

THE BUSINESS VIEW

SEPTEMBER 2004
VOL. XXXV, NO. 8

MOBILE AREA CHAMBER OF COMMERCE



**Former U.S. Secretary
of Labor Comes to Mobile**

**Why You Should Join the
Mobile Area Chamber**

**TeleVox Ventures to
New Heights and
a New Location**

YOUR TARGET: 17,000 Business Managers in Mobile

Your Best Shot: The Business View



***The Business View goes to every business in
Mobile County and the Chamber's membership.
If business-to-business is your market,
use *The Business View* to your advantage.***

**For advertising information, call 431-8606
or visit www.mobilechamber.com/View/2004/mediakit.pdf**

TABLE OF CONTENTS

THE BUSINESS VIEW (USPS 952-700) is published monthly, except for the combined issue of December/January, by the Mobile Area Chamber of Commerce, 451 Government St., Mobile, AL 36602 (251) 433-6951.

www.mobilechamber.com
Subscription rate is \$24 annually.
Periodicals Postage Paid at Mobile, Alabama.

POSTMASTER send address changes to
Attn: Finance Department
THE BUSINESS VIEW
Mobile Area Chamber of Commerce
P.O. Box 2187
Mobile, Alabama 36652-2187
or e-mail info@mobilechamber.com
© 2004

Publisher

Winthrop M. Hallett III

Executive Editor

Leigh Perry Herndon

Managing Editor

Susan Rak Blanchard

Copy Editor

Jennifer G. Jenkins

Contributing Writers and Editors

Angie Baldwin

Sharee Broussard

Ashley Collins

Pat Hartman

Allison Gonzales

Kyle Greer

Kate Johnson

Michelle Roberts Matthews

Michelle Rumpf

Printing Services

Interstate Printing/Direct Mail

Graphic Design

Wise Design Inc.

Advertisers Index *page*

Automated Payroll Centers	.....12
Cellular South	.....5
Coast Safe and Lock	.....11
Colonial Bank	.....6
House of Specialties	.....10
Interstate Printing	.....26
ITC^DeltaCom	.....30
Mobile Area Chamber of Commerce	.....36
Mobile Register	.....16
Office Depot	.....9
Pierce, Ledyard & Hudgens PC	...23
Principal Financial Group, Gary Adams	.....15
Safety Source	.....8
Sullivan-St.Clair	.....15
The Maids	.....8
Waste Management	.....35
Welcome Friends/Business Link	..31

On the Cover

TeleVox Software has doubled clients and office space since receiving a venture capital grant in 2000. Husband and wife team, Neil Armentrout and Fran Smith, get ready for the company's move to Montlimar Drive.

Cover photo by Susan Rak Blanchard



9 Eagle Awards to feature Alexis M. Herman



17-21 Become a member of the Mobile Area Chamber

Features

6 Southern Growth Policies Board report shares recommendations for Alabama



7 Muskogee Metalworks turns a closed mill into a successful company

9 Corporate Community Service Award recognizes local businesses

10 Health Occupation Fair to feature hands-on learning

11 Health kick lends motivation for employees to keep fit

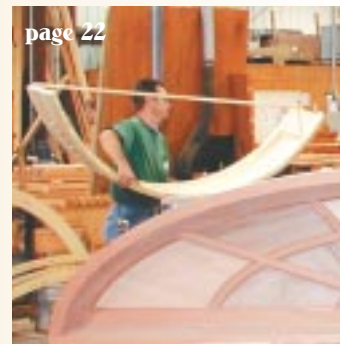


12-13 Partners in Education support local public schools

14 United Way begins its annual campaign

15 What is the Value of Your Business?

22-23 Made in Mobile – Coastal Door and Window



24-25 Alabama business tax contributions increase

27 Retirement Systems of Alabama purchases former Adam's Mark Hotel, plans major renovations

28 Chamber Chase winds down annual membership drive

Departments

8 Small Business of the Month	31 Chamber@Work
26 Business Spotlight	31 Board of Advisors
27 Diplomat of the Month	32 Calendar
28 CEO Profiles	33 Member News
29 Investor Focus	34 Member Renewals
30 FYI	35 New Members
30 Economic Indicators	

Venture Capital Continues to Boost Local Software Company



The TeleVox management team stands in their new office space on Montlimar Drive. Left to right (clockwise): Robin Plasse, Larry Thompson, Russell Hoover, Chad Greer, Craig Stokes, Frank Brooks, Charlie Burch, David Sullivan, Kecia Chapman, Neil Armentrout, Lisa Taylor, David Lautenschlager, Laura Ehlert, Melinda Hester, Cindy Nelson, Fran Smith.

In 2000, TeleVox Software Inc. was one of more than 8,000 businesses in the U.S. to woo venture capitalists, receiving a much-needed injection of \$8 million to expand.

The company was started in 1992 by the husband and wife team of Neil Armentrout and Fran Smith. In the first eight years, TeleVox grew to 80 employees and 15,000 square feet of office space, and its client list included more than 3,000 medical practices, clinics and hospitals in the U.S., Canada, Australia and Europe.

The last four years have proven even more successful. The company now has 150 employees (130 are located in Mobile, and 20 sales associates are situated around the country); is moving to a new, 30,000-square-foot facility, having outgrown its Hillcrest Road location; and its client list includes 6,000 practices, clinics and hospitals. Other milestones include the completion of its 10,000th product installation, its 500th Web site and delivery of its more than 20,000th custom on-hold message.

According to Walter Underwood, the Chamber's director of small business development and staff liaison to the Angel Investor Network, a form of venture capi-

tal, these investments are high-risk, and there is no guarantee the investor or the company will achieve investment objectives and profit.

Not only does it look like TeleVox has beaten the odds, it stands to become independent and increasingly profitable.

This Mobile-based messaging solutions company continues to be a white-hot spotlight in the local technology sector. It has quadrupled its annual sales from \$5 million to more than \$20 million and has dramatically increased market share.

TeleVox was the first to use actual voices in computer-generated calls, creating the telephony industry (pronounced telef-n-e).

Primarily serving the health care sector, TeleVox sends more than 1.5 million messages a day, including appointment reminders, lab test results reporting, on-line patient inquiries and on-hold messages. In addition, the company offers interactive Web site design, allowing patients to make payments on-line, as well as marketing services and survey tools.

Each message is customized to contain pertinent information, including the customer's name, date, time, location,

amount due or other specific instructions.

The venture capital (VC) investment has made it easier for TeleVox to move into other markets where companies are seeing the value of automated and personalized messages delivered directly to their clients' homes after typical operating hours, when they are most likely to be there to receive the call.

Meeting much success, TeleVox continues to delve into markets such as insurance, finance, automotive repair, salons and spas, public utilities and more.

Companies are confirming service appointments, promoting new products or services, conducting customer satisfaction surveys, welcoming new customers, delivering past-due notifications and debt-recovery messages and sending reminders that services have expired.

"Our products are spawned by listening to our clients' thoughts and suggestions," said Armentrout, who serves as the company's chief executive officer.

A video chain sends messages from a John Wayne or Kermit the Frog sound-alike announcer to patrons who are late returning their rented movies. A pharmaceutical company uses a friendly "meow"

or "ruff-ruff" to remind pet owners that it's time to apply the next dose of flea and tick deterrent medicine.

In return, TeleVox clients can opt to receive detailed call reports, Caller ID display, multiple languages, interactive response options, voice mail and call transfer.

From San Francisco to Lansing, Mich., to Coral Springs, Fla. customers are singing the company's praises about the product, tech support and customer service.

Originally with the VC investment, Armentrout intended to pursue an IPO (initial public stock offering).

"When the economy crashed and evaluations of companies dropped, we put our head down and focused on business."

Everything else, said Armentrout, is going according to plan. The investment allowed the company to change its business model from selling packaged deals to hosting the systems and selling subscriptions that depend on volume.

"To change from a traditional buy it — own it to a subscription (service) is an expensive hurdle. When making that turn, if you run out of money, you're sunk," said Armentrout.

Pat Ortale with Richland Ventures Inc., the company investing in TeleVox, said, "TeleVox has been a great investment for us. We have a wonderful working relationship with them, and we respect their vision and management."

"We're a great textbook example of what can happen," said Armentrout.

TeleVox was listed for the first time on the Healthcare Informatics 100, a ranking based on 2003 health care information

technology revenue, at the no. 94 position.

And in February, it announced it acquired a West Coast competitor, SmartTalk Inc., adding 20 million messaging transactions annually and securing its position as the leader in serving the health care industry.

Smith, who serves as the company's chief operating officer, believes the Do Not Call registry has helped TeleVox. More people are answering their phones, especially if they registered on the list, as opposed to having to leave a message.

What hasn't changed is the company's commitment to customer service. Referrals

are still driving new business, and the company is getting clients who have received a TeleVox call.

Armentrout's favorite customer service story comes from a time when TeleVox was exhibiting at a medical trade show. A doctor who attended a presentation found TeleVox's booth after listening to a lecturer draw an analogy between Nordstrom's, a national retail chain known for customer service excellence, and TeleVox's customer service performance.

"There are three things every customer wants," said Smith. "They want it in a timely manner, without defects and to be treated with the utmost care. There are always bumps in the road, and we work to make a remarkable comeback."

Company staff follow-up with customers at five different intervals to ensure they are happy.

Smith motivates the TeleVox team with morning announcements and accolades such as, "Few companies growing at this pace are keeping their eye on service and each other. It doesn't get any better than this."

In return, Smith and Armentrout invest in their employees, encouraging them to develop habits that will keep them healthy — that includes a membership at a local gym. There are also a number of stress-relieving, team-building tools on-site such as a dart board, foosball table and basketball goal.

Employees are invited to quarterly "T-Town" meetings (short for TeleVox Town) where Smith and Armentrout review the company's financials. The meetings are held at untraditional locations like a skating rink or Pump It Up, an action-packed interactive environment.

The couple's biggest challenges right now are training new staff (they hire four or five a week) and meeting the ever-increasing demand for their product — great problems to have, they both agree.

"Looking back, we timed the market better than we could have ever planned. My decision to pursue venture capital was the right one, and the partners we chose were the best," said Armentrout.

"We're a great textbook example of what can happen," said Neil Armentrout, when talking about how venture capital helped his company.



The company was started in 1992 by the husband and wife team of Neil Armentrout and Fran Smith.

The Simplicity
of The Cellular
South

Unlimited Calling
All Day, Every Day

Welcome to The Cellular South

**When we say unlimited,
we mean unlimited.**

Cellular South's Unlimited Plan makes it simple. Don't wait for nights and weekends. Get the plan that's truly unlimited. Talk as much as you want — all day, every day. It's that simple.

Best Local Network • • Nationwide Coverage

For more information on wireless plans or to sign up, call toll free 1-877-CSOUTH7 or visit us at CELLULARSOUTH.COM. We support the Lifeline Assistance Program, designed to provide phone service to qualifying applicants. Ask a sales representative for details to see if you qualify. © 2004 Telepak, Inc. All rights reserved.

Exports by Alabama Companies Mean Additional Jobs and Sales

If Alabama businesses had exported at the national average in 2001, it would have meant 21,544 additional jobs and \$1.56 billion more in sales for the state, according to the U.S. Department of Commerce.

When factoring in the potential of the other nine states in the South currently exporting below the national average, the numbers rocket up to \$48 billion in increased revenues and more than 660,000 additional jobs.

Analysis by the Southern Growth Policies Board, a regional non-partisan public policy think tank based in Research Triangle Park, N.C., revealed the majority of the Southern states are exporting at a rate below the national average. This under-performance translates into unrealized export sales and jobs for the region.

While people might be inclined to focus on the negative, Jim Clinton, executive director of the Southern Growth Policies Board (SGPB), said, "The good news is we're doing as well as we are without it, and here lies a great opportunity." The statistics were recently published in the organization's *2004 Report on the Future of the South – The Globally Competitive South (Under Construction)*.

The report examines the effects of globalization on Southern states and communities and includes three major recommendations: to create jobs and international export opportunities; to build the South's workforce skills to compete in the global marketplace; and to foster more effective relationships across national and cultural borders. Feedback through public forums, regional focus groups and an online survey from more than 1,200 Southerners helped shaped the report.

Gov. Bob Riley, who chaired the Southern Growth's Global Strategies Council, the group that developed the report, said in a release by the SGPB, "As Southern businesses face worldwide competition, we must make sure that our workforce is always globally competitive."

In June, Riley was elected chairman of the Southern Growth Policies Board,

whose members include 13 states – Alabama, Arkansas, Georgia, Kentucky, Louisiana, Mississippi, Missouri, North Carolina, Oklahoma, South Carolina, Tennessee, Virginia and West Virginia – and the Commonwealth of Puerto Rico.

The Mobile Area Chamber was recognized in the 66-page report as "one of the most internationally active chambers in the country." The report highlights the Gulf Coast Regional Chamber Coalition that consists of chambers from Louisiana, Mississippi, Alabama and Florida and addresses international business challenges.

The Mobile Area Chamber has also been vocal about expansions needed at the Alabama State Docks to capture Mobile's share of the growing container market.

"This is the linch pin to accelerate our export activity," said Chamber President Win Hallett. "And it's not only about Mobile, exports come from throughout the state of Alabama."

A number of statistics are printed in the report in an effort to combat recent criticism of globalization:

- Worker productivity in plants that export is higher by 10 - 15 percent, and the return on investment is 8 - 22 percent better;
- Exporters have the ability to pay an average of 13 - 18 percent higher wages;
- Exporting increases the longevity of a company and its job-creation rates;
- Exporting increases sales and offers companies the opportunity to learn, innovate and stay competitive.

For more information on the SGPB, visit www.southern.org. To learn more about the Chamber's international trade program visit www.mobilechamber.com or contact Bridgette Clark at 694-0702.



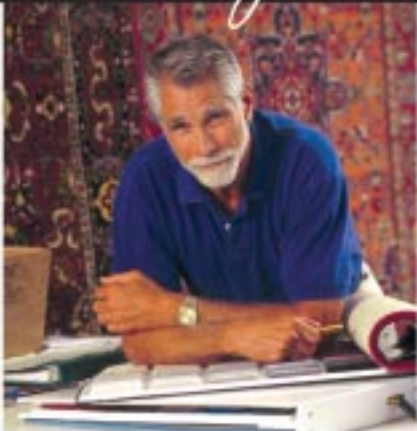
The 10-Step Road Map to Export Success

- 1. Company profile** – review the company's sales and marketing materials to ensure foreign customers understand the product offerings. This is especially relevant for high technology products that only another engineer could understand.
- 2. Company readiness to export** – assess motivation and staff international skills.
- 3. Initial planning** – select a world region, look at global trends and talk to businesses that have been there.
- 4. Strategic planning, pricing and budgeting** – figure out when, where and how price breaks occur.
- 5. Foreign market entry plan** – create a global vision for the company and a set of strategies for achieving it.
- 6. Product planning and promotion** – find out the servicing requirements, develop the brand and decide on the portfolio of products to be offered internationally.
- 7. Foreign partner selection** – decide what local legal assistance is needed, and start developing relations and trust with potential partners.
- 8. Compliance with standards and regulation** – understand the duty structure and local certifications required to sell in the country.
- 9. Finance** – terms of sale, mode of shipment and local pricing are major factors in profitability.
- 10. Physical presence** – for those needing to be close to an end consumer, there is no replacement for face-to-face contact with people at the potential site.

Source: Southern Growth Policies Board's 2004 Report on the Future of the South – The Globally Competitive South (Under Construction) Printed with the permission of Myron Miller. Derived from his presentation to the World Trade Center of North Carolina, April 13, 2004. For more information, see www.globaledge.msu.edu.


Business advantage

At Colonial Bank, we want to help you expand your business, give you advice on maintaining your enterprise, and offer you services that will make owning your business a pleasure.



**Business Loans • Business Checking
Business Savings • Cash Management
Business Check Card • Business Credit Card
Merchant Services • Internet Banking**

For the location and phone number of the Colonial Bank nearest you, please visit colonialbank.com or call 877.502.2265.



**COLONIAL
BANK.**
www.colonialbank.com • Member FDIC

FINANCIAL STRENGTH IN LOCAL HANDS

Muskogee Metalworks – Programs Help Build Area Company

With the potential to grow its annual sales to \$40 million over the next decade, Muskogee Metalworks has found a niche in the metalworking industry while utilizing support programs for small and minority-owned businesses to further develop the company. Not only is Muskogee Metalworks rapidly expanding, it has strong ties and is committed to the community of Atmore, Ala., where it is located.

A metal stamping and machining firm specializing in the manufacturing of an assortment of metal parts primarily used in military equipment, Muskogee Metalworks started as Strader Manufacturing, a small metalwork company in Milton, Fla. Because of a lack of resources and workforce needed to grow the business, the company was relocated to Atmore.

"I wanted to draw resources from the (Native American) tribe and the local workforce," said **Mal McGhee**, general manager of Muskogee Metalworks and Atmore native.

With its relocation, the company changed its name to Muskogee Metalworks as a dedication to McGhee's Native American heritage – Muskogee is the original tribe name; Creek is the name given to it by European settlers.

Since its move, the company has seen steady growth. Much of that progress can be attributed to support avenues McGhee researched and identified through the Small Business Administration (SBA).

"SBA helps small, minority-owned businesses, and their programs (for us) are starting to work," said McGhee.

In addition to SBA, McGhee tapped into other resources made available through the company's minority-owned status, including being classified as a Native American tribal-owned business, SBA 8(a) program company, a small disadvantaged business and a HUBZone company. Because of its business classification, Muskogee Metalworks is offered contract opportunities under their Standard Industrial Classification (SIC) code. The status does not guarantee contracts will be awarded, only the opportunity to bid.

McGhee also found assistance through the federal Department of Defense (DoD) Mentor-Protégé program, created to assist qualifying small businesses compete for prime contracts and subcontracts. Enacted in 1990, the program provides incentives for DoD prime contractors that serve as mentors to help small disadvantaged businesses and qualified organizations employ-

ing severely disabled and to help women-owned small businesses (protégés) develop technical and business capabilities.

Manufacturing Technology Inc., a Florida-based 20-year veteran in the aerospace and defense electronic system corporation employing more than 400 and operating nine locations, is mentor to Muskogee Metalworks. Through this joint partnership, Muskogee Metalworks has gained valuable information and advancements including software training for its computer navigating machines and project proposal and tracking software.

"Being a part of these programs helps show that our company is qualified, growing, learning and high-tech," added McGhee. "Membership in (the programs) gives credibility to our business. You just can't go and ask for money. You must have a real interest in the business and a future."

As part of military contracts secured through the DoD program, the company manufactures a number of military products such as brackets, cabling, kitting for parts and equipment, battery covers, bomb buster platforms, gun mounts, metal containers and much more. The military contracts keep employees busy 24 hours a day, seven days a week and provide the company with the project specifications. In addition,



A Muskogee Metalworks employee conducts quality assurance tests on all manufactured materials.

tion, the company helps with installations to ensure parts are made correctly.

In addition to military work, Muskogee Metalworks offers its clients custom metalwork manufacturing and design with equipment such as computer navigating cutters (CNC) that are able to cut intricate designs out of metal using water. This specialized machine allows metal to be safely cut with specialized bits immersed in water



Muskogee Metalworks employees are hard at work in one section of the plant designed for finishing metal work.

to keep metal from overheating. Computer animated drawings (CAD) are used to create templates for the machinery from blueprints. The company tests its products through a quality assurance center for proper strength and fit.

Today, the company is a subsidiary of Creek Indian Enterprises (CIE). In 1988, the Poarch Creek Band of Indians' Tribal Council chartered CIE to serve as the economic development and management

arm of the tribe. Including Muskogee Metalworks, CIE's business ventures include a Best Western hotel, the Creek Bingo Palace, Perdido Farms, Creek Indians Arts Council and the Calvin McGhee Cultural Center.

"The misconception of the Poarch

Creek Indians came with the bingo palace. We're not only about gaming, but giving back to our people and the community. We saw our purchase of the former Vanity Fair plant as a contribution to the community," said McGhee.

The former Vanity Fair plant was needed to accommodate the company's military contract. "We needed the room to grow,

and our growth helps the community."

Over the past three years, the company has flourished into a \$4 million company, and McGhee doesn't see that changing anytime soon. After updating the company's business plan, the future looks bright for Muskogee Metalworks. The plan predicts that if the company continues on its present course with its workload and contract opportunities, it could grow into a \$40 million business.

He explained that the only potential factor for slowing their growth is the availability of a skilled workforce, a similar challenge for many growing small businesses. McGhee explained that he is looking at working to build his own workforce through training and gain more dedicated employees like the ones he has now. He added that his company needs high-skilled labor jobs, like engineers, computer programmers, CAD designers and welders.

Wanting to change the caliber of the workforce in Atmore and understanding the job loss since the Vanity Fair closing and its impact on the community, McGhee said that his need for specialized and high-skilled employees is a turning point. "We are looking to re-energize the workforce and bring high-skilled jobs back to the area," said McGhee. "We want to bring specialized professionals into lower Alabama."

Building a successful business is important to McGhee, but his commitment to the land, the people of Atmore and re-investing in the community is paramount. McGhee said, "Everything we do is linked back to the community and the tribe."

Clark Personnel Service

From small emerging companies to Fortune 500 corporations, Clark Personnel Service works to meet the staffing needs of clients and employees alike. Clark Personnel is the Mobile Area Chamber's Small Business of the Month.

As one of the fastest growing business segments in the United States, the temporary staffing industry sector has significantly enhanced the competitiveness of U.S. businesses by providing labor on a "just in time" basis, a growing business trend where supplies and manpower are ordered when needed instead of maintaining inventory.

"This critical need continues to grow," said Bob Alston, president of Clark Personnel. Regardless of the changing business climate and social values, the company offers "personalized, individual attention to both mom and pop companies and large corporations," said Alston.

Established in 1978 and headquartered in Mobile, Clark Personnel works to bridge a gap in today's workforce by offering options in temporary staffing, temporary-to-permanent and permanent placement. Specializing in clerical, light industrial, engineering and information technology, Alston said his business offers complete facility staffing and on-site supervision programs specific to individual needs.

"While our business is changing, we still maintain a close, personal relationship with our business clients and our potential employees," said June Etheredge, staffing

coordinator for Clark Personnel. "It is not uncommon at all for us to loan a coat or tie to someone seeking employment or to offer suggestions for proper attire and conduct."

Alston said that unique to the business is one-stop shopping, where they provide the customer with a customized staffing program. As each customer has different needs, the Clark Personnel Service staff prides themselves on honoring those individual needs.

"We are not a cookie-cutter operation," said Alston. He attributes the company's success to his staff and the quality service the employees provide. "We're not afraid to go that extra mile."

In 2003, Clark Personnel Service announced the creation of MedSource Staffing Services, providing supplemental personnel to the health care community. MedSource serves hospitals, nursing homes, physicians' offices, insurance companies, retirement centers, schools and penal institutions.

MedSource Vice President Guy Storey said, "Supplemental medical staffing is rapidly growing, as the needs and demands of both providers and patients increase. We have stringent hiring guidelines, requiring applicants to be properly licensed, drug screened, and to go through a thorough skills assessment, criminal background check and have positive employment history references."

Clark Personnel has grown from a two-



Employees at Clark Personnel stand in front of their Mobile office. Left to right: Bob Alston, president, Rhonda Alonzo, Alease Swails, Susan Zimmershed, Gordon Stimpson, Guy Storey (front), Jay Cole and Jim Boulter.

owner start-up to an operation extending from Mobile into Baldwin County as well as Gulfport, Jackson and Tupelo, Miss.

"At the end of the day, it's about satisfying our clients and making a match. That's what it's all about, seeing companies or individuals excited by new employment," said Alston.

Nominating Guidelines for Small Business of the Month:

- Current Mobile Area Chamber member in good standing
- 100 or fewer 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 one year
- New product line

For more information or to submit a nomination, contact Walter Underwood at 431-8652 or walter@mobilechamber.com.



"Your 1st Source For Safety Equipment and Supplies"

SALES • SERVICE RENTALS

- ▲ PERSONAL PROTECTIVE EQUIPMENT
- ▲ INDUSTRIAL HYGIENE EQUIPMENT
- ▲ HAZMAT SUPPLIES
- ▲ PLANT SAFETY SYSTEMS
- ▲ LOCAL INVENTORY & DELIVERY
- ▲ SAFETY SIGNS & IDENTIFICATION
- ▲ ENVIRONMENTAL SUPPLIES
- ▲ MATERIAL STORAGE & HANDLING
- ▲ SAFETY SURVEYS, SEMINARS, TRAINING
- ▲ EDI / INTERNET CAPABLE

443-7445

5865 Rangeline Road • www.safetysourceinc.com

Nobody Outcleans The Maids.™

Trust The Maids to give you the healthiest, most thorough office cleaning ever with our 22-Step Healthy Touch deep cleaning system.

The Maids Home Services



100% Satisfaction Guarantee: Call us within 24 hours after your clean. If we didn't clean something to your satisfaction, we will reclean it - free of charge.

Call today **FREE**, no obligation estimate
(251) 344-6626
www.maids.com

Alexis Herman to Speak at Chamber's Eagle Awards

The first African-American to serve as the U.S. Secretary of Labor, Mobile native Alexis M. Herman will address the Mobile Area Chamber's Eagle Awards. The event is set for Thursday, Oct. 7, at 6 p.m. at Bishop State Community College Central Campus, 1365 Dr. Martin Luther King Jr. Ave. The Eagle Awards are given annually to honor minority-owned businesses in the Mobile area.

Herman is currently serving as chairman and CEO of New Ventures Inc., a corporate consultants' firm.

As Secretary of Labor in the Clinton administration, Herman provided business leaders with strategies for transforming the workforce to remain competitive in the global economy by drawing on her experience as both entrepreneur and labor secretary. Having grown up in the South during the Civil Rights movement, Herman shares her challenges regarding the changing face of America's workforce, stressing that a more diverse business community will generate additional interest in the Mobile/Baldwin area.

Herman graduated from Xavier University in New Orleans and began her career as a social worker for Catholic



Charities, where she helped develop employment training opportunities for unemployed youth.

"Alexis Herman's appearance at the Eagle Awards is an opportunity for minority-owned businesses to learn from a woman who has been there and seen how businesses have changed," said Darrell Randle, the Chamber's vice president

of small business development.

Five Eagle Award winners are selected on specific criteria including having their business headquartered in the Mobile-Baldwin area, being in business for at least three years, producing revenue or employee growth, showing a solid financial base and providing evidence of community service and involvement.

"The Eagle Awards are an important part of developing minority small businesses in the Mobile and Baldwin region," said Randle. "These businesses have a major economic impact on our community, and this award helps us recognize their efforts and promote their accomplishments."

Tickets are \$35 per person or \$300 for a table of 10. For more information or reservations, contact Brenda Rembert at 431-8607 or brenda@mobilechamber.com.

Community Service Award Recognizes Volunteerism

Being a good corporate citizen is defined by much more than a company's size or profits, or even the financial donations it makes to charitable organizations, said Ginny Russell, vice president of community and governmental affairs at the Mobile Area Chamber. According to Russell, strong, local corporate citizenship is realized most fully through community volunteerism. Coastal Alabama is home to many companies embracing the value of volunteerism and creating internal, corporate cultures to support it.

Established in 1999, the annual Corporate Community Service Award recognizes companies making a substantial community commitment through volunteer services. The award is offered through a partnership among the Mobile Area Chamber, Volunteer Mobile and Envision Coastal Alabama. Its goal is to encourage business leaders to create an environment where employees are motivated to volunteer and have the flexibility built into their jobs to make it possible.

Volunteer Mobile coordinates the third-party, independent judging for the award. The judging process weighs each company's community service projects, program policies, corporate social vision and how well the volunteer programs are incorporated into daily operations. Company size is not taken into account, so small companies are as eligible as large businesses.

"Winning this award is not about a company's volunteer impact," said Russell. "It is more about the spirit of volunteerism and recognizing companies who have embraced that spirit from the top down."

Russell encourages small businesses to submit an application and emphasizes it is the percentage of employees who participate in volunteer programs that matters, not the number of employees.

Former recipients honored with the Corporate Community Service Award include Ciba Specialty Chemicals (2003), Mobile Gas Service Corp. (2002), Thompson Engineering (2001), Regions Bank (2000) and KBR, formerly Kellogg, Brown and Root (1999). Thompson Engineering, a 250-person operating company within Thompson Holdings Inc., considers the service award among the most important honors the company has ever received.

"If this business community can make the Corporate Community Service Award the most treasured honor a company can receive, then our investments will propel us to the place where our vision drives us," said Henry R. Seawell III chairman and CEO of Thompson Holdings.

Applications for the award will be mailed to all Mobile Area Chamber members on Sept. 2, and the winner

will be recognized at the Chamber's Annual Meeting on Tuesday, Jan 11, 2005. For more information or an application form, contact Kyle Greer at the Chamber, 431-8621 or visit www.mobilechamber.com. Only Mobile Area Chamber members are eligible to apply.

Fast Facts on the Corporate Community Service Award

Who is Eligible: Mobile Area Chamber members

How to Apply: Contact Kyle Greer 431-8621 or visit www.mobilechamber.com for an application

When: Applications due Nov. 1



What: The Eagle Awards

Speaker: Alexis Herman, former U.S. Secretary of Labor

When: Oct. 7, 6 - 8:30 p.m.

Where: Bishop State Community College

Cost: \$35 per person/\$300 table of 10

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

Office DEPOT. What you need. What you need to know:

Every Chamber member is automatically entitled to savings at Office Depot! Chamber members now have the exclusive opportunity to save as much as 67% on all office supplies at Office Depot. Office Depot makes ordering easy - order by phone, fax or internet and receive next day delivery!

Contact Tom Ondrejcek
tondrejcek@officedepot.com

Hands-On Experience Aimed at Drawing Future Health Care Workers



St. Paul's Episcopal School students were among more than 1,000 students from Mobile and Baldwin counties who participated in the first Health Occupations Career Fair coordinated by the Chamber in 2003.

The health care industry plays a major role in the Mobile area economy. Mobile and Baldwin counties are home to eight hospitals employing more than 16,000 people. All will be impacted by a projected increase in demand for services due to factors such as the aging population and projected shortages in the health care workforce.

To address that issue, health care providers realized they would need to collaborate instead of compete, and the Health Care Workforce Coalition was created in 2002 to start that process.

Participants knew they would have to "think outside the box" to solve their considerable workforce needs. They recognized in order to "grow their own" workforce, they would have to start early and come up with interesting and innovative ways to get students interested in health careers, make them aware of the wide array of opportunities available to them locally, and most importantly, help students to be as academically prepared as possible to pursue those opportunities. The Health Occupations Career Fair, held last September, was the first step on that path.

The Chamber's Center for Workforce Development (CWD) initiated the process that resulted in the Coalition. Beverly Livers, CWD director, convened representatives from local health care providers, Mobile and Baldwin County public schools and post-secondary institutions to begin talking about how they could work together to address the local health care industry's current and future workforce challenges.

"The health care industry is our community's largest employer and will continue to be in the future," said Livers. We want to ensure Mobile's health care industry isn't impacted by projected workforce shortages by getting kids interested and prepared now to become our community's next generation of health care professionals," said Livers.

The 2004 Health Occupations Career Fair, an initiative of the Health Care Workforce Coalition, is scheduled for Sept. 29 - 30 at the Mobile Civic Center arena and will feature interactive exhibits on nursing, therapies, medicine, pharmacy, emergency medical services, radiology, respiratory therapy and surgical/medical technology and clinical lab science. Students, who will be selected by their guidance counselors to attend based on grade point average and other criteria, will have opportunities to take x-rays, measure blood gases, insert IVs, and more.

Event sponsors at press time include The Ernest G. DeBaKey Foundation, Providence

Hospital, Infirmary Health System, Thomas Hospital and University of South Alabama hospitals.

The inaugural Health Occupations Career Fair in 2003 included both interactive career exhibits and a traditional college fair. Students were asked to evaluate the fair and comment on their experience. The majority asked the coalition to schedule more time for the interactive exhibits. To honor that request and accommodate an additional 400 students, the decision was made to separate the career and college fairs and make the 2004 career fair a two-day event.

For more information about the 2004 Health Occupations Career and College Fairs, contact the Center for Workforce Development at 431-8619.

HOUSE of SPECIALTIES
www.houseofspecialties.com

Sent by 1.
Read by 1,053.

30% off Christmas Cards
when you order before September 30.

Call 438.2422 or order online at yourpromotionsource.com.
House of Specialties – we make you top of mind.



Pilot Health Care Program a Success

Seventy-six Mobile and Baldwin County high school students "went to the hospital" in July and were "discharged" with first-hand knowledge of careers in health care.

As participants in the Health Care Workforce Coalition's pilot "Summer Scrubs" program, students shadowed health professionals in a wide variety of fields, followed different diagnoses such as chest pain and diabetes from hospital admission through discharge, and learned from human resource professionals what they need to do to pursue a health care career.

Host sites for the 2004 program were Mobile Infirmary, Providence Hospital, SAAD's Health Care, Thomas Hospital and University of South Alabama Medical Center. Program sponsors were SAAD's and the Mobile Area Chamber.

Healthy Employees = Healthy Business

Proclaiming low or no carbohydrates in daily meals as the way to good health and quick weight loss, Atkins and South Beach are among the many highly publicized diets sweeping the nation and Mobile. While television, magazines and celebrities have all heralded the benefits of no bread, no carbs, no fruit and no sugar, how does it all affect a business's bottom line? Or does it have any effect at all?

The health craze is nothing new to American business owners. Healthy employee promotions by companies have been around for decades with employers offering incentives to employees to become healthier by building walking trails, offering healthy food items at meetings and in cafeterias, and even offering discounts or memberships to local gyms.

According to the President's Council on Physical Fitness and Sports Research digest, worksite programs promoting physical activity may reduce employee cost for insurance premiums, disability benefits and medical expenses. In addition, healthy employees increase productivity, reduce absenteeism, decrease employee turnover, enhance company image and improve morale. The President's Council recommends 30 minutes of exercise a day, on five or more days a week, and 10,000 steps daily to produce the best, long-term health benefits for most individuals.

One such local company that sees the value in healthy employees is the *Mobile Register*.

They offer weekly Weight Watchers classes on site and provide weekly classes for their employees at only \$5, offsetting the regular price by about \$10 a week. Also, employees are reimbursed for gym expenses, provided they have met certain criteria by working out at least three days a week based on an annual average.

While the incentive to become healthy may be available, have people become too impatient with losing weight?

Studies have shown the *Atkins'*



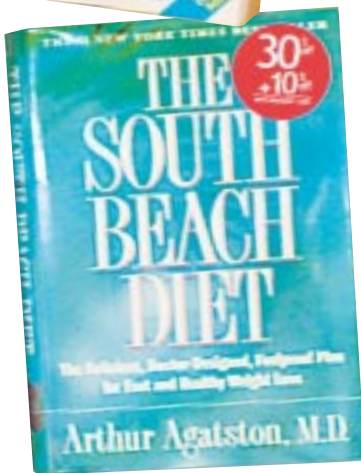
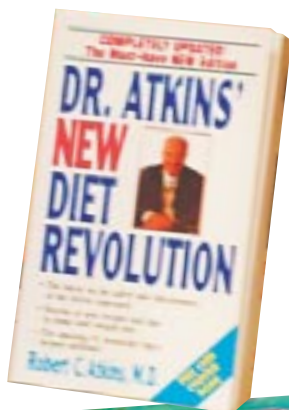
Fitness enthusiasts are out and about for an afternoon outside at Medal of Honor Park in west Mobile.

Nutritional Approach, for one, promotes permanent healthy eating habits and is designed to shape lifetime eating habits. Jumping on the no-carb bandwagon are many fast food and casual dining restaurants. For example, Ruby Tuesday, a casual dining restaurant, offers customers a low-carb menu on the table as well as a regular menu detailing fat grams, carbohydrates and calorie counts on each item.

McDonald's recently provided a high-quality, low-carb menu with a fitness meal consisting of a salad, a bottle of water and a pedometer, a device to help customers count their 10,000 recommended daily steps.

According to Sherra Carroll, manager of Slender Lady of Mobile, a women's-only fitness center, customers have come to the center saying they tried the diets and they don't seem to work for them. "(At Slender Lady) we provide a one-on-one nutritional counseling for our members

with a concentration on the upper and lower body workout training," said Carroll. "Diets must include exercise to work properly."



Diets like South Beach and Atkins promote a no-carb or low-carb lifestyle.

Sandy Tamburello, director of corporate health enhancement for the YMCA of Metropolitan Mobile and a former body builder, said she tried an early version of the Atkins diet while in body building competitions and understands how the diet can affect people long-term.

"Starving your body of carbohydrates is extremely harmful, and once you start eating those carbs again, most people will overload on them and gain the weight they lost back, plus some," added Tamburello.

She went on to explain how many companies have contracts with the YMCA for their employees to receive a discounted or free membership. "Education is the key to diet and exercise," said Tamburello. "The YMCA has a Corporate Wellness Program and a Corporate Fitness Challenge which gets groups of employees to challenge themselves and their co-workers to lead a healthier lifestyle. Diets like Atkins and South Beach promote an obsessive behavior where you starve yourself of carbs and sugars that your body needs. Promoting a low-carb diet is better than a no-carb diet, but your body still needs carbs to function properly."

Through the Corporate Wellness Program, the YMCA uses groups of people to help motivate each other to get results. "There are two key things everyone should know before starting an exercise program: get the right education about a diet and exercise program, and if you are doing nothing, then anything you do will help," Tamburello said.

So what about the healthy menu options many restaurants have embraced that are centered on the low-carb diets?

"I love it," said Tamburello. "These restaurants are getting rid of their bad carb menu items, and that's wonderful." Tamburello does warn that replacing bad carbs with high-fat foods could have an adverse affect on a person's gall bladder or cholesterol.

Experts like Carroll and Tamburello agree healthy long-term benefits of physical health include both diet and exercise.

"One cannot work without the other," agreed Carroll. "To be physically fit, we must be consistent with diet and exercise."

So serve those muffins at the next meeting, but be sure to offer a healthy alternative like fruit. Promote good health in your employees and in turn, see the benefits for your company.



McDonald's fitness meal, a "happy meal" for adults, included a pedometer to track the number of steps a person takes.

Is Your Business Safe?



- ACCESS CONTROL • CCTV • SAFES
- ELECTRONIC LOCKS • CARD SYSTEMS
- MASTER KEYS • WIRELESS SYSTEMS
- VAULTS • HIGH SECURITY LOCKS
- TIME ZONES • AUDIT TRAILS

Your "Security Specialist"

COAST SAFE & LOCK CO., INC.

457 Dauphin Island Parkway
"At the Loop"
Mobile, Alabama 36606

(251) 479-5264

Partners In Education – Volunteers

Mobile, like every other city in the nation, is always looking for ways to make education better. Many local companies, organizations and individuals have stepped up to volunteer and make a difference for Mobile school children through the Mobile County Partners in Education program, coordinated by the Mobile Area Education Foundation.

As part of a national movement, Partners in Education began in the 1980s as the Adopt-A-School program. Formed from beliefs of community leaders that area schools needed support from the community, all parties are benefitting from working together to enhance the educational opportunities for students.

The program developed goals that are still fundamental to each partnership today, and include: fostering a better understanding of the public school system; strengthening and enhancing school programs; creating a climate of involvement and interaction between organizations and schools; and providing students with opportunities to develop attitudes and skills that can enhance their success in the working world.

Every partnership formed between a company or organization and a specific



Students at Katelynn Elementary School, as well as others across Mobile County benefit from businesses who participate in the Partners in Education initiative. Local businesses provide tens of thousands of dollars to school each year, either with cash donations, services or volunteer hours.

school is unique. Partners choose a school and develop projects to work on. A partner's financial and hourly commitment depends on what they can give at the time and is negotiated with the school. When a company signs up as a partner it is given a list of potential ideas of how to help the school.

"Our partners provide mentors, tutors,

materials, incentives for academic excellence and good citizenship," explained **Mary Ann Napper** of the Mobile Area Education Foundation. "They not only provide money for field trips, they also serve as chaperones in many cases. Some of our partners have built and equipped science and math labs, playgrounds and funded summer reading programs. You can find partners painting classrooms, planting trees and shrubs and cutting the grass on many of our campuses. Most people would be amazed at the activities our community partners are involved in on campus."

Ineos Phenol Inc. became involved with the Partners in Education program in 1999 and has since partnered with Dauphin Island Elementary School and Meadowlake Elementary School. Last year the company was named one of 10 outstanding partners for its work with Meadowlake.

"When the school was preparing for its SACS review, we sent two people from our company over there to help beautify the school," said Ineos Phenol's Partners in Education liaison **Netta Adams**. "We provided all of the surge protectors for their computer room, donated ferns and meat trays for various events throughout the year and adopted two families to help dur-

ing Christmas. We also donate all the proceeds from our company fishing tournament to the school."

Adams, who volunteered to be the liaison with Meadowlake, said she loves working with the school. "I loved getting out there and meeting the kids. They are our future, and we at Ineos feel it is good to give back to our community and especially our children. I tell them to call us with whatever they need, and we'll take care of it. Last year we donated about \$3,000 plus labor to the school."

The Mobile Area Education Foundation recognizes 976 partners, a number that has steadily increased with time. The greatest growth has been seen in the last six years. In 1998 there were only 198 partners compared with nearly four times that in 2004.

The reason behind the growing participation in the Partners in Education program is hard to say, but Napper has always explained it this way: "The Partners program provides

employees with a sense of community involvement while improving community relations. Many people want to make a difference in the community and don't know where to start. The Partners in Education program provides an avenue to channel resources and talents."

According to the 2002-2003 Partners in Education impact study, 1,808 volunteers spent 23,000 hours working to enhance Mobile County Public Schools with an economic impact of \$1,267,000. Studies of the 2003-2004 school year are still underway.

Several new schools are in need of partners for the coming year.

Volunteers are also needed for the Junior Achievement Economics of Staying in School program taking place this fall. Volunteers teach one hour a week for six weeks in an eighth grade class during October and November.

Contact Mary Ann Napper at 476-0002 or e-mail mnapper@maef.net for more information.

In Celebration of Our 20th Anniversary Take A

LOOK

at Our 20/20 Plan

Our Vision of the Future for Payroll Clients

For the Remainder of 2004

Call us for a closer look **251.479.5777**

A Certified Payroll Professional on Site



www.onlinepayroll.com

251.479.5777 • 24 Tacon Street, Suite C • Mobile, AL 36607

and Resources Impact Local Schools

Partners in Education (PIE) is a national program connecting students, teachers and administrators with business, government, volunteer and civic leaders, and a proven, effective method of increasing community awareness and input into the local education process.

Currently, the PIE Program in Mobile County links more than 700 businesses, organizations, churches and individuals, who make an annual impact in excess of \$1.1 million to public schools. The following is a list of area Partners in Education who are also Chamber members.

100 Black Men Greater Mobile
Able Sales and Service Inc.
ACE Fabrication Inc.
Adams and Reese LLP
AKZO Chemical
Airgas – Gulf States Inc.
A-1 Mobile Home Service
Alabama School of Math and Science
Alabama Central Credit Union
Alabama Power Co.
Alabama Shipyard/Atlantic Marine
AllState Insurance
AMF Camellia Lanes
AmSouth Bank
Armstrong World Industries Inc.
Assist-2-Sell
Associated Builders & Contractors
Atofina
Allstate Insurance Co.
Austal USA
Auto Glass & Paint
Autry Greer and Sons
BankTrust
B & B Pet Stop
Beard Equipment
Bellingrath Gardens
BellSouth
Bender Shipbuilding and Repair
BFI
Bishop State Community College
Black Classics Books and Gifts
Blue Bird Hardware & Seed
Bruno's
Buffalo Rock/Pepsi
Cain Real Estate
Canvas Products Co. Inc.
Carter Brandyburg PC
CentraLite Systems Inc.
Chick-Fil-A
CiCi's Pizza
Cingular Wireless
City of Mobile
Clear Channel Radio
Coastal Ford
Coca-Cola Bottling Co.
Colonial Bank
Comfort Systems USA/Bachelors
Commonwealth National Bank
Compass Bank
Crystal Mountain Inc.
Cumulus Broadcasting
Dauphin Way United Methodist Church
Degussa Corp.
Delaney Development
Dillard's
Dogwood Productions
Domino's Pizza
Drug Education Council
DuPont

El Chico
Enterprise-Ozark Community College
Equity Technologies
Exxon USA
First Community Bank
Formwalt's Tree Service
Franklin Primary Health Center Inc.
Global-Tel Link
Godfather's Pizza
Golden Corral
Goodwill/Easter Seals
Greater Mobile Chrysler Plymouth Jeep
Gulf Federal Bank
Gwin's Printing
Home Builders Assn. of Metro Mobile
Heritage Planning Group PC
Holcim Inc. USA
Holiday Inn/Tillman's Corner
Homewood Suites

Mary Kay Cosmetics
Masland Carpets
Medical Society of Mobile County
Merrill Lynch
Michelle's Family Restaurant
Mitchell Container Corp.
Mitsubishi Polysilicon
Mobile Aerospace Engineering Inc.
Mobile Area Association of Realtors
Mobile Bay Bears
Mobile Bay Monthly/PMT Publishing
Mobile Botanical Gardens
Mobile City Council
Mobile County
Mobile Gas Service Corp.
Mobile Infirmery
Mobile Memorial Gardens
Mobile Paint Manufacturing Co.
Mobile Police Department

Regions Bank
Remington College
Robinson Brothers Lincoln Mercury
Rowe Surveying & Engineering Co.
Ruby Tuesday
SAAD's Health Care Services
Sam's Club
Saunders Engine Co.
Sawyer Furniture
Seitek Data Safe
Shell Chemical
Shore Acres Plant Farm
Smith Electric & Associates
Southern Earth Sciences Inc.
Southern Ionics Inc.
SouthTrust Bank
Spring Hill College
Springhill Medical Center
Springhill Memorial Hospital Auxiliary
Springhill Toyota
State Farm Insurance
Syngenta
TAG/The Architects Group
Teachers 'N Tools
Tech Advanced Computers
Technip Coflexip
Teledyne Continental Motors
TeleVox
Templeton Gallery and Framing
Tencel Inc.
T-Mobile
Tractor and Equipment Co.
Tyner's Catering
U.S. Postal Service
Union Planters Bank
Universal Supply Co. Inc.
University of Mobile
University of South Alabama
U.S. Amines
UOP
USA Health Systems
Volkert and Associates
Vulcan Materials Co.
Ward International
Waste Management
Welding Engineering Supply Co.
WHIL Radio
Whitney National Bank
Willard Rogers Painting
Winn-Dixie
WKRK
World Omni Financial
WPMI NBC15
Xanté Corp.



Partners in Education participant IPSCO Steel (Alabama) Inc. decided to get north Mobile County residents involved in one of its projects. The Fill the Bus campaign ran for several days in July. Area residents and IPSCO employees donated school supplies to benefit their area public schools. The bus stayed parked at the Wal-Mart in Saraland, and hundreds of residents made donations.

Industrial Services
INEOS Phenol
Integrity Media
International Paper Co.
IPSCO (Alabama) Steel Inc.
James B. Donaghey Inc.
Jenkins Brick Co.
Jim Barnes Enterprises
Joe Bullard Automotive
Kellogg, Brown and Root
Kenney-Moise Inc.
Kimberly Clark
Konica Minolta Printing Solutions USA Inc.
The Krystal Co.
Lamar Advertising
La Pizzeria Inc.
Leaf and Petal Florist
Lou's Jewelry
M&A Stamp and Sign Co. Inc.
Manuel Masonry

Mobile Register
Mobile Symphony
Naman's Catering
Northside Check Exchange
Occidental Chemical Corp.
Office Equipment Co.
Office Max
Oliver Van Horn Co. LLC
OOB in Mobile
Palmer's Toyota Superstore
Pat Peck Nissan
Paulk's Moving Company/Mayflower
Pine Crest Cemetery
Pizza Hut
Pollman's Bakery
Port City Rentals
Professional Collision Center
Providence Hospital
Prudential-Cooper & Co. Inc. Realtors
Radisson Admiral Semmes

**Listing provided by Mobile Area Education Foundation*

United Way Begins Annual Campaign



Pictured above are members of the Corporate Team, a division of the 2004 United Way Campaign Cabinet. (Front L-R) Gigi Armbrecht, Chairperson, BellSouth; Cathy Gandy, AmSouth Bank; (Back L-R) G. Robert Baker Jr., Whitney Bank; Keith Jones, Degussa Corp.; Warren King, Regions Bank; Gregory Welch, Bay Gas Storage, a division of Mobile Gas; and Randall Adams, BankTrust.

Where else can a single act of generosity make a real difference to so many of our neighbors?

The United Way of Southwest Alabama is more than 50 charities connected to make a positive impact in Southwest Alabama.

The organization will officially kick off its 2004 campaign on Sept. 1 at noon at the Arthur R. Outlaw Mobile Convention Center. Campaign Chair Fred Taul, president and CEO of Regions Bank, said he is optimistic that United Way can do even better than last year when \$6.2 million was raised.

"Workplace donations continue to be the largest source of revenue

for United Way. For many employees, filling out a pledge card is an annual rite, a yearly opportunity to make a difference in the lives of 125,000 people in Southwest Alabama," said Taul.

According to Angelo Miller of United Way, "Businesses of all sizes support our annual drive. United Way is local dollars helping local people in need. It is an opportunity to join hundreds of other businesses in our community that already know the value of supporting United Way — each gift connects you to 55 local agencies that help thousands of people."

Each United Way gift helps provide a child a safe place to go and constructive activities after school, a hot, nutritious meal for an elderly person, a shelter for a homeless man or woman and much more.

Businesses and community leaders are often faced with difficult decisions. Many times these decisions involve allocating limited resources in the most efficient,

effective manner. Kvaerner Oilfield Products in Mobile encourages its employees to participate in the annual United Way Campaign.

"Worldwide, Kvaerner is focused on being a good corporate citizen," said Angel Persson, office manager at Kvaerner Oilfield Products on Hollinger's Island.

"That means being an active participant in the community. For us locally, the decision was easy when we learned that all of the money raised here, stays here for the families of our community. I think that is the main reason we had 100 percent participation among our 30 employees last year in our first United Way campaign."

Another local company, Occidental Chemical

Corp., also values the United Way's efforts in the community. According to Eugene Thomas, company plant manager, "OxyChem feels very fortunate to be given the opportunity to help others within our community and sees it as our responsibility to reach out to those in need. Our participation is not mandatory, but for us it is another way to demonstrate our commitment and support to improve the quality of life in Southwest Alabama." If you are considering a first time personal gift, employee campaign or corporate gift to United Way and would like additional information, contact Angelo Miller at 433-3624 or amiller@uwswa.org.



2004 Campaign Cabinet

Campaign Chairman
Frederick W. Taul, Regions Bank



Campaign Divisions:

Accountants

Kerry Weatherford,
Smith Dukes & Buckalew LLP

Attorneys

Alan Alexander
Helmsing Leach Herlong Newman & Rouse
Stephanie Alexander

City Employees

Gwen McGrew, City of Mobile

City Employees Co-Chair

Gina Gregory, City of Mobile

Clarke County

Julia Ann Deas, Clarke County Board
of Education

Combined Federal

Col. Pete Taylor, U.S. Army Corps of Engineers

Campaign Communications

Sharon Moloney, WPMI NBC TV 15

Corporate

Gigi Armbrecht, BellSouth

Corporate Team #1

Randall S. Adams, BankTrust

Corporate Team #2

Robert Baker, Whitney National Bank

Corporate Team #3

Cathy Gandy, AmSouth Bank

Corporate Team #4

Keith Jones, Degussa Corp.

Corporate Team #5

Warren R. King, Regions Bank

Corporate Team #6

Gregory Welch, Bay Gas Storage

County Employees

Finese Howard-Burnett
Mobile County Courthouse Government Plaza

Education

Yvonne Kennedy PhD
Bishop State Community College

Health Care & Dentist

Lee Moncrief, SouthTrust Bank

Industry

Mike Young, Tate & Lyle

Labor

Danny G. Phillips, International Brotherhood
of Boilermakers Local 112

Major Gifts

Joe B. Bullard Jr., Joe Bullard Automotive

Marketing

Ellen Wingard, Lewis Communications

New Business

Lee Hammons, Regions Bank

Other Municipalities

Johney Weaver, Alabama Power Co.

Other Professionals

Gerald Friedlander, Mobile Rug & Shade Inc.

Physicians

Jenny Rich, Community Volunteer
Mary Ellen Ferguson, Community Volunteer

Special Gifts

Tom Hinds, Former Chairman &
CEO Regions Bank, Retired

State

James K. Lyons, Alabama State Port Authority

Training

Susan Lloyd, Regions Bank

Training

Anna Gardner, Regions Bank

United Way Agencies

Andy Wynne, St. Mary's Home

Washington County

Rebecca Ramey, Tate & Lyle

Women's Initiative

Kathy McMaken, Mercy Medical



What is Your Business Really Worth?

Few issues cause business owners more anxiety than the question of their company's worth. More and more, business owners are seeking to put a value on their business with reasons varying from purchase agreements, mergers, acquisitions and divestitures, partnership/shareholder disputes, litigation support and bank financing requirements, to employee stock ownership plans, estate and gift tax planning, personal financial planning and audits.

Fortunately, we've now developed guidelines that can be used for quick approximations. All of the appraisal guidelines cited here are averages derived from hundreds of completed transactions reported to regional and national databases.

Both guidelines include the value of all furniture, fixtures, equipment and inventory needed to do business and assume the business is making a profit within the normal range for the type business. The guideline formulas do not include the value of the

company's cash, accounts receivable or real estate. The value of these items should be added to the guideline results.

Value as a Percentage of Annual Revenue

The first guideline starts with annual revenue. Almost all privately held businesses will appraise somewhere in the range of 20 to 80 percent of the company's annual revenue. In one large database, the average business selling price of 3,800 completed transactions in the year 2002 was 44 percent of revenue.

Exactly where in this range your company will fall depends on the kind of business. If you have an auto parts retail store, the market says it is worth about 45 percent of annual revenue. Other examples: dress shops are valued at around 20 percent of sales, coin laundries at 75 percent, franchised fast food outlets at 50 percent, print shops at 50 percent, video stores at 55 percent and

restaurants at somewhere between 20 to 40 percent of sales depending on the type. Manufacturing operations are appraised for somewhere in the neighborhood of 65 percent of annual revenue depending on size, product and other factors.

Value as a Multiple of Cash Flow

The other appraisal guideline seeks to approximate the value of a business by applying a multiple to a company's discretionary cash flow.

Discretionary cash flow (DCF) is the total cash the business generates in a year that is available to the owner for both living expenses and debt service. It is the profit deductions for depreciation, interest, owner's salary and perks and any other expenses not necessary, or recurring operating expenses of the business.

Almost all businesses will appraise somewhere between one to six times DCF.

Where in this range a specific business falls, again, depends exactly on the type of business.

From the database of completed transactions, we know an air-conditioning/heating contractor, for example, is valued at approximately 1.5 times DCF. Beauty salons appraise for about one time DCF. A hardware store is worth about 1.2 times DCF. Home health care is 3 to 5 times; janitorial services at 1.5 times; jewelry stores are 4 to 6 times. Manufacturing operations will sell for between 3 to 5 times DCF depending on several factors. Wholesale distributors in general are valued at 1.5 to 2 times DCF.

William Bruce is an accredited business intermediary and senior valuation analyst with Sunbelt Business Brokers of Mobile. He currently serves as national president of the American Business Brokers Association. He may be reached locally at 433-1500 or WilliamBruce@bellsouth.net.

Principal*
Financial
Group



Principal Life Insurance Company offers one of the industry's most competitive universal life policies — Principal Universal Life ProtectorSM (UL Protector) — for people like you who are looking for long-term protection and guaranteed death benefits. UL Protector is a cost-efficient way to care for your family long into the future.

Leave a legacy of security with UL Protector. Talk with your Principal Life financial representative today!

Gary M. Adams
Financial Representative
110 Montlimar Dr., Suite 500
Mobile, Alabama 36609
(251) 344-3100 Ext. 12

Insurance issued by Principal Life Insurance Company. Principal Life is a member of the Principal Financial Group®, Des Moines, IA 50392. Policy Form# SF725. #486972006

DEFINE YOUR BRAND.

**SULLIVAN
-ST. CLAIR**

251.476.1283
www.sullivanstclair.com



Now you can reach any Mobile Register department by calling one easy-to-remember number.

219-5400

Or you may dial departments directly:

Classified Ads
219-5000

**Circulation/
Customer Service/
Home Delivery**
**219-5343 or
1-888-779-7759**

Display Advertising
219-5545

Advertising Services
219-5040

Newsroom
219-5632

Regional News
219-5609

Local News
219-5614

Sports
219-5669

Business News
219-5644

Living Today
219-5683

Photography
219-5666

Baldwin Register
937-6677

Home Delivery Bill
219-5432

Advertising Bill
219-5413

Human Resources
219-5074

Job Line
219-5090

MOBILE REGISTER

Since 1813. A better newspaper every day.

401 North Water Street
Mobile, Alabama 36602

If there ever is a time to join the Mobile Area Chamber –
It's now.
We Build a Better Community.

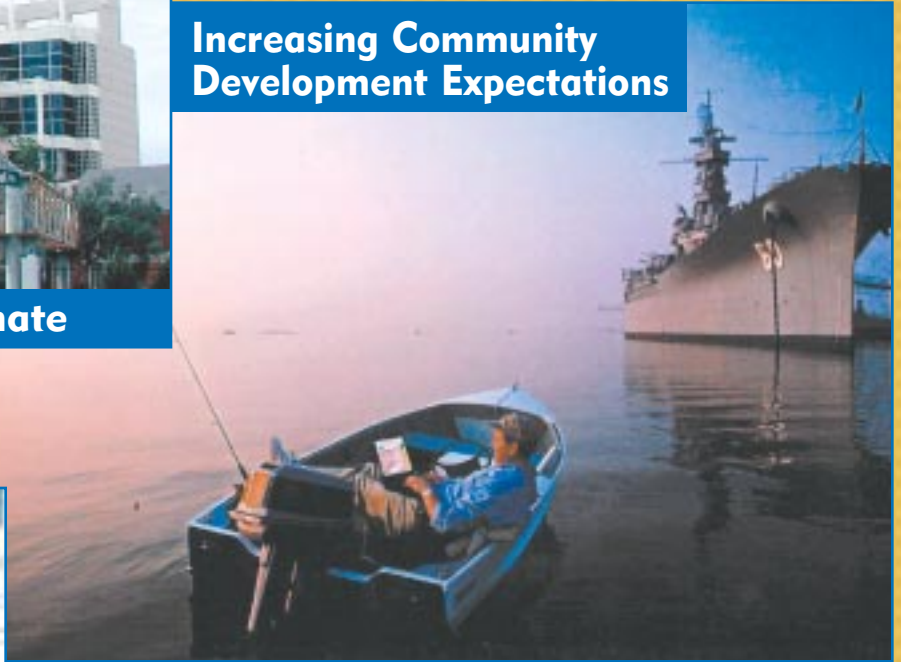


Recruiting Jobs



Creating a Positive Business Climate

**Increasing Community
Development Expectations**



Developing a Competitive Workforce



Adding Member Value

**The Mobile Area Chamber invites area businesses to join
and receive valuable benefits for your business.**

CORE BENEFITS OF MEMBERSHIP INCLUDE:

Networking

Who you know does make a difference! Make important business contacts at Mobile Area Chamber luncheons, seminars, trade shows and networking events.

Small Business Development

Business counseling services are available to those needing assistance through the Service Corps of Retired Executives (SCORE). Capital Access, a guide to funding assistance, is available to help new and established small businesses.

Publicity

Publicity and heightened name recognition through print, Internet and event exposure.

Benefits and Discounts

Save money on office supplies, long distance plans and more through member-to-member discounts.

Learning Opportunities

Be profitable. Stay competitive. Mobile Area Chamber seminars and workshops offer expert advice on how to operate a business in a fast-moving economy.

Referrals

The Mobile Area Chamber only gives out referrals for its members. Plus, the Mobile Area Chamber Web site receives in excess of 200,000 hits per month with the Membership Directory being the most visited page.

Expo

Attend the Mobile Area Chamber's annual Business Expo, Mobile's only trade show. Booth space is available only to members of the Mobile Area Chamber.

Advertising Opportunities

Need advertising that is targeted, effective and affordable? *The Business View*, *The Business View Weekly* and *Membership Directory and Buyers Guide* offer powerful advertising choices to reach businesses and consumers.

Government Advocacy

The Mobile Area Chamber serves as an advocate on issues important to local businesses by monitoring local, state and federal legislation.

Credibility

Demonstrate your commitment to the community by becoming a part of the vision and strategies of the most influential business organization in the region – the Mobile Area Chamber.

Community Improvement Projects

Building existing business, recruiting new jobs and marketing the Mobile area, are three ways the Mobile Area Chamber works to strengthen our economy.

Mobile Area Chamber Members Share Testimonials

"The Mobile Chamber constantly provides its members new ways to get exposure, network and become involved. Not being a native of Mobile, the Chamber has given me numerous opportunities to get to know people and feel right at home. The staff is always smiling and willing to help wherever they can."

**Lana Mosley, Director of Career Services
Remington College**

"We joined the Chamber because it affords its members a wealth of opportunities for advancement and marketing. What a great way to expand horizons for small businesses! Thank you M.A.C.C.!"

**Linda Jordan, Co-Manager
Crossroads Books & Gifts**

"The Chamber gives us the opportunity to meet and market with other companies in the area. There is no better investment for our marketing dollars."

**Christopher J. Dow, President
Odyssey Networking**

"The Mobile Area Chamber is a very important institution for aiding local business. With this in mind, I joined the Chamber to increase my company's exposure to the business sector through networking, promotion and fellowship."

**Sean Lindell, Marketing Manager
Sprint PCS/US Unwired**

"In addition to meeting other companies to do business with, we consider the Mobile Chamber to be a resource for information and research for growing business. In today's tough economic times my Chamber membership would be the last thing to consider when reviewing our memberships and their return on investment. We look forward to Business After Hours and encourage our people to be involved with the Chamber."

**Danny Sirmon, President
House of Specialties**

"I appreciate the Chamber's efforts to help new businesses grow. The entrepreneurial spirit is strong within the Chamber and I am always encouraged by the support I receive. The Chamber has positively impacted my business in more ways than I can begin to count."

**Ken McElhaney, Agent, State Farm Insurance Companies
McElhaney Insurance Agency Inc.**

"As a member of the Chamber, we gain valuable exposure to the business community of Mobile. The Chamber provides us with a great way to develop relationships with other Mobile businesses."

**Neil Armentrout, Owner
TeleVox Software Inc.**

"The Chamber provides great networking and educational opportunities as well as encouraging political awareness. Mobile Staffing Services Inc. has utilized many resources of the Chamber including their excellent meeting facilities. I can say with conviction that the Chamber strives to meet the needs of present and prospective members of the business community."

**Jerre Bokor, General Manager
Mobile Staffing Services Inc.**

"One of the things we need right now is new businesses, and the Chamber has the resources to bring businesses into the area."

**Michelle Herman
Mobile County Finance Director**

"I've been a Chamber member since the first day I opened my business. It's one of the best things I've done for my business."

**Lonnie Ash, Owner
Milestone Automotive Service Center**

"Membership in the Mobile Area Chamber of Commerce does not cost, it pays. By attending Business After Hours, I meet a lot of potential customers."

**Terry Downs, Associate Agent
Nationwide Insurance Downs Agency**

"Through my membership in the Chamber, my business has been given exposure that has increased my company's profits."

**Willie Davis, Owner
Davis Photography**

"I worked with some Chamber employees on attempting to get western parts of the city incorporated into the city limits of Mobile, and I was very impressed with their vision, enthusiasm and commitment to the future of Mobile. I like the positive attitude, the 'can-do' attitude I have found in the Chamber."

**Patrick F. Guyton, Owner
Child Advocacy Center**

"I think that the Chamber is doing a good job for Mobile and its business growth and development."

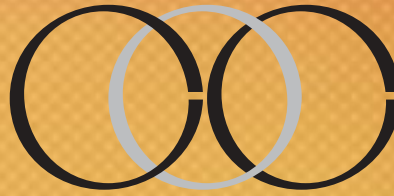
**Edward F. Travis, President
Edward F. Travis Co. Inc.**

"I've been associated with the Chamber of Commerce in Mobile for 12 years. The involvement has been different with each business I worked for, but times change. Personal growth, along with setting new goals and expectations, has created a new opportunity for me. I opened my own business! The first thing I knew to do was join the Chamber. Within the first two months of business, I more than paid for my dues with new customers brought to me by the Chamber and its Web site. I owe a debt of gratitude to the staff of the Chamber that helped me realize that I was an important business to build."

**Sean McLaughlin, Owner
Creative Catering**

WE BUILD A BETTER COMMUNITY BY...

- recruiting jobs
- developing a competitive workforce
- creating a positive business climate
- increasing community development expectations
- adding member value



MOBILE AREA
CHAMBER OF COMMERCE

451 Government St.
Mobile, Alabama 36602
P.O. Box 2187
Mobile, Alabama 36652-2187
Phone: (251) 433-6951
Fax: (251) 432-1143
E-mail: join@mobilechamber.com
Web: www.mobilechamber.com

MEMBERSHIP INVITATION

Name of Business (as it will appear in directory) _____

Business Category as Listed in the Yellow Pages _____

Other Categories of Service your Organization Offers _____

Year Established _____

Primary Officer Mr. Mrs. Ms. PhD or MD _____

Title _____

Key Contact Person (name to be listed in directory) _____

Title _____

Physical Address _____ City _____ State ____ Zip _____

Mailing Address _____ City _____ State ____ Zip _____

E-mail Address _____ Web Site Address _____

Telephone () _____ Fax () _____

Preference for Communication: E-mail Fax Letter City Council District _____

Demographics of Owner(s): *OPTIONAL (The Chamber uses this information to track diversity among membership.)*

Female-Owned Minority-Owned (Using Federal definition of a minority: persons who are 25% African-American, American Indian, Asian-American, Hispanic/Latino.)

Member Signature _____ Sponsor Signature _____

Thank You For Your Support!

THE MOBILE AREA CHAMBER OF COMMERCE MISSION STATEMENT:

To serve as a progressive advocate for business needs to promote the Mobile area's economic well-being.

INVESTMENT SCHEDULE

BASE DUES* (Includes primary officer) **\$300**

+ Fair Share Formula*

(# of full-time employees ____ x \$5) + \$ _____

(# of part-time employees ____ x \$2.50) + \$ _____

+ Other + \$ _____

TOTAL = \$ _____

**Include agents and associates who contribute to profit.*

Visa MasterCard American Express Discover Expiration Date _____

Account Number _____ Name (please print) _____

Authorized Signature _____

Membership dues may be tax deductible as an ordinary and necessary business expense, but are not a charitable tax deduction for federal income tax purposes. The Chamber is not a charity, but serves as an advocate organization for area businesses. Additionally, 8% of your dues are for lobbying activities, and as such, this portion is not deductible for federal income tax purposes.

For Official Use Only: Check No. _____ Amount _____ Dues _____ Date Received _____ A HB IM 2

CUT ALONG LINE AND MAIL

Committees Put Chamber Membership to Work

Hundreds of Mobile Area Chamber members are doing more than just watching their pro-business organization work for them; they are actively involved in long-established committees and task forces. It's these committees that drive Chamber special events, programs and positions, and the Chamber is always looking for even more volunteers.

Joining one of these groups is simple. Just contact the staff member listed with their assigned committee and say, "Sign me up." In order to serve on a committee or task force at the Chamber, you must first be a Chamber member. So, if you're interested in joining one of these groups, but need to become a Chamber member first, contact: Carolyn Golson, vice president of membership at 431-8622 or carolyn@mobilechamber.com

Mobile Area Chamber Task Forces and Committees

Annual Meeting: Plans the Mobile Area Chamber annual meeting around a designated theme. The next annual meeting is scheduled for Jan. 11, 2005. Meets monthly May-January.

Contact: Ashley Collins, 431-8623 or ashley@mobilechamber.com

Awards and Recognition Task Force: Coordinates the activities and events associated with Small Business of the Month and Mobile Outstanding Business and Industry (MOBI) Awards. Meets quarterly or as needed.

Contact: Walter Underwood, 431-8652 or walter@mobilechamber.com

Business Expo Committee: Plans annual Business Expo, Mobile's largest and only business-to-business trade show. Meets monthly April-August.

Contact: Maria Bladorn, 431-8649 or maria@mobilechamber.com

Chamber Chase: A total resource development campaign designed to provide additional funds for the Chamber to make it better able to serve Coastal Alabama. Get involved in a fun project to bring in new members, enlist sponsors for Chamber events, acquire donations and much more. Campaign kicks off at the end of April and runs through July. Meets weekly for reward sessions.

Contact: Carolyn Golson, 431-8622 or carolyn@mobilechamber.com

Envision Coastal Alabama: Sign on with Envision Coastal Alabama and help chart the direction of the Mobile/Baldwin region. Join the E-action team of your choice – Economy, Education, Environment, Equity – and participate with volunteers from both counties in regional collaboration and project implementation to ensure a healthy, sustainable future for Coastal Alabama.

Contact: Linda Ingram, 431-8628 or linda@mobilechamber.com

Executive Roundtable: Forum at which small business owners and/or managers hear presentations by a featured speaker and share information to help each other manage and grow their own businesses. Meets monthly.

Contact: Walter Underwood, 431-8652 or walter@mobilechamber.com

Growth Alliance: Promotes the growth and enhances community awareness of minority business through increased minority membership and participation in Chamber programs. The task force also coordinates the annual Eagle Awards. Meets monthly.

Contact: Darrell Randle, 431-8615 or darrell@mobilechamber.com

Gulf Coast Technology Council: Works to increase the visibility of local technology companies, helps develop a highly skilled workforce to accommodate growth in the high-tech arena and markets the Gulf Coast as a center for technology development. Meets bi-monthly.

Contact: Steve Russell, 431-8654 or steve@mobilechamber.com

Industry Coalitions: Provides a framework for business and industry involvement in developing a workforce that meets their needs. Each coalition represents a specific sector and is an active, working partnership with education focused on preparing students and adults to enter the Mobile/Coastal Alabama

workforce. These groups provide direction to the Chamber on strategies to meet training and workforce developments needs.

Workforce Coalitions

- Health Care
- Banking and Finance
- Maritime
- Aerospace

Contact: Beverly Livers, 431-8659 or beverly@mobilechamber.com

Media Appreciation Party:

Plans bi-annual party for the local media. The task force works with Chambers in Mobile and Baldwin counties to encourage regional media participation. Next event will be held in late 2005.

Contact: Susan Rak Blanchard, 431-8641 or susan@mobilechamber.com

Port and Waterways Task Force:

The Port and Waterways Task Force is made up of a cross section of the local port community, including but not limited to shipping agents, freight forwarders, stevedores, Corps of Engineers, U.S. Coast Guard, Waterway Associations, towing companies, Port Authority staff and terminal operators.

Topics of interest include port security, harbor dredging and funding from Congress, navigational issues, and cargo and commerce in the Port of Mobile.

Contact: Shelly Mattingly at 431-8655 or shelly@mobilechamber.com

Chamber's Membership Directory to Feature New Section

Beginning with the 2005 Mobile Area Chamber *Membership Directory and Buyers Guide*, distributed each January, female and minority-owned businesses will now be featured with an additional listing in a special section dedicated to them.

Developing this special section of the directory has been a recommendation of the Growth Alliance task force, a group of Chamber volunteers working to promote minority Chamber membership in the Mobile-Baldwin area.

"We are frequently asked by businesses looking to do business

with female and minority-owned businesses if there is a culled list of this segment of our membership. Until now there has not been one in the directory," said **Carolyn Golson**, vice president of membership for the Mobile Area Chamber. "So now we will be able to better serve our members by including this in the next directory, as well as a complete listing of Chamber members, broken down by their designated business category." All members are listed in an alphabetical section as well.

There is no additional cost for

female and minority-owned businesses to be listed in the special section of the directory, and these members will now be included at least three times. Companies listed in this section have identified themselves as minority-owned or female-owned on their Chamber membership application or have contacted the Chamber to be identified this way.

Companies wishing to check whether or not they have been identified in either of these categories should contact **Kim Perrone** at 431-8617 or kim@mobilechamber.com immediately.

If this information has not been verified, either by previous disclosure or contacting Perrone, it will not appear in the 2005 directory.

In addition to the listings, several advertising options are available to all Chamber members to promote their companies in this section. Rates range from \$600 for a 1/6 page black and white ad to \$2,250 for a full-page, two color ad. Deadline for reserving advertising space in this section of the membership directory is Friday, Sept. 10. Contact Golson at 431-8622 or carolyn@mobilechamber.com to place an ad.

Progress is Clear at Coastal Door and Window



David Miller, president of Coastal Door and Window, stands beside a custom-made window in the early stages of the window-making process. The company began in 1969 and has grown to employ 110 people and occupy 124,000 square feet.

With roots in the sawmill business since the 1800s, David Miller said wood-working has been pumping through his family's veins for more than 100 years. Evolving from the family sawmill business, his company, Coastal Door and Window, provides products to all types of businesses, from banks and churches to retail strips, condominiums and residential subdivisions.

"I enjoy the challenge of owning a business," said Miller, president of Coastal Door and Window. "I like the nature of the business. I enjoy the sense of accomplishment after finishing a big project."

Headquartered in Mobile, Coastal started in 1969. The company's growth required an expansion of its market from New Orleans to Panama City. Though the production primarily takes place in Mobile, sales offices are scattered among several Gulf Coast cities including Fairhope; Metairie, La.; Pensacola; and Fort Walton, Fla.

While its major source of income comes from door and window production, the company also provides customers with molding, stair parts, columns, wrought iron pickets, wooden blinds and handrails.

"The success of the company comes from our experience and ability to do custom work," said Miller, who joined the company in 1972 when the company occupied 55,000 square feet and employed 70 people. Coastal now occupies more than 124,000 square feet and has 110 employees.

Coastal's products are made primarily from wood, vinyl, aluminum and aluminum clad. Customers can choose from products made of steel and fiberglass as well. These options are made available due to Mobile's high incidence of wood rot.

"Because of the rainfall and shade in Mobile, the sun doesn't reach the damp wood, the trees block the wind, and the process of drying is delayed.

That's why we decided to offer rot-proof items," said Miller.

While 85 percent of the company's products are stock items from mass producers, warehouses and companies manufacturing stair parts and pre-hung door units, the other 15 percent of products are custom-made.

Made-to-order doors are crafted on a pre-hung door line at Coastal's Mobile location. The door-making process begins with an individual slat of wood inserted into a manually operated machine that, in a matter of seconds, creates a hole for the lock, cutouts for hinges and screw holes for the hinges. A screw gun then inserts screws into the hinges as the wood travels

to the next stop on the assembly line. Spacers are then added to the bottoms and sides of the doors to maintain a clearance margin for the frame. A label containing the order number, door description, customer name and address is then posted on the door and sent to the boxing assembly table. This last stop makes the frame, nails the trim on the door and stacks the newly finished door on a cart with directions for delivery. Doors range in price from \$50 - \$2,000 and windows range in price from \$50 - \$1,000.

"We're beginning to import our materials more and more," said Miller. "We order commodity hinges from China and container loads of Monterey pine lumber from Chile and Brazil because it's more cost-effective."

Miller added, "The industry outlook is very good nationwide, but there is a shortage of lumber worldwide. The demand for lumber is stronger than it has ever been, but because the supply is not being met, the prices are rising."



Despite the challenge of lumber shortages and rising competition, Coastal's growth has been boosted by the development of the Gulf Coast region. Because the Gulf Coast is a major attraction for retirees and vacationers, commercialized areas and condominiums have helped the company's sales.

Custom work by Coastal can be seen at Claude Moore Jeweler, located at 3700 Dauphin St. "After a robbery attempt at our store," said owner Howard Moore, "the staff at Coastal Door and Window was able to duplicate our old mahogany doors in record time so that we could get the business up and running again. It was quite a project. They're wonderful folks and they really saved us."

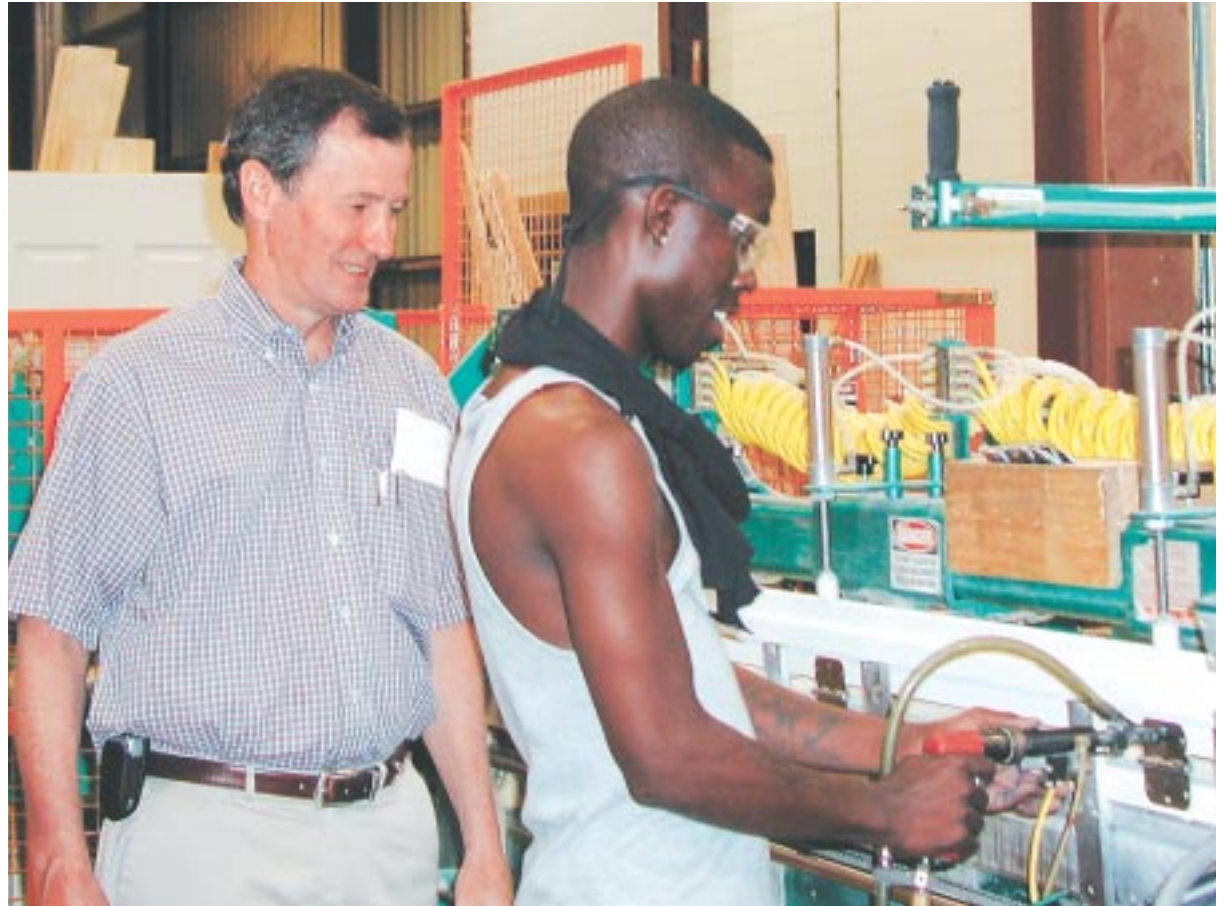
According to Miller, seeing the finished product of a large custom job is what is most satisfying about his work. Though custom jobs are rewarding, Miller noted that it is equally exciting to see hundreds of Coastal doors and windows used in a string of retail shops, like Baytown Wharf in Sandestin, Fla.

Unlike much of their competition, Coastal is known as a "one-stepper," or a company that buys and sells directly. Companies selling to bigger businesses such as large home product stores are considered to be "two-steppers."

This distinction allows Coastal a more specific target market as well as the ability to customize more freely. Though the staff works directly with the customers, one aspect of the business that is commonly misunderstood is installation. Coastal makes all of its products, but outsources installation to contractors.

Outside of the corporate scene, the Coastal staff actively sponsors local Little League teams and makes charitable contributions to Wilmer Hall, the American Cancer Society and Muscular Dystrophy Association.

For more information about Coastal Door and Window, call 666-7306.



David Miller, president of Coastal Door and Window, watches employee Jason Wilson as he works on a custom-made door.

Company History

1969 - Business started and owned by Ben Radcliff

1972 - David Miller, current president, joined company

1987 - College roommate and friend of Miller bought out Ben Radcliff's ownership

1993 - Miller invested in controlling interest

1996 - Miller became owner of Coastal Door and Window

2001 - Company expanded from 55,000 square feet to 87,000 square feet

2004 - Company expanded from 87,000 square feet to 124,000 square feet



- BUSINESS
- REAL ESTATE
- COMMERCIAL
- CREDITOR'S RIGHTS
- ESTATE PLANNING
- PROBATE

251.338.1300
866.342.2211
www.piercedeyard.com

*A full service business,
commercial and
financial law firm.*

**PIERCE LEDYARD
LAW HUDGENS PC**

MOBILE • DAPHNE

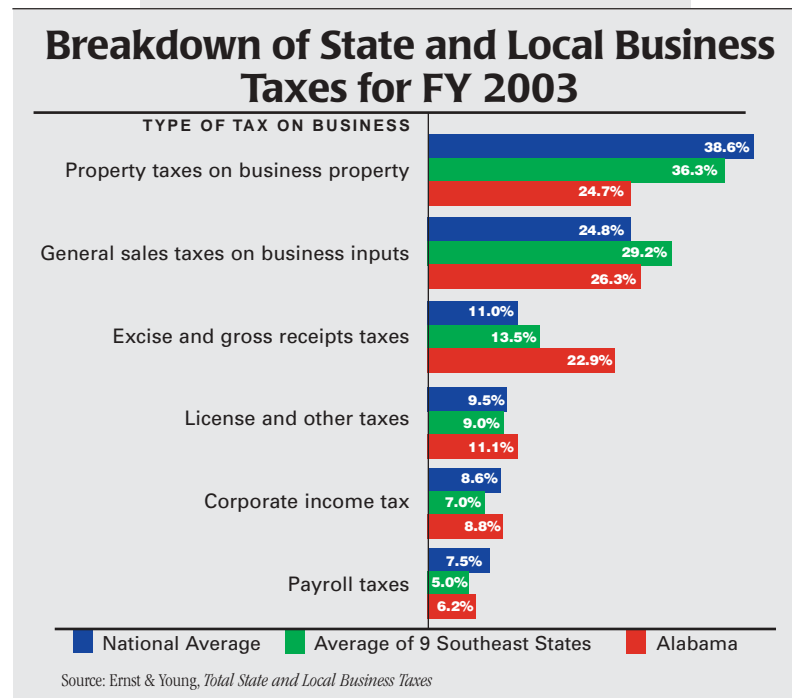
serving
Alabama, Florida & Mississippi

No representation is made that the quality of legal services to be performed is greater than the quality of legal services performed by other lawyers.
FREE BACKGROUND INFORMATION AVAILABLE UPON REQUEST.

Report Shows Alabama Business Taxes Generated More Than \$4.4 Billion in 2003

Corporate Income Taxes Grew 57%; Second Highest in Southeast

The following chart shows the composition of business taxes paid in Alabama as compared to the national and Southeastern averages:



As anti-business forces attempt to discredit Alabama's business community at every turn, and continually attack the role of businesses and industries in contributing to the state's tax base, a recent report by the Council on State Taxation (COST) shows, among other things, that Alabama businesses paid \$4.4 billion in business taxes last year and shoulder a corporate income tax burden that is equal to the national average and substantially above the Southeastern average.

COST, a national association whose objective is "to preserve and promote the equitable and nondiscriminatory state and local taxation of multi-jurisdictional business entities," released its 50-State Study of the Taxes Paid by Business in FY2003, earlier this year. Among the findings included in the study, which was conducted by Ernst & Young LLP, are:

- Alabama's state and local business taxes totaled \$4.4 billion in FY2003;
- Corporate income taxes grew by 57 percent from 2000-2003;
- Alabama's corporate income tax burden is second highest in the Southeast, ranking only behind Mississippi;
- Business taxes account for 41.1 percent of all taxes paid in Alabama in FY2003;
- Alabama's business excise and gross receipts tax burden is nearly double the national average and 60 percent higher than the Southeastern average.

Perhaps the most striking point of the COST study is that a state's business tax burden cannot be assessed by singling out any one particular tax, but must be viewed in a comprehensive way with consideration given to all taxes paid and, from an economic development standpoint, the competitive reasoning behind the state's tax structure. As Alabama and many other states struggle to resolve critical budget shortfalls, attention nationwide is turning to business taxes as a potential source for new revenues. However, any business tax proposal must be evaluated on the basis of long-term economic health and economic development needs. In every case, the question must be asked whether compounding the business tax burden would help create, or further hinder, the creation of new jobs, investment and future tax revenue.

Careful analysis is particularly important in Alabama, which was one of the first three states in the nation to succumb to the nation's economic downturn, and has suffered the loss of more than 57,000

manufacturing jobs since 1992.

As noted in a recent analysis by the independent Public Affairs Research Council of Alabama (PARCA), our state is below the national average in its reliance on the property tax as a business tax source, but dramatically above the national average in business excise and gross receipts taxes. The state's business tax structure is also substantially different from the average of its competitor states in the Southeast because Alabama is below the regional average in reliance on business property and sales taxes, and above the regional average in its reliance on the other four types of business taxes shown on the chart above.

As PARCA notes, Alabama derives 51 percent of its state and local business tax revenue from property and sales taxes, while the Southeastern average is 65.5 percent. Conversely, Alabama derives 49 percent of its business tax revenue from the other four types of taxes, while our neighbors average only 34.5 percent from those sources.

The graphs on the next page show the business tax share of total state and local taxes in the 10 Southeastern states:

According to the COST report, Alabama's business-tax share of total state and local taxes is higher than in four of our neigh-

boring states and lower than in five. This middle-rung status, however, results from two very different competitive positions. Seven of the nine other regional states raise larger shares of tax revenue from business property and sales taxes than does Alabama. On the other hand, Alabama ranks first in the Southeast in the share of taxes raised from business excise and gross receipts taxes, second in corporate income taxes, fourth in business license and other taxes, and fifth in payroll taxes. Alabama raises 20.1 percent of its total state and local taxes from these four categories, while only Kentucky, at 20.4 percent, raises more from the same sources.

According to PARCA's analysis of the COST study, Alabama's business tax burden as a percent of private economic activity is slightly below both the national and regional averages largely because the state's business property tax burden is below both the national and regional averages, while the business sales tax burden is at the national average. According to PARCA, Alabama's business excise and gross receipts tax burden is almost double the national average and 60 percent higher than the regional average. The corporate income tax burden is at the national average and higher than the regional aver-

age. The payroll tax burden is below the national average, but above the regional average. "When property and sales taxes are excluded from the comparison," PARCA writes, "Alabama's business tax burden as a percent of private economic activity (at 2.23 percent) is actually higher than the national (1.77 percent) and regional (1.63 percent) averages."

In viewing Alabama's business tax burden comprehensively, it is also important to note that, in spite of growing corporate income tax revenues, the COST report does not take into account the income taxes generated by the state's rapidly increasing number of limited liability entities (LLEs) and S Corporations whose owners file individual tax returns to report the income those entities earn, rather than reporting through the entity itself. According to a BCA analysis, the number of LLEs conducting business in Alabama was approximately 26,000 in 1993, compared with more than 68,000 today. In addition, more than 40,000 other Alabama companies conduct business as S Corporations and file similarly. As a result, state revenues from the income taxes paid by thousands of Alabama business owners don't even show up in the COST report.





This trend is consistent with a major increase in the number of pass-through entities at the national level. According to the IRS, some 25 million pass-throughs filed 2002 returns reporting more than \$1 trillion in income. "We've seen a dramatic upswing in the number of LLEs established in recent years," said BCA Tax and Fiscal Policy Committee Vice Chairman Bruce Ely. "As a result, corporate income taxes will drop, while individual income taxes will correspondingly increase."

Reprinted with permission of the Business Council of Alabama, a statewide business association representing the interests and concerns of more than 5,000 Alabama businesses and industries that employ more than 750,000 Alabamians. For more information about the Business Council, please contact Marty Sullivan, BCA vice president for public affairs, at 1-800-665-9647 or visit www.bcatoday.org.

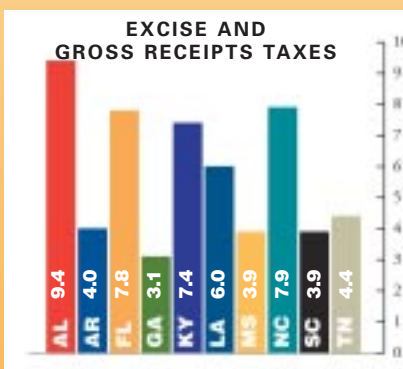
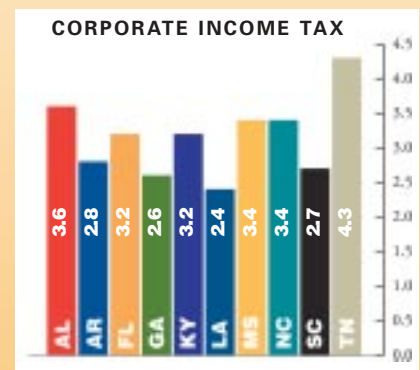
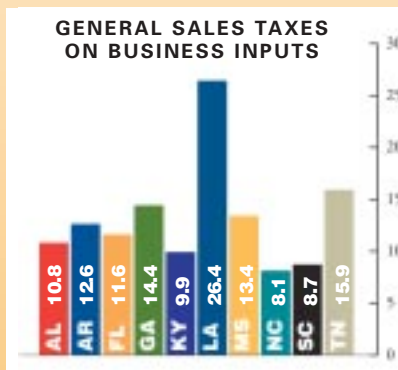
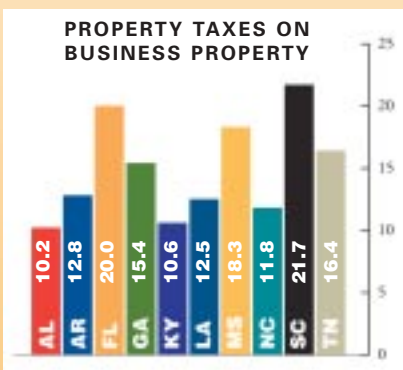
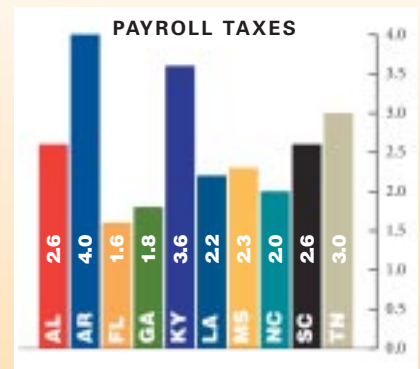
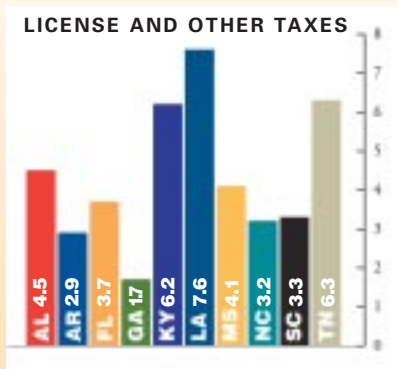
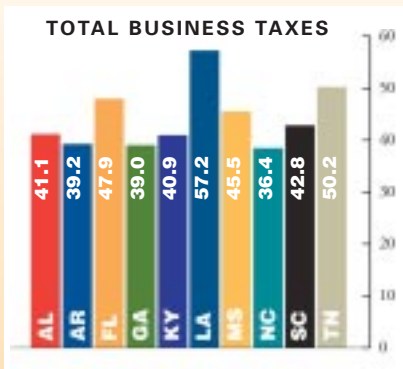
Keep Up the Good Work, Alabama.

Alabama Giving Survey Shows Businesses Give Back to Their Communities

According to a recent survey conducted by New South Research for Alabama Giving:

<p>82% of Alabama businesses contribute financially to local causes.</p>		<p>66% of Alabama businesses have employees who serve on local boards.</p>	<p>73% of Alabama businesses sponsor education or scholarship programs.</p>	
	<p>73% of Alabama businesses have community partnerships with non-profit organizations.</p>		<p>76% of Alabama businesses actively encourage their employees to volunteer in the community.</p>	<p>70% of Alabama businesses donate cash directly to clubs, tax exempt organizations, etc.</p>

Business Tax Share of Total State and Local Taxes for FY2003 (Southeast Region Comparison)



Reprinted with permission of the Business Council of Alabama, a statewide business association representing the interests and concerns of more than 5,000 Alabama businesses and industries that employ more than 750,000 Alabamians. For more information about the Business Council, please contact Marty Sullivan, BCA vice president for public affairs, at 1-800-665-9647 or visit www.bcatoday.org.

Mobile Rug and Shade

Owner: Gerry Friedlander

Location: 2900 Springhill Ave., Mobile

Member since: January 1962

Brief description of business: The business started in 1937 as a home furnishing store and developed its identity by carrying all types of carpets, wood flooring, laminates, custom sewing and upholstery, as well various area rugs. Services help people from college students needing carpet for dormitories, to homeowners who have shopped at Mobile Rug and Shade for years.

What is unique or innovative about the business? The same family has owned Mobile Rug and Shade since it opened in 1937, and longevity and experience are in the company's favor.

Most significant challenge: The greatest challenge that has faced the business is the competition. "You have to prove yourself everyday," said Friedlander. "Just because a customer was a customer of yours last year, it doesn't ensure their loyalty to you this year."

Future goals/aims of business: In order to stay current with trends, styles and colors, company owners travel to Atlanta's rug market to select new styles frequently. The business works constantly to stay abreast of changing trends and styles. The challenge is to keep up with new styles and interests and always offer customers more choices.

Telephone number: 479-0667



Gerry Friedlander, owner of Mobile Rug and Shade, sits atop a stack Karastan area rugs. The business has been owned by the same family since 1937.

The Business Spotlight of the Month is selected at random from a drawing of business cards from Mobile Area Chamber members collected at the prior month's Business After Hours event.

Relax ... and leave the stress to us.

Regardless of what a recent survey says, Mobile is not one of America's most stressful cities. On the other hand, running a business in any city is stressful. Meeting deadlines, communicating with customers, looking professional — it's a lot to juggle. Interstate Printing/Direct Mail reduces this stress by offering exceptional printing, pre-press and mailing services all in one location. Simplify your life and leave the deadline worries to us. Relax, we understand what full service really means.



PRINTING/DIRECT MAIL & PREPRESS



interstate inc.

1135 Corporate Drive North
Mobile, AL 36607

Toll Free 1-888-670-7377

Ph 251-476-3302 • Fax 251-476-4072

E-mail: mailus@interstateptg.com

Landmark Hotel Returns to its Roots – Riverview Plaza Hotel

Even before the Crowne Plaza flag soared above the landmark 377-room hotel in downtown Mobile at the foot of Water and Government streets, the Retirement Systems of Alabama (RSA) purchased the hotel property, most recently known as Adam's Mark Hotel, and committed to invest more than \$15.7 million renovating it.

"One of our weaknesses in becoming a tourist destination has been hotels," said Mobile Mayor Mike Dow. "Now, the investment taking place to purchase, upgrade and renovate these hotels validates the city's investment in restoring the city center and developing our waterfront. These upscale hotels in downtown Mobile across from Mobile Landing, the maritime

center and cruise terminal are an added incentive for tourists to make Mobile a destination city and for businesses to make Mobile a convention city," he added.

The three-star hotel first opened in 1983. It underwent a two-year, \$5 million renovation in the 1990s, and has been in need of additional investment to attract top conventions to the Mobile area. The hotel has 12 hospitality suites, 35,000 square feet of meeting space and a 10,000-square-foot ballroom, all of which will be renovated in the property's makeover. The name of the property will remain Riverview Plaza Hotel until a franchise agreement is signed.

"We are planning to make this hotel a world-class property," said Ed Kulik, president of Alabama Real Estate Holdings

(AREH). Added Steve Solberg, chief operating officer for PCH Hotels and Resorts Inc., the management company for AREH, "(PCH Hotels and Resorts Inc.) is known for hotels with fine dining and exquisite furnishings designed for the ultimate in comfort and customer service. Travelers will find a stay at either of these two fine hotels in Mobile to be an extraordinary and truly memorable experience."

David Bronner PhD, chief executive officer of RSA, is confident that the RSA Tower project, in conjunction with the renovation of the Battle House Hotel, along with his other investments including the Harbor Center at Mobile Landing are smart investments that will strengthen the Retirement Systems of Alabama through investing in Alabama.

"Mobile will continue to be a thriving international center for tourism through the Robert Trent Jones Golf Trail, Carnival Cruise Lines and the renovated Grand Hotel," Bronner said. "The investments RSA has made in Mobile show the confidence we have in the growth and vitality of Alabama's Port City."

In addition to the Riverview Plaza Hotel and Battle House Hotel, RSA owns Marriott's Grand Hotel in Point Clear.

In April, the Mobile Housing Board, owner of the land, unanimously approved a lease agreement with TQP Mobile LLC, a local subsidiary of the Presidio Hotel Group LLC of Fairfield, Calif. According to Steve Kohrman, with the Housing Board, the board voted at its May meeting to split the lease into two parcels, one under the 28-story hotel and the other under the 13-story office tower. Then in July, the board approved the lease with RSA, which has already begun the transformation.

When the Battle House hotel renovation is complete in late 2005, Mobile will have two upscale hotels with almost 600 rooms rated as four-star.

Other hotel purchases in the city ensure that more changes are afoot. The downtown Holiday Inn Express was purchased in June and is being renovated to become a Ramada Inn.

DIPLOMAT OF THE MONTH

Joe Hudson

Being a member of the Mobile Area Chamber offers tremendous networking opportunities. Joe Hudson, committed diplomat and second-generation Chamber member, understands this and has made the most of it since 1989.

"The greatest part of being an active Chamber member is the chance to volunteer and meet new people at the same time," said Hudson, who was selected as the Chamber's Diplomat of the Month. "Through the many networking functions, grand openings and membership drives, and by being a part of Chamber committees like the Diplomats, I am able to share my company services with others and be exposed to their business needs. For someone in sales, this is vital."

Hudson is the owner of Hudson Financial Services. Since 1985, he has served his clients as a financial counselor, providing advice on all types of insurance, investments, commercial loans and international transactions. As an independent agent, he represents more than 100 insurance, mutual fund, mortgage and financial companies. His affiliation with many varied financial entities and his diligent research into the marketplace allow him to effectively identify the best financial product to fit his clients' needs. And the best part – Hudson provides financial counsel free of charge.

"It is all about being active in the industry and constantly educating myself on new trends and products that could benefit my clients. You just can't be afraid to ask questions," Hudson said.

With many local clients and some as far away as California and New York, England and Greece, Hudson certainly is doing something right.

"It is obvious from the number of times Joe has received this honor that he is a dedicated volunteer," said Maria Bladorn, the Chamber's director of customer service. "He is someone we can always count on to be active."

Hudson is a participating member of the Mobile Association of Insurance and Financial Advisors, Alabama Independent Insurance Agents Inc. and The University of Alabama's National Alumni Association. He also serves as deacon at Dauphin Way Baptist Church. Hudson is a graduate of The University of Alabama, where he was part of the Million Dollar Band and received a degree in commerce and business.



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

Eagle Awards

When: Thurs., Oct. 7, 6 - 8:30 p.m.

Speaker: Alexis Herman, Former US Secretary of Labor

Where: Bishop State Community College
1365 Dr. Martin Luther King Jr. Ave.

Cost: \$35 per person/\$300 table of 10

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



Chamber Chase Celebrates Victory



The Mobile Area Chamber of Commerce held a victory celebration for Chamber Chase, a total resource development campaign on July 22. As of press time, nearly 90 percent of the \$900,000 goal had been raised. More than 80 volunteers representing local member companies participated in the effort to bring in new Chamber members, sponsorships and advertising for publications such as *The Business View*. Pictured here are the top producing teams, Whitney National Bank, Regions Bank and the Diplomat Team.



Pictured here are members of the SouthTrust team, this year's top new member producing team and diplomats, a group of volunteers representing various Chamber member companies, who were this year's top overall producing team, as of press time. From left to right, Jason Turner, SouthTrust; Todd Henderson, SouthTrust; Millie Sue Hawk, Welcome Friends and diplomat; Angela Hickenbottom, SouthTrust; Jackie Barragan, AIG/American General; Donna Turner, World Omni; Nancy Peoples, Multi-Staffing Services; Daniel Leonard, Alabama School of Math and Science; Jason Embry, Jason A. Embry Financial Advisor; Katherine Schipp, AIG/American General; Gary Adams, Principal Financial Group; Karen Blackwell, FLC Living; and Karyl Hanisch, Riverview Plaza Hotel.

CEO Profile

Marc R. Quenneville



Kvaerner Oilfield Products

Title: General manager, Mobile Operations, Kvaerner Oilfield Products (KOP)

Hometown: Cornwall, Ontario, Canada

Education: Chemical technology graduate in industrial chemistry from St. Lawrence College, Cornwall, Ontario; currently pursuing completion of a master's degree in business administration

Previous experience: Quenneville previously worked in various management positions in industrial manufacturing for Acordis Cellulosics and Bredero Shaw. This experience includes more than 18 years in the chemical processing and oil and gas sector and plant/project management at multi-site locations in Canada, U.S., United Kingdom and Germany. With the recent appointment to general manager of this facility, Quenneville succeeds Klaus Madso, who has returned to Kvaerner Oilfield Products, Norway, after leading the Mobile team for 18 months.

Career-changing moment: "Having been part of a plant closing in Canada, I came to Mobile to help transfer the product base from the Canadian facility to Mobile where I was offered a permanent position. Being from a small town, it was a huge step to leave family and friends and pursue a life in the Deep South. I proved to myself that with perseverance and hard work, anyone can accomplish anything if they set their mind to it."

Accomplishments: "With the closure of the Acordis facility in Mobile and once again time to start over, a new career path was the next challenge. I am proud to lead the KOP group here in Mobile."

Family: Quenneville is single with his extended family residing in Canada.

Brief company description: Kvaerner Oilfield Product's umbilical manufacturing plant in Middle Bay Port became operational in April 2003. This modern factory is the most technologically advanced and largest facility of its kind in the world, producing subsea equipment for the oil and gas industry. The Mobile plant currently employs 34 people including operators, engineering and administrative support.

CEO Profile

Mark Byrd



Shell Chemical Mobile Site

Title: Site manager; Shell Chemical Mobile Site

Hometown: Houston, Texas

Education: Bachelor of science in electrical engineering from Louisiana State University (LSU)

Previous experience: Byrd is a second-generation Shell employee, beginning his career as an intern while attending college. He held a variety of engineering, operations, strategic planning and management positions across several Shell businesses. Most recently, he was an assistant refinery manager at Motiva Enterprises' (Shell/Saudi Refining Inc. joint venture) Delaware City refinery.

Career-changing moment: "I have been fortunate to have held quite a number of positions throughout Shell Pipeline, Shell Oil Products, Equilon and Motiva Enterprises and most recently within Shell Chemical. The road has been steady, so I can't really note a specific career-changing moment."

Accomplishments: "My steady climb in Shell, beginning while I attended LSU."

Family: Byrd has been married to his wife Sandy for 22 years. They have two high school-aged children, Morgan and Garrett.

Brief company description: Shell Chemical's Mobile site manufactures refined products for local area consumption and chemical feedstocks for other Shell sites.

Franklin Primary Health Center

Company Head: Charles White Jr., director and chief executive officer

Years in business: 29 years, since 1975

Brief company description: Franklin Primary Health Center is a 501(c) not-for-profit corporation. With more than 30 health care professionals, it provides a comprehensive array of services including obstetrics and gynecology, pediatrics, adult medicine, dentistry, optometry, pharmacy, substance abuse, infectious disease and preventive services at eight locations throughout Mobile, Baldwin and Choctaw counties.

Why is Franklin Primary Health Center located in Mobile?

Franklin Primary Health Center was founded in Mobile and named after James Alexander Franklin Sr. MD, who practiced medicine in Mobile for nearly 60 years. The idea for the center was initiated by Sister Marilyn Aiello MD, a biology teacher at the Heart of Mary School who attended University of South Alabama Medical School.

Why does Franklin Primary Health Center support the Mobile Area Chamber's Partners for Growth initiative? "We love Mobile. It's a wonderful place to live, work, play and raise a family. We're also impressed with the plans and vision our leadership has provided for the growth and development of our community. We support the Chamber's initiative because we want to contribute to Mobile's continued growth and prosperity for all of its citizens," said White.

What do you see as Mobile's greatest potential? White believes Mobile has an abundance of beautiful and valuable resources (i.e. environmental, structural, human, etc.). Because of these resources, Mobile has the potential to become a major economic center. To achieve such "greatness," Mobile must educate its children by adequately funding its education system. Once we unite and focus to accomplish this task, Mobile should become an economic "boomtown" for everyone.



Franklin Primary Health Center provides quality low-cost internal medicine, dental and optometry services for all men, women and children in Mobile and Baldwin counties, as well as surrounding communities. Here's one of the center's dentists performs a routine check-up on one of their patients.

Length of Chamber membership: Since 1987.

Other Chamber involvement: White served on the Chamber's board of directors from 1992-1996. He served as vice-chairman of the community development department, also a board position, from 1994-1996.

Partners for Growth is the Mobile Area Chamber's long-term economic development and community development program. For more information on Partners for Growth, contact Shelly Mattingly, the Chamber's investor relations coordinator, 431-8655 or sbelly@mobilechamber.com.

The Business View Weekly... the Mobile Area Chamber of Commerce's E-newsletter

Are you connected to the latest business news in the Mobile area?

Or the latest business news in the Mobile area on a weekly basis?

If not, then you should be.

**It's Free.
Subscribe now by e-mailing
judy@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/bvwcontract.pdf

FYI

Spotlight on Customer Service

In the next issue of *The Business View*, the Chamber will shine the spotlight on member companies performing excellent customer service. If you would like to nominate a company, please e-mail the name of the business, what it does and a personal example of what makes their employees and/or policies customer service friendly to news@mobilechamber.com.

Watch next month's issue for the top 10 companies and tips on how your company can excel when it comes to treating customers above the norm.

Safety Counts

Degussa Corp. and Mitsubishi Polysilicon were among the 42 companies honored by the Business Council of Alabama (BCA) during its Annual Safety Awards luncheon in June to recognize outstanding performance and promote safety in the workplace.

Twenty companies took home 40 Chairman's Awards. Degussa was among those companies who were recognized with the award. One of three criteria qualify a company for the BCA Chairman's Award:

- Workplaces with no work-related injuries or illnesses that required treatment beyond basic first aid during 2003 or longer;
- Workplaces with more than one million hours without a lost-time accident;
- Companies with vehicle fleets that had no recorded accidents for 2003 or have driven for one million or more miles with no accidents.

A lost-time accident is a work-related illness or injury that results in the worker missing work.

Also, in the category of No Lost Time Accidents for One Year, 500 + employees, Degussa earned an award of excellence.

Mitsubishi was recognized for No Lost Time Accidents for Two Years, 100 - 249 employees.

"Even in today's challenging economic environment, Alabama businesses and industries are staying focused on the importance of effective workplace safety programs," said BCA President William Canary. "These companies know that safe workplaces translate into stronger employee relations, greater productivity, healthier workers and bottom-line cost savings."

For a complete list of award winners, visit www.bcatoday.org.

USA Discovery Advances Breast Cancer Treatment

Physicians may be able to make earlier, more appropriate decisions on the best treatment for breast cancer, thanks to research conducted by faculty at the University of South Alabama (USA) Center for Lung Biology and the USA Cancer Research Institute. Their new discovery was published in *Breast Cancer Research*, one of the most prominent breast cancer research journals in the world.

Judy King MD and her colleagues in the USA Department of Pathology found that a gene involved in the adhesion of cells is less active in breast tumors with a poor prognosis than those that are less aggressive.

Measuring the activity of the activated leukocyte cell adhesion molecule (ALCAM) gene in primary breast tumors could provide physicians advanced warning about the likely clinical outcome of the disease. This should help physicians decide whether to prescribe a more aggressive treatment regimen, such as chemotherapy, much earlier in the diagnostic process.

Powering Tomorrow's Homes

This summer, the University of South Alabama College of Engineering unveiled its Fuel Cell Operated Smart Home, an experimental house powered by state-of-the-art technology offering an environmentally friendly alternative.

The house is a fully functional two-room house powered entirely by fuel cells that convert natural gas to electricity. The project is part of collaborative research between faculty and students in USA's College of Engineering and Radiance Technologies Inc., a local industry partner in the USA Technology and Research Park.

"This is significant research with down-to-earth, practical applications that will help distinguish the University of South Alabama and support economic development," said USA President Gordon Moulton.

"For remote areas, fuel cells offer a source of electric energy," said Mohammad Alam PhD, chair of electrical and computer engineering at USA. "They can also provide energy when traditional power grids are lost, such as in the aftermath of a hurricane."

The second phase of the research project will develop a Smart Microgrid Community, in which an entire small neighborhood is powered by a single, large capacity fuel cell.

Although years of research and development are needed, Alam foresees a time when homes, cars and businesses are powered by clean, efficient, low-maintenance fuel cells. With this technology, even the most remote area on earth could have a practical source of electrical power.

International Education

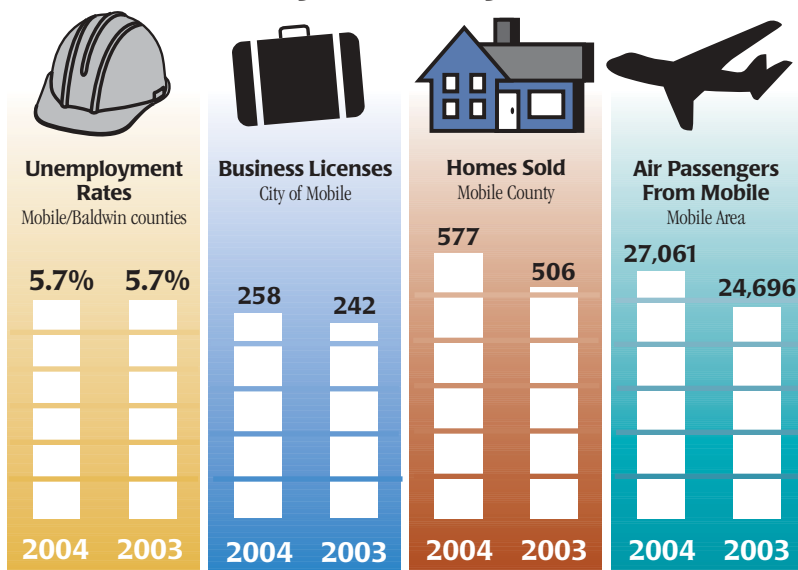
The Bedsole Foundation is expanding its scholars baccalaureate program to include international students. The goal is to bring international students from the Caribbean rim to the University of South Alabama (USA) for a four-year degree, and introduce them to the area's business, trade and cultural life, hoping to stimulate long-term trade and relationships.

The Bedsole Foundation currently has four Venezuelan students at USA, and expects to expand that program to include students from Costa Rica and the Dominican Republic. The ultimate goal is to have four students from each country, for a total of 12.

The Mobile Area Chamber of Commerce Foundation will be the fiscal agent for the program. Chamber employees Win Hallett, president; Joe Mareno, vice president, finance and operations; and Tony van Aken, director, international trade are serving on a newly created Bedsole International Scholarship board formed to create a selection process in each country and develop a mentor program.

Comparative Economic Indicators

May '04 vs May '03



www.itcdeltacom.com

all access communications

For a no-obligation assessment of your telecommunications services, please contact ITC^DeltaCom at 251.338.8700. In addition to the great savings you will enjoy by selecting ITC^DeltaCom services, you will be directly supporting the ongoing endeavors of the Mobile Area Chamber of Commerce.

1-CA699-A

The Chamber at Work for You



Trade and Technology Applies for National Award

The President's "E" Award was created by an Executive Order of the President on Dec. 5, 1961, to recognize individuals, firms or organizations who contribute significantly in the effort to increase United States exports. Based on recommendation of the U.S. Export Assistance Center, the trade and technology division of the Chamber will apply for the award.

Technology Council Gains Momentum

The Gulf Coast Technology Council (GCTC) is now meeting bi-monthly as an outreach of technology-based companies seeking to increase their visibility in the area and to create an atmosphere conducive to develop and sustain technology-based companies in the area. Recent guest speakers included **Jim Busby** of Centralite Systems Inc. and **David Dye** of CPSI.

A primary goal of GCTC is to serve in an economic development capacity promoting new business and job growth in the Mobile area. The next meeting will be Oct. 20 at Heron Lakes Country Club. Cost to attend is \$13 and includes lunch. Contact **Steve Russell** at 431-8654 or steve@mobilechamber.com to learn more about GCTC or to attend the next meeting.

Bedsole Scholar and Intern Spends Summer at Chamber

Lauren Englund, a sophomore at Troy University majoring in public relations and journalism, interned during the summer at the Chamber's Center for Workforce Development. She worked on several public relations initiatives for the Health Care Workforce Coalition and Health Occupations Career Fair and spent time on other projects in the Chamber's communications department and with the Chamber's events coordinator.

Additionally, **Kate Johnson**, a recent graduate of the University of Wisconsin at Madison with a bachelor's degree in communications with an emphasis on public relations and journalism, worked this summer in the Chamber's communications department. Johnson divided her time on a variety of projects, including writing for *The Business View*, conducting national media market research and updating the local media list.

Chamber Works to Develop Radiology Program

Beverly Livers, director of the Chamber's Center for Workforce Development, is working with Virginia College, a two-year college in Mobile, to develop a radiology technology associate degree program to support the growing workforce demand for radiology tech professionals in local hospitals. This program will be linked with the health care area of John Shaw Advanced Academy of Business and Industry.

Capital Access Updated and Now Available

Capital Access, a guidebook for small businesses seeking funding, has been updated and is now available for Chamber members. This book includes local, statewide and national small business funding initiatives and an overview of several national small business programs, including the Small Business Administration. Additionally, it contains a glossary of "buzzwords" that are often confusing, especially when starting a small business. Contact **Brenda Rembert** at 431-8607 or brenda@mobilechamber.com for more information or to obtain a book.

SCORE Assists Local Start-Up Businesses

The Service Corps of Retired Executives (SCORE), a free small business counseling service offered at the Chamber, has counseled more than 200 small business clients this year. Approximately 80 percent of SCORE's clients are start-up businesses, with the remainder being small companies seeking solutions or looking for guidance to grow their business. SCORE representatives are available Monday through Friday from 9 a.m. to noon. Contact **Brenda Rembert** at 431-8607 or brenda@mobilechamber.com to schedule an appointment.

Bi-Weekly Morning Show Spotlights Business

The Chamber continues to promote area businesses and business-related topics on WKRG-TV5's morning show in a segment called *Business Matters*. Topics of recent interviews included the John S. Shaw Advanced Technical Academy of Business and Industry; Austal's apprentice training program; Enterprise-Ozark Community College's aviation training program; maritime development; and the Cancer Research Institute at the University of South Alabama.

Volunteers Join Diplomats Program

The Chamber's board of directors recently approved the following members to join the diplomats, a group of Chamber volunteers who assist staff with special events, recruit new members and make goodwill visits.

New diplomats are **Darren Jerkins**, Logical Communication Services Inc.; **Darlene Lyman**, Springhill Dental Health Center; **Mary Ann Harrison**, Accustaff; **Dru Walsh**, Grubb & Ellis/Peebles & Cameron; and **Amanda Elchos**, PMT Publishing. To learn more about the program contact **Maria Bladorn** at 431-8649 or maria@mobilechamber.com.

Annual Meeting Date Set

The date for the Chamber's 2005 annual meeting has been set for Tuesday, Jan. 11, 2005. It will be held at the Mobile Civic Center beginning with a reception at 5:30 p.m., followed by a program at 6 p.m. Mark your calendar now to attend.



WELCOME FRIENDS/ BUSINESS LINK

WELCOME FRIENDS visits newcomers who are developing new spending habits! Your business can be a part of their "new habit."

BUSINESS LINK personally visits the decision-maker of over 500 businesses per year. We turn OUR cold calls into YOUR hot leads!

Call Millie Sue Hawk for more details: 251-422-7777

Featured Profiles Advisors

The Mobile Area 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, contact **Katrina Dewrell** at 431-8611 or kat@mobilechamber.com.

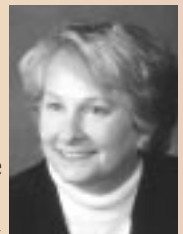
Glen F. Davis is president and chief executive officer of Southwest Bancshares Inc. and its subsidiary, First Community Bank, in Washington and Mobile counties.



Davis

He has more than 30 years of experience in the financial services industry in Mississippi, Louisiana, Georgia and Alabama, and as a consultant to financial institutions nationally. Davis earned a bachelor's degree in business and management studies from the University of Southern Mississippi and attended the Graduate School of Banking at Louisiana State University. Davis serves as chairman of the Washington County Economic Development Initiative and is treasurer of United Way for Washington County. He is also a charter director of the Alabama Bankers Bank and is a member of the Washington County Business Association. The Advertising Federation of Greater Mobile recognized him as Outstanding CEO in 2003 for his vision in marketing and advertising.

Cathy Anderson-Giles is president and chief executive officer of Equity Technologies Corp., a company she has led since 1990. She earned a bachelor's degree in physical education for the handi-



Anderson-Giles

capped from Jackson State University and a juris doctorate from Mississippi College School of Law. She is a member of the board of directors of the Business Council of Alabama, Compass Bank, National Association of Women Business Owners, National Federation of Independent Businesses, Society Mobile La Habana and South Alabama Medical Science Foundation. She is also a member of Gov. Bob Riley's Commission on Education Spending and the U.S. Chamber of Commerce's Small Business Council. She received a Lifetime Achievement Award from the University of South Alabama in 2001-2002 and has been named Woman-Owned Business of the Year by USA. She is a past Future 30 award winner and winner of the Blue Chip Initiative Award presented by the U.S. Chamber of Commerce, *Nation's Business* magazine and Mass Mutual Insurance.

CALENDAR VIEW

For information on Chamber events, visit the Chamber's Web site at www.mobilechamber.com.

SEPTEMBER

8 NETWORKING @ NOON*

Time: Noon - 1:30 p.m.
Place: Carrabba's Italian Grill
 3917 Airport Blvd.
Cost: \$8 with lunch/\$5 without lunch
Contact: Heather Bell at 431-8638 or
heather@mobilechamber.com
 *Members-only event

15 16 OSHA WORKSHOP

Time: 8:30 a.m. - 3:30 p.m.
Place: Bishop State Community College
Cost: Free
Contact: Mari Chandler at
 888-284-8958
 or mari@prioritytwo.com

18 SMALL BUSINESS CREDIT NEEDS

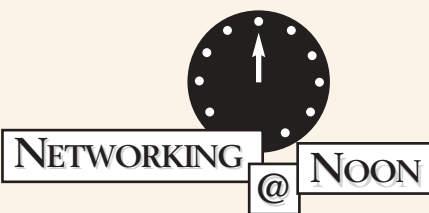
Time: 8:30 a.m. - 1:30 p.m.
Place: Moore Training Center
 210 Cox St.
Cost: Free
Contact: Archinique Kidd at 694-3194
 or akidd@mawss.com

22 23 SALES AND USE TAX SEMINAR

Time: 9 - 10:30 p.m.
Place: Chamber McGowin Room
Cost: Free
Contact: Brenda Rembert at
 431-8607 or
brenda@mobilechamber.com

30 NEW MEMBER WELCOME/ BUSINESS AFTER HOURS

NMW Time: 4:45 - 5:30 p.m.
BAH Time: 5:30 - 7 p.m.
Place: Ed's Seafood Shed
 3382 Battleship Pkwy
 Spanish Fort - hosted by
 Advanced Payroll Solutions
BAH Cost: \$2 for members/\$5 for
 potential members
Contact: Heather Bell at 431-8638 or
heather@mobilechamber.com
 *New Members use your free
 pass to attend this event.



Networking@Noon will be held Wednesday, Sept. 8 at Carrabba's Italian Grill, 3917 Airport Blvd. N@N is a bi-monthly

event offering members the opportunity to introduce themselves and their businesses. Following a brief presentation, introductions and lunch, attendees are invited to continue to network. Don't miss this special lunch meeting to enjoy Carrabba's Italian cuisine.

Mary Kay/Elaine Burks Goubil and Workshops, Etc. Inc. are sponsoring the event. The cost is \$8 with lunch or \$5 without lunch.

Reservations are required. Reserve your space by Sept. 6 for this popular event. Reservations not cancelled by this date must be honored for the lunch. Contact Heather Bell, 431-8638 or heather@mobilechamber.com for reservations.



 Workshops, Etc!, Inc.

Sales and Use Tax Seminar Offered

On Wednesday, Sept. 22 and Thursday, Sept. 23, the Mobile Area Chamber of Commerce will offer a Sales and Use Tax Seminar from 9 to 10:30 a.m. in the Chamber's McGowin room. This seminar will afford attendees a review of the sales and use tax ordinances, tax forms and changes or updates. In addition, there will be a question and answer session for participants. There is no cost to attend. For more information, contact Brenda Rembert at 431-8607 or brenda@mobilechamber.com.

OSHA Workshop to be Held

On Tuesday, Sept. 15 and Wednesday, Sept. 16, the Mobile Area Chamber will co-sponsor an OSHA Workshop to help small and large businesses alike find out about OSHA regulations and how each business can comply with these regulations, saving a business time and money. Held at Bishop State Community College, Oliver H. Delchamps Student Life Center/Theatre from 8:30 a.m. to 3:30 p.m., both days, attendees will gain valuable insight by OSHA representatives. It's free to attend and lunches are on your own. For reservations, contact Mari Chandler at 888-284-8958 or mari@prioritytwo.com.

Small Business Credit Needs Workshop Offered

On Saturday, Sept. 18 from 8:30 a.m. to 1:30 p.m., the Mobile Area Chamber and the Mobile Water and Sewer System will host a workshop entitled Small Business Credit Needs at the Moore Training Center, 210 Cox St. Participants will learn how to write a business plan, learn about small business banking and business loans and gain valuable information about business insurance and bonding. The workshop is free to attend; however, reservations are requested. For more information, contact Archinique Kidd at 694-3194 or akidd@mawss.com.

New Member Welcome/ Business After Hours

On Thursday, Sept. 30, new Chamber members are invited to attend the New Member Welcome at Ed's Seafood Shed, 3382 Battleship Parkway on the Causeway, is hosted by Advanced Payroll Solutions and Ed's Seafood Shed, from 4:45 to 5:30 p.m. Learn about the Chamber and how to get the most of your membership.

At 5:30 p.m., join Chamber members and diplomats for Business After Hours until 7 p.m. and enjoy Ed's Seafood Shed's fine food.

Reservations are recommended for New Member Welcome by contacting Heather Bell at 431-8638 or heather@mobilechamber.com.



MEMBER NEWS

ATTENTION MEMBERS!

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

• Erika Eslava at 431-8647 or 402-1472

WHO'S NEW?

Karla White Miniard was promoted to morning manager at Cory Everson's Fitness For Women. Miniard has been employed with Everson's since 2003.

Vivian Beckerle was named partner at Beckerele Smith & Beckerle. She served three terms as treasurer of Mobile County.



Beckerle



Landi

Alex Landi PhD, a professor of political science and chair of social sciences at Spring Hill College (SHC), was named major gifts officer. Landi earned his bachelor's degree in economics from Rutgers University and his doctorate in politics and literature from the University of Dallas. He joined SHC's political science department in 1971.

Nicholas Sfakianos was named vice president and director of the architecture division of Goodwyn, Mills and Cawood Inc., for the Mobile office. Sfakianos, who graduated from Auburn University, joined the firm in 1998 as special projects studio manager of the Birmingham Architectural Division.



Sfakianos

Ed Phillips was named buyer's specialist for Coldwell Banker Suncoast Real Estate. Phillips joined the Sandy Frost team of the Mobile office.

Warranty Corp. and Warranty Acceptance Corp. recently named the following people to their board of directors: Jay Myers of North Richland Hills, Texas, chairman; Douglas A. Baymiller and J. Claude Thompson.

In addition, the companies named Thompson, president and CEO; Myers, vice president; Baymiller, general counsel and corporate secretary; Pamela Blakeney, treasurer; and Vic Wamsley, vice president of marketing.

Mike Loncono, president of Bay Benefits Group, was promoted to investment advisor representative with Investment Advisors. Investment Advisors is a Securities Exchange Commission licensed investment advisor and a division of ProEquities Inc.



Loncono

Peter Kingsford PhD, associate professor of education at the University of Mobile, has been named dean of the college's school of education. Kingsford received his bachelor of arts degree from Barrington College in 1967, his master of arts in education from the University of South Alabama in 1974 and his doctorate of education from the University of Alabama in 1984.



Kingsford

Frank and Carolyn Peoples joined Keller Williams Realty at the Cottage Hill location. Frank received his Broker Associate, Certified Residential Specialist, Seniors Real Estate Specialist and Accredited Buyer Representative designations. Carolyn works with Frank as a licensed assistant.



F. Peoples



C. Peoples

Wilkins Miller, PC recently announced the following promotions: Dina Blankenship was named manager in the areas of auditing and tax, Leigh Barnard was promoted to manager of tax and consulting and



Blankenship



Barnard



Cummings

Stacey Cummings was promoted to senior accountant with an emphasis on auditing, tax and litigation support. Wilkins Miller is one of Alabama's largest certified public accounting and consulting firms.

The University of Mobile's Center for Performing Arts named several recent additions to the faculty for the 2004-05 academic year.

Randy Davis was named assistant professor of music and director of wind and brass studies. Davis holds bachelor's and master's degrees in music education from the University of Southern Mississippi and

an education specialist degree in administration from Alabama State University.

Dr. John Myrick was named director of instrumental music and music education. Myrick has a bachelor's and a master's degree in music education and a doctorate of education from the University of Southern Mississippi.

Dr. Patrick Jacobs was named assistant professor of music. Jacobs holds a bachelor of music in vocal performance from Loyola University New Orleans, a master of music in vocal performance from the University of Cincinnati, College-Conservatory of Music, and a doctorate of music in vocal performance from the University of New York at Stony Brook.

BUSINESS ENDEAVORS

Thompson Computer Services earned certified status in Microsoft Corp.'s partner program. Thompson was recognized for expertise and total impact in the technology marketplace.

Springhill Medical Center's hyperbaric medicine program achieved accreditation for its clinical hyperbaric medicine facility by the Undersea and Hyperbaric Medical Society (UHMS) at Spring Hill College. The Center for Wound Care and Hyperbaric Medicine is the only accredited center in Alabama and along the central Gulf Coast.

Mobile Technical Institute was selected as a test site for the National Allied Healthcare Certification examination. The test provides a national standard of excellence by measuring specific areas of various careers in the health care industry.

Odyssey Networking recently merged with Aegis Data & Consulting and will continue to operate under the name Odyssey Networking. The company provides services specializing in network design and installation, security analysis and technical training. Wider-ranging services are now available under the newly merged company. The Odyssey location and phone number, 343-1771, will stay the same.

Office Depot is now open at their new location, 3930-A Airport Blvd. in the McGregor Square Shopping Center.

WELL DONE!

Three Bishop State Community College employees received the 2004 President's Award. These awards are given to employees whose work performance has been exemplary. Recipients were Belinda "Wendy" Downing PhD, director of health-related professions; Terry Hazzard, PhD, dean of students; and Barbara Powe, director of nursing programs.

Bill Metzger was named Transportation Engineer of the Year for 2003 by the Institute of Transportation Engineers. Metzger works as the traffic engineer for the City of Mobile. The award is given annually to someone who has contributed significantly to the advancement of transportation engineering and technical research.

Alicia Williamson Garcia was named artist-in-residence at the University of Mobile. Garcia will be teaching commercial voice lessons and one-on-one



Williamson Garcia

vocal coaching to prepare students for future careers in music. Garcia is a graduate of Winthrop College and has toured as a contemporary Christian artist for 20 years.



White

Stephen A. White, Mobile Technical Institute's director of education, has received his registered healthcare educator certification by the National Health Career Association.

Accelerated Technology, the Embedded Systems Division of Mentor Graphics Corp., received the Seven Seals Award given by the Alabama Committee for Employer Support of Guard and Reserve. Awarded to a limited number of recipients, the Seven Seals Award is designed to recognize employers for their significant support provided to national guardsmen and reservist employees.

Regions Financial Corp. was ranked as one of the 100 best places to work in information technology, according to the annual *Computerworld* survey. The survey was compiled from information gathered from employees in an online survey and from statistical profiles of companies and

the information technology organizations.

White-Spinner Construction was ranked one of the nation's top 400 contractors in 2003 based on total revenues according to *Engineering News-Record*, a weekly construction magazine.

Arrival Computers earned certified status in Microsoft Corp.'s Partner Program recognizing the company's expertise and total impact in the technology marketplace. Microsoft Certified Partners receive a rich set of benefits including access, training and support giving them a competitive advantage in the marketplace. To learn more, contact C.J. Ezell at 649-4920 or cjezell@arrivalpc.com.

COMMUNITY NEWS

WKRG-TV5 is launching a hometown pride campaign called Made in Mobile in honor of their 50th anniversary. To participate, companies should call **Warren Fiihr**, WKRG general sales manager, at 662-2950.

In **Mobile BayBears** news, **Chris Rojas** was named pitcher of the week by the BC Powder Southern League and former outfielder **Jon Knott** was promoted to the major league by the San Diego Padres.

The U.S. Chamber of Commerce's voter education program, www.VoteForBusiness.com, is a free program and Web site created to help employers motivate employees to register for upcoming elections, apply for absentee ballots, learn about the issues and study the candidates running in state or Congressional seats.

According to the U.S. Chamber, nearly 80 percent of employees say they look to their employer for this type of information. They want to hear from their employer about the candidates running for office and issues at stake in the elections.

The **Mobile County Public School System** announced its annual scholarship report for the 2004 senior class. Scholarships offered to more than 840 students exceeded \$39 million, an increase of 30 percent from the previous year.

Additionally the system's annual report is now available. Call 221-4003 for a copy.

Family and Friends Transportation Inc. was awarded a proclamation from the Mobile County Commission proclaiming Tuesday, June 29, 2004 as Family and Friends Transportation Inc. Day. The company provides special needs transportation services for elderly and disabled citizens in the City of Mobile and Mobile County.

FOR YOUR CALENDAR

The **University of Mobile Center for Performing Arts** announced the 2004-2005 season for the Upper Room Dinner Theatre. *Brighton Beach Memoirs* runs Sept. 9-11 and 16-18; *South Pacific* Nov. 11-13 and 18-20; and *Guys and Dolls* March 17-19 and March 31-April 2. For more information call 442-2383.

Franklin Primary Health Center Inc. will present The Legacy of Ryan White during their first Annual HIV/AIDS symposium, featuring Jeannie White-Ginder, mother of Ryan White. The banquet will be held on Friday, Sept. 17 at 6:30 p.m. and panel discussions on Saturday, Sept. 18. The events will be held at Bishop State Community College. For more information call 436-7665.

The Mobile chapter of the **American Diabetes Association** will hold its annual America's Walk for Diabetes on Oct. 8 at Langan Park. Team up with co-workers, families and friends to participate in this annual event that raises money for diabetes research, educational program and awareness. For more information contact **Lynne Cranford** at 850-478-5957 ext. 3077 or lcranford@diabetes.org.

The **Mobile Civic Center** will be showing seven performances of *Beauty and the Beast*, presented by Disney on Ice. Performances will run Sept. 8-12. For more information call 208-7381 or visit www.disneyonice.com.

The **Society for Human Resource Management** is presenting the Gulf Coast Human Resource Conference on Friday, Sept. 17 from 7:30 a.m. to 3 p.m. at the Riverview Plaza Hotel. The annual conference is open to area human resource professionals, front line supervisors and corporate executives interested in HR issues. Cost to attend is \$79 for SHRM members and \$89 for others, and lunch is provided. Register on-line at www.mobileshrm.org.

Mercy Medical's 18th Annual Charity Golf Tournament will be held on Thursday, Sept. 30 at Rock Creek Golf Club in Fairhope. All proceeds benefit Mercy Medical's Patient Charity Care fund. For information or reservations, call 621-4873.

Share the Good News

Member News features a variety of announcements from Chamber members. Submission deadlines are 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. Photos will not be returned.

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

MEMBER RENEWALS

Members Are Our Greatest Asset!

30 YEARS

Ergon Inc.
Hosea O. Weaver & Sons Inc.

25 YEARS

McNeil, Jackson, Ahrens Financial Group LLC

20 YEARS

Airgas-Gulf States Inc.
Fire Protection Specialists
Historic Radisson Admiral Semmes Hotel
Mobile Educators Credit Union
Superior Printing Co. Inc.

10 YEARS

All Plastics & Fiberglass Inc.
John Toomey & Company Inc.
Pope Engineering & Testing Labs Inc.

5 YEARS

Allpage
CentraLite Systems Inc.
CoBert Bending Inc.
DiRecManagement Inc.
Knodel Associate Architects AIA
Mobile Bay Harley-Davidson Inc.
Mobile Bay Watch Inc./Mobile Baykeeper
The Mobile Marriott
Oakleigh Insurance Agency Inc.
Prism Systems Inc.
Southern Intermodal Xpress Inc. (SIX)

1-4 YEARS

Abbott Systems Inc.
Adams Imaging
Adventures in Advertising/JNC Designs Inc.
Alabama Pipe & Supply Co. Inc.
Alto Imaging Technologies Inc.
AMVAC Chemical Corp.
Austal USA
Azalea Seafood Gumbo Shoppe
Bio Life Plasma Services
Bredero Shaw Co.
D. Bradley Investments Inc.

Cellular South
Centre for the Living Arts Saenger Theatre
Clark Personnel Service
Cruiseone
Chuck Dixon Home Improvements Inc.
Derrick L. Martin
Employment Screening Services
Erdman Surveying
Exit Realty Hillcrest
First Financial Group of the South
Fort Condé Restoration Venture LLC
Forte' Incorporated
Fulton-Haley Metal Products Inc.
Gulf Coast Records Management LLC
Goodwyn, Mills & Cawood Inc.
GE Supply
Greater Mobile Chrysler Jeep
Handy Lock Self Storage
Havlovick Engineering Services Inc.
Irvington Food Mart Inc.
Kelsoe Rigging Co. Inc.
Hendrix Quality Tree Care Inc.
Kenny Brown Truck Service Inc.
Kristofferson & Associates
Leaf & Petal Florist & Gift Shop
Michelle's Family Restaurant & Catering
Network Telephone Co.
Minshew Electrical Contractors

Motion Industries Inc.
Nudraulix Automation Inc.
Paulk's Moving & Storage/United Van Lines
Pixallure Design LLC
Quality Assistance for Early Childhood Programs
Quality Valve Inc.
Reid's Auto Sales
Riteway Service Inc.
Ronald Allen, Certified Financial Planner
Sleepco Management LLC d/b/a Family Inns - Mobile
Spring Hill Baptist Church
Southern Light LLC
Save-A-Lot Food Stores
Southern Industrial Solutions Inc.
Storage Max-Midtown
Trademark Construction Inc.
Todd M. Bennett DDS, MDS, PC
Transport Training of America
US Incorporated
Workshops, Etc.! Inc.
R & R Construction Co.
Steve Belk
US LEC of Alabama Inc.
Williams Gas Pipeline-Transco
**As of July 1, 2004*

Please show your support through the patronage of these businesses. Thank you!

NEW MEMBERS

CLIP AND ADD THESE TO YOUR MEMBERSHIP DIRECTORY.

Allen Southern Electric Motor Service Inc.

Jane Nelson
2877 Mill St.
Mobile, AL 36607-1919
251-478-9577
Electric Motors-Dealers & Repairs

Altrus Builders LLC

John H. Howard
P.O. Box 851024
Mobile, AL 36685-1024
251-639-7270
Home Builders

Ashbury Manor

Randy Brown
6562 Old Shell Rd.
Mobile, AL 36608-3206
251-340-7528
Assisted Living

Assurance Technology LLP

Leroy Clark
316 Bel Air Blvd.
Mobile, AL 36606-3507
251-479-7799
www.assurancetech.com
Computer Sales & Service

Carter Chambers LLC

Howard Jordan
826 Lakeside Dr., Ste. D
Mobile, AL 36693-5124
251-661-2326
www.carterchambers.com
Valves-Repairing

Construction Solutions International Inc.

Willard "Chip" Conklin PE
P.O. Box 218
Axis, AL 36505-0218
251-675-6432
Construction

DIP at I-10 Check Exchange

Roy Smith
1306 Dauphin Island Pkwy.
Mobile, AL 36605-2247
251-473-9855
Check Cashing Service

Dollar Discount Store

Linda Wilson
10121 Airport Blvd.
Mobile, AL 36608-9500
251-639-0133
Party Supplies

Emerson Electrical Reliability

Barry Phillips
5380 Business Pkwy., #1
Theodore, AL 36582-1638
251-653-5860
www.electro-test.com
Electric Equipment Service & Repair

EPT Inc.

Randy Collins
5641 Hwy. 90 W.
Theodore, AL 36582-1625
251-652-7422
Pawnbrokers

Estetica Bis Inc.

Chris Price
4358C Old Shell Rd.
Mobile, AL 36608-2044
251-343-8106
Beauty Salons

Faith World Pentecostal Deliverance Ministries Inc.

Patricia Hughes
521 Mobile St.
Mobile, AL 36607
251-452-3290
Churches

Lifelines/Family Counseling

Monica Ziemann Knight
705 Oak Circle Dr. E.
Mobile, AL 36609
251-602-0011
www.cccsmobile.org
Counselors-Licensed

Forest Hill Mortgage

Vernon Chatman
4805 Moffett Rd., Ste. C
Mobile, AL 36618-2269
251-343-3055
Mortgages

Friedlander Realty LLC

Michael Friedlander
744 Museum Dr.
Mobile, AL 36608-1941
251-344-0993
Real Estate

GAT Airline Ground Support Inc.

Jean O. Raines
P.O. Box 88029
Mobile, AL 36608-0029
251-633-3888
Aircraft Ground Support Equipment

Leo Ginn III DMD

Leo Ginn III
1200 Montlimar Dr.
Mobile, AL 36609-1711
251-661-2224
Dentists

Hamilton Homes & Construction Co. Inc.

David D. Hamilton
7202 Wynnridge Dr.
Mobile, AL 36695-5500
251-639-1080
Home Builders

HealthSouth Sports Medicine & Rehabilitation Center

David Bentley
2065 Old Shell Rd.
Mobile, AL 36607-3350
251-471-6294
www.healthsouth.com
Physical Therapy

Heritage Title LLC

Paige Wilson
407-B Jeff Davis Ave.
Long Beach, MS 39560-6159
251-661-2612
www.heritagetitle.org
Title Companies

The Huntley Firm

Willie J. Huntley Jr.
708 Government St.
Mobile, AL 36602-1403
251-434-0007
Attorneys

Kennedy, Bell & Adams PC

Raymond L. Bell Jr
182 St. Francis St. Ste. 300
Mobile, AL 36602-3506
251-452-1321
Attorneys

Lane & Harris, Attorneys at Law

Alvin Harris
317 Shelton Beach Rd.
Saraland, AL 36571-2717
251-679-0310
Attorneys

E. C. Latham & Co. Inc.

E. Crosby Latham Jr.
3651 Old Shell Rd.
Mobile, AL 36608-1324
251-343-4315
Home Designing & Planning Service

Legend Cleaners

Gwen Garrett
3688B Airport Blvd.
Mobile, AL 36608-1616
251-342-2242
Dry Cleaners

Marsh and Barnes Inc.

John Marsh
10840 Rudolph Gallasch Rd.
Chunchula, AL 36521-3754
251-599-4521
www.marshandbarnes.com
Consultant

Marshall Auto Painting & Collision

Wayne Harting
2869 Government Blvd.
Mobile, AL 36606-2613
251-471-9604
Automobile Body Repair-Paint

McInnis Tax & Accounting Inc.

Karen McInnis
1751 Schillinger Rd. N., Ste. C
Semmes, AL 36575-7401
251-649-6073
Accounting Service

Miller & Mather LLC

Chris Miller
1008 Dauphin St.
Mobile, AL 36604-2510
251-438-1887
Attorneys

Morgan Construction

Vincent L. Morgan
P.O. Box 545
Saraland, AL 36571-0545
251-776-7080
Home Builders

Robert Mullen Builders Inc.

Robert Mullen
1135 Heron Lakes Cir.
Mobile, AL 36693-4367
251-639-7106
Home Builders

My Favorite Nanny Inc.

Michael E. & Heather Fletcher
4715 Golden Ave.
Mobile, AL 36619-3724
251-634-0145
www.myfavoritenanny.com
Sitting Services

N & N Foodmart Inc.

Naje Saheri
7225 Pullman Pl.
Mobile, AL 36695-4322
251-583-7777
Gasoline-Oil-Convenience Mart

Blu Rabbit's Paradise

Ismail Ozokur
2040 Schillinger Rd. S.
Mobile, AL 36695-4171
251-776-7103
Entertainment

Penelope House

Tibbe Neal
P.O. Box 9127
Mobile, AL 36691-0127
251-342-2809
Shelter for Battered Women & Their Children

PSI Sales Inc.

Tracey Woodham
P.O. Box 488
Theodore, AL 36590-0488
251-957-2113
www.psisalesinc.com
Manufacturers' Agents/Representatives

Rexel Southern

Scott McClellan
P.O. Box 1268
Foley, AL 36536-1268
251-479-6000
www.rixelusa.com
Electric Equipment & Supplies-Wholesale

Savadra Information Solutions Inc.

Deborah Savadra
105 Wildwood Cir.
Daphne, AL 36526-7742
251-621-2480
www.savadra.net
Writing & Editorial Services

Southern Sprinkler & Landscape Company

Scott D. Winters
5685 Rabbit Creek Dr.
Theodore, AL 36582-2573
251-443-5181
Landscape Design & Construction

Starpoint Services Inc.

David B. Teague
P.O. Box 8221
Mobile, AL 36689-0221
251-479-8115
Janitorial Service

Studio 3 Inc.

Lynn Brannan
266 S. McGregor Ave.
Ste. 103
Mobile, AL 36608-2355
251-341-0660
Beauty Salons

The University of Alabama

Beth Stapler
103 Bidgood Hall
Box 870223
Tuscaloosa, AL 35487-0223
205-348-8748
www.emba.ua.edu
School-Academic-Colleges/University

Theodore Fuel Center Inc.

Tim Nguyen
5891 Hwy. 90 W.
Theodore, AL 36582-1644
251-752-4524
Gasoline-Oil-Convenience Mart

Twilley Builders Inc.

Rick Twilley
P.O. Box 850669
Mobile, AL 36685-0669
251-661-2400
Home Builders

White House Graphic Design Consultants

Felipe Garcia
2004 Airport Blvd.
Mobile, AL 36606-1339
251-709-8049
Graphic Designers

Darrel J. Williams Associates

Darrel J. Williams
P.O. Box 6193
Mobile, AL 36660-0193
251-479-2884
www.darreljwilliamsassociates.com
Architects

Wiltew Inc.

Wes Williams
P.O. Box 6
Mobile, AL 36575-0006
251-661-9770
www.wiltew.com
Paper Mill Machinery

New Members as of July 1, 2004.

**PROUDLY
SERVING
THE
PEOPLE
OF MOBILE
FOR OVER
15 YEARS.**



WM
WASTE MANAGEMENT

(251) 443-5930

THE BUSINESS OF MOBILE IS OUR BUSINESS.



MOBILE AREA
CHAMBER OF COMMERCE

WE BUILD A BETTER COMMUNITY BY

recruiting jobs

developing a competitive workforce

creating a positive business climate

increasing community development expectations

adding member value

For information about becoming a member of the Mobile Area Chamber of Commerce,
contact Carolyn Golson, 251.431.8622 or carolyn@mobilechamber.com or visit www.mobilechamber.com.