



THE VIEW

JUNE 1999

MOBILE AREA CHAMBER OF COMMERCE

XXXI, No. 6

Latin American Markets Lucrative for Recent Trade Participants

In the beginning of what looks like a promising year for Latin American markets, several Mobile businesses aren't wasting any time making important contacts that could lead to lucrative trade relationships. In April, 10 representatives from South Alabama and Northwest Florida companies spent nine days in Costa Rica and Chile on a trade mission organized by the Chamber's Trade and Technology division.

The Chamber coordinates at least two missions a year, providing small and medium-size companies with an opportunity to maximize trade contacts and expand their client base into new multi-national markets.

Several participants from the most recent trip have already seen positive results.

Renee Garris, Lerio Corporation, was "wowed" with the agenda and how successful her first trip was to the region. "We just opened our markets to Latin America in the fall because we recognize the tremendous potential it holds for growing containers. I received immediate orders in Costa Rica and collected promising leads in Chile."

Another delegate, **Rick VerMehren**, VerMehren Engineering Corp., said his main objective was to learn more about the business practices surrounding the envelope manufacturing/printing industries in Costa Rica and Chile. "I was impressed with the appointments and the high level of professionalism in both countries. This visit allowed me to learn about the industry and lay the framework for future business endeavors."

Several countries in Latin America are taking on more liberal trade policies to become better candidates for foreign investment.

Plans are currently being made for the next trade mission to Brazil and Argentina, scheduled for the fall. See page 3 for more details.

Good Morning America Showcases Mobile!

On Thursday, May 13, more than 3.8 million viewers across America watched as Bellingrath Gardens and Fort Gaines on Dauphin Island became the studio of Good Morning America's Charles Gibson, Diane Sawyer and Tony Perkins for a day.

The ABC television's national morning show aired its program from five locations the week of May 10 - Austin, Texas; New Orleans, Biloxi, Mobile and Pensacola. The trip was touted as the "Great American Gulf States Bus Tour" and featured not only day-long broadcasts from each of the five "home base" cities, but also featured segments on areas and people along the bus route, including Baldwin County.

Azalea Trail Maids welcomed more than 1,500 area residents, some showing up as early as 12:30 a.m. hoping to be the first in line when the gates opened at 5 a.m.

"Bellingrath Gardens was transformed into a working studio location in a matter of hours," said **Leigh Perry Herndon**, the Chamber's director of communications. "It was amazing to see a group of 70 men and women move into an area, and in the course of one day create a studio out of 65-acres,



Charlie Gibson talks to the crowd.

while maintaining the garden's beauty."

But turning the gardens and Mobile into Good Morning America's home away from home was not a one-day process. In fact the Chamber, along with Mobile Convention and Visitors Corporation, Mobile Film Commission, WEAR-Channel 3, Bellingrath



Diane Sawyer interviews a member of the reserves, called to Kosovo, and his family.

Gardens and Fort Gaines, spent more than six weeks preparing itself for GMA's arrival.

"People in this community, especially small business owners, were so gracious to open their doors and go out of their way to make GMA's experience in Mobile a positive one," said Herndon. "It really showed those of us involved with planning for a national television show, just how important small businesses are to the success of Mobile." Some of the companies involved with GMA's broadcast included DIGIPH PCS, Team One Communications, Alec Naman Catering, Dixie Leasing, Holiday Inn - Bellingrath Gardens, Port City Rentals, Clear Channel Radio, WBLX/WDLT and Showbiz Lighting.

Early estimates put Good Morning America's live remote at \$24 million in terms of what it would have cost to buy the same amount of TV time through advertising. "It would be impossible for Mobile to invest that amount of money in one lump sum," said Herndon. In addition, the day of the broadcast MCVC reported numerous phone calls from viewers looking for additional information on Mobile attractions. Internet hits on

both the Chamber's or MCVC's website will be calculated in the next few weeks.

"It's overwhelming to think what a broadcast like this will do for travel and tourism in the Mobile area this year and the Chamber was proud to be involved with this process," expressed Herndon.



Above: Fans of country music artist Faith Hill were not disappointed when her country music star husband, Tim McGraw, escorted her to the stage where she performed two songs.

A Report from the Chamber Chase Captain's Log

Chamber Chase '99 is traveling toward its \$750,000 goal at light speed. The total resource development campaign has volunteers recruiting new members, renewing existing memberships, obtaining sponsorships for Chamber events, selling advertisements, and collecting cash and in-kind contributions.

Twenty-eight volunteer teams from area companies have been racing toward their goals since the campaign's kick-off in April.

"We have a lot of enthusiastic volunteers working very hard to make this year's campaign a success," said **Carolyn Golson**, the Chamber's vice president of membership.

Golson explained members can sponsor events

such as Forum Alabama luncheons, the year 2000 Annual Meeting, the Future 30 awards dinner and this year's Business and the Arts Competition where patrons may purchase area artwork. Companies can also buy advertising in the Chamber's newsletter or Membership Directory as well as donate products or services to assist the Chamber in its day-to-day operations.

Whitney National Bank team leader **Jody Dunn** said he enjoys being involved in the campaign. "Being a part of Chamber Chase is a tradition at Whitney. It's a great opportunity to prove our commitment to the community, and our team works very hard to do its part to make the campaign a success," he said.

Many volunteers such as Chamber Chase Captain **Scotty Waters**, Financial Resources Inc., said they have found Chamber contacts can turn into prospects for their businesses. "I have met many wonderful business and personal contacts, and most of all, I've had more fun than I ever imagined," Waters added. He also wanted to remind team members not to miss out on the fun weekly reward sessions.

The campaign will end in July. It is not too late for members to take part, added Golson. "We welcome door prizes for our reward sessions and especially leads on potential new members." Please contact the Chamber's Membership Department at 431-8622 to participate in Chamber Chase '99.



Mark McWilliams, Whitney National Bank congratulates Linda Tipp, Alabama Power, on a great week.

June's Small Business of the Month A Slice of History— Pollman's Bake Shop



Standing with Fred Pollman III and his father, Charles are Nancy Brock (far left), Catherine McDonald, Joy Donaldson and Tonya Brown.

Walk into June's Small Business of the Month on any given day and one of the owners will likely be up to his elbows in flour along with the rest of the employees. The owners of this third-generation Mobile bakery can still be found baking the wonderful cakes, pies and breads that have made Pollman's Bake Shop a popular destination for those with an aching sweet tooth. That hands-on attention along with personal service and the highest quality ingredients are the secret to the ongoing success experienced since it first opened in 1918.

The bakery has been a family affair since Fred and Corinne Reynolds Pollman, first opened the doors on Royal Street where the Post Office now stands. The family lived above the bakery with their three children, Fred Jr., Mary and Charles. Charles recalls as a young child he would ride the horses to the barn after they were unhitched from the delivery wagons.

"I remember the storm of 1926, (they didn't name hurricanes back then), Dad sent the delivery wagons out after it was over and two horses were electrocuted" said Charles. He began helping in the bakery at the young age of 12. He and his siblings took over the family operation in later years.

Now owned by Charles and his son Fred J. Pollman III, the bakery has been in its current location on South Broad Street since 1948. There, they and 36 employees continue to bake some of the area's finest sweets, all made from scratch.

Pollman's also produces fresh breads and runs a small deli. You can pick up a variety of sandwiches including their "Original Po-Boy Sandwich in Mobile" introduced in the late 1950s.

Many a Mobile bride has had one of their beautifully decorated cakes at her wedding. Charles says they have many long time customers. In fact, one company in town has been ordering fruit cakes from Pollmans' for their customers since 1920. If you would like to taste a slice of Mobile history, Charles and Fred invite you to visit them at 750 South Broad St. Other locations include: 4464 Old Shell Rd. and 31 N. Royal in the AmSouth Bank Building. Pollman's is open from 7:30 a.m. - 5:30 p.m., Monday - Saturday.

Guidelines for the Small Business of the Month selection:

- ◆ Current chamber member
- ◆ Fewer than 100 employees
- ◆ Apparent solid financial base
- ◆ Considered successful by peers
- ◆ Expanding number of employees
- ◆ Sales growth and/or profit growth
- ◆ Outstanding public service contribution
- ◆ In business a minimum of a year
- ◆ New product line

New Ruling on EPA Ozone Standards Gives Area A Little Breathing Room

The community group calling itself the Ground Level Ozone Reduction Initiative (GLORI), which is coordinated through the Chamber, wrestled with its future goals and objectives in the wake of a recent federal appeals court decision to reverse new Environmental Protection Agency (EPA) regulations on ozone and particulate matter.

In 1997, EPA changed the maximum ozone level allowed from 120 parts per billion (ppb) during any one-hour period to 80 ppb over an eight-hour period. Last year, Mobile's official level was 98 ppb, thus placing it over the modified threshold.

The new regulation was one reason the Mobile area, as well as more than 20 other Alabama counties, was on alert for possible non-attainment for ozone next year. The courts, however, felt EPA had come up with the lower level somewhat arbitrarily without sufficient information to support it. Until the ruling is appealed, EPA cannot place communities in non-attainment and impose penalties based on the 80 ppb levels.

The GLORI Steering Committee met following this ruling and decided GLORI would continue its public education campaign and work to continue its goal of reducing ground level ozone in the Mobile area.

"In some ways, nothing has changed except



that, right now, we don't have an EPA threat hanging over us," said Chamber Economic Development Vice President Jim Apple. "I think we all agreed we are still committed to improving Mobile's air quality and the focus of our group is ground-level ozone."

The group will continue meeting with local media so citizens can be informed if any high-level ozone days are expected. It is also working on a survey of major industry to determine if industry emissions are moving in a downward trend. GLORI will continue to monitor and assess the EPA lawsuit issue and consider its outcome in establishing its long-term objectives and activities.

For more information, contact the Chamber at 431-8644.

Working with Generation X

If you're a Baby Boomer and you work with — or for — someone between the ages of 21 and 32, you could find yourself in the middle of some challenges. The younger group, known as Generation X, grew up in the midst of a technological explosion, both parents probably worked (if they grew up with two) and they've been exposed to a world-wide economy and fast-moving pace no other generation has experienced.

As a result, Generation Xers think and act differently from "boomers" and are motivated by a different set of factors.

Working with "Xers" is the focus of a dynamic seminar being offered to Chamber members on Thursday, July 29 featuring Judy Marston, of Judy Marston and Associates. "Managing & Motivating Generation X" is a presentation Marston has given all around the country. Articles on her research and perspective have also appeared in the *Wall Street Journal*, *HR News Online*, the *Charlotte Business Journal* and the newsletter of the Professional Society for Sales and Marketing Training.

"What do you do with a group of young workers

who want to be in charge the minute they walk in, and then if they're not fulfilled in their job, quit cold turkey because they know they can always find another job?" asks Marston. "Xers are independent, easily bored, impatient for job promotions, need challenges, are suspicious of big companies AND, they're the quickest, smartest and most educated group of workers you can find!"

Marston also points out Xers are versatile, adaptable and most able to survive in today's competitive, fast-paced, technological and ever changing economy.

"With just a few tips on working with Xers and providing them the atmosphere in which they're most productive and successful, a company can create a team of people able to face the 21st Century business environment," said Marston.

In the seminar, Marston will talk about the Top 10 things "Twenty-somethings" want, how to attract talented young workers, and how to motivate them and provide feedback and guidance.

The seminar will take place in the Chamber's McGowin Room from 2 —

5 p.m. Cost is \$20 per person

and space is limited. Make your reservations today by calling Catherine Cleverdon at 431-8606.

Managing & Motivating Generation X

10 THINGS Twenty-Somethings Want in Their Work

- 1 Keep work interesting
- 2 Opportunities to learn new things
- 3 To be self-fulfilled
- 4 Make projects entrepreneurial endeavors
- 5 Flextime
- 6 Fun at work
- 7 Time spent with supervisors & managers
- 8 Work for good, strong, ethical leaders
- 9 A mentor program
- 10 Rewards, recognition & praise

Source: Judy Marston & Assoc.

Comparative Economic Indicators March '99 vs March '98

Unemployment Rates  3.6% March '99
 3.2% March '98

Business Licenses  302 March '99
 223 March '98

Homes Sold  516 March '99
 411 March '98

Tonage  1,479,289 March '99
 1,428,625 March '98

WHY HIRE ANOTHER EMPLOYEE?

NO TURNOVER AND NO BENEFIT COSTS, JUST ACCURATE DEPENDABLE SERVICE.

Consulting

& Management

Resources, Inc.

C

M

R

Curtis M. Railey

- Specializing in small business accounting and management services
- Billing • Payroll and payroll related services
- Accounts payable • Financial Statements

P.O. Box 8388, Mobile, AL 36689
Phone (334) 343-0830 • Fax (334) 343-0807



Last month, the Chamber sponsored a luncheon for a group of African oil ministers along with The Honorable Sonny Calahan, Corporate Council on Africa and the U.S. Trade Development Agency. The event was attended by 30 business representatives from Alabama, Florida and Arkansas.

The oil ministers came from Algeria, Angola, Equatorial Guinea, Gabon, Congo-Brazzaville, Cote d'Ivoire, Ghana, Nigeria and Sao Tome. The group also met with political leaders and visited several local industries. Pictured are (left to right): Tony van Aken, Mobile Chamber; H.E. Safiatou Ba-N'Daw, minister of energy from the Ivory Coast; Glenn Sigler, AmSouth; and H.E. Mohammed Lamine Fadika, minister of mines and petroleum resources.

Explore New Markets

◆ Upcoming Trade Mission to Brazil and Argentina

On the heels of a prosperous trade mission to Costa Rica and Chile in April, plans are already underway for the next stops – Brazil and Argentina. Set to depart on October 30 and return on November 7, the first leg of the trip will be spent in Buenos Aires, Argentina, Argentina's capital, followed by a visit to Rio de Janeiro and Sao Paulo, Brazil.

Described as a democratic nation with a mild political climate, Argentina is the second largest economy in South America.

The country is a favorable environment for U.S. investors. In the last decade, Argentina has remained dedicated to opening its economy to foreign investors through its large-scale privatization and trade liberalization programs. The total value of privatized companies reached \$30 billion and the average tariff declined from 29 percent to 14 percent in recent years.

In 1997, U.S. exports to Argentina amounted to more than \$5 billion reflecting the high demand in both countries for a close bi-lateral trade relationship.

Alabama's exports to Argentina include coal, electronic equipment, paper, chemical products, lumber, rubber and plastics, industrial machinery and computers, instruments and stone, clay and glass.

The 2nd Leg – Brazil

Latin America's biggest country is the focus of the second leg of the trip – Brazil. The group will have appointments in Rio de Janeiro and Sao Paulo.

Brazil's powerful economy ranks no. 1 in Latin America and the eighth largest world economy. It is also one of the most attractive markets for multinational companies. Brazil's Gross Domestic Product (GDP) totaled 805 billion in 1998 and accounts for one-half of Latin America's GDP. Like Argentina, the country's officials are committed to making it's economy more attractive to foreign investors.

According to the U. S. Department of Commerce, Brazil is one of the newest untapped markets. In 1994, Brazilian President Cardoso implemented the "Real Plan," eliminating the inflation tax and increasing minimum wage and ultimately creating additional buying power among consumers. His plan stabilized Brazil's volatile currency, and the country has seen upward swings in all areas of its economy.

Alabama exports to Brazil include chemicals, coal, primary metals, industrial machinery and computers, paper, fabricated metals, petroleum, food, rubber and plastics, stone, clay and glass.

If you are interested in learning more about the trip or want to sign-up, call 431-8657 or visit the Chamber's website at www.mobcham.org. The entry deadline is June 30.

Interested in Expanding? Start Your Search on the Chamber's Website Sites

If you're interested in expanding to a new location, the Chamber has made your search faster and easier by listing available commercial sites on its website.

Log on to www.mobcham.org and click on the Available Building and Sites database for the details on each location – size, cost and real estate contact of a specific office building, area of property or site of interest. Call Ozzie Elortegui the Economic Development Department's project manager at 431-8616 for more information.

DON'T WORRY OVER PAYROLL!



IMAGINE WHAT YOU COULD ACCOMPLISH IF YOU DIDN'T HAVE TO DO PAYROLL.

* * *

DON'T JUST IMAGINE IT. EXPERIENCE IT. CALL US TODAY.

Nationwide Service from Mobile, Alabama



ON LINE PAYROLL SERVICES, INC.
24 TACON STREET, SUITE C
MOBILE, AL 36607

334-479-5777

www.onlinepayrollservices.com

Overnight & Same Day Payroll Service & Tax Service
Courier, Mail, UPS or Pick Up
PC Data Entry
Direct Deposit of Paychecks
Management Reports
EFTPS
And much more



The Final Countdown

Are You Y2K OK?

Here are the three basic steps every small business should take according to the U.S. Small Business Administration:

Self Assessment. Take a self-assessment test. Check your computers, as well as any electronic equipment that uses time-sensitive embedded electronic chips. The U.S. Small Business Administration's Y2K website explains how to take this test.

Take Action Now. Don't wait. Fix any Y2K problems you uncover, and test your results. Ask your vendors for assistance.

Stay Informed. Logging on to various Internet Y2K sites is an excellent way to stay current; the SBA website is a good place to start.

Ask your bank, building manager, suppliers, customers and others critical to your organization if they are Y2K-compliant.

For more information contact the SBA at 1-800-U-ASK-SBA or <http://www.sba.gov>.
Source: U.S. Small Business Administration

Alabama Technology Network is hosting free seminars to help businesses understand the variety of Y2K implications on Thursday, June 24 and Thursday, July 29, from 9: 30 a.m. – noon. Attendees will receive a self-assessment tool to help their company implement and document plans. To register, call 809-1675 or (888) 925-8764.

IT Skills

Our free CD-based training keeps our IT contract specialists current on new and emerging technology.

MANPOWER TECHNICAL

"America's Most Admired Staffing Service"
- FORTUNE magazine

Mobile 334-634-1129

888-344-6331 • 334-634-1062 fax

E-mail: matthew.bryant@na.manpower.com

www.manpower.com/mobile

Business Spotlight of the Month

Professional Collision Services



Safety is the key to success for June's Business Spotlight of the Month, Professional Collision Services, a high quality vehicle collision repair company.

"Many body repair shops can offer quality repairs and perfect paint match, but we concern ourselves first and foremost with customer safety," says Marketing Manager Marie Stringfellow.

"Your life depends on the safety of your car, and the safety of your car depends on quality repairs," Stringfellow said.

Professional Collision Services has been in operation for 22 years and is locally owned and operated by Bill and Linda Elmore and their sons Billy and Donnie. The company employs technicians with more than 20 years experience with state-of-the-art repair equipment.

Stringfellow, who joined Professional in September 1998, has 15 years experience in the automobile body field. "I really love my position,"

Marie Stringfellow enjoys making her customers satisfied with the quality of auto repair Professional Collision Services provides.

she said. "I have always enjoyed being of service to the customers and the community."

Professional Collision Services has three locations – Springhill Avenue, Airport Boulevard, and Highway 90 which all offer professional service and quality repairs.

Business Spotlight of the Month

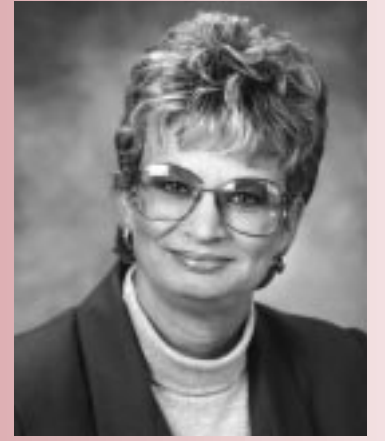
is selected from a random drawing of business cards collected at the prior month's Business After Hours event.

June's Diplomat of the Month Sheila Murphy

As this month's Diplomat of the Month, Sheila Murphy will add yet another plaque to her collection of Diplomat distinctions. A veteran of nine years in the program, she has received the Diplomat of the Month award four times, and in 1997 was named Diplomat of the Year. This year she is chairman of the Diplomats, a dynamic group of volunteers who serve as Chamber ambassadors.

Murphy is a commercial account representative for Hunter Security and sells a variety of security equipment and services such as burglar and fire alarm systems, close-circuit TV and telephone systems.

In addition to her time with the Chamber, Murphy is active with the Bay Area Tips Club and the Associated Builders and Contractors.



Speaking Up for Education

Liven up your staff, civic club or organization meeting with a presentation on an interesting and vital issue.

The public school tax referendum could be the most important topic Mobile is facing today. The "We Care" initiative, coordinated by a grass roots coalition of citizens, parents, school staff and business leaders, has a presentation guaranteed to answer the most pressing questions.

Get answers to such questions as: "What will happen to the school system if the referendum fails?" "What about the 1998 tax reappraisal?" "How can I be sure my money will be well-spent?" and "How would the proposed statewide lottery benefit our schools?" A very informative video is also part of the presentation.

Anyone interested in having this program at their meeting can contact Jodi Swiderek at the Chamber at 431-8645.

Board of Advisors

Each month, the Chamber is proud to salute members of its Board of Advisors. These business leaders represent key businesses whose significant dues investment leads the way in funding the Chamber's programs and initiatives. For more information, please contact Katrina McCrory at 431-8611.

Ian G. Whelan is chief financial officer for Inchcape Shipping Services in Mobile, where he has worked for the past three years. Prior to moving to Mobile, Whelan spent nine years at Inchcape's London headquarters. He has a law degree from University College Dublin, Ireland, and is a fellow of the Chartered Association of Certified Accountants. He is married with three children.



Ian G. Whelan
Chief Financial Officer
Inchcape Shipping Services

Bryan L. Lewis is president of Teledyne Continental Motors. He is a graduate of the University of Texas at Austin with a master of science degree in Engineering Mechanics. Lewis also earned a bachelor of science degree in Aeronautical Engineering from Wichita State University. He has served Teledyne in various technical and management capacities since 1980, including president of Continental Aviation and Engineering. He has been president of Continental Motors since 1992.



Bryan L. Lewis
President
Teledyne Continental Motors

They say the best things in life are free.

(Well, real estate isn't.)

And since it isn't, a real estate loan from Colonial Bank is just what you need.

Our quick and local loan decisions prove we're committed to you. Call or visit your local Colonial Bank office and tell us what We Can Do for you.

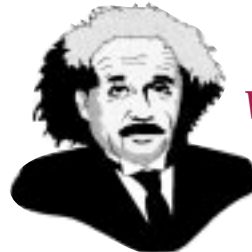
We Can Do! 
COLONIAL BANK

www.colonialbank.com

Member FDIC 

COMMERCIAL BANKING • INTERNATIONAL BANKING • TRUST SERVICES • ASSET MANAGEMENT

SEARCHING YOUR BRAIN??



WHAT TO GIVE AS THAT SPECIAL INCENTIVE OR PROMO GIFT?

We are right here in your backyard with the answers!

**Emperor has the finest gifts available.
We can personalize with solid brass name plates.
We can design specialized clock dials
with your logo or advertisement.**

**CONTACT US FOR DETAILS.
334-928-2316**




EMPEROR CLOCK, L.L.C.
328 GREENO RD.
FAIRHOPE, AL 36532
www.emperorclock.com

1999 MOBILE'S FUTURE 30

Area Award Winning Small Businesses Drive Economic Growth

This year's class of Future 30 fast growth companies has a tremendous impact on the local economy. Together they employ 933 employees and have combined annual revenues of nearly \$90 million.

Future 30 companies are privately owned, for-profit companies and are headquartered in the Mobile area. A panel of four CPAs served as judges determining the winners. Their decisions were based on each company's increases in employment and revenue over the past three years, as well as projected growth for the next three years.

In the following pages, this year's Future 30 award winners are profiled. Congratulate them when you see someone from the group – they are part of the reason the Mobile area's economy continues to exceed state and national rates of growth.



Photo courtesy of Davis Photography

★ ★ ★ Hall of Fame ★ ★ ★

This year is the fifth anniversary of the Chamber's Future 30 program recognizing the area's fastest growing small businesses. Two companies have earned this distinction each of the five years – Aaron Oil Company and A Precision Auto Glass. When a company earns a Future 30 Award for five years, it will be inducted to the Chamber's Future 30 Hall of Fame. Congratulations to this year's inaugural inductees!



AARON OIL COMPANY INC.

In the midst of environmental regulations, Aaron Oil has emerged as a leader in the used oil recycling industry. Since

Chief: Dan Cowart
Type: Oil recycling/environmental services
Established: 1981
Employees: 34
Location: 316 Bel Air Blvd., Ste. 303

1981, Aaron Oil has been taking decisive steps to build a company dependable for its environmental safety and used oil recycling

services. Today, the company is a model recycling facility, continually researching new treatment options and better management practices. With 47 full-time employees, president Dan Cowart is most proud that his company has the only full service petroleum reclamation facility in the southern states, and a commitment to providing customers with quality products and services.

A PRECISION AUTO GLASS INC.

Chief: Beverly J. Mendelson & William Mark Jones Sr.
Type: Auto Glass Repair & Replacement
Established: 1993
Employees: 28
Location: 3540 Pleasant Valley Rd.



Whether it's an annoying chip in your front windshield that needs to be removed, or replacing a shattered side-car window, A Precision Auto Glass provides customers with the most up-to-date materials and professional workmanship. Started in 1993 with only two employees, A Precision Auto Glass currently has a 28-person payroll, including eight employees working out of mobile vans to fix your automobile windows "on site." Serving markets in Mobile, Baldwin, Washington and Escambia counties, owners Beverly Mendelson and William Mark Jones Sr. recently opened its newest location in Daphne.

Congratulations to all Nominees for the Chamber's FUTURE 30 Awards!

- Aaron Oil Company Inc.
- A Precision Auto Glass Inc.
- Accelerated Technology Inc.
- AIRINC.
- Air Specialty Inc.
- Alec Naman Catering Inc.
- Alvis and Brand Financial Services
- Ben M. Radcliff Contractor Inc.
- BRI Medical Transcription Business Communications Distributors Inc.
- Camellia Trophy Shop Inc.
- Cardiology Associates
- The Carter Group LLC
- CD Warehouse/Crawford Marketing
- Chapura Inc.
- Charter Services Inc.
- Cox Nuclear Pharmacy Inc.
- Crown Products
- CRS Business and Communication Solutions Inc.
- DNC of Mobile Inc.
- Dogwood Productions Inc.
- Drayton Place Restaurant
- Equity Technologies Corp.
- Express Payroll Inc.
- Fadalla's Auto Air & Detail Inc.
- Financial Resources Inc.
- Hargrove and Associates Inc.
- Heritage Planning Group PC
- Herrmann, Carter and Van Antwerp Inc.
- Industrial Valve
- Interstate Printing and Graphics Inc.
- IPCA
- Jackson Hewitt Tax Service
- Johnstone Supply
- Keith Mosely Construction Inc.
- Lane Steel Inc.
- Latitudes Inc.
- Manpower Technical
- McConnell Automotive Corp. Mechanical & Marine Contractors Inc.
- MMI Inc.
- Mobile Schwinn Cyclery Inc.
- Physicians Pain Specialists of Alabama PC
- Professional Mortgage and Investment Co. Inc.
- Quality Technical Services Inc.
- Roussos Seafood Restaurant Inc.
- Safety Source Inc.
- Savage Photo Lab and Gallery
- Smith Industrial Service and Roto Rooter
- S. S. Steel & Co. Inc.
- Technical Specialties Inc.
- TeleVox Software Inc.
- The Rose Bud Flowers & Gifts
- Viotech Services Inc.
- White-Spinner Construction Inc.
- Zebra.Net Inc.



1999 Future 30 Winners

ACCELERATED TECHNOLOGY INC.

With a 66 percent revenue growth in the past three years, Accelerated Technology Inc., was recently named one of the 500 fastest growing technology companies in the country. ATI — with 90 employees located in Mobile, Germany, France and England — designs, markets, sells and supports real-time operating system software for large corporations world-wide such as Motorola, NASA, Panasonic, Sony and Texas Instruments. Realizing a gap in the market between high and low real time operating system vendors, Neil Henderson, president of ATI started the company in 1990. Over the past nine years, the company has filled in the gap by offering customers the best features of both systems.

Chief: Neil Henderson
Type: Develops & manufactures computer software
Established: 1990
Employees: 40
Location: 720 Oak Circle Dr., E

CARDIOLOGY ASSOCIATES

With more than 100 employees and five locations in Mobile and Baldwin counties, Cardiology Associates is able to deliver the highest quality cardiovascular services to Mobile and the surrounding areas. Founded in 1985 by Dr. Gerry Phillips MD, the medical practice has grown to 14 cardiologists who provide comprehensive care by working together with the staff and administration as a team. Dr. Phillips and Vance Chunn, executive director, believe their best marketing tool is providing the highest quality care available in the Southeast accompanied by the service customers expect. They also pride themselves on offering extensive patient and community education, and a quality care program for referring physicians.

Chief: Dr. Gerry M. Phillips & Vance M. Chunn
Type: Health care-cardiovascular medicine
Established: 1985
Employees: 103
Location: 6701 Airport Blvd.

CROWN PRODUCTS

Have you ever played with a stress ball and noticed a company's logo on it? Chances are it was printed by Crown Products. A manufacturer, importer and printing company for promotional products such as pens, coffee mugs and key chains, president Bob Bickert said the company has grown by more than 700 percent over the past three years, and now employs 45 people. Founded in 1987, Bickert bought Crown Products in 1996. With a global market, the company stands by its customer service and innovative new products. In fact, of 1,500 printing companies across the country, Crown Products has been recognized consistently in the Top 30 for its quality products.

Chief: Bob Bickert
Type: Manufacturer imprinter and printer of promotional products
Established: 1987
Employees: 36
Location: 3001 Mill St.

AIRINC.

Based in Fairhope, AIRINC. overhauls and repairs commercial aircraft materials such as aircraft instruments, electronics, hydraulics and pneumatic accessories. In only three years, the company has increased its revenue 105 percent and has grown from a one-man operation in 1990 to 53 full-time employees and grosses over \$6 million annually. Stan Waters, president of AIRINC believes the key to his business success is customer satisfaction. His company prides itself on the ability to routinely deliver to customers across the globe, an excellent product on time and at a reasonable cost.

Chief: Stan Waters
Type: Overhaul & repair of commercial aircraft material
Established: 1990
Employees: 53
Location: 14560 Greeno Rd.

THE CARTER GROUP LLC

The Carter Group is an executive search and management consulting company. The partners are former industry executives who utilize a proven search process that is documented with timetables to reduce cycle time in the recruitment of premier candidates for senior positions. The company recently announced the addition of a new partner to open its second U.S. office in mid-1999. Also DPSC International, a European based search firm located in eight countries, selected The Carter Group as their sole alliance in the U.S. These additions establish the company as a global player in the executive search business. Carter believes the company's strong values, including unwavering integrity, confidentiality and high ethical standards will guide them into the 21st century.

Company: The Carter Group LLC
Chief: Guy W. Carter
Type: Executive search and management consulting
Established: 1994
Employees: 6
Location: 6420 Hillcrest Park Ct., Ste. A

DNC OF MOBILE INC.

In 1989, president Eddie Adler worked as a consultant on site at various shipyards. In 1996, he found a niche in the market and began specializing in production engineering for the marine industry. The company utilizes the latest in 3D modeling and CAD/CAM technology to automate the cutting of the metal parts for ships, yachts, barges and offshore structures. This approach allows smaller shipyards to make use of the latest technology without having to absorb the high cost of maintaining an engineering department. DNC has nine employees with satellite offices in Maine and Canada. Adler credits his company's success to a close working relationship with his customers and local corporation Jeffrey's Steel, for helping provide customers with their exact product requirements.

Chief: Eddie Adler
Type: Marine design & engineering
Established: 1989
Employees: 7
Location: 113 S. Dearborn St.

ALEC NAMAN CATERING INC.

From casual breakfast meetings for 10 to power lunches in board rooms for 50 to an evening reception for 1,000 — it's easy to recognize Alec Naman Catering's succulent food and spectacular displays. For the eight years Alec Naman has been in business, his company has grown from eight employees with an annual revenue of \$300,000 to employing 100 people full-time with revenues of \$2 million. Naman credits his business success to "unselfish" services provided to all customers as well as a strong marketing plan, which includes a weekly television show, radio and newspaper publicity, and one-on-one networking.

Chief: Alec Naman
Type: Food service catering/production
Established: 1994
Employees: 55
Location: 1909 Brookdale Dr., W

CHAPURA INC.

Chapura co-founders Jim Chappelle and Phil Purpura created their software company in 1996 to produce quality software products for the hand-held computer market. In three years, the company's employment has grown 500 percent and its average annual revenue growth during this time has been 348 percent. Named Innovator of the Year by the Chamber in 1998, Chapura now sells its product in world-wide markets, specializing in palm-held computers and Microsoft Outlook computer programs. Chappelle and Purpura believe keys to the company's tremendous growth over the last three years has been the quality products Chapura has developed that are simple and intuitive to use.

Chief: Jim Chappelle & Phil Purpura
Type: Computer software publisher
Established: 1996
Employees: 12
Location: Office Mall S, Bld. 2, Ste. 222

DOGWOOD PRODUCTIONS INC.

What began 15 years as a recording studio has blossomed into Dogwood Productions — a full-service new media development firm and recording studio dedicated to providing customers with innovative and useful interactive solutions. Vice president John Strope said the company's goal is to provide businesses an opportunity for new media solutions to broaden their marketing efforts by offering different channels of communication and e-commerce. With 10 full-time employees, the company has benefitted from a 93 percent increase in annual revenue over the past three years and future projections show an increase of more than 75 percent over the next three years.

Chief: John Strope
Type: New media development & recording studios
Established: 1983
Employees: 10
Location: 2813 Springhill Ave.

ALVIS AND BRAND FINANCIAL SERVICES

Although Alvis and Brand Financial Services is little more than one-year-old, the company is already growing by leaps and bounds. Vice president Chad Hess said the company opened its doors in February, 1998, with one store and one employee. Since then, the financial services center offering catalog sales, BellSouth payment services, a Western Union and money orders, now has three locations and five employees in Mobile County. Hess credits an aggressive marketing campaign and a wide variety of services as part of Alvis and Brand Financial's success and he expects the company's growth over the next three years to more than double.

Chief: Chad B. Hess
Type: Financial services, catalog sales, payment agent and western union service
Established: 1998
Employees: 5
Location: P O Box 66258

CHARTER SERVICES INC.

Operating five jets, three prop-jets and a pressurized, twin Cessna airplane, Charter Services provides its customers with charter flights throughout the United States, Canada, Mexico, Bahamas, Caribbean and Central and South America. Beginning this month, customers can travel to the West Coast with non-stop service at speeds of 550 mph in a nine-passenger Citation III. Company president Bobby Marks said his staff of 20, assist customers in seeking out joint partners interested in owning a private jet or prop-jet aircraft. Formed in 1991 after Marks and Bill Reynolds purchased a jet from the company they worked for, Charter Services strives for customer satisfaction through the quality of equipment flown and service.

Chief: Bobby Marks
Type: Aircraft charter and management
Established: 1991
Employees: 14
Location: P O Box 850222

DRAYTON PLACE RESTAURANT

Drayton Place, located in Downtown Mobile, labels itself as "Mobile's Tavern of Taste." Featuring outstanding meals and an extensive bar with cigars and premium cordials, jazz music comes to life on the restaurant's stage Friday and Saturday nights. Founded in 1996, the company has been steadily growing since making its mark as one of the premiere downtown spots for both lunch and dinner. Restaurant owner and manager Eric Buckner said his goal for Drayton Place in is to expand to multiple locations throughout the Southeast region. For now, however, employees at Drayton Place will focus on providing excellent customer service.

Chief: Eric Buckner
Type: Restaurant
Established: 1996
Employees: 35
Location: 101 Dauphin St.

CRS BUSINESS AND COMMUNICATION SOLUTIONS INC.

After careful market analysis of the business and communication industries in the Gulf Coast region, CRS executive director Mark Kilborn decided that understanding customers' needs and providing them with a dedicated staff could impact his company's success. A business and communications solution company providing computer hardware, structured cabling, accounting, networks, telephone and voice mail systems, CRS has grown since it began in 1996 from two to 12 employees and serves customers in Alabama, Louisiana and the Mississippi Gulf Coast.

Chief: Mark N. Kilborn
Type: Computer networking, telecommunications, telephone & structured cabling
Established: 1996
Employees: 12
Location: 100-C S. Florida St.

COX NUCLEAR PHARMACY INC.

Incorporated in 1993, Cox Nuclear Pharmacy makes radio-pharmaceuticals for hospitals along the Gulf Coast region. Used in organ scans such as heart and bone scans, the company also services medical facilities in Puerto Rico and St. Thomas, Virgin Islands. With 10 employees, president and CEO Billy Cox believes that hiring qualified employees for critical positions and allowing them the flexibility to perform their jobs has been one of Cox's greatest successes. After opening the Mobile operation, the company has expanded to Biloxi, Hattiesburg, Pensacola, Panama City and Puerto Rico.

Chief: Billy Cox
Type: Nuclear Pharmaceuticals
Established: 1993
Employees: 10
Location: 25 Midtown Pk. W

EXPRESS PAYROLL INC.

As a full-service payroll, employee temporary placement, staff leasing and computer time-keeping operation, Express Payroll prides itself on providing employees with the most up-to-date technology, payroll information and time and attendance systems on the market. Established in 1994 by Brian and Diane Hall, Express Payroll has drastically increased its own payroll in three years from three employees to 20 administrative positions and over 750 employees through the company's employee leasing and temporary service. Construction is underway for the new corporate headquarters in West Mobile designed to accommodate 70 people.

Chief: Brian Hall
Type: Payroll processing & human resource service
Established: 1994
Employees: 17
Location: 4904 Oak Circle Dr., N

FADALLA'S AUTO AIR & DETAIL INC.

With more than 20 years of experience in automotive repair under his belt, Vincent Fadalla, owner of Fadalla's Auto Air & Detail decided it was time to go into business for himself in 1990. From a tiny 1,100 sq. ft. garage and two employees, Fadalla specialized in repairing automobile air conditioners and heaters and increased his customer base. In 1994, the company expanded to a 6,000 sq. ft. building with six employees. Customers will drive more than 50 miles from Mobile, Baldwin, Washington and Clarke counties in Alabama and Southeast Mississippi to Fadalla's shop.

Chief: Vincent M. Fadalla
Type: Automobile air conditioning & heating repair
Established: 1990
Employees: 5
Location: 7310 Airport Blvd.

HARGROVE AND ASSOCIATES INC.

Created in 1997, Hargrove and Associates Inc. provides full-service engineering and architectural design for commercial and industrial projects for clients throughout the Mobile area. Dedication to providing a valuable service to its existing clients and new customers is one of the reasons Ralph Hargrove's company has been a success.

Chief: Ralph Hargrove
Type: Architectural & engineering design
Established: 1997
Employees: 18
Location: 301 S. Sage Ave.

With over 20 years of experience in design before launching the company, Hargrove said he's instilled in each of the company's 20 employees, a progressive, pro-business and responsible approach to working with clients.

HERITAGE PLANNING GROUP PC

Noticing a need for a "one stop shop" in retirement planning and tax and estate management, Gay Nell Palmisano created Heritage Planning Group. Now clients of the company have access to experts in a wide-range of services such as certified public accountants, legal specialists, registered investors, advisors and financial planners who are able to provide them with a team of benefits, according to Palmisano. Opened in 1998, Heritage Planning Group's success comes from putting its clients' needs first. Marketing throughout Alabama, Mississippi and Florida, the company expects to increase its workforce, as well as its revenue, over the next three years by more than 100 percent.

Chief: Gay Nell Palmisano
Type: Expertise in retirement, tax and estate management
Established: 1998
Employees: 3
Location: 1420 Government St.

INTERSTATE PRINTING AND GRAPHICS INC.

In 1970, Interstate Printing and Graphics opened its doors as a small commercial printer serving the Mobile area. Today, the operation provides customers throughout the Southeast with state-of-the-art full-service color and black-and-white printing, which are supported by electronic pre-press machines, a graphic design department as well as a mailing center. Interstate moved in 1998 from its location in downtown Mobile to a larger operation off I-65 at Moffett Road. The business has grown 150 percent in employees, equipment and revenue since 1996, when current owner Larry Phillips bought the company. With 33 full-time employees, Interstate Printing and Graphics pledges to provide customers with no-excuse quality and service using top of the line products.

Chief: Larry Phillips
Type: Commercial printing and pre-press
Established: 1970
Employees: 33
Location: 1135 Corporate Dr. N.

JACKSON HEWITT TAX SERVICE

With only one office and one employee in 1993, Jackson Hewitt Tax Service has grown over the past six years into seven offices throughout Mobile and Baldwin counties with 20 full-time employees. The company provides customers with a wide variety of services including tax preparation, audit assistance, book-keeping and payroll services and tax classes. Satish Mulekar, general manager of Jackson Hewitt, credits his employee's in-depth knowledge of quality tax preparation and customer service, as well as a quick turn-around time as part of the company's success. With a 100 percent increase in employees over the past three years, Mulekar expects the growth trend to continue over the next three years.

Chief: Satish Mulekar
Type: Tax preparation service
Established: 1993
Employees: 20
Location: 3083 Dauphin St.

JOHNSTONE SUPPLY

Whether it's Winter, Spring, Summer or Fall, all you have to do is call Johnstone Supply! A supplier of heating and air conditioning parts to Mobile and Baldwin counties, owners Jennifer and Paul Eskridge opened their business in 1994 after moving to Mobile from Arizona. Paul, with more than 20 years experience under his belt as a HVAC contractor, found a perfect niche in the Mobile market. In the five years it's been open, Johnstone Supply has had four full-time employees, and expects to grow by more than 50 percent over the next three years. Much of the company's success has been a strong national co-op which provides the Eskridge's with the access and buying power of many vendors across the world.

Chief: Jennifer Eskridge
Type: HVAC parts
Established: 1994
Employees: 4
Location: 1248 Montimar Dr.

LANE STEEL INC.

Lane Steel Inc. has been a steel fabrication company since 1995 and serves general contractors and shipyards throughout Alabama and Mississippi. Providing structural steel fabrication, on-site fabrication, welding, pipe fitting, sandblasting and painting, owner Leon Beverly has made it the company's mission to ensure quality, fit and timely delivery products at competitive prices for all of Lane Steel's fabricated steel customers. With 55 employees, the company's employee base has increased by more than 1,000 percent over the past three years and revenue growth has exceeded 50 percent.

Chief: Ira "Leon" Beverly
Type: Steel fabrication-structural and marine
Established: 1995
Employees: 55
Location: 2261 Wolf Ridge Rd.

MMI INC.

As a retail dealer in musical instruments specializing in high-end and collectibles, MMI Inc. is a 16-year-old company with 16 employees. Last year was one of incredible growth for this company. According to John Matherne, president and CEO, MMI Music went from a 6,000 sq. ft. facility to a new 12,000 sq. ft. location. It also opened its first branch location of 10,000 sq. ft. in Birmingham. The company serves customers from Alabama, Mississippi, Louisiana and Florida, not to mention international customers. Guitars, percussion, high-tech audio and recording represent the focus of the business and Matherne believes the Internet, mail order and additional retail locations will be a tremendous asset for MMI as it looks to the new millennium for further growth.

Chief: John Matherne
Type: Musical instruments
Established: 1983
Employees: 16
Location: 664 University Blvd.

QUALITY TECHNICAL SERVICES INC.

Providing customers with three types of service, including technical, medical and clerical personnel, Quality Technical Services Inc. credits its rapid growth to the expansions and growth of other companies within its own industry. Opened in January, 1998, the woman-owned, three partner company has over 22 years of combined experience in engineering and providing high-quality service. With 60 employees, Quality Technical Services Inc. has already increased its revenue by more than 100 percent and expects an 80 percent revenue growth and a 50 percent or more employee growth in the next three years. President Clarissa Wood said the company specializes in providing employees with experience in engineering, design and drafting to the process industry.

Chief: Clarissa L. Wood, President
Type: Personnel services, primarily technical, medical and clerical
Established: 1998
Employees: 55
Location: 415 One Office Pk.

SAFETY SOURCE INC.

Founded in 1995, by industry savvy salespeople, Safety Source Inc. is a Mobile-based distributor of industrial safety, health, hygiene and environment protection products. Professional staff, quality process systems, local inventory, and an absolute commitment to customer service are this corporation's cornerstones. Safety Source's primary market area is Southern Alabama, Southern Mississippi and Northwest Florida with additional markets, via the Internet, globally. Directors Keith Skipworth and Bill Whiston believe the keys to the company's success have been sound business principals, integrity and putting their customer's interests first.

Chief: Keith Skipworth & Bill Whiston
Type: Safety equipment and supplies
Established: 1995
Employees: 11
Location: P.O. Box 190637

SAVAGE PHOTO LAB AND GALLERY

When Stephen Savage bought a business making little money in 1997, he learned that to make a small business in Mobile profitable Savage Photo Lab and Gallery must be consumer friendly and community-oriented. Over the past two years, Savage Photo Lab and Gallery has increased its employee base by 200 percent and its revenue by 57 percent. Savage said the lab, which serves customers across the Southeastern U.S., North Carolina, Texas and Virginia, offers the only Kodak Q-Lab in the state of Alabama. Whether its developing customized black and white photographs or scanning the gallery's walls for unique photo art taken by the area's most noted photographers, Savage Photo Lab and Gallery can offer its customers personalized service.

Chief: Stephen Savage
Type: Custom black and white processing photo finishing
Established: 1997
Employees: 3
Location: 2405 Old Shell Rd.

TELEVOX, SOFTWARE INC.

Armed with an understanding that technology is an essential ingredient in all medical practices and hospitals, TeleVox Software Inc. was founded in 1994 by president Neil Armentrout. Providing customers across the United States, Canada and Australia with an option of four software systems to improve and enhance communications between doctors, hospitals and patients, TeleVox Software has increased its workforce by more than 300 percent over the past three years. Armentrout believes TeleVox's ability to diversify its market to include most medical specialties and continuing strong partnerships with leading management companies in the health care industry as reasons for the company's success.

Chief: Neil Armentrout
Type: Medical software systems; doctor-patient communication software
Established: 1994
Employees: 40
Location: 1000 Hillcrest Rd., Ste. 115

VIATECH SERVICES INC.

Providing its customers with a wide-range of services from direct placement, contract-to-hire, short-term employment and payroll services, Viatch Services is celebrating its tenth anniversary this year. While it currently serves customers along the Gulf Coast and across the Southeast, Viatch Services branch manager Ashli Kelly said it can assist customers world-wide. With more than 70 full-time employees, the company's employee and revenue levels have increased by more than 500 percent over the last three years. Kelly credits the increase in production to the 10-year-old company's two-year-old attitude in providing excellent customer service, quality to contractors, timeliness of service and pricing.

Chief: Ashli Kelly
Type: Technical support
Established: 1989
Employees: 70
Location: 851 S Beltline Hwy., Ste. 1010

ZEBRA.NET INC.

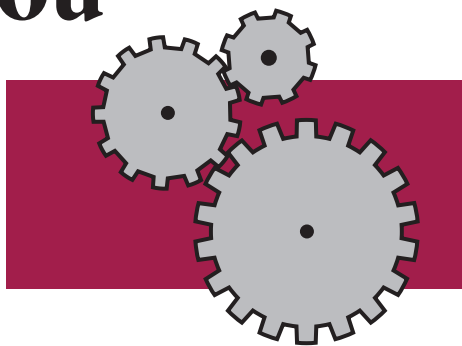
Zebra.Net is a full-service Internet provider specializing in Internet solutions and business connectivity to residential homes as well as businesses. The company was created in 1996 by CTO Kent Marcus. During its three years in business ZebraNet has grown to include customers not only in Mobile, but also in Montgomery, Birmingham and Columbus, Ga., to become Alabama's largest privately-owned Internet provider. Through its extensive training of the company's 30 full-time employees, Marcus believes the keys to Zebra.Net's success have been continuing its employees' education and keeping up with the pace of the world's fastest growing information center – the Internet and World Wide Web.

Chief: Kent Marcus
Type: Supply Internet services to homes and businesses
Established: 1996
Employees: 30
Location: 7863 Airway Park Dr.

The Chamber At Work For You

Behind the Scenes

While the Legislature is in session, Mobile's business community interests are well represented. The Chamber's Vice President of Governmental Affairs, Scott Posey, recently attended local legislative committee meetings, assisted community leaders working to pass the school property tax referendum, and hosted briefing dinners in Montgomery for the members of the local legislative delegation and representatives from our City and County government.



Leading the State

The Chamber met with state school Superintendent Dr. Ed Richardson and Gov. Don Siegelman's Children's Commissioner Pam Baker to discuss workforce development services. Mobile and Baldwin counties have implemented a regional workforce development initiative as part of the Envision Mobile-Baldwin strategic plan, and is leading the state in this endeavor.

Volunteer!

Under the Community Leadership Action Team of Envision Mobile-Baldwin, the Chamber conducted a survey of 120 businesses to determine their interest in and commitment to employee volunteer programs.

Over the Airwaves

Regularly the Chamber's Vice President of Communications Jodi Swiderek is a guest on Sandy Frost's WNTM radio show. Swiderek joined the broadcast recently outlining the area's latest economic statistics and other community activities.

Calling All Vendors

Chamber staff helped coordinate a vendor briefing for IPSCO to highlight the needs of the project, as well as to create a vendor network for both the construction and operation phases of its Mobile projects.

For Kids' Sake

The Chamber met with United Way's Children and Youth Roundtable to identify gaps and barriers to delivery of services for children at risk.

Linked for the Future

The Chamber met with representatives of the Mississippi Economic Development Office to discuss regional trade cooperation.

Statistics Will Tell

The Chamber assisted the Mobile County's school system guidance department in developing a survey to track high school graduates including the number of students who attend college, enter a training program or enter directly into the workforce (and at what wage).

Sharp Minds, Weary Feet

More and more small businesses are taking advantage of trade show opportunities as a marketing tool. Chicago-based Incomm Center for Trade Show Research (www.tradeshowresearch.com) offered these tips from 372 exhibit staffers to keep sharp:

- Take a break of 10 - 15 minutes every two to three hours.
- Drink plenty of water to avoid dehydration.
- Work in groups - team selling is less stressful.
- Eat light meals that have an abundance of carbohydrates.
- Gets lots of sleep the night before a trade show.

In a survey of trade-show attendees, Incomm found that 55 percent said the interaction with booth staff was the thing that triggered recall of an exhibit six months later.

Source: *Nation's Business*, April, 1999

Over the Hill?

No way! North Carolina's Research Triangle Park (the East Coast's answer to Silicon Valley) is celebrating the big 4-0 this year, representing a milestone in U.S. regional economic development. Forty percent of the park's tenants are small and mid-size firms with 100 employees or fewer, many of which are homegrown or spin-off operations from giant corporations that were among the first occupants.

The Kiplinger Washington Newsletter names similar successes in Austin, Madison, Cleveland, Sioux Falls, Washington D.C. suburbs in addition to Triangle Park, Silicon Valley, Seattle and Boston's Route 128. "Business and research talent is widely dispersed among companies of all sizes and in all areas... one reason our economy is doing so well."

Source: *The Kiplinger Washington Newsletter*, April 16, 1999

Forbes Recommends Small Business Info Websites

After visiting dozens of the more than 1,000 websites designed for entrepreneurs, *Forbes Magazine* recommended these following free websites:

Entreworld

(www.entreworld.org) — searches more than 800 sites for article summaries on a variety of topics

Small Business Administration

(www.sba.gov) — Forbes touted their basic information about starting, financing and expanding a business and helpful links to other sites

Microsoft Small Business

(www.microsoft.com/smallbiz) — helpful how-tos plus information on today's issues such as e-commerce

American Express

(www.americanexpress.com/smallbusiness) — advice, accessible experts and small business news

The publication also offered its assistance for entrepreneurs launching their businesses who are experiencing problems in finance, marketing, sales or strategic planning. Click on the forum icon in the Small Business Center in the Forbes Digital Tool at www.forbes.com/growing or e-mail them at growing@forbes.com.

Source: *Forbes*, Feb. 22, 1999



 **BELLSOUTH**
Small Business Services

 **BELLSOUTH**

*The Real
Yellow Pages®*

Thanks to the
★ 1999 ★
FUTURE 30
Sponsors

 **XANTÉ**
Innovations In Output

 **SouthTrust Bank**
You're Not Just Another Customer.
We're Not Just Another Bank.

MAGIC

WARRANTY CORPORATION

The Chamber would also like to acknowledge the CPAs who helped judge the 1999 Future 30 awards.

Brian Blakeney, Wilkins, Miller, Stalcup, Galle, Brown & Cameron PC;
J.C. Brown, Blake, White, Brown, & Farnell PC; Gene Gibbons, Gibbons & Dees, Inc.;
Mark Pawlowski, Sirmon, Frenkel & Pawlowski PC

Sick & Tired...

of the office superstore & warehouse club run-around?

If so, call Sipco!

We have competitive prices & the product knowledge for your business needs.

We love to spoil our customers with our **FAST** service on

OFFICE SUPPLIES, PRINTING & AD SPECIALTIES

FREE local delivery!

We are as close as the phone
(Call today and talk to a real live person!)

(334) 343-1221

Sipco
INCORPORATED



Royce A. Ray
Certified Forms Consultant

1224 Hutson Drive • Mobile, AL 36609 • Fax (334) 343-2248

CALENDAR VIEW



Net Gain: How Buyers Like to Be Sold

Time: 11 a.m. - 1 p.m.
Place: Chamber McGowin Room
Cost: \$15
Call: Jacqueline Jones at 431-8607



Net Gain: Alternative Dispute Resolution

Time: 11 a.m. - 1 p.m.
Place: Chamber McGowin Room
Cost: \$15
Call: Jacqueline Jones at 431-8607



Business After Hours

Time: 5:30 - 7 p.m.
Place: International Trade Club
Cost: \$2 for members/\$5 for potential members



Member Breakfast and Briefing

Time: 7:15 - 8:30 a.m.
Place: Chamber Atrium and McGowin Room
Cost: Free of charge
Call: 431-8638

COMING IN JULY



First Friday

Time: 7:30 - 8:30 a.m.
Place: Atria Regency - 4720 Morrison Drive
Cost: \$2 for members/\$5 for potential members



Generation X

Time: 2 - 5 p.m.
Place: Chamber McGowin Room
Cost: \$20
Call: Catherine Cleverdon, 431-8606

NetGain: How Buyers Like to Be Sold

Most sales people need to think from the customer's point of view before trying to sell a product or service. At this seminar on Tuesday, June 15 from 11 a.m. - 1 p.m. in the Chamber McGowin Room, Evelyn Gibson, corporate marketing manager for Long's Human Resource Services, will provide attendees information on the five key areas for selling a product or a service. The areas include: capturing the customer's attention, getting the customer, keeping the customer, avoiding the deadly sins of selling, and finding out what makes customers leave.

The cost to attend this seminar is \$15 and includes lunch. Please call Jacqueline Jones at 431-8607 for reservations.



NET GAIN
SMALL BUSINESS NETWORK

NetGain: Alternative Dispute Resolution

The U.S. Equal Employment Opportunity Commission has launched a program to help businesses resolve disputes without lengthy investigation or litigation. Come hear ADR Coordinator Debra Wilson explain in great detail the benefits this new program can have on your employees on Wednesday, June 23 from 11:30 a.m. - 1 p.m. in the Chamber's McGowin Room. This program has won the endorsement of business and labor advocates, civil rights groups and representatives of the employer and plaintiff's bar.

The cost to attend this seminar is \$15 and includes lunch. Please call Jacqueline Jones at 431-8607 for reservations.

Business After Hours

Could your company benefit from a little more exposure to the business community? Then come to June's Business After Hours on Thursday, June 24 from 5:30 - 7 p.m. sponsored by and held at the International Trade Club. This is just the place for you to make contacts and promote your product or service.

Reservations are not required. The cost for members is \$2 and \$5 for potential members.



International Trade Club

July First Friday

Come join Chamber members at July's First Friday on July 9 sponsored by and held at Atria Regency located at 4720 Morrison Drive. This event gives our membership the opportunity to meet new business contacts and catch up with current associates. Enjoy a continental breakfast at this popular networking event.

The cost to attend is \$2 for members and \$5 for potential members. Reservations are not needed.



An Assisted Living Community

ANNIVERSARIES

30 YEARS

Ben Stokes & Associates

25 YEARS

Midstream Fuel Service Inc.

15 YEARS

University of South Alabama Small Business Development

10 YEARS

Azalea City Printing & Supply
Hudson Financial Services
Sabel Steel Service Inc.

5 YEARS

A & G Waste Equipment Inc.
Adventure Travel
Allright Mobile Parking
American General Finance
American Legal Copy Service
Bienville Press
Creekside Apartments
Network Technical Services Inc.
Norrell Staffing Services
Sunsourc/Activation
J. Townsend Personnel
Turtle Creek Apartments



**Half off
installation.**
A \$250 value!
Plus, 60-day
money back
guarantee!

PSINet introduces PSINet® InterSky, affordable high-speed dedicated Internet access for your business - now available in the Mobile area*.

Service includes:

- fully encrypted, wireless Internet technology (no busies, no waiting, plus unlimited 24x7 usage)
- high speed connection at 128K - three times as fast as traditional dial-up
- fast installation: get connected in 5-10 business days instead of months
- avoid the local loop telco charges and save hundreds of dollars per year
- free hardware and software (router, wireless unit, cabling, antenna)
- your own company domain name (myname@mycompany.com)
- instant E-mail for all your employees



Call today!
1-888-774-9290

*Service area is restricted. Those outside of service area can still receive a number of quality Internet connectivity, Web, and other solutions from PSINet Inc. Call to schedule an appointment with your local Internet representative.

Member Breakfast and Briefing

One of the advantages of being a Chamber member is having the entire staff at your service at all times. At this breakfast on Tuesday, June 29 from 7:15 - 8:30 a.m., sponsored by Providence Hospital, staff members will offer you an overview of the different departments that make up the Chamber and let you know how they can be of service. Bring business cards because it's a great networking opportunity as well.

Make reservations by calling 431-8638. There is no charge.



PROVIDENCE
HOSPITAL

Volunteers Needed

If you have the ability to smile for hours at a time, are at least 16 years-old, find people from other countries fascinating, and have an interest in the last imperial family of Tsarist Russia - Nicholas and Alexandra, then don't miss this opportunity to volunteer to help with the Nicholas and Alexandra exhibit.

Coordinators of the exhibit, which opened this month, have numerous opportunities for volunteers. There are a wide variety of positions, days and times to accommodate any schedule.

Volunteers are asked to serve at least one three-hour shift a week. For those who cannot commit to this schedule, can instead fill-in at various times. A special gift designed for the Nicholas and Alexandra Exhibit will be given to those who volunteer.

To receive a volunteer application, contact Herb Scott, Office of Special Events, at 470-7730 or the Mobile office for the Nicholas and Alexandra Exhibit at 694-1910.

ATTENTION MEMBERS!

If you know of a company interested in benefitting from Chamber membership, please contact our account executives:

- Melody Lipscomb at 431-8627 pgr.: 371-9634
- Tom Lewis at 431-8629/pgr.: 582-2076

Members are invited to participate in Tool Kit '99. Hosted by the Public Relations Council of Alabama, this year's workshop will feature Jack Pyle, Face-to-Face Matters Inc., who will discuss why typical PR tools are failing, the importance of personal relationships and the power of word-of-mouth. Set for June 17 from 8a.m. - 1 p.m., the cost is \$45. Call Cathy Burden at 473-3585 to register.

Spot of Tea added L'Estrade Comedy and Dinner Club above its restaurant located at 310 Dauphin St. The club features comedians and "open mic" nights. Call 433-3335 for ticket information.

Geotechnical Engineering - Testing Inc. announced its 25th anniversary. The company has offices in Mobile, Foley and Biloxi.

The Mobile Admirals lowered ticket prices for the remaining season games. General admission eastside tickets are available at \$15 and all end zone seating is now \$10 for adults and \$5 for children. All other seating remains priced the same. For more information, call 471-4715.

AcTel Integrated Communications reported its new agreement with Murdock Communications Corp. will now allow the company to offer clients the latest technology in local and long distance with Lucent AnyMedia™ Switch Platform.

Xante' Corp. released a new software, STP (Scan-to-Plate), that will allow users to scan camera-ready work, print plates, film or paper. Designed for print shops, service bureaus, screen printers and other pre-press operations, STP is an alternative to traditional camera darkroom procedures and works with Windows® based PCs and scanners.

David A. Tharp AIA joined the design team of TAG/The Architects Group as a project design architect. He is a graduate of Auburn University and is registered in Alabama and Mississippi.

The University of Mobile announced special appointments and promotions: Dr. Ted Mashburn, professor of philosophy received the William A. Megginson Teaching Award for excellence recognizing his teaching, scholarly activity and contributions to campus and community life. The M. Ray Megginson Research Award was given to Dr. Ray Munroe, assistant professor of physics, and Jana' Lassiter, business office collections officer, was presented with the Emma Frances Megginson Service Award for exhibiting excellence in promoting the philosophy of the University.

Faculty promotions for the 1998-1999 academic year were: Dr. Tom Beville to associate professor of religion; Deda Dolan, assistant professor of nursing; Edna Harris, associate professor of nursing; Jerrie Kirksey, assistant professor of nursing; and Dr. Sean Newton to associate professor of physiology.

Promotions for the 1999 - 2000 academic year include: Steven Carey to associate professor of biology; Rachel Daugherty, assistant professor of nursing; Kathy Dunning, assistant professor of accounting; Lenora Stringellow, associate professor of nursing; and Dr. Joseph West, associate professor of mathematics.

Receiving full professorship for the 1999 - 2000 year are: Dianne Murphee, professor of theatre; Dr. Jean Sims, professor of nursing; Dr. Cecil Taylor, professor of religion; and Dr. Lynda Walden, professor of early childhood and elementary education.

Claudette Ford RN, CAN, MHSA, administrative director for Springhill Home Health Agency, has been selected to serve as a 1999/2000 surveyor for the Alabama Quality Awards Program in the area of health.

A two-day course teaching how to create, document, implement and manage an OSHA compliant Safety Program is being offered by Bishop State Community College. Designed for small business owners, only a supply fee of \$50 is charged for the course. Future dates are June 29-30; Aug. 3-4 and Sept. 14-15. Call 690-6406, to register.

MEMBER NEWS

Allstate invites businesses and organizations to submit entries for its annual All State Safety Leadership Award. Entries must be received by July 12. Opportunities exist in three categories: the National Safety Program (winner receives a \$25,000 grant); Community Safety Program (winner receives a \$10,000 grant) and All State Safety Leadership Award (winner receives a \$5,000 grant). If winners are not 501(c)(3) organizations, grants will be given to a qualifying organization of the winner's choice. Call (847) 402-5335 for more information.

Compass Bank was recognized by Keefe, Bruyette & Woods (KBW) as one of the 10 best performing banks over the past 10 years and was named to its 1999 Honor Roll. The ranking was based on reported per share earnings and included all non-recurring expenses, such as merger-related or other restructuring charges.

Dr. John Hafner, professor of English, was appointed to the Altmyer Endowed Chair in Literature at Spring Hill College recognizing his efforts to foster an understanding and appreciation of literature through teaching, scholarly contributions and creation of literary works.

Also, Dr. Michael Johnson, professor of business and management, was named associate vice president for academic affairs. He will have the primary responsibility for working with all units in academic affairs on research, planning and assessment issues. Johnson has been a faculty member since 1986.

In addition, Dr. Gary Norsworthy is the new dean of Lifelong Learning and Graduate Studies. He was the director of Weekend College and Off-Campus Credit Programs at Armstrong Atlantic State University in Savannah, Ga.

The College announced the election of Adeline Clarke, Black Classics and Gifts; Rev. Andrew J. Thon SJ, Marquette University in Milwaukee, Wis; and Rev. Christopher Viscardi SJ, Spring Hill College faculty to its board of directors.

The Mobile Museum of Art reported it has reached 65 percent of its \$15 million goal. The funds will be used to tripled the facility to 95,000 sq. ft., and will include a hands-on gallery and an education wing. For more info, call 343-2667.

Keith King, president and chief executive officer of David Volkert and Associates, was featured in the Spring edition of Auburn Engineering, the quarterly publication of Auburn University's College of Engineering.

A new procedure, Intradiscal Electrothermal Therapy (IDET), is now available at Mobile Infirmiry Medical Center through Pain Management Specialist Dr. Thomas Yearwood. The procedure treats people with chronic back pain caused by an irritated disk in the lower back, and has been said to work as well as fusion. For more information, contact the Total Life Care Resource Center at 435-2508.

In other news, the hospital needs volunteers to make puppets for pediatric patients. The group meets Thursdays from 8 - 10 a.m. For more information, call 435-2187.

The Dodge Elementary PTA won the Alabama Fanny Mitchell Nelson Award for demonstrating a commitment to parent involvement and child advocacy. The group will now compete on the national level later this month.

Lynne McElhaney, a John LeFlore High School teacher, was selected for the 1999 Sam's Club Teacher of the Year Award.

Come see the best of local photographers at the Annual Summer Photography Invitational hosted by Savage Photo Supply Lab & Gallery. Located at 2504 Old Shell Rd., the exhibit will be on display June 11 - Sept. 7. Call 450-0007 for hours.

Jim Philips, Tully & Philips Law Firm, was elected to membership in the American Immigration lawyers Association, an organization comprised of attorneys practicing immigration and naturalization law.

Roberts Brothers named Shelli Music as its

Rookie of the Year recently. Music was selected by fellow real estate associates for the annual award.

House of Blends will be hosting a special wine tasting featuring new wines to Mobile on June 30. Reservations are required. A fee is charged and includes hors d'oeuvres by Sonnier's Catering. Call 380-9463, for cost and to register.

Dr. Kenneth Rettig, professor of pediatrics and assistant dean for Student Affairs at the University of South Alabama College of Medicine was nationally recognized for delivering quality diabetes care. Both the Provider Recognition Program of the American Diabetes Association and the National Committee for Quality Assurance noted his efforts and those of Catherine Cusa RD and Kara Levens RN, CDE.

Jack Smith was named as partner and vice president at the Carter Group LLC. He will focus on senior level executive searches and will be located in the Research Triangle Park, N.C., when the company expands and opens its second U.S. office in mid-1999.

In other news the company announced its new alliance with DPSC International, a world-wide organization specializing in recruiting top level individuals.

Springdale Travel has relocated to the west side of Springdale Mall, adjacent to the main entrance between McRae's and Dillard's. They can be reached at 476-5095.

The application period for new and continued student transfers for the Mobile County Public School System is underway. Forms for new requests are available at the central office or through local schools and will be accepted through July 15. Continuation transfers are provided for students, currently attending a school on transfer, who wish to remain in the same school next year. Applications were sent home from the school in May. For more information, contact Rhonda Waltman at 690-8025.

Shelia "Gail" Kelly was promoted to internal

control manager at Regions Bank - Mobile. She has been with the company since 1978, and formally worked in branch administration.

Action Labor & Staffing Connection

announced John Sindo is the new branch manager for its Mobile and Baldwin county area office. He can be reached at 432-9675 or you can visit him at 757 Government St.



Sindo

Volunteers from the business community are needed to assist with the Nicholas & Alexandra exhibit. Those interested in helping should call Margaret Bowman, volunteer coordinator, at 694-1910.

The Gulf Coast Exploreum announced its summer education programs. A variety of classes and camps delving into topics such as robotics, the Internet and graphics and space are available for toddlers to grown-ups. Call 208-6850 for a complete schedule and fees.

From test skills to golf to photography to gardening, the University of South Alabama is also offering a variety of classes and camps for the summer. For more information on classes and fees call 431-6536.

The Mobile Museum of Art is hosting summer camps for children ages 6-12 at both its Langan and Downtown locations. Call 343-2667 for more information on classes and fees.

In addition, the Museum is looking for student volunteers, age 14 years and older, to assist with the camps. Call June Harder at 343-2667.

Member News features Chamber member announcements, such as grand openings and relocations, or employee news, such as promotions. All Member News is due by the 5th of the month to appear in the following month's issue. If you have a news item, please send your information to: Member News, The VIEW, MACC, P.O. Box 2187, Mobile, AL 36652-2187, fax to 431-8646 or E-mail to susan@mobcham.org



One St. Louis Center Downtown's Premier Office Building

SPACE FOR LEASE

Second Floor - 3,000 Sq. Ft.
Fourth Floor - 4,000 - 8,000 Sq. Ft.

Contact

Steve Hanes or Marc Watkins
Helix Properties, Inc.



(334) 432-5154 (334) 432-7644 Fax