.

"Our future development is dependent on a strong, vibrant, expanding city. Growing our city through annexation benefits our entire region and solidifies Mobile's significance as an economic engine of southwest Alabama and the entire Gulf Coast region."

Bradley Byrne | *Mobile Chamber President & CEO*



MOBILE BECOMES SECOND LARGEST CITY IN ALABAMA AFTER ANNEXATION VOTE

On Tuesday, July 18, 2023, residents in four proposed areas voted on whether to join the City of Mobile. Three of the four areas voted in favor of annexation pushing the City of Mobile's population to 204,689, making the City of Mobile the second-largest city in Alabama.

The Chamber worked closely alongside Mayor Sandy Stimpson and his team to support the annexation effort.

- Mobile Chamber Board of Directors adopted a resolution in support of annexation.
- More than 300 Chamber members signed a letter to the members of the Mobile City Council asking their support.
- Chamber President and CEO Bradley Byrne and Chamber Chairman Brent Barkin attended the May 9 City Council meeting and delivered the coalition letter and spoke in support of the referendum.
- The Chamber supported the "get out the vote" effort for the July 18 referendum.
- Chamber businesses displayed "Vote Yes" campaign signs in favor of annexation.
- The Chamber supported the door-to-door campaign and the community events in support of annexation.



CITY COUNCIL DISTRICT 6 – SPECIAL ELECTION

The Chamber hosted a Candidate Forum for the candidates running in the City Council District 6 special election. All members of the Chamber were invited to attend, and each of the four candidates participated. The Forum provided each candidate the opportunity to speak about their plans and priorities and to answer questions.

The Chamber staff developed a candidate questionnaire that focused on issues of importance to the business community, and the responses were shared with all members of the Chamber in advance of the election.

MILITARY AFFAIRS

Mobile has been a key location for the American military since Gen. Andrew Jackson made camp in 1813 near what is now Royal Street in downtown Mobile. Since that time, numerous active and reserve units from all branches of the service have been assigned to the area.

Mobile is currently home to the U.S. Army Corps of Engineers (Mobile District), the U.S. Coast Guard Sector Mobile and the U.S. Coast Guard Air Training Center (ATC), as well as U.S. Marine Corps Reserve, Army Reserve and Alabama National Guard units.





Military Affairs Committee

For the Mobile area to thrive as a region that attracts talent and business opportunities, we must understand the trends and forces that will shape our future. Regional military installations, along with their transitioning workforce, are a critical part of our talent pipeline. The Mobile Chamber is poised to capitalize on a high-quality workforce by growing relationships with the military installations in the region.

Through the work of the Chamber's Military Affairs Committee, we are strengthening the relationships between the business community and the veteran community. We are working to develop a network of high-quality employees transitioning from military to civilian service and becoming a premier location for veteran job placement and business.

Military Appreciation Luncheon

This annual event held at the USS ALABAMA Battleship Aircraft Pavilion honors Mobile's military community. The event honors the selfless men and women who are currently serving and have served in our U.S. armed forces, features a keynote speaker and the presentation of the prestigious General Gary Cooper Award. This luncheon is a great opportunity to meet and express your gratitude to our military and share it with other companies that show the same appreciation.

The 2023 Military Appreciation Luncheon held in May had more than 250 people in attendance. The keynote speaker was Robert Kennedy, Jr. the CEO for the Boys and Girls Club of South Alabama. Awards were presented by the Chamber and military organizations with recognition of distinguished ROTC and JROTC cadets. The General Gary Cooper Award was presented to Dr. Jeremy Fletcher, director of community integration for Veterans Recovery Resources.

Veterans Day

Each year, the Mobile Chamber is proud to be a part of the Veterans Day observances. The Chamber opens its doors and hosts veterans for the Mobile Bay Area Veterans Day Commission's annual parade held in downtown. In 2023, Mobile was named a regional site for the celebration of Veterans Day by the Department of Veterans Affairs, making Mobile one of approximately 20 locations in America whose Veterans Day Parade is officially recognized by the federal government.

Chamber staff also actively supports the Mobile Bay Area Veterans Day Commission's annual Honors Luncheon. University of South Alabama President Jo Bonner was named Patriot of the Year for 2023 and delivered the keynote address.



SMALL BUSINESS DEVELOPMENT

Small businesses are the foundation of Mobile's economy and the backbone of the Mobile Chamber's membership. Approximately 95% of Chamber-member businesses have 100 employees or fewer. The Mobile Chamber's small business development department provides meaningful assistance to area small businesses to sustain their growth and development and to facilitate other small business development resources in the Mobile area.

In 2023, the Chamber offered more than 40 programs and served more than 1,620 business owners through the Chamber's small business advising and services.





COMMITTEES AND TASK FORCES

Small Business Council

Comprised of business resource partners, the Chamber's Small Business Council convenes to discuss issues facing the business community, best practices, upcoming events and collaboration opportunities.

Executive Roundtable

This monthly series is open to all Chamber members and features presentations by local business executives and community leaders on timely topics affecting small businesses.

Growth Alliance Task Force

The Mobile Chamber is committed to being an inclusive organization. The Growth Alliance Task Force meets monthly to enhance the awareness and promote the growth of minority-owned business enterprises through increased membership and participation in Chamber programs.

PROGRAMS AND EVENTS

Small Business of the Year

Each year the Chamber looks for outstanding Chamber member businesses to recognize and celebrate with the Small Business of the Year award. Companies are evaluated in the areas of business growth, operations and impact; innovation and entrepreneurship; business strategy; customer service and market strategy; and community involvement. American WeatherStar, Port City Industrial LLC and TC Boiler & Piping Inc. were recognized as the 2023 finalists at the joint Board of Advisors and Board of Directors summer reception. The 2023 Small Business of the Year was American WeatherStar, an industry-leading manufacturer of fluid-applied roof restoration solutions.

Eagle Awards

For 26 years, the Mobile Chamber has celebrated the accomplishments of local outstanding minority-owned businesses featuring the coveted Eagle Award. The 2023 Eagle Awards kicked off with the DE&I Forum, "Five Ways to See Your Business Thrive." Presentations covered Five Ways to Gain More Customers, Five Ways to Improve Efficiency Through Technology, Five Human Resource

and Legal Compliance Tips, and Five Ways to Improve Financials and Make Better Decisions.

The day included the Eagle DEI Expo, a networking opportunity for small business owners and companies committed to supplier diversity and inclusion through purchasing, hiring and lending. The event culminated with the awards luncheon and keynote speaker Lonnie Johnson, a 2022 National Inductee in the National Inventor's Hall of Fame and creator of the top-selling SuperSoaker® water gun.

The 2023 Eagle Award winner was Chris & Carla's Enterprises Inc., and the 2023 Eagle Award Hall of Fame winners were Harper Technologies LLC and Paula's Hair Unlimited LLC. The Mobile Airport Authority was recognized as the Rev. Wesley A. James Minority Business Advocate, an award that honors Rev. James's legacy and recognizes a company or organization that demonstrates supplier diversity and inclusion efforts and extends support to increase opportunities for the minority-owned business community.







SEMINARS

Marketing Workshops

The Mobile Chamber hosted five Google marketing workshops designed to help companies learn how to use Google products to sell online and setup an e-commerce website. Representatives from WKRG hosted two workshops, "Digital DIY" on what is needed for a well-designed website" and how to create a solid social media presence. The Chamber also partnered with the Public Relations Council of Alabama to host "The Playbook for Telling Your Story," communications and marketing conference.

Business-to-Business Training

More than 200 people attended business-to-business training programs where they learned the skills and tools to enhance or develop a presence with federal, state and local governments as well as with large prime contractors to strengthen their company's position to compete for contracts.

T.H.R.I.V.E. Emerging Leaders Reimagined

For the seventh year, the U.S. Small Business Administration selected Mobile to hold the seven-month executive entrepreneurial training program to provide established business leaders and entrepreneurs with tools, knowledge and access to help accelerate business growth. Nineteen small business leaders graduated from the renowned program.

Startup Weekend Mobile

For seven years, this 54-hour, weekend-long entrepreneurial competition has set the stage for participants to pitch, launch and grow an idea into a business. Thirty-five participants worked over the course of the weekend to build an idea into a business then pitched to judges for feedback and in-kind products and services.

Business-to-Business Procurement Forums

The small business development department and the community development department hosted the Mobile Airport Authority Opportunities Forum for the Mobile International Airport terminal development project. Local companies were made aware of what the upcoming bid packages included and were introduced to project officials, airport personnel, project managers and prime contractors.



INNOVATIVE ON LAND. EXCEPTIONAL AT SEA.

Austal USA is leading the way in maritime construction and repair, autonomy and additive manufacturing to meet the Nation's most important defense needs head on. With a constant focus on innovation, adherence to proven processes, and continued investment in our people and facilities, we are supporting the manned and unmanned fleets above and below the surface. We are committed to delivering the advanced maritime solutions that will protect and fortify our national security for decades to come.



BY THE NUMBERS

APRIL 2022 – DECEMBER 2023

285

BUSINESSES AND
ENTREPRENEURS SERVED

730+

REFERRALS

2

NEW PROGRAMS TO
FILL GAPS

TOP 4 NEEDS OF SMALL BUSINESS OWNERS

- **Business Planning (56%)**
- **Access to Capital (40%)**
- **Networking (32%)**
- **Marketing Support (31%)**

BUSINESS NAVIGATION SERVICES

A featured program supported by the Minority Business Development Agency (MBDA) grant is the continuation and expansion of business navigation services. The Chamber's business navigation services provide one-on-one counseling to business owners and entrepreneurs to help them develop short and long-term goals, identify their specific challenges and needs and develop a plan of action. The navigator connects these small business owners and entrepreneurs to current resources and programs in our business ecosystem, including many referrals made to current Chamber members.

The success of the navigation program is undeniable. Since its formation in April 2022, a single navigator has met with more than 300 business owners and entrepreneurs and made more than 800 referrals including face-to-face meetings, calls and connections to resource partners to support their recovery, growth and development.

During the consultation, the navigator collects data to help the Chamber identify what business owners and entrepreneurs are missing in their entrepreneurial journey. In 2023, the top four needs identified in these one-on-one counseling sessions were: business planning (56%), access to capital (40%), networking opportunities (32%) and marketing support (31%).

The navigator is also charged with identifying gaps within the business ecosystem and developing new programs to fill those gaps. In 2023, the navigator developed two new programs, the Capital Access Mentorship Program (CAMP) and Contractor to Entrepreneur, which are also supported through the MBDA grant.



PHOTO BY
MICHAEL DUMAS

2023 HIGHLIGHTS

MobileCAN! | \$2.8M

A Minority Business Development Agency (MBDA) grant to launch 4 years of programming and services that will support small business owners and entrepreneurs by preparing them to apply for, receive and manage capital investments.

MoGo Workforce

Transportation Pilot | \$800,000

Launching a workforce transportation pilot in March 2024 to connect people to training and work opportunities. The initial zone includes 17-square miles in downtown Mobile with connections to Airbus, Austal USA and other training opportunities.

Gulf Coast Chambers Network Recompete | \$495,572

The Chamber Foundation led the Gulf Coast Chambers Network (GCCN) in a successful application for the highly competitive Economic Development Administration (EDA) Recompete application. With more than 560 total applications received, our application was selected as one of 22 Phase 1 Finalists and awarded one of 24 Strategy Development Grants.

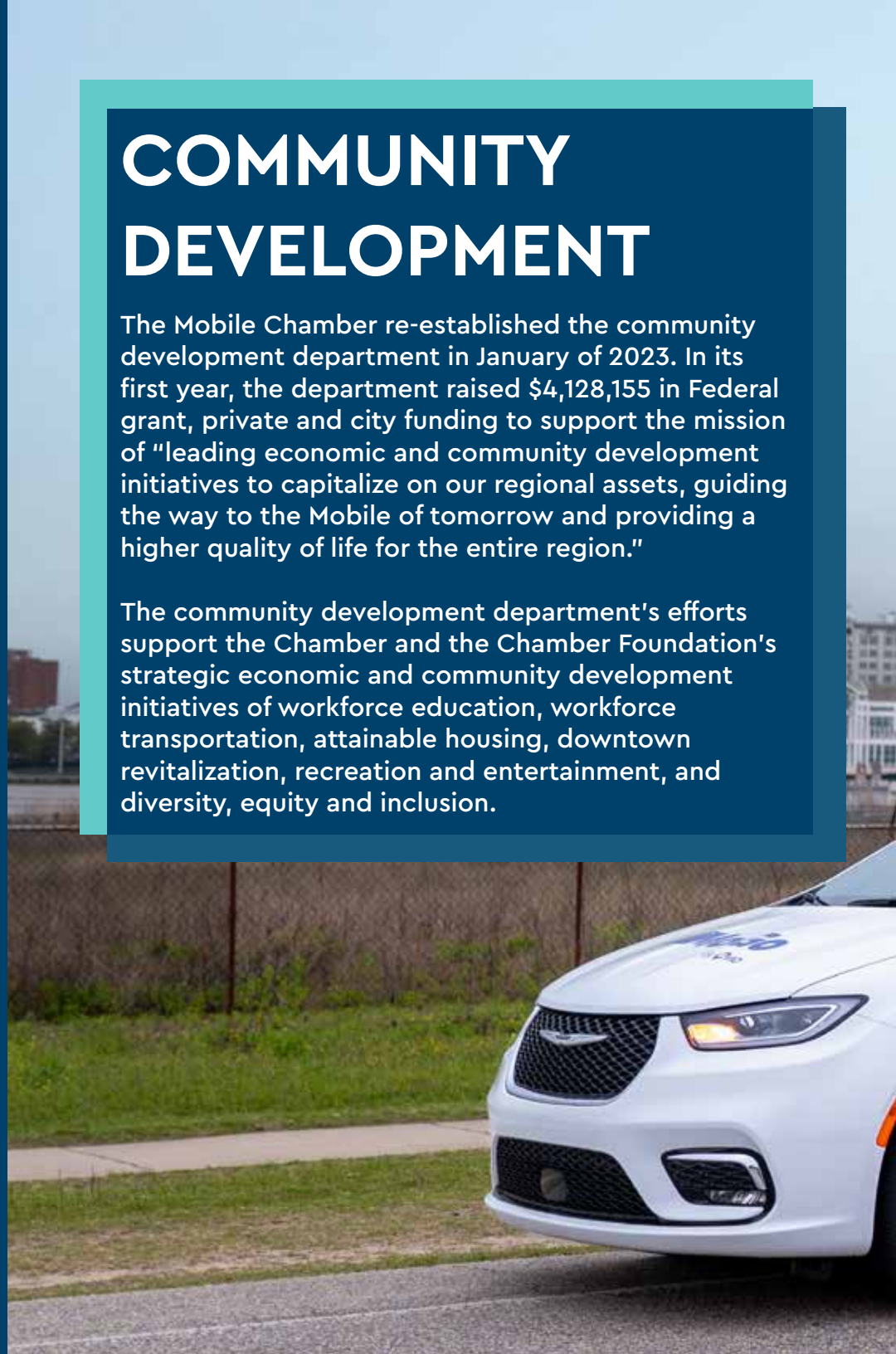
Business Navigation Services | 138 Business Owners and Entrepreneurs Supported

Business navigation services provide one-on-one counseling to small business owners and entrepreneurs to connect them to resources within the business community.

COMMUNITY DEVELOPMENT

The Mobile Chamber re-established the community development department in January of 2023. In its first year, the department raised \$4,128,155 in Federal grant, private and city funding to support the mission of "leading economic and community development initiatives to capitalize on our regional assets, guiding the way to the Mobile of tomorrow and providing a higher quality of life for the entire region."

The community development department's efforts support the Chamber and the Chamber Foundation's strategic economic and community development initiatives of workforce education, workforce transportation, attainable housing, downtown revitalization, recreation and entertainment, and diversity, equity and inclusion.





MoGo Rideshare Microtransit Pilot

Rolling out in March of 2024, MoGo Rideshare will provide workforce transportation within a 17-square-mile zone in downtown Mobile. The pilot aims to provide a convenient and reliable transportation option to Mobilians traveling to and from training and job opportunities, with a focus on routes to Airbus, Austal USA and training opportunities.

In 2023, **\$800,000** was raised to support this 12-month microtransit pilot program, and we are actively raising funds to allow for an expansion of the service area and number of vehicles in our community. A commitment from the Community Foundation of South Alabama sparked this project, which quickly gained traction, adding funding from the City of Mobile, and grants from the Department of Transportation Carbon Reduction Fund, the Blue Cross Blue Shield Caring Foundation and the Alabama Power Foundation.

The Chamber is contracting with Via to provide this service, which will complement existing bus routes with tailored shuttles and on-demand options. It will operate seven days a week from 6 a.m. to 8 p.m. to include shift work and provide accessible vehicles for riders with disabilities.

Using the service will be as simple as opening your MoGo Rideshare app, selecting a destination (within the zone), and catching a ride in a van with other people in your vicinity.

4-YEAR GOALS

2,200
BUSINESS OWNERS
ENROLLED IN PROGRAMS

1,200
SUPPORTED BY
BUSINESS NAVIGATION

930
NETWORKING EVENTS

300
BUSINESSES FORMED
OR SCALED

MobileCAN! MBDA Grant

The Mobile Area Chamber of Commerce Foundation, in partnership with the University of South Alabama and Innovation Portal, was awarded **\$2.8 million** from the Minority Business Development Agency to launch the Mobile Capital Access Network (MobileCAN!).

Over the four-year implementation period, MobileCAN! will provide programs and support services to small business owners. The community development and small business departments will work in collaboration with our partners to implement 12 programs focused on building readiness and creating solutions to three core needs: capacity building, access to capital and access to networks.

By leveraging the Mobile Chamber's economic development expertise and extensive business network, the business education and mentoring expertise of the University of South Alabama and Innovation Portal's regional incubation services, MobileCAN! will strategically position and support business owners as they build and scale their businesses.

A primary goal of MBDA is to connect entrepreneurs to the State Small Business Credit Initiative (SSBCI). In Alabama, the SSBCI funds will come through Innovate Alabama. The Mobile Chamber, as one of the two technical assistants for SSBCI in the state, will help business owners in Mobile County by providing guidance through the application process and ensuring access to support.



Recompete Strategy Grant Award

The Chamber Foundation led the Gulf Coast Chambers Network (GCCN) in a successful application for the highly competitive Economic Development Administration (EDA) Recompete application. With more than 560 total applications received, our application was selected as one of 22 Phase 1 Finalists and awarded one of 24 Strategy Development Grants. Building upon an existing network, the Gulf Coast Chambers Network (GCCN) is comprised of six chambers stretching across Alabama, Mississippi and Louisiana.

The Distressed Area Recompete Pilot Program (Recompete Pilot Program) aims to alleviate persistent economic distress and support long-term, comprehensive economic development and job creation in places with a high prime-age (25 to 54 years) employment gap. The program uses prime-age employment gap (PAEG) as an indicator of economic distress because it accounts for prime-age workers who have stopped looking for jobs and left the labor force, not just those who are currently unemployed.

Being selected as a Phase 2 finalist allows the GCCN to compete for funding, which could provide an investment of up to \$50 million into our communities.



MEMBERSHIP

The Mobile Chamber's work is made possible by the members who are driving the Mobile area's future. Through Chamber events, programs and initiatives, our members have grown their businesses, taken leadership roles in the community, mentored each other and helped the Mobile area grow and prosper.

The Chamber's work is made possible by more than 1,600 members representing more than 102,000 employees. Chamber members range from entrepreneurs and small business owners to mid-sized companies and large corporations.





MEMBERSHIP IN 2023

1,630
MEMBER COMPANIES

102,000
EMPLOYEES REPRESENTED
BY MEMBER COMPANIES

290
NEW MEMBERS IN 2023

164
NETWORKING EVENTS

5,870
INDIVIDUALS ATTENDED
NETWORKING EVENTS

61
RIBBON CUTTINGS

CHAMBER AMBASSADORS

Member volunteers serve as ambassadors for the Mobile Chamber and work to enhance member relations. Ambassadors meet bimonthly and attend scheduled networking events, member grand openings and ribbon cuttings.

The 2023 program was Chaired by Colleen Harrison, Bellator Real Estate & Development LLC and sponsored by Seabulk Towing.



2023 AMBASSADORS

Michelle Ard
Seabulk Towing

Linda Austin
Alabama Credit Union

Samantha Bignell
Keesler Federal Credit Union

Susan Bruner
*Lamar Advertising Company
of Mobile Inc.*

Kimberly Coleman
*Kimberly Coleman - State
Farm*

Kinette Crain
Kloud 7 LLC

Torrian Davis
*All In Credit Union -
Downtowner*

Lane Elmore
Edward Jones

John Garrett, CFP
Edward Jones

Karyl Hanisch
*Renaissance Mobile Riverview
Plaza Hotel*

Cecily Harper
Harper Technologies LLC

Colleen Harrison
*Bellator Real Estate &
Development LLC*

Jourdan Henderson
*Stone Ridge at Somerby Park
Apartment Homes*

Gus Ruiz-Hernandez
Union Home Mortgage

Leslie Kelley
UniFirst Corporation

Austin Key
Arrow Exterminators Inc.

Marylee Kilday
The SSI Group LLC

Carita Koen
Green Magic Landscape LLC

Missy Lynam
iHeartMEDIA Mobile

Dorothy May
Heartbeat CPR LLP

Calvin Milto
CPSI

Phillip Moore
AHI Corporate Housing

Megan Murdock
*Hampton Inn & Suites
Providence Park/Airport*

Ron Sivak
Mobile Bay Real Producers

Gretta Smith
Easy Heating & Cooling Inc.

Randy Tharp
Merchants and Marine Bank

Michelle Tice
Strategic Wealth Specialists

Donna Turner
*Southeast Toyota Finance
(World Omni Financial Corp.)*

Jessica Turner
WKRG-TV

Chase Webster
Dauphin Island Beach Rentals

Alycia Young
*Boys & Girls Clubs of South
Alabama Inc.*

Business After Hours is a casual evening of networking hosted quarterly at different Mobile Chamber member locations. This event allows the host to showcase its business, services and facilities to the business community while offering Chamber investors the chance to meet one another and network in a casual and relaxed atmosphere. Business After Hours has become one of our most popular networking events and is free for members who register in advance.

The Business Expo is Mobile's largest business-to-business trade show, providing members an opportunity to promote and market their companies. Exhibitors showcase the latest products and services, along with business resources, giveaways, and food and beverage samples. The 2023 Business Expo was a "sold out" event with all 220 vendor booths sponsored.

Member Appreciation Day is held annually to recognize and thank Chamber members, volunteers, investors and all who support the Chamber. This a must-attend, catered event held each spring with more than 200 Chamber members in attendance. There is no charge for registered members to attend. It is a great opportunity to network with the addition of food, drinks and live music.

Coffee with the Chamber provides informal networking with other Mobile Chamber members and guests on your way into the office. It is held quarterly at various sponsoring locations, and there is no charge to attend.

The Chamber Classic Golf Tournament is held annually at the Robert Trent Jones Golf Trail at Magnolia Grove. This event sells out each year with more than 200 company presidents, CEOs and representatives entertaining clients and customers with a day on the green. The day begins with breakfast at the clubhouse followed by a shotgun start to the scramble-style tournament.

Networking at Noon is a quarterly lunchtime event that provides Chamber members an opportunity to promote their business to a captive audience and make follow-up contacts in the same meeting.



RIBBON CUTTINGS

One of the most exciting events for a business, whether new or existing, is celebrating a grand opening, a new location or a recent expansion. The Mobile Chamber recognizes that these events are a great way to promote a business.

They bring customers to the location where products and services can be showcased and valuable relationships can be built. The Chamber works alongside members on these events. The full membership is invited to attend, meet the owners and support their efforts.

61 RIBBON CUTTINGS AND GRAND OPENINGS IN 2023

JANUARY

Magnolia Soap and Bath Co.
Pope Tax & Accounting LLC

FEBRUARY

Spot of Tea
Apricot Lane Boutique
Crumbly Cookies – Spring Hill
Tint Shop II

MARCH

Community Hospice
Light of the World Church
Celebration Title Group
Batteries Plus
Pro Roofing Solutions
Union Home Mortgage
America's Thrift Store
Mobtown Grind
T Marie's Ristorante Italiano
Victory Pediatrics LLC
Airport 1 Self Storage

APRIL

Poke Bowl Sushi
Operation Hope/
Cadence Bank
BoHayden's Sports bar
Lush Home Garden Events
Fresenius Kidney Care
SVN Toomey

MAY

People Engaged in Recovery
Jubilee Youth Services
RS Moving & Warehousing
Ransom Ministries
Goldstein's Jewelry
Kenan Home Care LLC
Vet-Cor of Mobile
LUSH – West Mobile

JUNE

Soul Vegan Eatery
StretchLab
Elevate 758
Quality Care Insurance
3:16 Beauty Supply Store

JULY

HOTWORX Mobile
TriNova
Southern Cross Homecare

AUGUST

MAWSS
Modwash
GoBattery & Southeastern

Carts

SEPTEMBER

Mobile Bay Magazine
American WeatherStar
VIPCare
JB Accounting Tax Services

OCTOBER

River Bank + Trust
Sweetie's Country Cooking

NOVEMBER

Vision Security Technologie
Griffin Realty
Powe & Associates LLC
Sam's Southern Eatery
New Horizon's Credit Union
Topgolf
Coastal Outfitters
Clean Eatz

DECEMBER

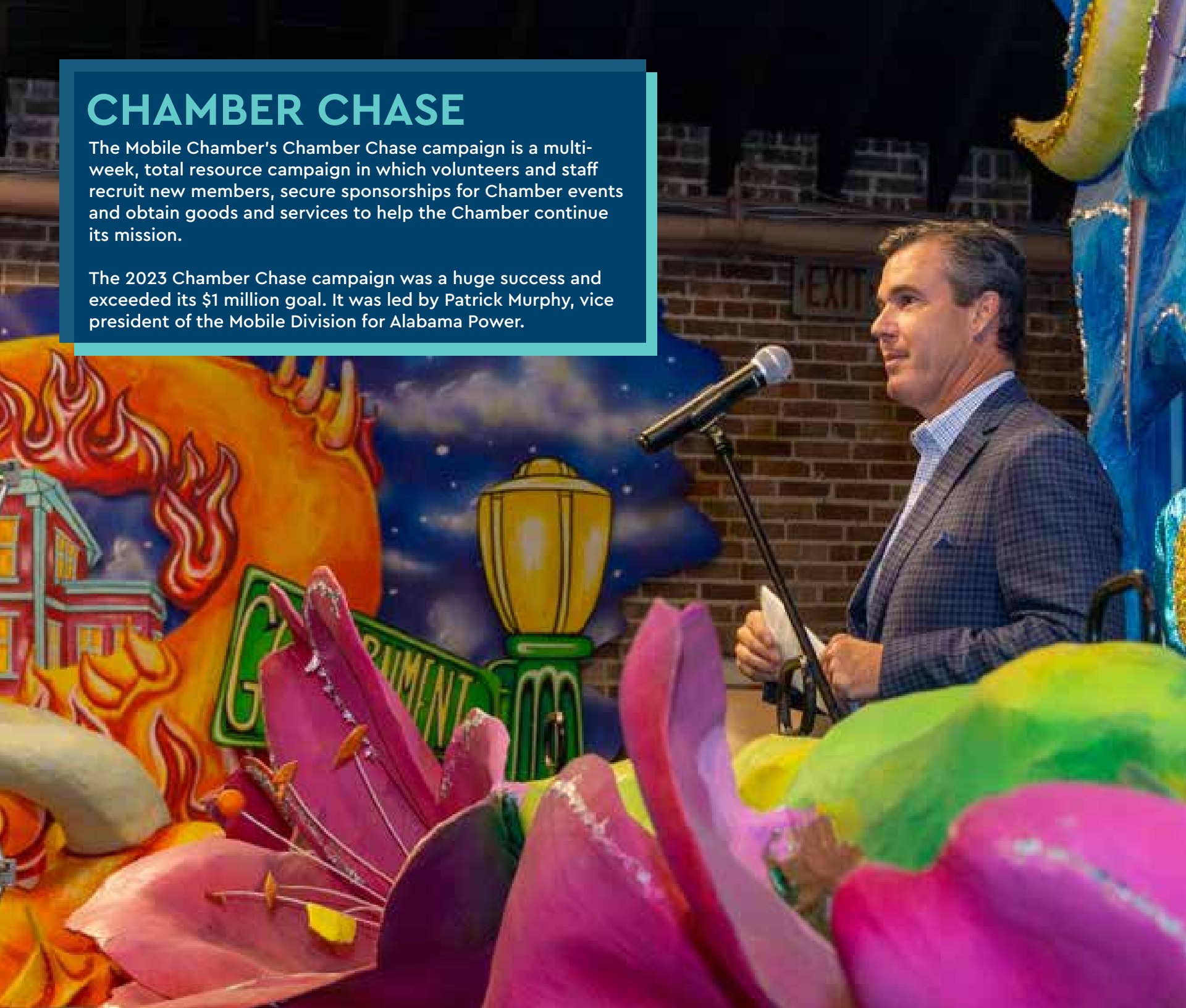
The University Pig
Sam's Southern Eatery
All in Credit Union



CHAMBER CHASE

The Mobile Chamber's Chamber Chase campaign is a multi-week, total resource campaign in which volunteers and staff recruit new members, secure sponsorships for Chamber events and obtain goods and services to help the Chamber continue its mission.

The 2023 Chamber Chase campaign was a huge success and exceeded its \$1 million goal. It was led by Patrick Murphy, vice president of the Mobile Division for Alabama Power.



CHAMBER CHASE VOLUNTEERS 2023

Erica Maize
Alabama Power

Ryan Allenbach
Alabama Power

Adrienne Johnson
Alabama Power

Torrian Davis
*All In Credit
Union*

Karyl Hanisch
Ambassador Team

Terri Owler
Arkema

Kirsten Davis
Arkema

James Alexander
Cadence Bank

Mark Spivey
*Hancock Whitney
Bank*

Kay Williams
*Blue Cross Blue
Shield of Alabama*

Nichole Edwards
*Blue Cross Blue
Shield of Alabama*

Daly Pollman
*Blue Cross Blue
Shield of Alabama*

Marcus Neto
Blue Fish

Janet Johnson
Century Bank

Sheena Marler
SmartBank

Linda Faulkner
Evonik Industries

Spencer Wiggins
*Hancock Whitney
Bank*

Melissa Morrissette
*LLB&B Inc. Real
Estate*

Carita Koen
*Growth Alliance
Task Force*

Melissa Cross
*McAleer's Office
Furniture*

Sarah McAleer
*McAleer's Office
Furniture*

Julye Jenkins
Regions Bank

Bruner Binion
Regions Bank

Ryan New
Renasant Bank

TJ Naman
Renasant Bank

Jack Luckie
Renasant Bank

Ann Akridge
Roberts Brothers

Emily Hatcher
Roberts Brothers

Bernadette Windle
Roberts Brothers

Chrissi Moore
Roberts Brothers

Morgan Kennedy
ServisFirst Bank

Garrett Powe
ServisFirst Bank

Harris Oswald
Spire

George Hunter
Spire

Kimberly Coleman
*Kimberly Coleman
State Farm*

BJ Griswold
Trustmark

Courtney Bustle
Trustmark

Wendy Turner
BankPlus

Terry Harbin
BankPlus

Danielle Little
BankPlus

Hutch Thompson
BankPlus

Sherry Coker
River Bank & Trust

CHAMBER CHASE 2023 SCORECARD

\$1.1 MILLION RAISED

24 TEAMS

22 MEMBER COMPANIES

43 CAMPAIGN VOLUNTEERS PLUS 18 CEOs/ PRESIDENTS

159 MEMBER COMPANIES SUPPORTING CHAMBER CHASE



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CONTACT US

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COMMUNICATIONS

The Mobile Chamber works hard to increase our brand awareness, maximize engagement and provide business development opportunities for our members. The Chamber's communications team supports the entire Chamber by communicating with numerous audiences including Chamber members, prospective members, elected officials, the community and media.

We are constantly adapting to digital advancements to better serve our members and provide enhanced exposure opportunities.



39,099 FOLLOWERS

23% INCREASE FROM 2022
ACROSS ALL PLATFORMS

IN 2023 SOCIAL MEDIA
EFFORTS GREW BY:

143%

IMPRESSIONS

208%

ENGAGEMENTS

169%

AUDIENCE GROWTH

79,000

WEBSITE VISITORS

121,000

WEBSITE PAGE VIEWS



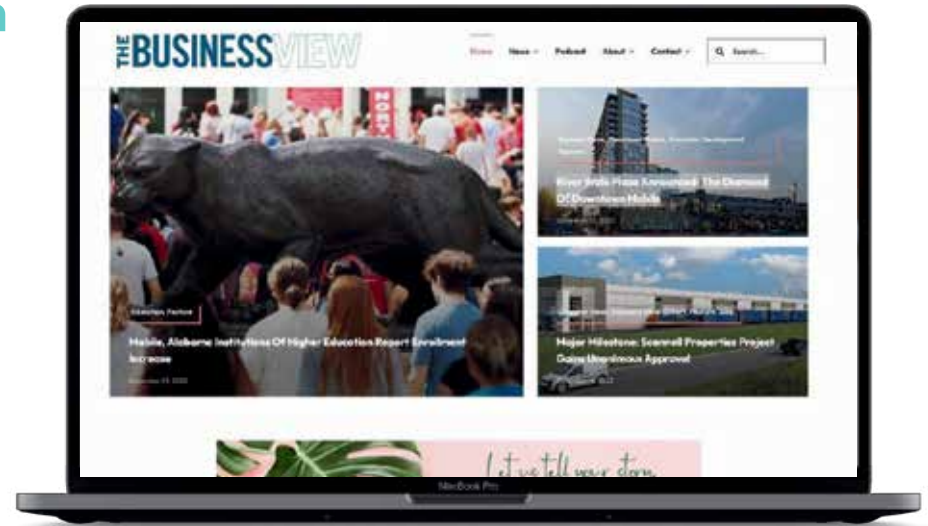
Introducing TheBusinessView.com

A New Way to Get Your Local Business News

TheBusinessView.com is the Mobile Chamber's newest tool, a news website fed by the business community.

Launched in December 2023, the primary objective of TheBusinessView.com is to serve as a comprehensive resource for business-related news in the Mobile region.

We strive to provide an influential platform for the Mobile Chamber to highlight the triumphs of Mobile Bay and share stories from the local business community.



 **Mobile Chamber**

MEMBERSHIP MATTERS

*A weekly newsletter from Mobile Chamber
President and CEO Bradley Byrne*



The Chamber launched a new weekly newsletter from Bradley Byrne that is sent to all Chamber members each Friday. Topics have ranged from new airline offerings from the Mobile Airport Authority to informing members on exciting workforce development and education opportunities such as the opening of the Bishop State Community College's Gene Haas Center for Advanced Manufacturing.



CHAMBER INSIDER – MOBILE BAY MAGAZINE

The Chamber has begun partnering with Mobile Bay Magazine for a four-page insert, Chamber Insider, in each edition of the magazine.

The first edition was in the October 2023 issue and focused on Mobile's golden age and the central role the Chamber has played in recent growth and transformation.

The Chamber aims to share our message with a broader audience through these inserts.

MobileChamber.com Wins Golden Shovel Award for Best Economic Development Website

**Best Economic
Development Websites
2024**

Golden Shovel

MobileChamber.com was awarded a Golden Shovel for the site that was redesigned in 2022:

"The Mobile Chamber website excels in delivering a positive user experience with its streamlined design that prioritizes essential information without unnecessary clutter. The website's strong video banner immediately captures attention, providing a visually appealing introduction to the chamber's offerings. The emphasis on member benefits, creatively highlighted on the homepage, adds a unique touch to the presentation, making it easy for visitors to understand the advantages of membership. Through its thoughtful design and content arrangement, the Mobile Chamber website effectively communicates its value proposition and engages users with a visually stimulating and user-friendly interface."

AWARD RECIPIENTS

Throughout the year, the Mobile Chamber presents awards recognizing outstanding businesses and individuals who have made memorable contributions to the good of the community.

Eagle Awards

For 26 years, the Mobile Chamber has celebrated the accomplishments of local outstanding minority-owned businesses featuring the coveted Eagle Awards.

The 2023 Eagle Award recipients are:

- Chris and Carla's Enterprises Inc.
- Harper Technologies LLC – Hall of Fame Winner (3-time Eagle Award winner)
- Paula's Hair Unlimited LLC – Hall of Fame Winner (3-time Eagle Award winner)

Below: The 2023 Eagle Award winners pictured with the keynote speaker Lonnie G. Johnson, American inventor, aerospace engineer and entrepreneur. From left to right: Abe Harper president of Harper Technologies; Carl Harper, vice president of Harper Technologies; Brent Barkin, 2023 chairman of the Mobile Chamber; Johnson; Paula Jones, owner of Paula's Hair Unlimited LLC; Seliena Moffett, hairstylist at Paula's Hair Unlimited LLC; Karla DuPriest-Miller and Chris Miller, owners of Chris and Carla's Enterprises Inc.



Rev. Wesley A. James Minority Business Advocate Award – Mobile Airport Authority

Pictured from left to right are: Lonnie G. Johnson, American inventor, aerospace engineer and entrepreneur; Chris Curry, president of the Mobile Airport Authority.



SMALL BUSINESS OF THE YEAR FINALISTS

- American WeatherStar
- Port City Industrial
- TC Boiler and Piping

SMALL BUSINESS OF THE MONTH WINNERS

- Atlas Outsourcing
- D. B. Marlin Adjusting Solutions
- DocRX
- Elevate Workforce
- Hummingbird Ideas
- Landshark Promotions
- Karen's Kleaning Service
- Kimberly Coleman State Farm
- Payroll Vault
- Poplar Home Waterproofing
- Southern Glow



SMALL BUSINESS OF THE YEAR – AMERICAN WEATHERSTAR

Pictured from left to right: Sidney King, president of Commonwealth National Bank; Ainsley O'Donnell; Laura O'Donnell; Brian O'Donnell, president of American WeatherStar; Ryan O'Donnell; Brent Barkin, 2023 chairman of the Mobile Chamber.

MANUFACTURER OF THE YEAR
ARKEMA



INNOVATOR OF THE YEAR
**BISHOP STATE
COMMUNITY COLLEGE**



**General Gary Cooper
Outstanding Service Award**

The General Gary Cooper Award was presented to Dr. Jeremy Fletcher, director of community integration for Veterans Recovery Resources. The General Gary Cooper Outstanding Service Award is an award given to a current or former military service member who inspires others by living out the values we see in Major General Cooper including achievement, courage, excellence and humility.

From left to right: Sandy Stimpson, mayor of Mobile; Fletcher; Connie Hudson, Mobile County Commissioner; Jerry Carl, U.S. Representative

Chamber Chase



Top Volunteer

Melissa Cross

McAleer's Office Furniture

Top Team

McAleer's Office Furniture

Most New Members

Carita Koen

Growth Alliance Task Force

Rookie of the Year

Kirsten Davis

Arkema

Ambassador of the Year John Garrett, CFP

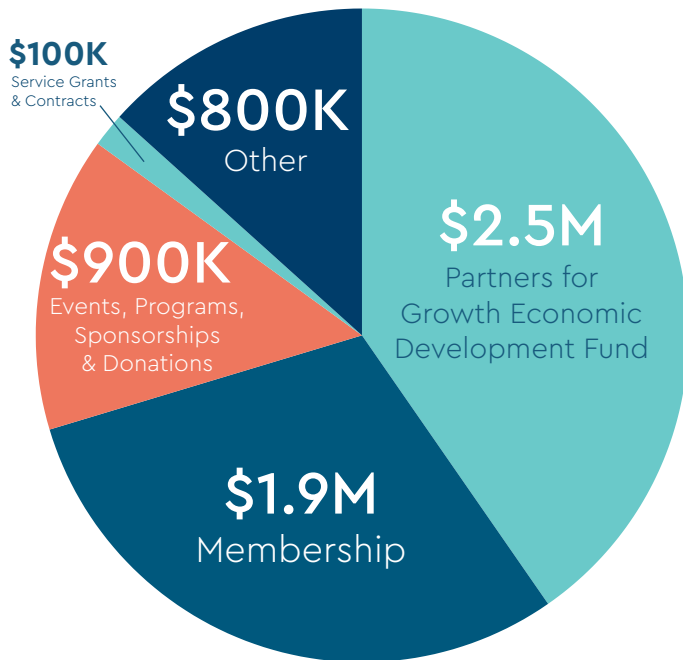
The Ambassador of the Year is presented to a person who participates in the Chamber's Ambassador Program and exemplifies volunteerism, attends Chamber functions, is active among the Ambassadors and is willing to help with activities that may come along.

The 2023 Ambassador of the Year is John Garrett, CFP with Edward Jones.



FINANCIAL MANAGEMENT

2023 REVENUE



2023 EXPENSES



2023 STATEMENT OF FINANCIAL POSITION

TOTAL ASSETS	\$2.6M
TOTAL LIABILITIES	\$1.3M
TOTAL FUND BALANCE	\$1.3M
TOTAL LIABILITIES & FUND BALANCE	\$2.6M

2023 STATEMENT OF ACTIVITIES

TOTAL REVENUE	\$6.2M
TOTAL EXPENSES	\$5.7M
TOTAL REVENUE OVER EXPENSES	\$0.5M

**The financial information provided above is unaudited. The 2023 audited financial statements prepared and certified by an independent certified public accountant were not available at the time of printing.*



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To achieve your financial goals for your business, you need more than just a bank- you need a banker. Someone with the tools and experience to get you where you want to go. Bryant Bank is Alabama based and family owned. Our Mobile Bryant Bankers are focused on your individual needs and committed to success through strong personal relationships.

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STAFF ACCOLADES

Operations and Human Resources Coordinator Alicia Spizzirri

earned the designation of SHRM Certified Professional by the Society for Human Resource Management by meeting the experience, education, and demonstrated knowledge and understanding of areas of organization, people, leadership, business, interpersonal, and workplace.

Vice President of Communications and Advocacy Nancy Hewston

was named a 2023 Leading Lady by the Girl Scouts of Southern Alabama. Leading Ladies are selected for their demonstration as a positive influence on girls in our community. GSSA celebrates women who have distinguished themselves as outstanding community members through individual excellence and high levels of achievement.

Vice President of Economic Development David Rodgers CECD

has been named a recipient of the 2023 Economic Development 40 Under 40 Award, the biennial award recognizing rising stars in the economic development industry.

Project Managers Kayla Byrne and Jennifer Richburg participated in Connect Mobile. Connect Mobile is a program of Mobile United connecting young leaders in the Mobile area through networking and a community engagement project.

Director of Communications Denise Curtis served as the Public Relations Council of Alabama – Mobile Chapter President.

Workforce and Career Development Manager Kellie Snodgrass

graduated from Auburn University's Government & Economic Development Institute's Intensive Economic Development Training Course, a 2-week in depth look at economic development best practices and successes in Alabama.

Project Manager Kayla Byrne completed her third week-long course and graduated from The University of Oklahoma's Economic Development Institute (OU EDI). OU EDI is the premier program for economic development professionals across the country.

Talent and Attraction Manager Abbey Huguley was a part of the first class of Learning Leading University (Learning Leading U). This program is designed to engage members of our community who are passionate about education, who are interested in gaining a deeper understanding of issues facing our schools, and who want to become informed advocates for education and students.

Senior Vice President of Member Engagement Michael Galvin

completed Leadership Mobile, a program designed to seek, train and empower leaders who are committed to supporting and leading community growth and progress through networking and collaborative problem solving. He also completed the FBI Citizens Academy program that gives business, religious, civic and community leaders an inside look at the FBI to foster a greater understanding of the role of federal law enforcement in the community through frank discussion and education.

Members of the **Mobile Chamber staff** participated in the American Heart Association 2023 Heartwalk. They walked in honor of the 2024 chairman of the board Melissa Cross' sister, Jenny.





MOBILE CHAMBER EARNS FIVE-STAR ACCREDITATION FROM U.S CHAMBER

The Mobile Chamber was awarded a five-star accreditation from the U.S. Chamber of Commerce, the highest level of accreditation available. The U.S. Chamber's accreditation program is the only one of its kind that defines excellence in chamber performance and planning. There are roughly 7,000 chambers of commerce throughout the country, but only 146 chambers nationwide and three in Alabama carry this prestigious honor.

"It's an honor to be recognized by the U.S. Chamber of Commerce for our steadfast commitment to the Mobile area," said Mobile Chamber President and CEO Bradley Byrne. "Accreditation is a testament to the Chamber's volunteer leadership and staff who strive for excellence in all that we do. The Mobile Chamber was first accredited in 1966, and we're proud to have maintained this elite status for nearly 60 years."

By earning this honor, the Mobile Chamber has demonstrated strong business practices, outstanding contributions to the community, and promotion of policies that support job creation, innovation and entrepreneurship throughout the region. This application process covers nine areas including governance, finance, human resources, government affairs, communications, technology, facilities, benchmarking and program development.

CHAMBER STAFF

Bradley Byrne
President and CEO

Mel'isa Morel
Executive Assistant to the President and CEO

COMMUNICATIONS AND ADVOCACY

Nancy Hewston
Vice President of Communications and Advocacy

Denise Curtis
Director of Communications

Layton Little
Director of Government Affairs

Brooke McIngvale McWhorter
Director of Programs and Events

BessMorgan Baluyut
Marketing Manager

Cody Tavernier
Digital Media Manager

Carolyn Wilson
Communications and Advocacy Coordinator

COMMUNITY DEVELOPMENT

Laura O'Connor
Vice President of Community Development

Kari Wolfe
Director of Community Development

Barbara Peters
Director of Navigation Services

Lauren Pennington
Program and Operations Coordinator

ECONOMIC DEVELOPMENT

David Rodgers, CEcD
Vice President of Economic Development

Kayla Byrne
Project Manager

Jennifer Richburg
Project Manager

Abbey Huguley
Talent Development and Attraction Manager

Kellie Snodgrass
Workforce and Career Development Manager

Jennifer Tremayne
Existing Industry Manager

FINANCE AND OPERATIONS

Michi Lunceford, CPA
Chief Financial & Operations Officer

Chani Rider
Director of Finance and Operations

Abby Turberville
Staff Accountant

Alicia Spizzirri
Operations & Human Resources Coordinator

Hope Bush-Collins
Building Custodian

Grant Carrera
Security Guard

MEMBERSHIP

Michael Galvin
Senior Vice President of Member Engagement

Andrea Cox
Senior Director of Membership

Zistine Mones
Director of Member Relations

Jackie Hecker
Senior Account Executive

Gary Grady Jr.
Account Executive

Jaylen Yates
Membership Coordinator

Odetta Stutts
Director of First Impressions

SMALL BUSINESS DEVELOPMENT

Darrell Randle
Vice President of Small Business Development

Danette Richards
Senior Director of Small Business Development

Brenda Rembert
Small Business Development Assistant

CUSTOMER INSPIRED.

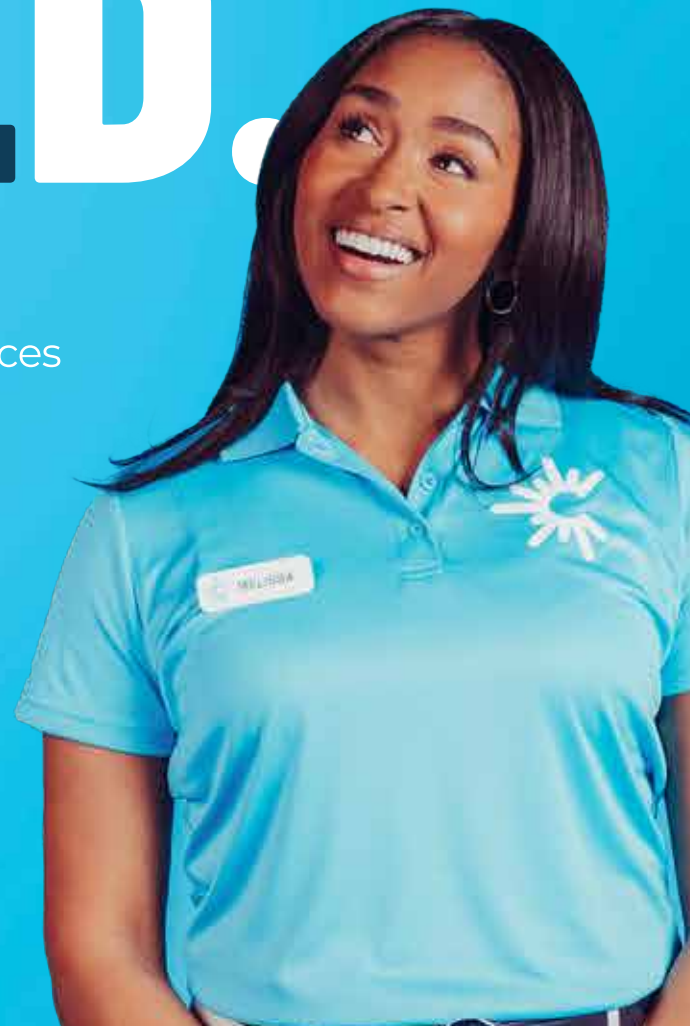
You want faster 5G nationwide? Fiber internet in more places across the Gulf Coast? World-class business IT solutions with certified experts right here in Mobile? You've got it. And then some.

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With over 1300+ employees in the Americas, and \$300+ million in global revenue, AAA USA has a rich history and strong reputation for innovation. We tirelessly collaborate with customers on the program management, product realization and human capital aspects of manufacturing and aftermarket support.

AAA USA is part of both Daher Services Group and DRAKKAR Aerospace & Ground Transportation's ecosystems.



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CHRIS.KUEHN@AAA-USAINC.COM

OUR

CAPABILITIES



CONTRACT
LABOR



TRAINING &
DEVELOPMENT



ENGINEERING
SUPPORT



MOBILE REPAIR
TEAMS



OUTSOURCING OUTSTANDING
WORK/RE-WORK



QUALITY
CONTROL