

THE
**BUSINESS
VIEW** 

MOBILE AREA CHAMBER OF COMMERCE

JULY 2008 | VOLUME XXXIV, No. 6

- Prepare Your Business for Hurricane Season
- Meet the Mobile Area Chamber's Board of Advisors
- Manage Small Costs to Drive Profits

Finding Balance... Shortcuts to Success



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For more information, call 431-8638
or visit www.mobilechamber.com.

THE BUSINESS VIEW is published monthly, except for the combined issue of December/January, by the Mobile Area Chamber of Commerce 451 Government Street, Mobile, AL 36602 (251) 433-6951 www.mobilechamber.com ©2008

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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. Accreditation recognizes those Chambers that have defined, reached and maintained basic operational performance standards and have significantly contributed to the good of their community, region, state and country.

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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Photo by: Leigh Perry Herndon

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...Getting it All Done

A look at five businesswomen who successfully balance a career, family and volunteer activities

Five women. Five husbands. Thirteen children, plus one on the way. And five careers.

Meet Michelle Gulley-Parson, administrator of the Mobile Area Education Foundation; Sylvia Browder, project director of the Women's Business Center; Ellen Maxime, vice president of property management with Delaney Development; Catherine Vulevich, marketing director with St. Paul's Episcopal School; and Marian Faulk, APR (accredited public relations), marketing director for Spring Hill Medical Center. *The Business View* recently gathered this group of career women at Dream Dinners, introducing them to the new meal preparation service and discussing how they do it all and stay sane.

Last year, there was a record number of women in the U.S. workforce – 68 million, and 75 percent of them are working full-time, according to the U.S. Department of Labor. In addition, the department's women's bureau estimates women will account for 49 percent of the projected labor force growth between 2006 and 2016.

Over the last several decades, there has been a huge transformation of women in the workplace; and, in addition to their careers, they still balance families, household responsibilities and, in these cases, a variety of volunteer activities.

What separates those who are successful comes down to their ability to organize, said Olivia Nettles, a licensed professional counselor serving as director of Bay Point Hospital, which is part of AltaPointe Health Systems.

That is one thing each of this select group of women has down to a science.

"As a mother of five," said Sylvia Browder, "I learned years ago how important it was to manage my time and

my family's schedule." Browder uses her computer's Outlook calendar and a PDA to know the "who, what, when and where of my husband, children and my schedules." She and her husband have children ranging in ages from kindergarten to college.

Browder is involved in close to a dozen organizations, including the Mobile Area Chamber, her church, and children's schools and activities. In addition, she and two friends are creating a Christian-based organization to offer spiritual and peer support to minority women business owners.

When she moved to Mobile, she volunteered as a SCORE (Senior Corps of Retired Executives) counselor, although she doesn't fit the stereotypical mold – she is not retired and not a senior. Browder, an Internet-based advisor, uses evenings at her computer to respond to five to 10 new cases a month, as well as to follow up with existing clients.

Ellen Maxime also said she keeps a "very thorough calendar both at work and on my Blackberry," and she hits procrastination head-on. "When papers come in (especially for the kids), I take care of it right then so it does not get buried!" She and her husband have three children – seven, nine and 22 years old.

"You have to prioritize and realize what really matters and what can wait," she said, while admitting it's a struggle to do so.

Maxime is also president of the Alabama Apartment Association and is treasurer of the local association. She is involved with her church and serves as a Eucharist minister.

Catherine Vulevich takes her networking skills to her

personal life and said she coordinates the week's activities with her husband and utilizes a home-based computer and the Web. "I often write my St. Paul's newsletter from home after the kids are asleep." And, she added, "The Web is unbelievable." In addition to on-line banking, postal services and shopping, Vulevich even shops for baby necessities including diapers.

Vulevich is married and has two boys under the age of three. In addition to work and family, she is a member of Junior League of Mobile and the Public Relations Council of Alabama, and she stays involved with her church and other various community activities.

What separates those who are successful comes down to their ability to organize.

Olivia Nettles
licensed professional counselor,
director, Bay Point Hospital

Michelle Gulley-Parson is administrator of the Mobile Area Education Foundation. She said her flexible work schedule, a weekly to-do list, and the ability to access her work computer from home, allow her to accomplish her projects. She and her husband have a six-year-old son with cerebral palsy. Her morning routine includes placing her son in a warm tub to help loosen his muscles. She is also due with a second son in July.

Gulley-Parson has been and continues to be an advocate for helping her son reach his potential and includes him in most of her extra-curricular activities. "My grandfather always said, 'If I don't help, who will?' Even with my son's disability, he understands what it means to help someone," she said. Although she has curtailed activities because of her pregnancy this year, she is still involved with the Early Intervention Council of Southwest Alabama and the service sorority Delta Sigma Theta.



Sylvia Browder

A self-proclaimed life long learner, she is also enrolled in Spring Hill College's master's program, pursuing a degree in liberal arts.

Marian Faulk shows that humor goes a long way when it comes to balancing and lists "terrorizing the dog" as one of the activities of her youngest son. Faulk and her husband have two boys, ages six and two.

She delegates to "everyone in the family, even the little ones." Out of necessity, Faulk has become an expert at writing and leaving concise messages, noting "sometimes the information is all someone needs in order to proceed to the next step."

In addition to managing six employees who support 90-plus departments, Faulk is involved in a variety of activities including fundraising events, the Public Relations Council of Alabama and judging writing competitions.

Browder has her own work/life-balance presentation that she delivers and said the biggest mistake women make is to have too much going on. Then she laughed at her own schedule, saying, "I am constantly juggling."

Nettles emphasized that one of the most important things a woman can do is take some time for herself.

"Even if it is only an hour to take a walk or whatever it takes for you to rejuvenate."

She points out to employers that women are able to multi-task – effectively. And they bring the organizational skills to the workplace they use to keep their family going. "Most women (juggling career, community and family) are responsible and dependable and are able to model those qualities to others."

Dream Dinners is Every Working Woman's Dream

Dream Dinners is now another secret to success for Catherine Vulevich with St. Paul's Episcopal School. Following a group discussion on work/life balance with five career women, she joked about surprising her husband, who loves to cook, with a new meal. "Just a little something I threw together tonight," she sang. At some point she planned to confess that she put together her delicious gourmet meal with the help of Dream Dinners, a meal assembly shop designed to take the stress out of menu planning, grocery shopping, prep work and clean up.



Franchise owners Stacey Mobley and her niece, Jennifer Gilmore, opened in Mobile's Pinebrook Shopping Center in March. The pair's success is evidenced by the fact that revenues continue to double and their list of repeat customers is growing. Mobley is so impressed by the welcome from Mobilians that she is already considering a Daphne location.

Here's how it works. Go to www.dreamdinners.com and register. Customers select a time to come to the shop and build meals. Each month there are 17 menu choices, and the menus change every month. The recipe, spices and all other ingredients are cut and prepped at stations at the shop. Customers show up and in minutes put their meals together in provided baking pans or zip-top freezer bags.

There is a 36-serving minimum, and prices average \$3.40 per serving. In addition, there are several pre-packaged choices for pick-up.

With the help of a head chef in charge of recipes and development at Dream Dinners, Mobley said to watch for celebrity recipes and mentioned two favorites – Martha Stewart and Emeril Lagasse.

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Small Business of the Month

Go to mobilechamber.com/awards to submit a Small Business of the Month nomination or contact Danette Richards at 431-8652 or drichards@mobilechamber.com.

Orion Engineering



Orion Engineering offers clients expertise in all disciplines of engineering. An Orion Engineering project team conducts a 3D model review. From left to right is Tony Barefield, Wayne Brady and Wade Everett. Standing is Scott Ritter.

Orion Engineering fits into the Small Business Administration's definition of a small business by having less than 100 employees, but the company's owners consider it big on skills and expertise. Starting out with just two employees, the company has since grown to 90 and covers all disciplines of engineering including: facilities, process, mechanical, piping and mechanical design, material handling, civil and structural, electrical and instrumentation, and construction and project management. Orion Engineering is the Mobile Area Chamber's Small Business of the Month.

With engineers Charles Busby PE (professional engineer) and Scott Ritter PE at its helm, Orion began operations in 2001. Busby hails from Pascagoula, and Ritter is from New Orleans. Both attended the University of South Alabama. After several years working at the same engineering firm, the duo decided to start their own company. "We wanted to have an employee-friendly company and provide quality service to our clients," said Ritter, Orion's vice president and chief operating officer.

Major clients the firm has worked with include Arizona Chemicals, GE and ChevronTexaco.

"We work with all disciplines of engineering to industry-specific chemical or pharmaceutical clients," added Ritter. In addition to high-profile clients, the company's work has expanded outside the Gulf Coast and includes most places west of the Mississippi River, explained Ritter.

As the company has grown, so have the partners who run it. Today, Orion is led by four partners, all certified engineers – Ritter, vice president, general manager and chief operating officer; Busby, president; James Tew PE, vice president, manager process/mechanical; and John Kateon PE, vice president, manager new ventures.

In addition to growing the management team, Orion has grown and supports two spin-off, sister companies, Sirius Technical Services and Orion Industrial Services.

To continue the company's growth momentum, Orion recently opened another office in Pascagoula. "We would like to eventually grow to have four or five regional offices along the Gulf Coast," said Ritter. "We started the business with the idea we would grow and spin off other companies related to engineering," said Ritter. "We are creating a whole design to build a one-stop shop operation."

11th Annual Eagle Awards Seeks Nominations



The Mobile Area Chamber is accepting nominations for Eagle Awards and Minority Business Advocate (MBA) Award through Friday, July 11.

Forms are available on the Chamber's Web site, www.mobilechamber.com, and may be submitted on-line. Or, call 431-8607 for a nomination form and return it to the Chamber's small business department. The awards dinner will be held in October 2008.

Eagle Awards

The Eagle Awards honor five minority-owned businesses demonstrating a commitment to growth and the community. Nominees must be at least 51 percent owned, operated and controlled by African-American, Hispanic/Latino, American Indian or Asian-American persons. Additionally the business must be a Mobile Area Chamber member; headquartered in Mobile, Baldwin, or Washington counties;

operational at least three years; exhibit revenue and/or employee growth; have an apparent solid financial base; be a for-profit company; and show evidence of community service contribution or involvement.

In addition, Eagle Award applicants must also submit a reference letter from the following business associates: a company attorney; CPA or banker; vendor or customer. All information will be kept strictly confidential and will be used only by the judging panel.

Minority Business Advocate

The Minority Business Advocate Award (MBA) recognizes businesses supporting minority-owned businesses and providing charitable support to low- and moderate-income communities. Nominees must be a Mobile Area Chamber member; show a commitment to supplier diversity; have three complete years of operation (as of December 31, 2007); and have an office in Mobile, Baldwin or Washington counties.

For more information on the two award programs, contact Danette Richards at 431-8652 or drichards@mobilechamber.com.

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Partners for Growth – Seizing the Opportunity is a five year economic development program of work designed to bring in new jobs, assist established companies expand, streamline workforce efforts and lobby on behalf of member businesses’

needs and infrastructure projects throughout the Mobile Bay region. To accomplish this aggressive plan, Mobile Area Chamber of Commerce leadership embarked on a \$10 million capital campaign, running 2008-2012 to fund this effort. Less than five months into the campaign, co-chairs **Harris Morrisette** with China Doll Rice and Bean Co. and **Sandy Stimpson** with Gulf Lumber Co., announced more than \$9.2 million had already been raised to support the Chamber’s economic development efforts. Read more about the Partners for Growth effort in the September 2008 issue of *The Business View*.



During a reception held at the Mobile Area Chamber to launch Partners for Growth – Seizing the Opportunity, Sandy Stimpson with Gulf Lumber Co., pictured left has Chamber staff members Kim Perrone and Shelly Mattingly roll out the amount raised as of May 21, 2008.

Chamber Chase Nears the End

Chamber Chase 2008 is rounding out its \$1.2 million campaign this month, and preparations are underway for the victory celebration to be held on Aug. 7. Led by **Melissa Morrisette** with LLB&B Real Estate, this year’s effort to recruit new Mobile Area Chamber members, sell sponsorships and advertising, and solicit in-kind donations to keep the Chamber’s operating expenses down, has involved more than 80 volunteers on 23 teams.



Members of the Regions Bank Chamber Chase team were recognized for their efforts during a weekly reward session held during the campaign. Pictured from right to left are: Brandon Francis, Austin Bradford, Alma Hickman, Trish Banker, Stephen Schlautman and Jo Shannon.

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Preparing Your Company for a Disaster

Staying open for business after a disaster is possible – with the right business plan

The last two hurricane seasons have given the Central Gulf Coast a break, allowing post-Hurricane Katrina operations to continue uninterrupted. Forecasters are again predicting an active storm year for the season that officially kicked-off June 1. Now is the time to take needed steps to keep your business operations running and create or review the disaster plan with employees, according to the American Red Cross.

Businesses should prepare for any and all disasters, whether natural or manmade. “It’s important to have a business disaster plan so that when disaster strikes, you can keep your employees, property, customers and business safe and protected,” said Elizabeth M. Saunders, public relations coordinator for the local Red Cross chapter. “Having a plan in place and executing it will minimize the effect of the disaster on your company and will help your business continue to operate even in the immediate aftermath.”

The U.S. Small Business Administration reported in 2006 that up to 25 percent of small businesses do not reopen after a major disaster like a flood, tornado or earthquake because they were unprepared for a disaster; they had no plan or backup system.

Any organization can be better prepared (for a disaster) if it plans carefully. A commitment to planning will help support employees, customers, the community, the local economy and business investments thus allowing for a better chance of survival.

After Hurricane Katrina flooded downtown Mobile, the Mobile Area Chamber revisited its own crisis manual in an effort to keep its employees safe, and to stay in business to help member companies in need. The manual was updated to include information about network servers being

backed up and housed offsite, two off-site office locations – one in Baldwin County and one in Mobile County – in the event the Chamber building is inhabitable; and an 800 number for employees to call daily at set times to keep in touch with management.

Each of these new functions, including the procedures to deal with a fire in the



building or tornado procedures, were added to the manual and are shared with all employees on a regular basis so everyone is aware of what to do in the event of a crisis. As needed, the document is updated and has become a living document employees can turn to for assistance in case of an emergency.

The following information is a combination of recommendations from the U.S. Department of Homeland Security and the American Red Cross Gulf Coast Chapter. The list is not all inclusive, but can be used as a guide to get started on a customized business plan.

Talk to your people

Communicate regularly with your employees and co-workers on any plan before, during and after an incident.

- **Involve Co-Workers:** Include people from all levels in emergency planning.
- **Practice the Plan:** Drills will help everyone prepare. Detail how the organization plans to communicate with employees,

a disaster may have special recovery needs. Communicate regularly with employees before, during and after an incident, and make your best effort to provide for everyone’s well-being.

Protect your investment

In addition to emergency planning, there are steps you can take to both safeguard your company and secure physical assets.

- **Insurance Coverage:** Policies vary, so meet with your provider to review current coverage. Inadequate insurance coverage can lead to major financial loss if your business is damaged, destroyed or simply interrupted for a period of time.

- **Utility Disruptions:** Prepare at your office for extended outages during and after a disaster.

- **Facilities, Buildings and Plants:** Take steps to secure physical assets. Install fire extinguishers and smoke detectors. Secure ingress and egress and consider all the ways people, products, supplies and other things get into and leave your building or facility.

- **Equipment:** Conduct a room-by-room walk-through to determine what needs to be secured. Elevate equipment off the floor to avoid electrical hazards in the event of flooding.

local authorities, customers and others during and after a disaster.

- **Promote Preparedness:** Encourage employees and their families to make a plan and be informed. Re-establishing routines, including getting back to work, is important to the well-being of people who have experienced disasters.

- **Crisis Communication Plan:** Detail how employees, customers and others will be contacted during and after a disaster.

- **Employee Health:** People who have experienced



- **Building Air Protection:** Assess the HVAC system to improve indoor air quality. Depending on the size of the building and the design and layout of the system, there may be simple steps building owners and managers can take to help protect people from some airborne threats. If you rent or lease your space, speak to the building owners and managers about air quality.

- **Cyber Security:** Protect data and information technology systems. This may require specialized expertise, as cyber security can be very complicated. However, even the smallest business needs to address its intellectual data.

Disaster Recovery Begins Before a Disaster

When a business starts to develop a disaster plan, consider human resources, physical resources and business continuity. Think about how a disaster could affect employees, customers and workplace.

“It is important for a business to continue operating after a disaster for the sake of its owners and employees, as well as the sake of your customers and the local economy,” said Saunders. “The first priority should be the safety of your employees and customers. After assessing that, you can

determine an appropriate timeline and order for returning to work.”

Here are additional suggestions to consider:

- Keep phone lists of key employees and customers at home and provide copies to key staff members.

- If you have a voice mail system, designate one remote number to record messages for employees. Provide the number to all employees.

- Arrange for programmable call forwarding for the main business line(s). Then, if you can't get to the office, call in and reprogram the phones to ring elsewhere.

- If you can not get to the office quickly after a disaster, leave keys and alarm code(s) with a trusted employee.

- Install emergency lights that turn on when the power goes out. They are inexpensive and widely available at building supply retailers.

- Back up computer data frequently throughout the business day. Keep a backup tape off site.

- Purchase a NOAA Weather Radio with a tone alert feature. Keep it on and when the signal sounds, listen for information about severe weather and protective actions to take.

- Stock a minimum supply of the goods, materials and equipment you would need for business continuity.

- Keep emergency supplies handy, including flashlights with extra batteries, first aid kit, tools, and food and water for employees and customers to use during a period of unexpected confinement at your business.

To create a detailed and customized disaster plan, go to www.redcross.org, www.dhs.gov or www.ready.gov for templates and assistance.



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If historic renovation and restoration is one of your passions, talk to Parrish Tatum. He recently restored a 108-year old home in downtown Mobile. Or if you want to get great tennis tips or hear about the time he met Pete Sampras, talk to Parrish. And if you're a music aficionado, so is Parrish. He's a wiz at banking, too. Giving our customers the highest standard in service is his daily goal. And it shows from the minute you meet him—which is something you really should do today. Come by and see why Community Bank and our people are like no other bank you know.



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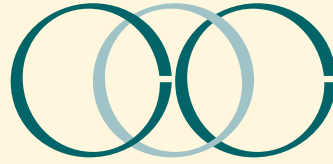


BOARD OF ADVISORS

The board of advisors represents many of the Mobile Area Chamber's most generous supporters and provides member company chief executive officers, owners and principals an avenue for valuable input on critical Chamber and community issues. This group meets three times a year at various locations, hearing business and governmental leaders and other speakers address pertinent issues. In addition, the group receives advance information on Mobile's business progress.

For more information on joining the board of advisors, contact **Katrina Dewrell** at 431-8611 or kdewrell@mobilechamber.com.

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



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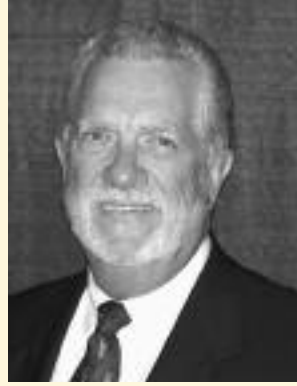
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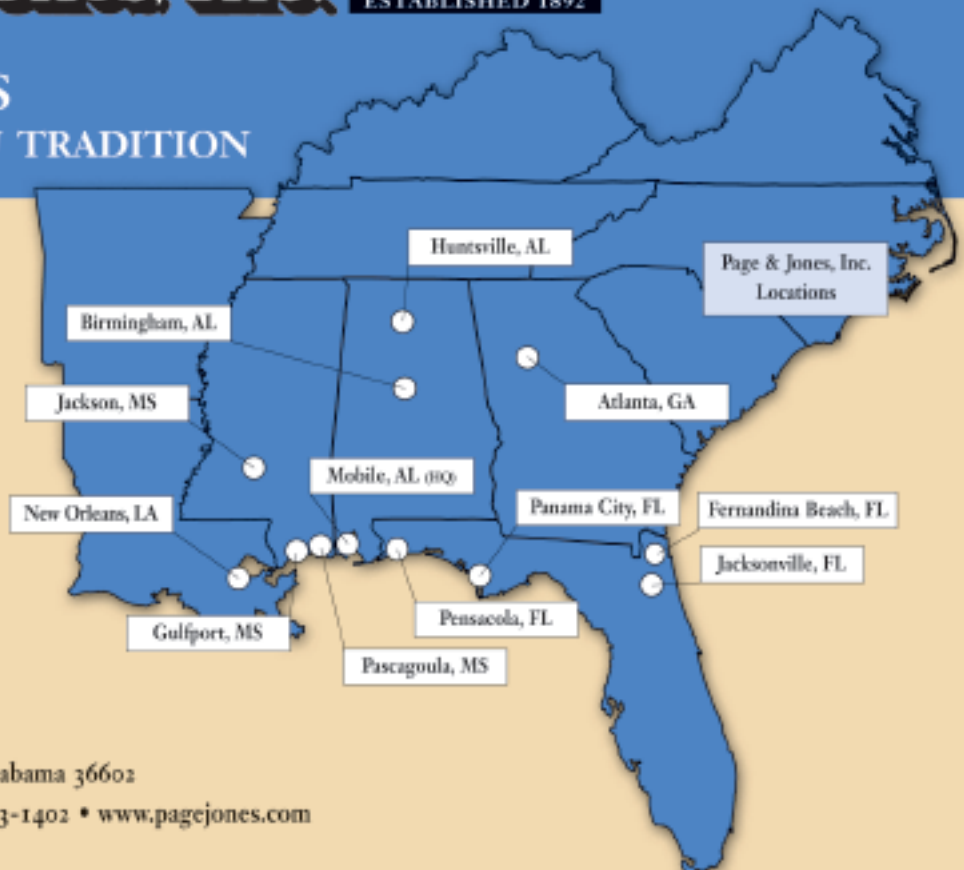


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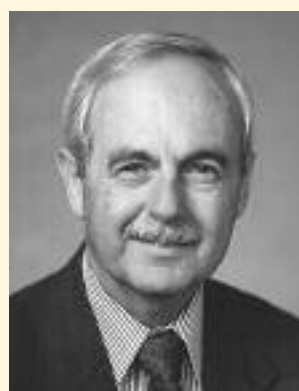
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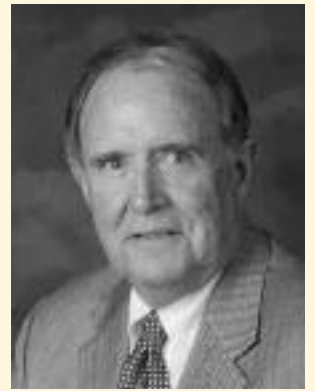
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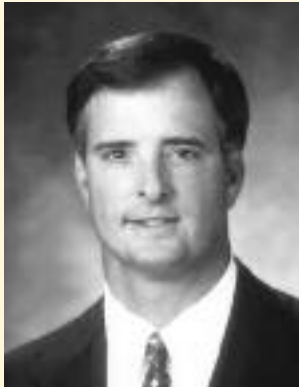
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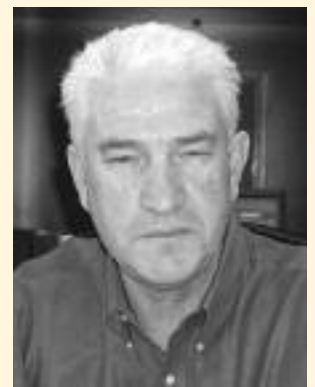
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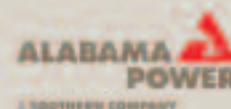
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Business Spotlight of the Month

The Business Spotlight of the Month is selected at random from a business card drawing at the Mobile Area Chamber's Business After Hours event.

S.L. King & Associates



Currently located at 919 Dauphin St., S.L. King & Associates is looking to move offices within the next few months.

Owners: Stanley L. King PE, president and chief executive office, André Lucy, director, Mobile operations

Location: 919 Dauphin St.

Member since: 2004

Brief description of business: S. L. King & Associates Inc. is an Atlanta-based consulting engineering firm with offices in Marietta and Savannah, Ga., Chattanooga, Tenn., and Mobile. Founded in 1996, the company provides engineering, planning and management services to a variety of public and private sector clients, including municipalities, architects, transit authorities and federal agencies.

What is unique or innovative about your business? "We continuously strive to accomplish fundamental core values to ensure quality service, create consistent performance and render client responsiveness," said King.

Most significant challenge: According to King, the company is continually working to "pursue niche opportunities in markets that are not tied to the traditional realm of engineering."

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Diplomat of the Month

Kay Watson

When an Adecco Employment Services employee left a vacancy earlier this year, Mobile Branch Manager Kay Watson had two positions to fill, one with the company and one with the Mobile Area Chamber. The employee was a Chamber diplomat, and Watson said she didn't want that seat to get cold. Watson joined the group in February and is the Diplomat of the Month.

"I needed to keep our name out and immediately stepped into that role and found out how phenomenal it is to get in front of decision-makers," said Watson.

In business, Watson said what's most important is the company's connection to Mobile. "We are well aware that people buy from people they know and people they like. Being a diplomat helps me build relationships with the businesses in Mobile."

Watson has worked with the international staffing company for 11 years. Adecco has more than 6,600 offices in 60 countries. Locally Watson and her team help clients fill clerical, professional and light industrial positions.

Diplomats are volunteers from member organizations who assist with Chamber activities. To get involved in the diplomat program, contact Christy Redd at 431-8649 or credd@mobilechamber.com.





Managing the Small Costs to Increase Profits

By Klaus Jeschke, director of Expense Reduction Analysts

Reduce your costs. Could there be three less glamorous words for businesses? Now try “Find extra profit!” Much better, isn’t it?

The truth is that cost management and increased profit can amount to the same thing if handled correctly. Cost reduction does not necessarily mean the slashing-and-burning of budgets on a “let’s-see-if-this-works” whim, nor does it mean the intense scrutiny of entertainment expenses in September, before reverting to three-hour-lunches in December.

But what if a company could save 20 percent a year on its stationary spending? Or 26 percent a year on its courier costs? Or 34 percent a year on its records management costs? Wouldn’t that represent real savings and increase on the bottom line?

A significant cause of poor business performance in U.S. companies is the lack of attention given to the cost of running the business because:

- the process of cost management and review can be difficult to manage;
- tough-minded resolve is usually required; or
- cost reduction initiatives are not always positively received by colleagues and staff.

Any executive who chooses to undertake a program of cost-management is probably going to find himself out on a limb and needing to show true leadership skills. And they are going to have to do it in today’s business world, when the buyer is often at a disadvantage.

The seller possesses vital market knowledge that the buyer, or company, does not have because of a lack of resources, time, expertise – or a combination of all three. Consequently, most if not all organizations overspend significantly on business operating costs.

Experts estimate 90 percent of U.S. businesses are overspending on day-to-day expenses by as much as 75 percent. How does a company know if it’s one of the 90 percent? If you can answer “yes” to any of the following, there’s a good chance your company can reduce its business operating costs and free up profit.

- There is no centralized purchasing system. Each department seems to have its favorite suppliers and its own purchasing process.
- The company seems to always purchase in an ad-hoc, as-needed manner instead of benefiting from bulk purchases.
- The business seems to stick to the

same suppliers and trust that they are providing value for money.

Where to begin?

So how does a company implement a plan of effective cost-management? Consider the following:

1) Caring is a prerequisite to effective cost-management. If company staff is complacent about financial performance and cost control, there is little chance a cost-saving project will succeed. Executives must find time to take an interest in reviewing expenses and reducing costs. Staff generally molds its behavior to match that of their leadership. Taking the “if it isn’t broke, then don’t fix it” route will produce mediocrity and will become a problem in times of economic slowdown.

2) Cost cutting should not be allowed to become the “flavor of the month.” Remain motivated to keep costs in check on a regular basis.

If cost-management “culture” is not “established, employees will quickly allow your “push” to fade away. It’s important to instigate measurable strategies for cost reduction.

3) Over-confidence can be a killer. Companies that assume their costs are under control based on historical trends, or assume their market knowledge is watertight, run the risk of overspending through arrogance. You know what you are paying, but do you know what your competitors pay for the same products? Never assume you know the market as well as your suppliers – and never assume they are giving you the best deal possible. Compare cost-management performance to others in the industry and region.

4) Understand what you are buying. Determine product and service requirements. Don’t purchase premium services unless absolutely necessary. Sales people will often use bait-and-switch tac-

tics to move you on to their higher margin items. You end up buying unnecessary extras or add-on services such as maintenance agreements.

5) Talk to your suppliers.

Companies buying the same product in the same quantities year in, year out, are probably paying too much. Suppliers will price their offerings according to what the market will bear. Having done your research, inform suppliers you are reviewing costs, which have to be reduced. Then prepare to negotiate and to comparison shop.

6) Stay alert! Monitoring cost-management strategies is vital. You need to watch to make certain staff members don’t slip back into old habits, the supplier charges correct prices and service matches the agreed specification.

Klaus Jeschke is director of Expense Reduction Analysts for Alabama, Mississippi and Louisiana. He can be reached at kjeschke@expensereduction.com.

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ADO Adds Small Business Resource

The Alabama Development Office launched a new Web site with a small business section listing resource providers, incubators, a new small business events calendar with a clickable regional map and small business news.

The new site is www.alabamausa.org. Click on the small business section or log on to www.ado.alabama.gov/content/ourservices/small_business/small_business.aspx.

Regional Business Champion



Danette Richards, the Mobile Area Chamber's director of small business development, was named the 2008 Region IV Women in Business Champion by the U.S. Small Business Administration.

Award winners are selected at the state, region and national levels, and are recognized for their advocacy of the women-owned business community and improving the environment for the creation and expansion of women-owned and operated businesses.

Richards also serves on the Women's Business Center Advisory Council and worked on legislation that led to making the Women's Business Center a permanent program of the U.S. Small Business Administration.

Timely Civic Issue

The Alabama Citizens for Constitutional Reform (ACCR) Foundation, a non-partisan organization educating Alabamians about the history and current impacts of the state's 1901 Constitution, announced its speaker's bureau. In addition to presentations, speakers can facilitate discussion and show the foundation's entertaining and enlightening documentary, "It's a Thick Book."

To schedule a speaker or documentary screening, contact Mark Berte, ACCR grassroots education director, at mark@constitutionALreform.org or 205-266-3371.



Partners for Environmental Progress presented its annual awards to local companies.

Partners for Environmental Progress

For their positive contributions to environmental stewardship and sustainable economic development, Partners for Environmental Progress (PEP) honored five companies and two individuals this spring.

Among the honorees were:

- Ciba's McIntosh site was recognized for its new wood gasification steam boiler that uses local wood waste from the timber industry, reducing its natural gas.

- Alabama Power's Barry Steam Plant was recognized for its Mobile River trash clean-up program, also one of the Southeast's largest organized river-system cleanups.

- Evonik-Degussa's recent waste minimization project was highlighted as an example of how a cooperative effort among multiple departments and companies can minimize waste and increase revenue.

- For Mobile's first commercial building under the Leadership in Energy and Environmental Design guidelines, White-Spinner Construction Inc. was honored.

- Berg Spiral Pipe Corp. was applauded for its decision to utilize an existing site previously occupied by International Paper mill for a new plant that will manufacture and coat high-quality, large-diameter spiral welded steel pipe for the North American gas pipeline market.

For the first time, PEP presented two Community Partner Awards. Individuals honored were David Yeager and Dr. George Crozier who both have spent their careers protecting and enhancing the environment, both nationally and locally.

New Guidelines to Report New Hires

Effective May 1, employers with five or more employees are required to report each new hire or recalled employee to the Alabama Department of Industrial Relations via the Internet. Employers with

less than five employees can use the Internet system, or they can send copies of W-4s to the New Hire unit. For more information, visit <http://dir.alabama.gov/nh/efile>.

All reports require: employee's name, address and social security number; first day of work; and whether the employee was newly hired or recalled. Also required are the employer's Federal Employer Identification Number (FEIN), name and address.

The required information must be furnished within seven days from the date of hire or re-employment.

Sales Tax Holiday

The city of Mobile and Mobile County are again participating in the third annual Alabama sales tax holiday from Friday, Aug. 1 until Sunday, Aug. 3. The holiday gives shoppers the opportunity to purchase certain school supplies, computers, books and clothing free of the state's 4 percent sales or use tax. Local governments can opt to exempt their sales taxes as well.



Holcim Receives Environmental Award

Holcim Inc. cement plant in Theodore received the Environmental Performance Award from the Portland Cement Association (PCA) and *Cement Americas* magazine as part of the 2008 Cement Industry Energy and Environment Awards, honoring sustainable manufacturing practices. To reduce its environmental impact, Holcim developed programs to respond to air, water and solid waste emissions. All cement kiln dust is reused within the manufacturing process, limiting carbon dioxide emissions. Additionally, it used approximately 10,000 gallons of site-generated oil for an energy recovery fuel in the kiln. In 2007, no storm water was released from the cement manufacturing plant or from the plant's off-site limestone and clay quarries.

CEO Profile

Bart E. McCrory



Company: Baldwin Transfer Co. Inc.

Title: President

Hometown: Daphne

Education: Graduated from The University of Alabama with a bachelor's degree in business

First job: Investment advisor

Career-changing moment: "The opportunity to train under, study and observe business practices of veterans in the transportation industry within Baldwin Transfer Co.," said McCrory.

Accomplishments: "I consider it an accomplishment to be established in a position that enables me to enhance the quality of life for our employees and their families," he said.

Family: McCrory and his wife, Ginny, have one daughter, Virginia.

Secret to success: "Work hard, play fair and treat employees, customers and competitors with respect and dignity," he said.

Brief company description: Baldwin Transfer is a privately-owned transportation and warehousing company serving the Southeast and Midwest with offices in Mobile and Montgomery, Hattiesburg, Miss., and Milwaukee, Wis.

S&S Sprinkler Co. Inc.

Company officials: Leland T. Moore Sr., president; E. Randy McCurley, operations manager; Leland T. Moore Jr., construction manager; E. Parks Moore, sales/design manager; and Justin D. Merrick, suppression manager

Years in business: 37 years

Brief company description: S&S Sprinkler serves the Southeastern United States and is a leader in the field of fire protection. With offices in Mobile, Baton Rouge and Westlake, La., and Beaumont, Texas, the company provides protection for clients in design, fabrication and installation of wet and dry pipe sprinkler systems, special hazard fire suppression systems, fire extinguisher installation and maintenance, and fire alarm system installation.

Why are you located in Mobile? “For 37 years, Mobile has been home to our corporate office,” said Leland Moore Sr. “The potential growth in Mobile is amazing. With the industry that is coming to our area, we’re excited to be here to compete.”

Why do you support the Mobile Area Chamber of Commerce’s Partners for Growth initiative? “We support the Partners for Growth initiative because of the vital role the Chamber plays in uniting the efforts of the business community with local and state government to take a vision and implement it,” said Moore Sr.



S&S Sprinkler Co. officials (from left to right) are: Leland T. Moore Jr., Parks Moore, Randy McCurley, Justin Merrick and Leland T. Moore Sr.

What do you see as Mobile’s greatest potential? “Mobile is a rare combination – a historic city surrounded by water, beaches and forests for recreation and a city with a growing industrial, maritime, commercial and business base,” added Moore Sr.

Length of Chamber membership: Since 1995



Partners for Growth (PFG) is the Mobile Area Chamber’s long-term economic and community development program. For more information contact Shelly Mattingly, the Chamber’s investor relations coordinator, at 431-8655 or smattingly@mobilechamber.com.



- PERSONAL BANKING
- BUSINESS BANKING
- INVESTMENT SERVICES
- INSURANCE
- HOME MORTGAGES
- TRUST & ASSET MANAGEMENT

BancorpSouth area management team, left to right: Bill Alsworth, David Turner, Phil Donke and Philip Webb

Strong banks build strong communities.

“From our founding in 1876, BancorpSouth has understood the importance of the relationship our bank has with the customers and communities we are privileged to serve. That is why through more than a century of changing times, wars, natural disasters and the economy’s ups and downs, we have managed our company to be a strong, consistently performing and fiscally conservative bank. A bank that is responsive to the needs of our customers, accountable and responsible to the communities we serve.”

Today, our \$13.2 billion in assets earns us a ranking by American Banker as one of the top 50 bank holding companies in America. This, along with 280 locations and 4500 associates in eight states, means that we have never been more ready and able to fuel your hopes and dreams. And in doing so, to work along side you to build a community that continues to be strong and ready for whatever the future holds. I, along with our management team here along the Eastern Shore from Gulf Shores to Mobile want to thank you for the opportunity to be part of the many great things that are happening here, right where you are, right where BancorpSouth wants to be.”

— Aubrey B. Paterson, Chairman & CEO



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Gulf Shores
251-967-1975

Fairhope
Opening Soon

Spanish Fort
Opening Soon

bancorpsouth.com

American Banker, September 30, 2007, U.S. based bank holding companies by asset size excluding thrifts. Bank deposits are FDIC insured. Insurance products are offered by BancorpSouth Insurance Services Inc. Investment products are offered by BancorpSouth Investment Services Inc. Member SIPC. Insurance and investment products are *Not a deposit - Not FDIC insured - Not guaranteed by any federal government agency - Not guaranteed by bank - May go down in value.

Building Small Business

The Mobile Area Chamber's small business development department uses this forum to help your business become more successful.

If you have a question, contact **Danette Richards**, the Chamber's director of small business development, at 431-8652, drichards@mobilechamber.com, or visit www.mobilechamber.com/smallbusiness.

Q With the rising price of gas, is there a way to help employees with their transportation costs?

A Yes — the CommuteSmart Mobile program can help. Recently launched by the South Alabama Regional Planning Commission as a solution to growing traffic congestion and as an alternative to single, occupied vehicle traffic, the program offers commuters free, on-line ride-matching, carpool services, an Emergency Ride Home program and more.

Encourage Employee Carpooling
Carpooling saves money — as much as 50 percent on commuting costs, reduces wear and tear on vehicles, reduces pollution, often mitigates stress levels and can lower insurance costs. And it isn't only for employees of the same company. For example, workers employed

by different retailers at the Bel Air Mall could carpool, or a group of small businesses located downtown could form a carpool.

Register your company with CommuteSmart's ridematching service to easily add or find workers to share a commute. Employees can carpool as frequently as they'd like, with two or more people. Things to consider when forming a carpool include: work schedules, daily departure times, what days to carpool, driver responsibilities (like being on time, carrying insurance, etc.) and group financial responsibilities, if any.

Emergency Ride Home

One of the most common reasons people give for not trying alternative forms of transportation is the fear of being stranded at work or being unable to get home quickly in an emergency. The Emergency Ride Home program takes the fear out of leaving a car at home because it offers registered participants who carpool at least three times a week and live 60 miles or less from their place of work three free emergency rides home a year.

For more information, tips to get a carpool started or to register your company, visit www.commutesmart.org/mobile/.

Source: South Alabama Regional Planning Commission

Who's In Town?

July 2008

The Mobile Bay Convention and Visitors Bureau (MBCVB) provides a list of the current month's conventions coming to the bay area. For more information contact the MBCVB at 208-2000.

July 3-6, July 31- Aug. 3

Christian Congregation of Jehovah Witnesses Annual District Convention

Delegates: 11,000
Hotels: Citywide
Location: Mobile Civic Center

July 7-13

International Conference of Police Chaplains

Delegates: 800
Hotel/Location: Renaissance Riverview Plaza Hotel

July 13-19

Alabama State Department of Education Mega Conference and Special Education Program

Delegates: 2,000
Hotels: Battle House, A Renaissance Hotel, Holiday Inn Downtown Historic District, Malaga Inn, Mobile Marriott, Radisson Admiral Semmes Hotel, Ramada-Civic Center, Renaissance Riverview Plaza Hotel
Location: Arthur R. Outlaw Mobile Convention Center

July 18-23

Order of the Eastern Star-Prince Hall Affiliation Annual Communication

Delegates: 2,000

Room Nights: 1,670

Hotel: Renaissance Riverview Plaza Hotel
Location: Arthur R. Outlaw Mobile Convention Center

July 19-23

Professional Photographers of Mississippi and Alabama Annual Meeting

Delegates: 150
Hotel/Location: Renaissance Riverview Plaza Hotel

July 19-27

United States Tennis Association USA League Tennis Southern Sectional Championships Adult & Senior

Delegates: 800
Hotels: Hampton Inn & Suites Providence Park/Airport, Homewood Suites by Hilton, Mobile Marriott
Location: Copeland/Cox Mobile Tennis Center

July 23-28

U.S. Handicapable Square Dance Association Biennial Meeting

Delegates: 400
Hotel: Renaissance Riverview Plaza Hotel
Location: Arthur R. Outlaw Mobile Convention Center

July 26-31

African Methodist Episcopal Church Ninth Episcopal Education Congress

Delegates: 700
Hotel/Location: Renaissance Riverview Plaza Hotel

Get To Know LAGNIAPPE Readers

Source: Scarborough Research

Average Age 41

50%

More Likely To Have Had A Beer In The Last Month

83% Have A Cell Phone

More Than Half Make Over \$50K A Year

60% Are Professionals

47% More likely to go to a Casino

40,170 People Read Lagniappe Every Two Weeks

According to Scarborough Research, Lagniappe readers are the people most businesses want as customers. Lagniappe reaches the Mobile Area's most desirable audience in an affordable way. To find out more about advertising in Lagniappe, call 450-4466, or e-mail us at ads@lagniappemobile.com.

Mobile's Location for custom t-shirt*
Custom art & Fulfillment services
Ask about our Chamber discount



Chamber President Receives Honorary Doctorate

Win Hallett, president of the Chamber, received an Honorary Doctorate in Humane Letters during the 2008 graduation at Spring Hill College. Hallett was recognized for his work to grow the economy of Mobile and the surrounding area, as well as his personal service to the community.

Nonprofit Special Section in Membership Directory Planned

As an outreach project of the Chamber's Nonprofit Roundtable, the Chamber will publish a comprehensive directory of nonprofit agencies serving the Mobile area. The 2009 Chamber *Membership Directory and Buyers Guide* will feature this new section. The Chamber is looking for member companies who might not be listed as "nonprofit," but would qualify to be included in this inaugural piece. To determine if your company qualifies, contact Carolyn Golson at 431-8622 or cgolson@mobilechamber.com.

Trade Mission to China

The Chamber's trade division participated in a Gov. Bob Riley-led trade mission to China. N-Tron Corp., Great Southern Wood, Masland Carpets and Fokker Airinc were the local companies that participated in the trip.

Chamber Names New Diplomats

Several new Chamber diplomats were selected recently. They are: Eric Cromwell II, Adams and Reese LLP; Leighton Dees, Roberts Brothers Inc.; Phil Domke, BancorpSouth; Sandra Jackson, Samuel L. Jackson's Mortuary; Teresa Martin, deltacom; Noel Miller, Miller Insurance; Paige Norris, Jackson, Key & Associates; Nancy Partridge, LLB & B Inc. Real Estate; Christine Presken, Senior Bowl; James T. Robertson, Woodlands Bank; Jay Rosa, Aflac; Britt Strong, Farmers Insurance; Eric Walker, Comcast; and Kay Watson, Adecco Employment Services. Diplomats are volunteers from member organizations 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 Christy Redd at 431-8649 or credd@mobilechamber.com.

State Legislators Reception

The Chamber's community and governmental affairs department held a reception for the entire Alabama State Legislature in Montgomery this past April. Sponsored by IPSCO, a division of SSAB, more than 25 state elected officials attended the reception along with nearly 50 Chamber volunteers and governmental affairs committee members.

Trade Division Sponsors Regional Trade Conference

Held in Mississippi, the Chamber's trade division sponsored the annual Gulf Coast World Trade Conference focusing on the Panama Canal expansion and resources for exporters. More than 100 people attended this year's conference, which rotates among Alabama, Florida, Louisiana and Mississippi each year.

Chamber on Community Resiliency and Sustainability Panel

Chamber President Win Hallett traveled to Anaheim, Calif., with Michael Gallis and NOAA Coastal Services Director Margaret Davidson to present a panel on community resiliency and sustainability at the 2008 National Corporate Community Investment Conference sponsored by the U.S. Chamber of Commerce's Business Civic Leadership Center. Mobile's work with the NOAA and Gallis on a regional sustainability framework was presented to give other communities, businesses and foundations from across the country an understanding of how public and private sectors can come together to promote sustainability that yields both economic and environmental benefits for a region.

Envision E-Chairs Meet

Envision Coastal Alabama e-chairs recently met at Five Rivers for a planning session and to discuss details for the Coastal Economic Outlook Summit, scheduled for Sept. 30. Federal Deposit Insurance Corp. Chair Sheila C. Bair will be the keynote speaker at this event.

International Economics

JP Morgan Chase and the Chamber's trade division sponsored a seminar that highlighted current trends in the world economy, value of the U.S. dollar, new challenges when negotiating international contracts, and protecting cash flow and asset valuation from FX risk. The purpose of the seminar was to educate Chamber members and exporters with global economic factors.

Chamber Participates in United Way's Day of Caring

More than 15 Chamber staff members participated in the annual United Way Day of Caring. This year, staffers spent the day at the Bay Area Food Bank sorting donated food for distribution.

Air Service Task Force Meets with American Eagle Executives

With recent investments in the new corporate-run American Eagle station at Mobile Regional Airport, executives from the airlines presented their newly expanded Mobile service to the Air Service Task Force. With a larger local presence, American Eagle continues to reach out to area businesses to build relationships with frequent business travelers and promote its Business ExtrAA travel incentives program.

Chamber Lobbies Against English-Only Bills

The Chamber's Vice President of Community and Governmental Affairs Ginny Russell spoke before an Alabama State Senate government committee in opposition of two proposed Senate bills to require driver's license exams to be given in English only and to make English the state's official language. In her remarks, Russell explained the far-reaching implications for recruiting industry and Alabama's workforce as two examples of why these were counter-productive bills. Neither passed through the Senate during this year's session.

Chamber Staff Graduates from Leadership Mobile

Patty Howell, the Chamber's director of governmental affairs, graduated in May from the Leadership Mobile program. In addition, Howell was selected to attend Leadership Alabama's Alabama Leadership Initiative for young professionals across the state.

Chamber Hosts South African Foreign National

The Chamber's trade division hosted a Department of Commerce's South African Foreign National from Johannesburg to promote the South Africa trade mission. Luisa Santos visited with companies in Huntsville, Birmingham and Mobile as part of her tour across the state of Alabama.

BRE Receives Briefing by AIDT

This spring, the Chamber's Business Retention and Expansion committee heard from Ed Castille, director of Alabama Industrial Development Training (AIDT), who described how the proposed AIDT Maritime Services Center will assist ship-

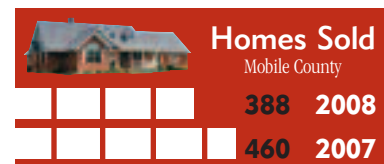
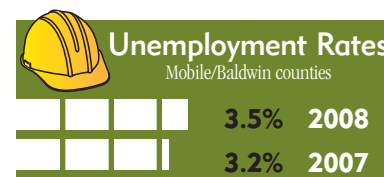
builders and repair facilities with workforce needs by training ship fitters, pipe fitters, machinists, etc. The facility should be under construction by mid-2008 and open in 2009. The committee mentioned the need for more welders graduating from the welding school and for graduates to have basic instruction in blueprints.

Chamber Leads Successful Trade Mission to Turkey

Chamber staff members Win Hallett and Tony van Aken led a delegation from Alabama to Istanbul and Izmir, Turkey, where company matchmaking appointments were coordinated by the Foreign Commercial Service. Visits were also made to the Chamber of Shipping, NASA Space Camp in Izmir and to the Izmir Aerospace Cluster.

Small Business and the IRS

Responding to a request from the Internal Revenue Service, the Chamber's small business department sponsored an IRS Small Business Forum. The forum targeted Small Business Resource Partners and stakeholders in the southern Alabama area and highlighted issues affecting small businesses and ways the agencies and organizations can work together.



4 CHAMBER CLOSED

9 NETWORKING @NOON

**Members Only*

Time: Noon - 1:30 p.m.
Place: Outback Steakhouse, 901 Montlimar Dr.
Cost: \$8 with lunch
Contact: Emily Pizzo at 431-8638 or epizzo@mobilechamber.com

15 EXECUTIVE ROUNDTABLE

**Members Only*

Time: 8 - 9 a.m.
Place: Chamber Board Room
Cost: Free
Contact: Brenda Rembert at 431-8607 or brembert@mobilechamber.com

16 CUSTOMER SERVICE - THE BASICS

**Members Only*

Time: 8 - 9 a.m.
Place: Chamber McGowin Room
Cost: Free
Contact: Emily Pizzo at 431-8638 or epizzo@mobilechamber.com

17 STRATEGIC NETWORKING TO BOOST SALES

Time: 7:30 - 9:30 a.m.
Place: Chamber McGowin Room
Cost: \$10 for members, \$20 for potential members
Contact: Brenda Rembert at 431-8607 or brembert@mobilechamber.com

24 LEGAL ISSUES AFFECTING SMALL BUSINESSES

**Members Only*

Time: 1 - 4 p.m.
Place: Chamber McGowin Room
Cost: Free
Contact: Brenda Rembert at 431-8607 or brembert@mobilechamber.com

31 BUSINESS AFTER HOURS/DIVERSITY BUSINESS NETWORK

Time: 5:30 - 7 p.m.
Place: Floor Trader, 1401 Schillinger Rd.
Cost: \$2 for members/\$5 potential members
Contact: Emily Pizzo at 431-8638 or epizzo@mobilechamber.com

Networking@Noon

Sponsored by Alabama Telco Credit Union, Networking@Noon will be held Wednesday, July 9 at the Outback Steakhouse, 901 Montlimar Dr. N@N is a bi-monthly event offering members 45 seconds to introduce themselves and their business. The event is limited to Mobile Area Chamber members only and one representative per company. The cost is \$8 and includes lunch. Reservations are required by Monday, July 7, and can be made by contacting Emily Pizzo at 431-8638 or epizzo@mobilechamber.com. Reservations not cancelled by July 7 must be honored to cover the cost of the lunch.

**Members only*



Legal Issues Affecting Small Businesses

The Mobile Area Chamber will sponsor "Legal Issues Affecting Small Businesses," on Thursday, July 24 from 1 to 4 p.m. in the Chamber's McGowin room. The meeting will be directed by leading local attorneys with expertise in all areas of employment law. Small business owners, human resource managers and supervisors are encouraged to attend to receive valuable information and advice that normally could cost hundreds of dollars. The seminar is available to Mobile Area Chamber members, and there is no charge to attend; however, seating is limited. For reservations, contact Brenda Rembert at 431-8607 or brembert@mobilechamber.com.

**Members only*

Strategic Networking Seminar

Learn how to make networking a strategic marketing tool for business and how to engage others with powerfully focused, results-driven conversations at the Mobile Area Chamber's seminar "Strategic Networking to Boost Sales."

The seminar, set for Thursday, July 17 from 7:30 to 9:30 a.m., will be led by Janice Malone, executive director of Business Network International, the Chamber's McGowin room.

Malone will cover all aspects of networking – the why, with whom, where, how and when to network and how to formulate follow-up systems to help increase profit and take business relationships from visibility to credibility and on to profitability.

The cost is \$10 for members and \$20 for potential members. For more information, contact Brenda Rembert at 431-8607 or brembert@mobilechamber.com.

Business After Hours/ Diversity Business Network

On Thursday, July 31, the Chamber will host Diversity Business Network (DBN) in conjunction with Business After Hours, beginning at 5:30 p.m. at Floor Trader, 1401 Schillinger Rd. DBN is a quarterly networking event designed to give minority-owned businesses the opportunity to promote their companies and learn how to market products and services. The cost to attend is \$2 for members or \$5 for potential members.



Executive Roundtable

Executive Roundtable, a monthly forum exclusively for Chamber member small business owners and managers, will meet on Tuesday, July 15 from 8 to 9 a.m. in the Mobile Area Chamber's board room. Robert Slate with VISTAGE Int'l: SLATE Group will present "How & Why 14 Business Heads are Better than One."

There is no charge to attend, but seating is limited. For reservations contact Brenda Rembert at 431-8607 or brembert@mobilechamber.com.

**Members only*

Customer Service – The Basics

Where is customer service on your growing list of responsibilities as a business owner or professional? For most, unfortunately, it's low. On Wednesday, July 16 from 8 to 9 a.m., the Mobile Area Chamber will offer "Customer Service: The Basics." The class is free to Chamber members and their employees.

The basics of internal and external customer service will be covered by the Chamber's Director of Customer Service, Christy Redd. Reservations are required. For more information, contact Emily Pizzo at 431-8638 or epizzo@mobilechamber.com.

**Members only*

The Mobile Area Chamber of Commerce E-newsletter...



Are you connected to the latest business news in the Mobile area on a weekly basis?

If not, then subscribe now for FREE by sending an e-mail to jwinfield@mobilechamber.com

The Chamber's weekly e-mail newsletter highlights Chamber members' business news and events in the Mobile area, and is a supplement to *The Business View*. To advertise in *The Business View Weekly*, call 431-8606 or visit www.mobilechamber.com/bvw.contract.pdf.



Share the Good News

Member News features a variety of Chamber member announcements. Submission deadline is two months prior to publication. News releases should be one or two brief paragraphs. Photos must be professional headshots in either color or black and white, labeled with the person's last name, and must be 300 dpi at full size and saved in an eps, tif or jpg format.

Send your information to news@mobilechamber.com or Member News, Mobile Area Chamber of Commerce, P. O. Box 2187, Mobile, AL 36652-2187.

WHO'S NEW?

Mary Mullins was named director of communications for ThyssenKrupp Stainless USA LLC. She will oversee communications and community relations for the company's stainless steel segment. Mullins has 24 years of public affairs experience, most recently as a co-founder and partner in The Bellwether Group.



Mullins

YellowHammer Homes named Lydia Houck as an interior consultant.

Red Square Agency hired Diana Nichols as associate creative director. Nichols, who previously worked for the agency, returned to Mobile after serving as a freelance writer in Houston. Nichols has a bachelor's degree in fine arts from Auburn University.



Nichols

In other Red Square news, Maureen Smith was promoted to public relations coordinator. Smith formerly was a broadcast traffic manager. She earned a bachelor's degree in radio, television and film and a master's degree in theological studies, both from Spring Hill College.



Smith

Cynergy Massage & Wellness Center welcomed Tonya Quinn LMT to its staff of massage therapists.

MCG Business Solutions named James Edenfield senior network engineer. Edenfield will provide disaster recovery and network security consulting services.



J. Jefferson B. Jefferson Haas



Cowley L. Andrianopoulos A. Andrianopoulos

The Mobile office of Coldwell Banker United Realtors named the following new agents to its team: Barbara Jefferson, Joe Jefferson, Robert Haas, Fred Cowley, Laura Andrianopoulos and Alex Andrianopoulos.

Adecco Employment Services announced new staffing consultants, Julie Williams and Janelle Smith. Williams joined the Adecco team from the medical staffing industry as a quality assurance supervisor and national recruiter. Smith is a graduate of Pensacola Christian College, where she earned a bachelor's degree in business management.



Williams Smith

Katherine McDonald and Carolyn Hasser joined Roberts Brothers Inc. as real estate agents in The Real Estate Center office.



McDonald Hasser

Brian Boyle was named vice president for development for the University of Mobile, where he will lead the university's fundraising program. Boyle holds a bachelor's degree in business from the University of Mobile, where most recently he was associate vice president for campus affairs and dean of students.



Boyle

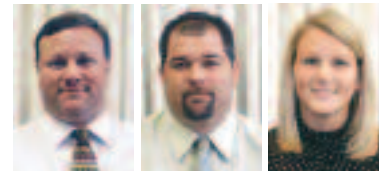
Archbishop Thomas J. Rodi was named as the second Archbishop of Mobile for The Catholic Archdiocese of Mobile, replacing Archbishop Emeritus Oscar H. Lipscomb. Archbishop Rodi was most recently Bishop of Biloxi and was formally installed during Mass on June 6.

Carey Driskell joined the staff of Via! Solutions as graduate research assistant. She earned a bachelor's degree in speech pathology, as well as an undergraduate gerontology certificate from the University of South Alabama.



Driskell

Exit Realty Partners hired David Campbell as a real estate agent for the agency.



Henderson Jarrett Tanner

Alabama Power announced several local promotions. Bill Henderson was named Mobile division merchandise sales manager and will be responsible for all merchandise sales operations in the Mobile division. Blake Jarrett is now team leader line clearing-power delivery Mobile. Allison Tanner was named risk management analyst in the Mobile division office. Patrick Turner was promoted to team leader in the Mobile distribution operations center.



Turner

Dauphin Realty announced Nancy Hughes is a new real estate agent in the company's corporate office on Dauphin Street. Hughes has worked in the Mobile real estate market for more than five years.



Hughes

Dr. Alvin J. Williams joined the University of South Alabama Mitchell College of Business as Distinguished Professor of Marketing. Previously, Williams served the University of Southern Mississippi's (USM) College of Business as a faculty member, department chair and, since 2007, interim dean. Williams received his bachelor's degree in marketing from USM and his master's in marketing from The University of Alabama. He completed his doctorate at the University of Arkansas.



Williams

University of Mobile announced the promotions of three faculty members. Dr. Alan Miller was promoted to associate professor of music. He also serves as associ-

ate dean of the Center for Performing Arts. Miller received his bachelor's in music from the University of Tennessee at Chattanooga, his master's in music from Samford University and his doctorate from Florida University. Dr. Douglas Wilson was named associate professor of Christian Studies. Wilson received his bachelor's degree from Toccoa Falls College and his master of divinity and doctorate from Mid-America Baptist Theological Seminary. Dr. Judith Wilson was named associate professor of chemistry. Wilson received her bachelor's degree from Notre Dame College and her doctorate from the University of Salford.

BUSINESS ENDEAVORS

Master Marine and Horizon Shipbuilding were awarded grants from the U.S. Department of Transportation Maritime Administration to make capital and infrastructure improvements that facilitate the efficiency, cost effectiveness and quality of domestic ships. Master Marine was awarded \$450,000 for a travel lift and Horizon was awarded \$277,500 for a computerized plasma cutting table to cut metal according to ship construction drawings and specs. Authorized by Congress through the National Defense Authorization Act, the grants were part of the new Assistance to Small Shipyards program. Grants were awarded to cover a maximum of 75 percent of the cost for improvements, and businesses are responsible for the remainder of the cost.

Microtel Inn & Suites Hotel broke ground and is currently under construction at 1124 Shelton Beach Rd. in Saraland. The hotel, owned by the local group JLB Development Co. is expected to open in October 2008.

Habitat for Humanity's ReStore is now open at its new location, 4128 Government Blvd. The store sells donated furniture, household appliances and misordered or leftover materials used for construction jobs and remodels. Proceeds help Habitat for Humanity build more homes. Store hours are Monday through Friday, from 9 a.m. to 5:30 p.m. and Saturday, 9 a.m. to 3 p.m.

True Restaurant at Legacy Village at Spring Hill now serves lunch Tuesdays through Fridays, from 11:30 a.m. until 2 p.m., and Sunday brunch from 11 a.m. until 2 p.m. Reservations are requested.

Kemper Industries Inc., a Daphne-based cleaning chemical manufacturer, released Disinfectant 64-FA to help combat the new super bug, Methicillin-resistant Staphylococcus aureus (MRSA). MRSA is known to cause a strain of staph infections that cannot be treated by typical antibiotics. Also, the company is working with Solutia, a global chemical company, to create SPOR-XL, an EPA-registered antimicrobial solution that kills 99.99 percent of mold spores after 10 minutes of contact.

Cumulus now offers on-line posting for job search and resumes at www.cumulus.jobs.com.

WELL DONE



Damson

Partners for Environmental Progress (PEP) elected new board of directors and officers during their annual meeting. They are: **Gary Criscione**, Evonik-Degussa (vice president); **Tom Damson**, Long's Human Resource Services (president); **Bernard A. Fogarty Jr.**, Alabama Power Co. (secretary/treasurer); **Allan Gustin**, White-Spinner Construction Inc.; **Al Heffernan**, Heffernan and Associates; **Steve Russell**, Mobile Area Chamber; **Henry Seawell**, Thompson Holdings Inc.; and **Charles Wilson**, Total Safety.

Volunteer Mobile distributed 400 President's Volunteer Service Awards to several partner agencies for National Volunteer Week. The annual event enables Volunteer Mobile to recognize local volunteers' contributions and encourage others

to help strengthen their communities. Chamber members receiving the award were **American Red Cross**, **Dumas Wesley, Historic Mobile Preservation Society, Infirmary West, March of Dimes, Mobile Museum of Art, Museum of Mobile, Odyssey Healthcare, Rape Crisis Center, a program of Lifelines, Springhill Medical Center, The Salvation Army, University of South Alabama, USA Children's and Women's Hospital, and Victory Healthcare**. The President's Volunteer Service Award is the most prestigious volunteer award currently associated with the White House and honors the service of committed volunteers and shares their achievements to encourage more Americans to volunteer.

R. Craig Brantley with the **Mobile Business Center of the Principal Financial Group** earned membership in the Million Dollar Round Table (MDRT) in addition to qualifying for the company's Premier Club. Brantley is a three-year qualifier of the MDRT, an international, independent association of approximately 36,000 of the world's best life insurance and financial services professionals from approximately 76 nations and territories, representing about 476 companies.

WALA/FOX10 and sports reporter/anchor **Rob Lehocky** were awarded a regional Edward R. Murrow Award from the Radio-Television News Directors Association (RTNDA). The distinctive news honor is given in recognition of outstanding achievement in electronic journalism. FOX10 News was honored by the RTNDA in the sports reporting category for **James Orso**, its feature on the mixed martial arts expert.

The **Springhill Medical Center** medical staff elected officers for 2008-2009. They are: **Alan Shain MD**, president; **John Val-Gallas MD**, vice president/president-elect; **David Harris MD**, secretary; and **Kenneth Francez MD**, member at large.



Shain



Heidelberg

Goldwell Banker United Realtors honored **Russell Heidelberg** as the Mobile office 2007 Top Producer at the annual awards luncheon.

University of Mobile faculty and staff members received special recognition for contributions to their professions. **Dr. Larry Turner**, professor of education, received the **William A. Megginson Teaching Award** for excellence in classroom teaching and scholarly activity, and for his contributions to campus and community life. **Pamela Buchanan**, director of student services for the Center for Adult Programs and assistant professor of general studies, received the **Mitford Ray Megginson Research Award** for her involvement in research activities. **Cindy Bruns**, student relations supervisor in

enrollment services, received the **Emma Frances Megginson Service Award** for her promotion of the university's philosophy, excellence in performing responsibilities and excellence in contributing to campus and community life. Finally, the **Spirit of Influence Award** was presented to **Nick Cillo**, assistant professor of management and finance, for his positive influence during students' study sessions. Cillo founded "Up All Night," an all-night event that allows students to study for final exams in a central location.

Dr. James E. Laier PE (professional engineer), chief executive officer of **Southern Earth Sciences Inc.**, was honored by the **University of West Virginia** for his professional accomplishments in the field of civil engineering. Laier was among three alumni inducted as the fourth class into the **WVU Academy of Civil Engineers**. Laier received a bachelor's degree in civil engineering from **The Citadel**, his master's degree in civil/geotechnical engineering from **West Virginia University** and his Ph.D. in civil/geotechnical engineering from the **University of Florida**.



Laier

Information Transport Solutions, a provider of technology solutions and services integrating voice, video and data, received a **Cisco Partner Summit** regional award for **Vertical Partner of the Year (South)**. Cisco announced winners during its annual partner summit.

Hope Downey, a member of **Century 21 Hope Downey Team**, was awarded the coveted **CRB (Certified Real Estate Brokerage Manager)** designation. The **CRB Designation** is recognized throughout the industry as the highest level of professional achievement.

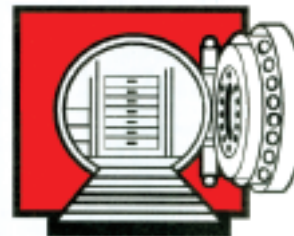


Downey

Michael Reeves AIA, lead project architect with **BES Inc.**, received the **Leadership in Energy and Environmental Design (LEED)** designation. **LEED** promotes a whole-building approach to sustainability by recognizing performance in five key areas of environmental health – sustainable site development, water savings, energy efficiency, materials selection and indoor environmental quality.

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