



continued from page 19.

Family Enterprise Publishers – “Clear, concise information for thriving family businesses”. An online collection of articles and work plans to develop leadership in the family business.

http://www.efamilybusiness.com/fep_home.php

TEC International – a model of one-one executive coaching, access to a local group of trusted peers, and entrée into a worldwide network. <http://www.teconline.com/>

Kenneth C. DeWitt is a CPA and Certified Financial Planner™ with Tidwell DeWitt LLC, CPAs and Consultants with offices in Alabama and Georgia. Through his accounting and consulting firm, he and his team serve as outsourced financial officers and business coaches for a number of companies. He writes a regular column on company finances for Commercial Carrier Journal, published by Randall Trucking Media. Your comments and questions are welcomed to Tidwell DeWitt LLC, 521 Energy Center Blvd., Suite 1501, Northport, AL, 35473, toll free 888-345-0335. E-mail Ken at kdewitt@tidwelldewitt.com or visit www.tidwelldewitt.com of the Leadership Development Task Force of Challenge 21.

LEADERSHIP SERIES

Working with Ken DeWitt and his staff, The Chamber has developed a special leadership training series to help established businesses generate new leaders within their organization.

The first class, with only 15 slots available, will be held on February 8, 4-6 p.m.

Two other sessions are planned: March 8 and April 5.

Called “Ten Steps to a Profitable Business”, the series is offered at only \$199 per person, and there is a money back guarantee.

Each two-hour session will be interactive, and a mentor leader will help in the class discussions.

To learn how to apply for the leadership series, call The Chamber at:

758-7588.

Business owners, leaders and upward bound managers are urged to apply for the classes.



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Welcome

Introduction to New Members

We want to welcome the following people and organizations into The Chamber. If you know these people and/or do business with them, take time to tell them you're glad they're a part of The Chamber Team. We hope they'll be active members. We know they'll be glad they invested in The Chamber.

Air Evac EMS Inc.

Patrick Erb
108 21st N.E.
Fayette, AL 35555

Emergency Response Services
(205) 932-1633

American Express

Lance Hocutt
1300 McFarland Blvd., N. Ste. 125
Tuscaloosa, AL 35406

Financial Planning
(205) 345-9733

Baker, Donelson, Bearman, Caldwell & Berkowitz, P.C.

Marion Walker
420 North 20th St., Ste. 1600
Birmingham, AL 35203

Attorneys, Legal Services
(205) 328-0480

Liberty Mutual Group

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1713 Montgomery Hwy., Ste. 141
Hoover, AL 35244

Insurance, Mortgage Protection
(205) 733-1291

Planit Solutions Inc.

Dawn House
3800 Palisades Drive
Tuscaloosa, AL 35405

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(205) 633-5257

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Betty Key
3736 Norwood Lane
Tuscaloosa, AL 35405

Legal Services
(205) 242-9421

Sealy's Firewood

Jeff Fondren
4512 Lakeshore Drive
Northport, AL 35473

Firewood
(205) 333-5768

Star Bloom

Star Bloom
P.O. Box 20580
Tuscaloosa, AL 35402

Community Volunteer
(205) 759-2787

the classiTIDEs

David Moman
P.O. Box 2203
Tuscaloosa, AL 35401

Printing Services Publishers
(205) 248-8839

Voltz Realty Solutions

Jim Voltz
P.O. Box 3120
Tuscaloosa, AL 35403

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Tale of the Wayfaring Wrapper

Right after I was born, I was placed in a box with some friends. After several months, I moved by truck from the warehouse to the Fast Burger Restaurant in Tuscaloosa. There, I in my box stayed for a couple of weeks. The next stop was some kind of bin, where my friends and I found it rather warm. We decided there must be a stove close by. Then, one day, I was rudely jerked out of the bin, wrapped around something that smelled like a bread and meat combo, slung into another bin, and soon tossed into a sack. I in my sack got carried in some kind of vehicle for a few minutes. Then, we were grabbed up and taken outside to sit in the warm sunshine (or was it another stove?). Soon something pulled me and my bread-meat combo out of the sack. I was pulled away from the combo—and tossed back into the vehicle, but this time into another bin, no less. I could tell it was a larger bin because the wind blew me around in it. Later, I heard a noise and felt the bin moving. We had just been traveling a bit when a gust of wind blew me out of the bin. I thrashed around a bit in a suspended state, then landed softly on something soft and green. There I laid for what seemed like ages. But, I also I had plenty of company. And we didn't have much fun. It was hot. It was cold. It was dry. It was wet. It got to where I thought I was falling apart. Suddenly, I felt a really sharp pain as something pierced right through me. I felt myself being lifted up. And I was dropped into, that's right, another sack. Where I and this sack went I don't know. I don't remember anything else after falling deep into the dark sack.

Epilogue

I'm gone now. I've wasted away, as have all my buddies in the last sack. I had a good life. I feel I made a contribution. I enjoyed the boxes, bins and sacks I was in. Especially the last sack. Although it hurt to get there, I was glad to get away from the heat and cold, wet and dryness. To tell you the truth, I'd rather have gone into the last sack a lot earlier.





Got your business in a deep hole?

Take this Quick HR Mini-Audit:

- Does your business have a comprehensive written sexual harassment policy, and has the policy been revised to reflect the newest laws?
- Has your business adopted a written drug and alcohol policy that complies with federal and state guidelines?
- Are all of your I-9 forms complete and up-to-date?
- Does your business properly classify hourly and salaried employees according to FLSA guidelines?
- Does your business avoid asking unlawful questions on its employment application or during job interviews?
- Does your business have a written employee handbook stating your at-will policy?
- Does your business have a written Family & Medical Leave Act policy?
- Have you reviewed your hiring and recruitment practices to ensure that your workforce is racially / minority balanced?
- Is your business in compliance with Occupational Safety & Health Administration regulations?

In today's business environment, a delay or mistake in dealing with human resources issues can cost you thousands of dollars in lost time, lost profits, and legal fees. You need a customized HR program tailored to meet your specific business needs.

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Together

We're building a brighter future for West Alabama.

True understanding, in life as well as law, depends upon recognizing the connections among seemingly diverse issues, problems, and personalities.

Through their involvement in a variety of community organizations, attorneys at Phelps, Jenkins, Gibson & Fowler L.L.P. are helping to build bridges that lead to greater insight and understanding.

- AMERICAN RED CROSS
- BOYS & GIRLS CLUB OF WEST ALABAMA
- CHALLENGE 21
- CHAMBER OF COMMERCE OF WEST ALABAMA
- CITY OF TUSCALOOSA INDUSTRIAL DEVELOPMENT BOARD
- CIVIL SERVICE BOARD FOR THE CITY OF TUSCALOOSA
- DCH REGIONAL MEDICAL CENTER
- DCH FOUNDATION
- KID ONE TRANSPORT SYSTEM
- LEADERSHIP TUSCALOOSA
- RIVERFRONT DEVELOPMENT COMMITTEE
- TUSCALOOSA CHILDREN'S CENTER
- TUSCALOOSA CITY SCHOOLS EDUCATION FOUNDATION
- TUSCALOOSA CONVENTION & VISITORS BUREAU
- TUSCALOOSA COUNTY INDUSTRIAL DEVELOPMENT AUTHORITY
- UNITED WAY OF WEST ALABAMA
- AND MANY OTHERS



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Firm Partners

Seated left to right: Sam M. Phelps, James J. Jenkins, C. Barton Adcox, and J. Russell Gibson, III.

Standing left to right: W. David Ryan, Randolph M. Fowler, A. Courtney Crowder, Stephen E. Snow, Farley A. Poellnitz.

Phelps & Jenkins Gibson & Fowler L.L.P.

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