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# Director For Center For Workforce Development Selected



*Susan Miller is the new Director of the Center For Workforce Development.*

Following a southeastern regional search, **Ms. Susan V. Miller** has been named the new Director of the Center For Workforce Development, headquartered at Shelton State Community College. She officially assumed her new duties on April 2nd .

“With almost 20 years of workforce development, management and leadership experience, we are excited to have Susan on board leading this important new regional initiative,” stated Dr. **Rick Rogers**, President of Shelton State Community College.

A graduate of The University of Alabama, Susan has over twenty years of solid experience. She has served in various leadership roles for the Private Industry Council in Fort Walton Beach, Florida since 1984, including Chief Executive Officer since 2001. During her tenure, she has been responsible for a private, non-profit, three-county consortium that specializes in workforce development, job training, and employment related services.

During her tenure, she was also responsible for the design and implementation of a “One Stop” workforce development system for Okaloosa and Walton counties in Florida. In addition, her experience includes staff training, program management, counseling, career center coordination, assessment and job placement services.


Susan earned her Bachelor of Science degree in Psychology from The University of Alabama in 1978. She has been an active community leader in the Fort Walton area serving as: Chairman of the Board of the Okaloosa Walton Child Care Services; member of the Destin Chamber of Commerce, Okaloosa Economic Development Council; a Past President of the Emerald Coast Society For Human Resource Management; member of the Technology Coast Manufacturing & Engineering Network; and Vice Chairman of the Okaloosa County Commission’s Status On Women.

“It was vital that an experienced, effective professional be secured to lead this vital new, regional workforce development system” emphasized Chamber President **Johnnie Aycock**. “The selection committee worked hard, and we are confident that Susan will provide outstanding leadership for this new venture. All of us at The Chamber looked forward to supporting and cooperating with Susan to meet the needs of area employers and expand a skilled workforce”

The Center For Workforce Development The Center, a product of a collaborative partnership between Shelton State, The Chamber, and the area business community, will be physically headquartered at the main campus of Shelton State Community College. The Center’s Director will report directly to Shelton State President, Dr. Rick Rogers, and to a 20-member business-based Board of Directors.

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# **The Chamber**

**of Commerce of West Alabama**

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## *The Chamber Welcomes Our New Members*

<b>Adecco</b>	<b>Middleton, D. Tara, P.C.</b>
<b>Alabama Grill &amp; Courtyard</b>	<b>Modern Business Machines</b>
<b>Always There In-Home Care</b>	<b>O'Reilly Auto Parts #1063</b>
<b>Bad Ass Coffee Company</b>	<b>Phoenix Therapy Associates, Inc.</b>
<b>Christian Community Church</b>	<b>Recticel N.A. Inc.</b>
<b>Coats &amp; Company</b>	<b>Rite Aid Customer Support Center</b>
<b>Cold Stone Creamery</b>	<b>Roly Poly Rolled Sandwiches</b>
<b>"The Best of" Crimson Country</b>	<b>Smith, Thomas M. "Tommy"</b>
<b>Dante's Day Job</b>	<b>Still, Paul</b>
<b>Design Display, Inc.</b>	<b>Sun and Soul</b>
<b>Edwards Diesel &amp; Tractor Company, Inc.</b>	<b>Super China Buffet</b>
<b>EPA - Earnestine Parrish &amp; Associates</b>	<b>Tuscaloosa Area Hospitality Association</b>
<b>Ervin's Workwear &amp; Boots</b>	<b>Total Image L.L.C.</b>
<b>Farmers Insurance</b>	<b>Tuscaloosa Christian Family</b>
<b>Fletcher Supply Company</b>	<b>Tuscaloosa Plumbing Company, L.L.C.</b>
<b>Golden Rule Bar-B-Q</b>	<b>Tuscaloosa Tire-Downtown</b>
<b>H &amp; W Construction Inc.</b>	<b>Tuscaloosa Tire-McFarland Blvd</b>
<b>J &amp; J Telephone, Inc.</b>	<b>Tuscaloosa Tire-Northport</b>
<b>Kilgo Headache Clinic</b>	<b>UA - School of Medicine / CCHS</b>
<b>Kozy's Restaurant, Inc.</b>	<b>Wild Birds Unlimited</b>
<b>Legacy Financial Group</b>	<b>Workstaff Personnel Service</b>
<b>Main Avenue Title Company</b>	

# Chamber Committed to Small Business Development



The Chamber continues to focus on small business development with the 2003 Business Growth Series. This year's series combines lunch and breakfast opportunities for business education and growth. "As our entrepreneur community grows, so does our commitment to meeting their needs", stated **Ford Williams**, Vice Chair of Business Development. "Our new training programs and the Business Resource Center are specifically designed to aid in the implementation and development of local businesses," Williams said.

"With over 300 members participating in last year's seminars, we raised the bar for an even higher impact to help firms, especially with growth, management, and technology issues. This year's Business Growth Series includes not only the popular Breakfast Series, but also a new "Lunch and Learn" Series focused on meeting the needs of a growing business.

Four of eight high impact sessions have been completed with great attendance and positive reviews. The first two breakfast programs, presented on February 19 and March 19 focused on developing skills using Microsoft, Word, PowerPoint and Excel applications in business. **Deborah Stone** of Advantage Training Solutions trained

attendees on the basics of these applications. Reviews have been outstanding with even competent users stating they learned new steps and tricks to make their time more productive.

The third session was a "Lunch and Learn" held on March 27, focusing on "Taking Your Business Online." Speakers included **Rebecca Florence** with the University of Alabama School of Arts and Science, **Chris Harms** with CMI Consulting and **Donny Jones** with The Chamber of Commerce. Businesses were able to hear from professionals regarding tips on developing and enhancing their web presence. And on April 23rd, the breakfast series continued with a session on "Achieving Business Success With Microsoft Access".

The Chamber has also partnered with the Training for Business and Industry Center at Shelton State Community College to bring two half-day seminars to help businesses of any size. The first course was held on May 8th and focused on "**Business and the Hispanic Community**". A cross-cultural training seminar designed to eliminate cultural misunderstandings in the workplace between the Spanish and non-Spanish speakers, the course also dealt with how to communicate with Spanish-speaking customers.

The second seminar, "**Exceptional Customer Service**", will be held on **September 17** at The Bryant Conference Center. This program will focus on key issues businesses face in customer service. The session will be interactive and entertaining in order to maximize the learning experience. Whether it is help with the basic skills of running a business, or special technical assistance, the sessions in The Chamber's 2003 Business Growth Series can help.

The Microsoft Breakfast Series is held at the Tuscaloosa Public Library in the Rotary Room from 7:00AM to 9:00AM. There is a special "Chamber Member" price of \$20 per session. Non-members may attend for \$40 per session. These prices include a continental breakfast and printed materials.

The Lunch and Learn Series is held at the Four Points Hotel from 11:00AM to 1:00PM. Registration is \$25 for members and \$50 for non-members. Lunch and materials are provided. Since seating for these events is limited, reservations should be made early. For more information on these and other events, call the Chamber at 758-7588.



**Start  
Your  
Development.**

# Managing Supply Chains For Competitive Advantage To Be Presented

Managing supply chain activities requires a “total system” approach by all members of the supply chain, including manufacturers, wholesalers, retailers, and/or end users. Do you have the tools to eliminate substantial costs? Do you know how to efficiently manage a “supply chain” for the benefit of your organization?

On June 18-20, The University of Alabama will present “Managing Supply Chains For Competitive Advantage” at North River Yacht Club. This cutting-edge program will be presented by a world class instructor at a state-of-the-art facility – and can teach you how to develop effective management systems critical to the success of your organization.

This Executive Program will show you how to construct and manage and supply chain as well identify and minimize supply chain costs – understand a variety of analytical tools and techniques that can be used to solve supply chain problems – reduce manufacturers’ and field inventories – identify key measurements and benchmarks vital to success – and other key factors.

**Dr. Jay Sterling**, a nationally recognized logistics leader and former director of distribution for The Limited Stores, Inc., will be the presenter and instructor. A member of The University of Alabama’s world-class Manderson Graduate School of Business faculty, Dr. Sterling brings a wealth of practical experience to the program and is eager to help develop your organization.

This series is designed for executives who manage purchasing/procurement; materials management; production planning; logistics; inventory management; and/or customer service and relations.

For more information about this program, including registration and scheduling, contact the Executive

Education Division at The University of Alabama at **205.348.0954** or go on line at: [www.cba.ua.edu/emba/execed](http://www.cba.ua.edu/emba/execed) .

**cus•tom** (‘kus-təm) *adj*: made or performed according to individual order.



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# Chamber Ambassadors Leading The Way



Chamber Ambassadors can always be recognized in the red blazers, including (left to right): Nancy Dawkins, Carla Bailey, Greg Entrekin, Paige Giddiens, and Beth Walters.

If you have been to a Chamber event lately, you may be asking yourself, "Who are all these people with the red sports jackets?" At every Chamber event or function, Ambassadors are present – in their red sports jackets – to help Chamber members in every way possible.

The Chamber's Ambassadors are a select group of volunteers who work very closely with Chamber members to keep them informed of various Chamber events and functions. In addition to communications, Ambassadors also plan, implement and host *Commerce Street*.

Two years ago, the Ambassadors were trying to find a way for local businesses to network together in one place on a regular basis, thus the birth of *Commerce Street*.

*Commerce Street* is a themed networking event hosted by The Chamber each quarter that allows local business people to meet, greet and advertise their businesses.

When **Joe Barger**, Director of Marketing of HealthSouth, was asked about his experiences with *Commerce Street* he said, "*Commerce Street* is an effective networking tool that allows a business or industry to promote services on a face-to-face basis within the business community of West Alabama."

**Denise Connell**, Marketing Director for University Mall stated, "Commerce Street is a great venue for connecting with community contacts, networking and generating positive exposure for University Mall. We will definitely participate in this event again!"

The Ambassadors for 2003 have already begun planning the *Commerce Street* events for the rest of the year and are excited and on the move. Each Ambassador would like to say "Thank You" to their employer for allowing them the opportunity to be a vital part of our community. The Ambassadors for 2003 are as follows:

Ambassador Chair, **Wendy Albers** of SouthTrust Bank, **Heather Anders** of The University of Alabama System, **Carla Bailey** of CHOM, Inc., **Bryan Bradford** of The University of Alabama System, **Christy Brown** of YMCA's of Tuscaloosa County, Inc., **Denise Brown** of Kelly Temporary Services, Inc., **Donna Brown** of Home Towne Suites.

**Larry Chandler** of Consumer 1<sup>st</sup> Mortgage, **Leah Colvin** of SouthTrust Bank, **Nancy Dawkins** of Nancy & Co. Fine Jewelers, **Gloria Effinger** of Bell South, **Holly Elliott** of Shelton State Community College, **Greg Entrekin** of Country Inn & Suites, **Billy Falls** of N.C. Morgan Construction Co., Inc., **Paige Giddiens** of Uniroyal Goodrich Tire Manufacturing.

**Charity Golden** of Colonial Bank, **Denise Guy** of AT&T Wireless, **David Hartin** of Tuscaloosa Police Department, **Reid Holley** of Coats & Company, **Aaron Huff** of Randall Publishing Company, **Patti Jackson** of Jamison, Money, Farmer & Company, P.C., **Jason Jones** of First Federal Bank, **Jennifer Kemp** of Pine Valley, LLC, **Erin Nelson** of Alabama Power Company, **Denise Osborn** of Locklear Dodge City/KIA, **Pam Rackley** of Nohab Business Products, LLC.

**Vona Sue Robbins**, Tuscaloosa Magazine/Jubilation Magazine, **Catherine Rockhold** of Alabama Orthopaedic & Spine Center of Tuscaloosa, **Jana Smith** (Ambassador Co-Chair) of Hampton Inn East Tuscaloosa, **Brent Sute** of First Federal Bank, **Brooke Thompson** of Merrill Lynch, **Beth Walters** of LJ and Associates, Inc./Planet Weekly, **Becky Wharton** of National Bank of Commerce, **Candace Williams** of Alabama Power Company, **Andra Wilson** of Junior League of Tuscaloosa and **Ronda Woods** of Apartment Finder The Blue Book.

# Leadership Tuscaloosa Class Graduates Recruitment of 20th Anniversary Class Begins



*The 2002-2003 class of Leadership Tuscaloosa graduated on May 15th.*

On May 15th, the 2002-2003 class of Leadership Tuscaloosa graduated in ceremonies at the Four Points Sheraton Hotel. Forty-two outstanding citizens completed the nine-month leadership development program, sponsored by The Chamber of Commerce of West Alabama and the College of Continuing Studies at The University of Alabama.

The 2002-2003 Leadership Tuscaloosa Steering Committee Chairman, **Doug Ray**, Executive Editor of The Tuscaloosa News, expressed his congratulations to the graduates during the ceremony and encouraged each to take their new knowledge and get involved in building a better community. **Dr. Mack Portera**, Chancellor of The University of Alabama System, was the commencement speaker.

During the commencement program, **Sandra Ray**, owner of Hall-Ray Realty and member of the Alabama State Board of Education, was presented as the 2003-2004 Chair of the Leadership Tuscaloosa Steering Committee.

Nominations and applications will be accepted for the 20th anniversary class beginning in early July. For information or an applications, contact The Chamber at 758.7588 or 391.0559.

## ***Congratulations to the 2002-2003 graduates:***

**Ronald Abernathy**, Tuscaloosa County Sheriff's Department; **Foster Arnold**, Rosen, Cook, Sledge, Davis, Cade & Shattuck; **Emily Avery**, DCH Health System; **Yardley Bailey**, University of Alabama System; **Patricia Bergmaier**, University of Alabama Career Center; **Kip Bowen**, Family Counseling Service; **Alicia Browne**, Children's Hands On Museum; and **Candice Burge**, Bank of Tuscaloosa.

**Jennifer Clark**, Tuscaloosa Family Resource Center; **Robert Coates**, Tuscaloosa City Schools; **Camille Cochrane**, Shelton State Community College; **Rayford Coleman**, Alabama Power Company; **Linda Cooper**, StressCrete; **Douglas Crump**, R & R Business Solutions; **Andy Daffron**,

Mercedes-Benz USI; and **Brent Davis**, University of Alabama Center For Public TV.

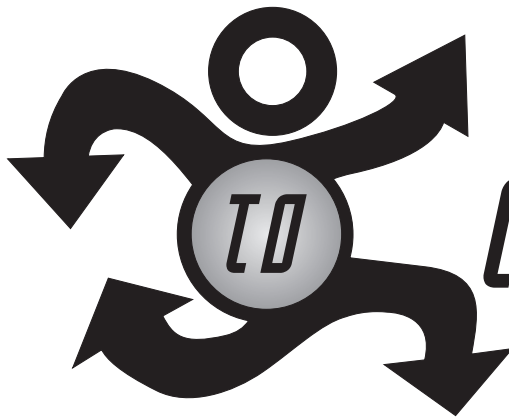
**Iris Davis**, Community Service Programs of West Alabama; **Noel Delchamps**, Phelps, Jenkins, Gibson & Fowler; **Paige Giddiens**, Uniroyal-Goodrich Tire Manufacturing; **Sandy Hartley**, National Bank of Commerce; **Gwendolyn Hood**, University of Alabama Office of Equal Opportunity Programs; **Stacey Housley**, TTL, Inc.; **Rusty Howard**, American Express Financial Advisors; and **Greg Hurst**, Lloyd Wood Middle School.

**Robert Ingram**, Jessup & Associates; **Joanne Jannik**, Attorney; **David Bryan Johnson**, University of Alabama Special Programs; **Jamie Jones**, StressCrete; **Michael Morris**, ZF Industries; **Sharon Moore**, Junior League of Tuscaloosa; **Chuck Obermeyer**, Gulf States Paper Corporation; and **Daryl Patterson**, City of Northport Fire Department.

**Tony Perez**, The Salvation Army; **Danny Roberts**, Jamison, Money, Farmer & Company; **David Roberts**, DCH Health System; **Jane Self**, The Tuscaloosa News; **Tommy Smith**, District Attorney's Office; **Kathy Spakes**, American Red Cross; **Tim Shuman**, Buffalo Rock/Pepsi; **Kevin Vann**, First National Bank of Central Alabama; **Debbie Watson**, AmSouth Bank; and **Judy Young**, Department of Human Resources.

Again, for information and applications about the 20th anniversary class of Leadership Tuscaloosa, call The Chamber at 758.7588 or 391.0559.

# SCHOOL



# CAREER

## Construction Pre-Apprenticeship Making A Difference

A group of high school seniors from around Tuscaloosa County have been learning all about the construction industry, which is booming in West Alabama, but which is also looking for some good new employees.

**Tim Harrison** of Harrison Construction Co. and **Gary Phillips** of Premier Service have led a group of 16 contractors and sub-contractors in the Construction Industry Pre-Apprenticeship Program (CIPP). CIPP is a School-to-Career effort that involves seven sessions during which 17 seniors get exposure to the various aspects of the construction industry.

If the participants attend the sessions and maintain good grades in school, the contractors have virtually guaranteed them jobs after graduation. In addition, "graduates" of CIPP will receive a \$100 U. S. Savings Bond to start them on their personal savings regimen.

After an introductory session that emphasized safety in the construction industry, the students visited Smith Machine Shop in Cottdonale and McAbee Construction Co. They also visited a new construction site-Innomotive Europe in the Tuscaloosa Industrial Park and a nearly completed construction site-the new Northridge High School. Also part of the curriculum is "hands-on" experience, at which the contractors and sub-contractors offer the students an

opportunity to try some plumbing, electrical work, and so on.

Graduation ceremonies were held May 8th.

Contractors participating in the 2003 CIPP effort are: Amason and Associates, Bama Concrete Products, Banks-Quarles, Bill Lunsford Construction, Clay Kilgore Construction, F. L. Crane and Sons, Harrison Construction, Home Charm Carpets and Tile, Jones Masonry, McAbee Construction, Premier Service Co., Randy Smalley Floor and Tile, Russell S. Lee Floor and Tile, Smith Machine, Tennis Jackson Electric, and Watkins Construction.

## STC Speakers Corps Continues to Grow

"Response to our call for volunteers willing to talk to middle school and high school students about the world of work has been super," said **Dick Johnson**, Director of the School-to-Career Program. "We have 90 people from business and industry, non-profit agencies, government and education serving on our Classroom Speakers Corps."

"We even have several retired individuals who recognize the value of telling students about their work experiences and the kinds of skills required to be successful in the work place," Johnson said.

Information about the Corps-name, organization, contact numbers,

preferred days to speak, etc.-will soon be placed on the School-to-Career website. Teachers at the 16 schools involved in School-to-Career already have hard copies of the information, and have called on the volunteers to speak in classrooms and participate in Career Day functions.

"There's room for more in the Corps," Johnson said. Call **391-0561** if you'd like to be a part of this team.

## High School Juniors Explore Careers in Non-Profit Agencies

The Career Exploratory Tours program of the School-to-Career initiative seeks to give high school juniors a first-hand look at careers in all sorts of industries, businesses, professions, and even non-profit agencies. In fact, it was the latter that held the focus of the program during the mid-March to mid-April time frame.

In an effort coordinated by **Tracy Falls** of Fitts Industries, about 20 students spent either a half-day or a full day with some agencies like Big Brothers/Big Sisters, the West Alabama Planning and Development Council, the Arts Council of Tuscaloosa, Family Counseling Service, and others. Since early last year, close to 200 students have gotten a taste of the world of work through this Tours program.

For more information, contact **Dick Johnson** at **391-0561**.

# Chamber Volunteers Present CHOICES for Tuscaloosa Eighth-Graders

The Chamber of Commerce of West Alabama once again partnered with Tuscaloosa City and County schools to educate eighth-grade students about the importance of making the right decisions now for a successful future.

Funded through The Chamber's School-to-Career initiative, volunteers are recruited and trained as **CHOICES** seminar leaders by program director **Deloris McMullen**. These volunteers then commit at least 2 hours of time to leading middle school students through interactive classroom seminars on time and money management, careers, decision-making and life consequences.

**CHOICES** is a school-to-work mentoring program used nationwide to help middle school students understand how their school efforts affect career and life opportunities. The program's mission is to empower students with vital tools that increase their career and life opportunities. Through the Chamber's School-to-Career initiative, the **CHOICES** program has been delivered to all eighth-graders in the Tuscaloosa City and County School Systems, a total of 80 classes.

The **CHOICES** curriculum provides volunteer instructors with extensive guidance along with structured, interactive exercises that help students build a clear understanding of how their personal academic choices affect their future success. These volunteers are then scheduled to present **CHOICES** seminars through Future Quest Classes in Tuscaloosa County Schools and through Social Studies classes in Tuscaloosa City Schools.

Students, teachers and presenters alike have warmly embraced the program during the 3-year period that it has been used in Tuscaloosa's public middle schools. From evaluations this spring,



*Jay McCollum of Phifer Wire guides students at Tuscaloosa Middle School through a CHOICES interactive exercise. Jay was one of 39 Chamber volunteers who presented CHOICES seminars in eighth-grade classes in the Tuscaloosa City and County School Systems.*

we received many encouraging remarks that validated the importance of this program.

Seminar leader **Ronald Range** reported that a student at Lloyd Wood Middle School in the class where he presented said, "I was planning on dropping out of school when I got 16, but after hearing this program, I see that I really had better stay in school." After hearing **Jerry Lake's** presentation of **CHOICES**, a student from Northside wrote, "I'm going to think more about what electives I choose."

The Chamber is pleased to continue implementation of this program as a part of a comprehensive strategy to toward effective workforce development for our community. McMullen states, "The **CHOICES** program is an extension of our commitment to educational initiatives that motivate students to stay in school and work toward achieving their full potential."

Without the commitment of our volunteer "troops" who so willingly give their time, this worthwhile program would not be possible for area students. Our hats are off to these thirty-nine volunteers who presented the **CHOICES** program in 8th -grade classrooms during the 2002-03 school year:

**Constance Adger**, U.S. Army Recruitment; **Horace Allen**, Indian Rivers; **Mike Bean**, RADICISPANDEX; **J.G. Brazil**, Community Volunteer (retired, AL Power); **Angela Burton**, Jamison, Money & Farmer; **Ricky Cargile**, ZF Industries; **Mary Quitman Chandler**, Community Volunteer; **Larry Deavers**, Family Counseling Service; **Sedelle Dockery**, The Bank of Tuscaloosa; **Harvey Fretwell**, City of Northport; **Carolyn Fritz**, Community Volunteer; **Bernie Grappe**, DCH Health System; **Felicia Gross**, JVC America; **Dennis Hall**, Jim Walter Resources; **Amelia Heath**, FOCUS on Senior

*(See "Choices" next page)*



# Winding Down Another Productive Year

Adopt-A-School is coming down the home stretch toward completion of its eighteenth year in Tuscaloosa's public schools. We love to boast that ours is among the most successful and unique programs in the nation. It's a rarity to find the management of a business-education partnership program handled by a Chamber of Commerce, but it's even more unusual for a Chamber to manage this program for multiple school systems.

Tuscaloosa's Adopt-A-School program was developed in 1985 to bring the resources of the business community into public education to enhance the quality of education for all students.

Adopt-A-School Week was a time that most partnerships planned a concentrated week of interaction through lunches together, door decorating contests, expressions of gratitude on marquees all over town, and most of all, 42 displays at **McFarland Mall** reflecting the many projects in which our Adopt-A-School partnerships engage themselves.

Adopters in the program not only conducted projects focused on needs at their individual schools, but they also joined in with national thematic days. For example **National Groundhog Job Shadow Day** prompted 27 adopters to arrange shadowing experiences in the workplace for students at their partnered school. Then, on March 3, twenty-eight adopters participated in national **"Read Across America Day"**,

celebrating Dr. Seuss' birthday through literacy-based projects with their school partners.

The addition of new schools in both school systems presents new opportunities for even more businesses and organizations to become partners in the program. We are currently seeking adopters for **Davis Emerson Middle School, Northside Middle School, and Paul Bryant High**, all of which will open in August of this year. Additionally, **Sprayberry Regional Education Center** and **Tuscaloosa Center for Technology** are currently without adopters.

We are also seeking co-adopters to partner with other adopters at several schools, including **Central Elementary, Eastwood Middle, MLK Jr. Elementary, Maxwell Elementary, Skyland Elementary, and Taylorville Elementary**. Contact **Deloris McMullen** at 391-0563 or [deloris@tuscaloosachamber.com](mailto:deloris@tuscaloosachamber.com) for additional information about becoming an Adopt-A-School partner.

*("Choice" continued from previous page)*

Citizens; **Jennifer Higginbotham**, The Bank of Tuscaloosa; **James Jockish**, SouthTrust Bank; **Dick Johnson**, Chamber of Commerce of West Alabama; **Jerry Lake**, Character First; **Gloria Lamon**, Phifer Wire; **Ken Leistico**, East Tuscaloosa Family Resource Center; **Jay McCollum**, Phifer Wire; **Stan McCracken**, City of Tuscaloosa; **Yvonne Massey**, Geological Survey of Al; **Phil Maughn**, SouthTrust Bank;

**Brenda McComb**, Alabama Dept. of Mental Health and Mental Retardation; **Victoria Perry**, Community Volunteer ; **Sam Parks**, SouthTrust Bank; **Samory Pruitt**, University of Al Office of the President; **Ronald Range**, Shelton State Community College ; **Owen Skinner**, The Peoples Bank and Trust; **Shane Spiller**, Spiller Associated Furniture;

**Tamalon Stroup**, ZF Industries; **Donna Thomas**, Community Volunteer (retired, Delphi Harrison); **Rick Wall**, ZF Industries; **Mary Wall**, Community Volunteer; **George Warren**, Pioneer Agency; **Katherine Wilson**, Bank of Tuscaloosa; and **Tammy Wyatt**, Bank of Tuscaloosa. Many thanks to all volunteers and especially to employers who have allowed these folks to participate as CHOICES seminar leaders.

The Chamber is now recruiting business volunteers to serve as **CHOICES** seminar leaders for next year's eighth graders. If you would like information on how you might become a CHOICES seminar leader in the future, contact **Deloris McMullen** at [deloris@tuscaloosachamber.com](mailto:deloris@tuscaloosachamber.com) or 391-0563. Additional information on the **CHOICES** program can be found at [www.choicesedgroup.com](http://www.choicesedgroup.com).