

Chamber News

The Award Winning Monthly Newsletter
of the Carroll County Chamber of Commerce
November 2010

US Senator Chambliss meets with Carroll leadership



US Senator Saxby Chambliss visited Carroll County on October 19th with a stop at The Burson Center to meet with local leadership. The Senator provided an overview of the current federal budget issues, the nation's business climate and the need to create jobs and preserve the Bush-era tax cuts for businesses.

CARROLL COUNTY CHAMBER 2010 EXECUTIVE COMMITTEE

Chairman—Dr. Faye McIntyre
Richards College of Business—UWG

Chairman-Elect—Robie York
Prater & York LLC

Vice-Chairman—Leonard Woolsey
Times-Georgian

Treasurer—Gary Leftwich
Southwire

Past Chairman—Joe Stone
Systems and Methods Inc.

2010 Board of Directors

Terry Birdsong	Decostar Industries
Sue Bloodworth	City of Mt. Zion
Amy Brown	State Farm Insurance
Ben Butler	Tanner Health System
George Chambers	Carroll Co. Farm Bureau
Mark Camp	Advantage Office Solutions
Casey Coleman	City of Carrollton
Kent Edwards	Carrollton City Schools
Rick Ford	City of Temple
Mark Foster	Walker Cadillac
Lucy Gamble	City of Whitesburg
Byron Hunt	Sand-Stone, Inc.
Chip Jakins	Carroll EMC
Anita Jones	West GA Technical College
Terry Langley	Carroll County Sheriff Office
Rocky Lipham	Community & Southern Bank
Heidi McGuire	The Town Planner
Jimmy Meigs	City of Bowdon
Alicia Michael	Carrollton Collision Center
Steve Minor	Tisinger Vance PC
Ann Newman	Bank of North Georgia
Jason Newman	Die Tech
Derick Newton	Edward Jones Investments
Trent North	Carroll County Commission
G. W. Rogers	West GA Technical College
Tim Warren	United Community Bank
Mike Washington	The UPS Store
Larry Wood	City of Villa Rica
Kathy Yates	Georgia Power

*The Carroll County
Chamber of Commerce—
fostering a dynamic business
and community environment .*

Carroll Chamber News

Next Ad Deadline
November 19th !!

Promote your business with a full color
promotion in the *Chamber News*:

Business card 2x3” - \$20.00

1/4 page 4x5” - \$30.00

1/2 page 5x8” - \$40.00

Full-page portrait 8x10” - \$50.00

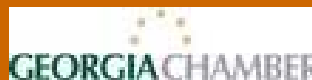
**Submit your camera-ready ads
(300 dpi+) electronically to**
communications@carroll-ga.org
For more information, please call
(678)890-2332.



The Carroll Chamber of Commerce *Chamber News* is
distributed online on the first business day of each month to
over 700 Chamber members and community leaders.

CARROLL COUNTY CHAMBER OF COMMERCE

200 Northside Drive, Carrollton, Georgia 30117
Phone: 770-832-2446 Fax: (770) 832-1300
carrollchamber@carroll-ga.org
www.carroll-ga.org



From the President's Desk

Without question, the economic climate for the last two years has been difficult. While we all know that we experience cycles in the economy, the length and scope of this down cycle has been a challenge for all. And while our focus is the business community; church, civic, government, social, community, athletic, education, cultural, recreational and more, all experience the affects of the economy because in the end, the health of an economy effects all other activity in a community, region, state or country.

Our attitude is and always has been that we must focus on the positives, respond to the challenges, and move full speed ahead in our endeavors. Our staff is responsible for operations of the Carroll County Chamber of Commerce, Carroll Tomorrow, and the Burson Center. We like many others have experienced budget reductions and staff reductions and face the challenge of doing more with less. That said, we have actually had a very active and encouraging year.

Membership is up! New member numbers are higher than last year and our total membership is greater than last year. Participation and attendance at events and programs has been strong all year. This has actually been one of the best years ever for seminars, lunch and learns, and traditional chamber activities.

The "Drugs Don't Work" program has been around for years but is generating a lot of new interest and participation this year. The "Shop Carroll First" program has really been well received and the gift check program has soared from less than 40 participants to over 120 in the last two years.

All of the committees have experienced a good year with many helpful and informative seminars and programs. Please look at the chamber calendar because several more opportunities are still to come.



In light of all the state and national attention concerning legislation impacting our businesses and economy, the Chamber Board working through the Legislative Affairs committee has decided to be even more active in regards to advocacy and legislative activity. Look for the chamber to provide more legislative information including a new legislative webpage.

Speaking of new webpages, the chamber has a "going green" webpage. Our goal is to set a good example with best practices and encourage our business community to focus on being good stewards of our resources and incorporating good conservation practices.

See information in this issue of *Chamber News* on our new Young Professionals Network under the guidance of our Leadership Committee.

We continue to 'stay the course' in 2010 while we look forward to taking it to the next level with 2011!

Staff Directory

Daniel Jackson ♦ President/CEO

Donna Armstrong Lackey ♦ Vice President, Business Development/Comm. Relations

Suzy Montalto ♦ Director, Accounting & Administrative Services

Suzy McCorkel ♦ Director, Programs & Events

Josh Rhine ♦ Manager, Economic Development

Joan Finch ♦ Administrative Assistant/Drugs Don't Work Coordinator

Kathy Walker Rupp ♦ Administrative Assistant, The Burson Center

Cara Welch ♦ Membership Sales Associate

daniel@carroll-ga.org

donna@carroll-ga.org

suzy@carroll-ga.org

suzymc@carroll-ga.org

josh@carroll-ga.org

joan@carroll-ga.org

burson@carroll-ga.org

membership@carroll-ga.org

Thank you

2010 Forward Carroll Sponsors

Platinum



Bank of North Georgia



Gold

Advantage Office Solutions
 Carroll County Sheriff's Office
 Decostar Industries, Inc.
 University of West Georgia
 West Georgia Technical College

Silver

Ag-South Mortgages
 Michael L. Stone
 FOGO Data Networks
 Dan P. McBrayer, CLU
 River City Bank

Bronze

American Sign Depot, Inc.
 Edward Jones Investments—Fred O'Neal
 Fairfield Plantation Property Owners Assoc.
 First Baptist Church, Carrollton
 Garrett, Stephens, Thomas & Fazio & Co. PC
 Hannah Electric Co., Inc.
 Janus International
 Charter Bank
 Prater & York LLC
 Tisinger Vance P.C.

Chamber Spirit Visit



Merle Norman - Villa Rica, 104 South Carroll Road, Suite B, Villa Rica, receives a surprise Spirit Visit from Chamber Ambassadors.

Bowdon joins DDW



The City of Bowdon recently became the second local government in Carroll County to adopt the GA Chamber's Drugs Don't Work (DDW) policy as a Drug-free Workplace. Pictured l-r with their certificate are Kelly Hall, Stacy Folds and Jimmy Meigs.

Carroll named a ‘Camera Ready Community’

Carroll County has been designated one of 16 “Camera Ready” counties in Georgia. The community was recognized by the Georgia Film, Music & Digital Entertainment Office at one of Georgia’s newest production facilities, EUE/Screen Gems Studio in Atlanta.

Jonathan Dorsey, executive director of the Carrollton Area Convention and Visitors Bureau, attended the ceremony on behalf the community, said the designation lets filmmakers know that Carroll County is a good location for production, has good physical resources, trained workers and has been in the industry in the past.

Most recently “The Way Home,” released on DVD in October and starring Dean Cain, was shot in Carroll County and featured a real-life story set in the county. Carroll County is home to Red Five Entertainment, producer of “The Way Home” and “Conjurer,” another locally shot film released in 2008. Red Five located to Carrollton and maintained production facilities at The Burson Center during the shooting of the supernatural thriller. “Carroll Tomorrow and The Burson Center continue to offer our facilities and support to the independent filmmakers who are seeking a welcoming community with great access to the airport and Atlanta markets,” stated Donna Lackey, Vice President of Business Development for Carroll Tomorrow. In addition to Red Five, The Burson Center has hosted other independent film companies, including StoneCarter Media, Scratched Lens Productions and Mix International Media.

Carroll County is featured on the State Of Georgia website, www.georgia.org/cameraready so film producers and location scouts have access to information and contacts to begin production. The “Camera Ready” designation affords tremendous economic opportunity in the growing video and film production market.

The Georgia Department of Economic Development reports the Film, Music and Digital Entertainment division had a banner year with the state ranking in the nation’s top five for film produc-



tion. The Georgia Entertainment Industry Investment Act offers an across-the-board flat tax credit of 20 percent based on a minimum investment of \$500,000 on qualified productions or projects in Georgia. An additional 10 percent Georgia Entertainment Promotion uplift can be earned by including an imbedded animated Georgia logo on approved projects.

There were 330 productions in Georgia for fiscal year 2010, which included features, independent movies, TV/episodic films, commercials, music videos and video game development. Combined production budgets increased from \$647.6 million in fiscal year 2009 to \$744.3 million in fiscal year 2010.

The advertisement features a close-up of a dog's face wearing a black pirate hat with a red flower and a blue ribbon. The dog has a black eye patch over its right eye. In the top left corner, there is a small skull and crossbones icon. The text is as follows:

FREDRIC FINCH GRAPHICS
Don't let Pirates control your website. Call or E-mail Fred to have your website checked for problems.
fred@fredricfinch.com
404.520.0502

Young Professionals Network of Carroll County

at The
Lazy Donkey

Lazy Donkey
334 Bankhead Hwy,
Carrollton

Thursday
November 4th
5—7pm

RSVP by
Wednesday, Nov. 3
to events@carroll-ga.org
or 770-832-2446



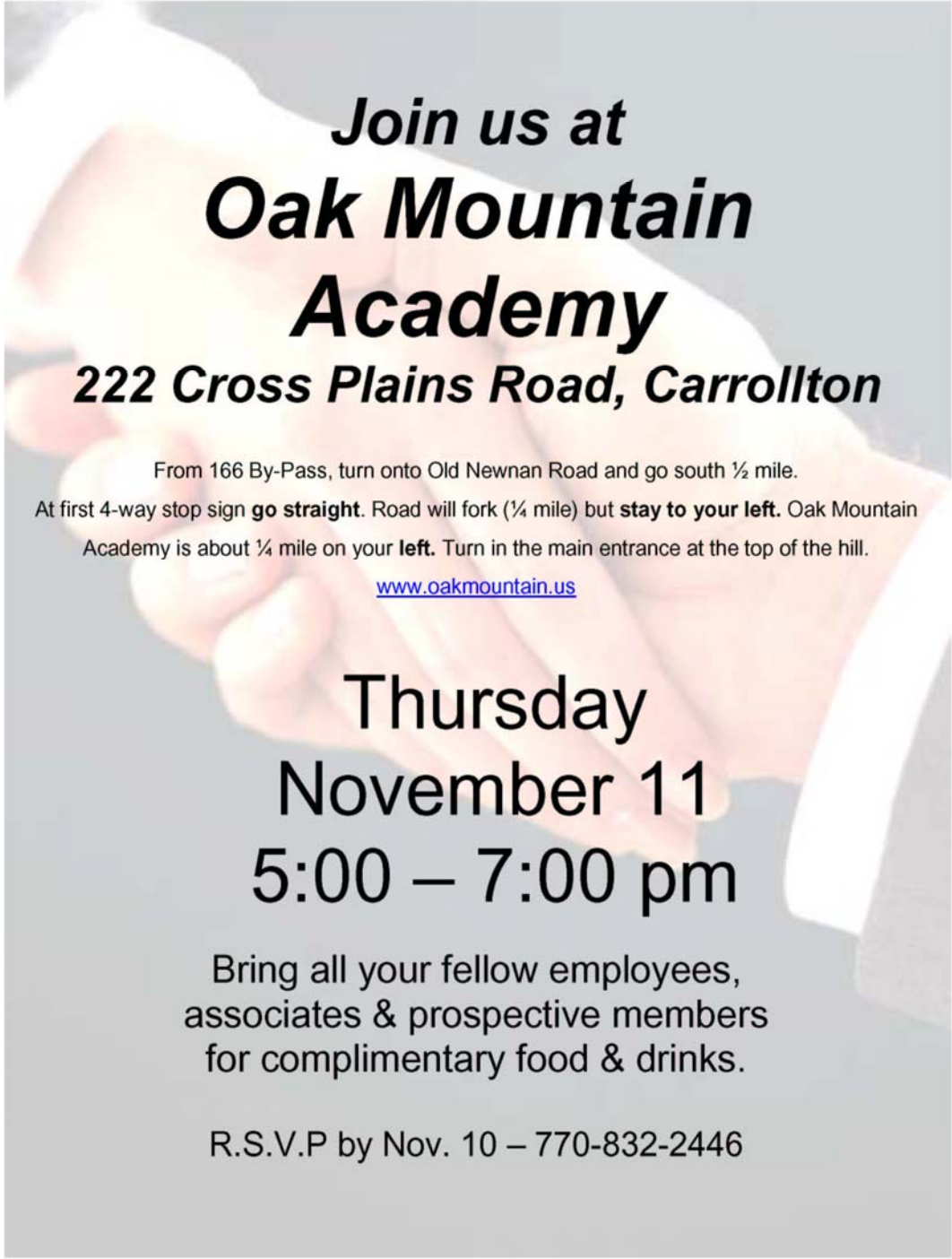
**Mix & Mingle with
old friends and make
some new ones!**

**Come enjoy Refreshments
& a Cash Bar**

The Young Professionals Network of Carroll County is a program of the Carroll County Chamber of Commerce. YPNCC's mission is to foster an environment where young professionals are energized, engaged and empowered to continue the legacy of leadership, progress and growth that has shaped Carroll County

Carroll County Chamber of Commerce

Networking



*Join us at
**Oak Mountain
Academy***

222 Cross Plains Road, Carrollton

From 166 By-Pass, turn onto Old Newnan Road and go south ½ mile.

At first 4-way stop sign **go straight**. Road will fork (¼ mile) but **stay to your left**. Oak Mountain Academy is about ¼ mile on your **left**. Turn in the main entrance at the top of the hill.

www.oakmountain.us

**Thursday
November 11
5:00 – 7:00 pm**

Bring all your fellow employees,
associates & prospective members
for complimentary food & drinks.

R.S.V.P by Nov. 10 – 770-832-2446

WELCOME FOR ALL

Making Chamber News

... *featuring our members*

Richards College of Business named by *The Princeton Review*

The University of West Georgia's Richards College of Business is an outstanding business school, according to *The Princeton Review*. The education services company features the school in the new 2011 edition of its book, "The Best 300 Business Schools."

"I am delighted to hear that the Richards College of Business has again been recognized as being among the Princeton Review's 300 Best Business Schools," said UWG President Beheruz N. Sethna. "This recognition is well deserved given the exceptional faculty, students, staff, programs and leadership in the college."

"The Best 300 Business Schools: 2011 Edition" has two-page profiles of the schools with write-ups on their academics, student life, and admissions, plus ratings for their academics, selectivity, and career placement services. In the profile on the Richards College, the Princeton Review editors describe the school as having students who: "are a friendly and close-knit bunch." They quote from students attending RCOB who say "I have a group of about 10+ friends throughout my business classes, and we all help each other out with difficult questions and strive to help everyone achieve."

Banning Mill featured in AJC

Congratulations to **The Lodges of Historic Banning Mill** for continued recognition as a fun destination in Georgia! Banning was featured on the front page of the GoGuide section of The Atlanta-Journal-Constitution for Friday, October 22, 2010. Touted as the "closest experience to flying" with more than 30 zip lines and 40 suspended bridges, visitors to Carroll County can 'fly' up to 5 miles on different tours.

UWG to host Nellie Duke Symposium on Women Issues

The University of West Georgia will host the 3rd Annual Nellie Duke Symposium featuring a tribute to Women who are serving or have served in the military. The symposium will include specialized topical seminars: Women Health Issues; Sexual Violence & Misconduct in School and the Workplace; How to be Alerted to Drug use in Children or Employees; Dealing with Illness; Opportunities for Community Service; New trends in Technology; Aging and trends for transitions in hair style and care.

The event will be held in the UWG Food Service Building (Z-6) on November 11 from 10:30 a.m.—4:30 p.m. The cost is \$29 (includes lunch).

A special banquet in collaboration with the Georgia Commission on Women and the Georgia Women's Alliance will be held that evening from 6:00—8:00 p.m. The costs will be \$29 for the banquet meal.

Call 678-839-6611 to register or for more information, or visit www.uwgce.com.

CHAMBER PERKS

Are you making use of the Chamber Community Calendar? Not only is it a good source for planning your weekend but it also is a great resource for planning your events, so that your event is not in conflict with another event. Annual events stay on the calendar with the new date replaced as soon as it is available.

Check it out at www.carroll-ga.org, and click on "Community Calendar". Please email your public events to joan@carroll-ga.org.



November 1
Chamber Board Retreat

November 3—8:30am
Ambassador Committee
Chamber

November 4—8:30am
Workforce Education Comm.
Chamber

November 4—5:00-7:00pm
Young Professionals
Networking
The Lazy Donkey

November 11—5:00-7:00pm
Networking After Hours
Oak Mountain Academy

November 16—7:00pm
Farm City Harvest Dinner
Ag-Ed Center

**November 17—11:30am-
1:00pm**
Business Success Luncheon
*Managing a Drug-free
Workplace*
Burson Center

November 18-19
Carroll/Haralson HR Academy
Burson Center

November 19
Farm City Tour

November 25-26
Chamber Offices Closed

December 9—7:30am
Membership Breakfast
UWG Z-6

Chamber Gift Checks available for the holidays

The Carroll County Chamber of Commerce's Gift Check Program has proven to be a highly successful way for you to market your business. Turning new customers into existing customers is an important part of helping your business thrive and participating with the Chamber Gift Check program and/or offering coupons through this same program can help bring in those new customers and help convert them into long-term customers.

With the holiday season fast approaching, we want to again give all Chamber members the opportunity to participate. There is no cost to add your name to be a participating merchant and over 100 of your fellow Chamber members are already on the list. Simply contact the Chamber today for the necessary paperwork.

Participating merchants also have the opportunity to offer special bonuses or discounts if a customer decides to spend their gift checks with them for a nominal fee.

A Reminder to our Participating Merchants:

The holidays are the time of year when we sell the most Chamber gift checks. Please make certain that all employees who handle money are well informed of the program and do not turn away customers who bring in Chamber gift checks.

When a gift check is presented to your business, you should honor it as cash, complete the deposit information/stamp on the back side and deposit as usual. If a customer spends less than the gift check value, you can offer cash back, store credit, or issue a store gift certificate for the balance. It is entirely up to you.

Michael L Stone cordially invites you

DATE: Tuesday, December 14th
TIME: 12:00 pm until 5:00pm
LOCATION: Milestone Investment Management
206 Mandeville Ave

**to attend our
grand opening
ribbon cutting**

Bring a friend

Please R.S.V.P. to
Jennifer Sauls
770.830.0063

*Ribbon Cutting
@ 12pm followed
by Open House*

*Michael will
be serving his
special chicken &
sausage gumbo*

*Happy Holidays.
We hope you can join us*

Securities offered through LPL Financial, Member FINRA/SIPC
Investment advice offered through Independent Financial Partners,
A Registered Investment Advisor and separate entity from LPL Financial.



*Tis the Season
to buy...*

CHAMBER GIFT CHECKS

featuring over 100 participating merchants...

- | | | |
|--------------------------------------|--|---|
| 4 Seasons Self Storage | Greg Cook's Fine Jewelry & Diamonds | Showcase Beverage |
| A Frame of Mind | Handy by Jimmy Cook | SI Communications/ Authorized A T & T Dealer |
| ACRA Computing | Harry T's Car Wash & Lube | Simple Elegance Bridal and Formalwear |
| Advantage Office Solutions | Haystack Finds | Sit N Sleep |
| American Computer Net | High Definition Signs | Sizemore Inc. |
| American Sign Depot | Honey Baked Ham Company | Smith's Studio |
| Amvets Post 99 (restaurant only) | Indulge Salon & Day Spa | Southern Sales & Marketing |
| Anderson's Florist | Lasting Beauty Permanent Make-up | Southland Insurance Agency |
| Animal Services & Supplies | Lela Lu's Active Wear Boutique, Inc. | Spinnerz Family Skate Center |
| Antiqueloco | Lewis Carpet Cleaning | Sportsplex |
| Aria Interactive | Little Hawaiian Restaurant | Sta-Fit & Tan |
| Barnes Store | LongHorn Steakhouse | Stix Bar & Grill |
| Bass & Bucks Barber Shop | Lowe's of Carrollton | Sunnyside Café |
| Belk | Massage & Therapeutic Services | Sunset Hills Country Club (golf shop only) |
| Best Western Carrollton Inn & Suite | Massages by Brandie | Superior Mountain Water |
| Bottom Line Tax Services, LLC | Maxwell Heating & Cooling, Inc. | Sweet Memories Scrapbooks |
| Bowdon Mfg. Outlet Store | McEver's Awards, Trophies and Gifts | Sweet Pea's Boutique |
| Burson Feed & Seed, Inc. | Merle Norman Cosmetics Studio | Target |
| Butler & Son Pet Crematory | My Heart's Keeper | The Artist's Palette by Robin |
| Carroll County Animal Hospital | Next Level Sports Center | The Cowboy Shop |
| Carroll Star News | North Georgia Turf | The Furniture House of Carrollton |
| Carrollton Academy of Dance | OCharley's Restaurant | The Inn at Oak Lawn Farm |
| Carrollton Collision Center | Olive Tree Restaurant | The Lazy Donkey Mexican Restaurant |
| Carrollton Janitorial Supply | Ozier Products | The Mobley Company Jewelers |
| Cartridge World | Paige Simmons Etc.— www.etcetera.com | The Nest |
| CC's Pizza | Papa John's Pizza (Maple St. location) | The Squire Shop |
| Classic Gardens | Paradise Auto Spa | The UPS Store (packaging & large freight also included) |
| Classical Photography | Paul Davis Emergency Services | Times-Georgian |
| Comfort Shoes Plus | Persian Tea House | Treasure Chest Consignment & Indoor Flea Market |
| Cookies' Home Décor and Flea Market | Plates on the Square | Unleash the Pawsitive Dog Training |
| Curves (Carrollton) | Platinum Event Promotions | UTI Transport Solutions |
| El Ranchito Mexican Restaurant** | Poppa Deli | Vicki-O's |
| Erickson Painting | Quest Comic Shop | Walker Meats |
| Exotic Pets of Carrollton | Quintin Rivera Salon | West Georgia Center for Plastic Surgery |
| Food Lion (Carrollton) | Quizno's | Whiten Pools |
| Freckles Boutique | Results! Medical Spa | Wildwood at Villa Rica |
| Fredric Finch Graphics | Robinson Karate Dojo | Willis Jewelry |
| Friends of the Library | Rome Street Gallery and Art Supplies | |
| Garrett, Stephens, Thomas, Fazio, PC | Sears (Carrollton) | |
| Geek Call | Shane's Rib Shack | |

Beat the holiday rush...

Order yours today by calling (770) 832-2446.

Retail therapy for you. A booster shot for your community.

shop
CARROLL FIRST
CARROLL COUNTY CHAMBER OF COMMERCE



proudly presents

Doug Stone

IN CONCERT

Saturday, January 22, 2011

7 p.m.

Murphy Campus
Conference Center
Waco, Georgia



Proceeds benefit
WGTC
Adult Education
and Haralson
County LAMP

Tickets and Corporate Sponsorships Available
Tickets \$20 each. Buy 3 get the fourth FREE with no limit.

For tickets call 770.537.6010 or dawn.cook@westgatech.edu

Ribbon Cuttings



FOGO Data Center hosted their grand opening at 340 Tom Reeve Dr., Carrollton, with a reception and a series of week-long hardhat tours.



Ashbrook Village welcomed Ambassadors from Carroll and Douglas County Chambers to their newly remodeled facility at 75 Herrell Road, Villa Rica.



Mandeville Mill Lofts celebrated their grand opening at 361 Lovvorn Rd., Carrollton.



Allen Bell Architects enjoyed a ribbon cutting with Ambassadors at their new office at 128 Lovvorn Rd., Carrollton.

Community Spirit



it's the
CharterBank
way.

We'd like to thank the Carroll County Chamber and all those who attended our Networking After Hours event on October 14th. It's always great to fellowship with community leaders and CharterBank extends a great partnership with their local communities.

If you missed our event, CharterBank and it's team members invite you to stop by. And, when you're thinking about your banking needs, we hope you'll consider us.

We look forward to a continued and renewed relationship with you and the West Georgia area.

May God bless our community~

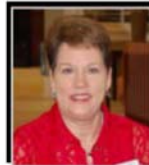
Just a few of the reasons to visit...the same friendly team members ready to serve you! Stop by. Enjoy a cup of coffee at the CharterCafe, while the kids watch a movie at the Charter Doodle Bug Hole...or bring in their change to the Spinning Penny. There's lots to discover at CharterBank, "An Entirely New Banking Experience".



Jan Teal
Region President



Casey Pierce
Branch Manager



Kathy Sherrill
Customer Relations



Deadra Gamble
Personal Banker



Steve Thompson
Customer Relations



www.charterbank.net

770.834.6800 Carrollton
800.763.4444 Customer Service Extended Hours

Bremen • Carrollton • Newnan • Peachtree City • LaGrange • West Point • Valley • Opelika • Auburn



Managing a Drug-Free Workplace Business Success Lunch

Wednesday, November 17, 2010

Burson Center

500 Old Bremen Road
Carrollton, GA

11:30 AM to 1 PM

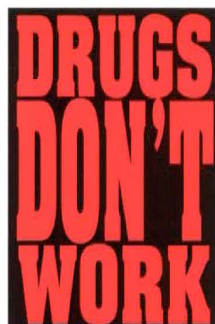
Register Today!
Joan@carroll-ga.org
or Call: 678-890-2352
Or online *see below

***Lunch \$10 per person**

**Pre-registration is REQUIRED*
Unclaimed reserved lunches will be invoiced.
Register online at: www.georgiasbdc.org/ce/carrollton

Come chat with a panel of experts and learn...

- Why it is important to have a Drug Free Workplace?
- What happens when your employees are drug screened?
- What is the 7.5% discount on your worker's compensation premiums?
... And much more!



Speakers at the Business Success Lunch

Chuck Wade:

CEO at Council on Alcohol and Drugs of Georgia and State Director of Drugs Don't Work.



Reagon Clayton

Chairman of Carroll Meth Awareness Coalition and Deputy Sheriff in Carroll County.



1. What are the current trends in workplace drug use? Is there a change in the drugs being used, how are they used, etc.?
2. What are the current trends in drug testing avoidance? What should we be looking for to identify cheaters?
3. What are the demographic trends in workplace drug use? Are we seeing any change in the type of person most likely to be using drugs?
4. How many Chambers have this program (DDW) in effect in the state of Georgia'?
5. On the Drug Free Workplace application, explain what is a group fund self insured insurance plan, and a private self insured insurance plan?

1. In the local area, what is going on with drug trafficking?

Gary Hewitt

Co-Owner of Southland Insurance Agency. Bio - been married to Susan for thirty-eight years, two children, four grandchildren, have a Bachelor of Science Degree in Business Administration from Shorter College. Lived and worked in this area most of my life.



1. What impact does drug use have on company health rates? Has this been studied'?
2. What is the 7.5% discount on your worker's compensation premiums?
3. What is my return on investment for having a drug free workplace?
4. What is the definition of employee?



Carroll County & Haralson County Chambers of Commerce HR Academy Presented by Fisher & Phillips LLP

**Thursday,
November 18, 2010
&
Friday,
November 19, 2010**

*The Burson Center
500 Old Bremen Road
Carrollton, GA 30117*

8:00-8:30 a.m.

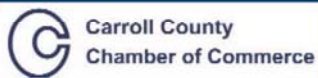
Registration and Networking

*8:30 a.m.-12:00 p.m.
Program*

Cost

\$50 for Chamber member;
\$65 for Non-Member
Advance Registration Required

*Registration required with your
"home" Chamber. For members who
belong to both Chambers, please register
with the Chamber where your
headquarters is located.*



FISHER & PHILLIPS LLP
ATTORNEYS AT LAW

Solutions at Work[®]

www.laborlawyers.com

*Representing employers nationally in labor,
employment, civil rights, employee benefits,
and immigration matters*

Conducting business today requires knowledge of a wide array of workplace laws. Learn more about wage-hour issues, discrimination issues, safety compliance, hiring and termination and several other topics to help you be legally compliant in all phases of the employment relationship. Both new and experienced HR professionals will benefit from this program, which includes six different modules:

November 18, 2010

Performance Management (Hiring & Firing)

- Legal objectives of hiring
- Hiring documentation
- Employment applications
- Effective recruiting practices
- Effective interviewing
- Orientation of new employees

Wage & Hour Compliance

- Overview of wage and hour laws
- Payment of wages and deductions
- Correctly classifying employees
- Exemptions
- Recordkeeping
- Monitoring overtime and meal and rest periods

Managing Employee Leaves

- Complying with the Family and Medical Leave Act
- Workers' Compensation and related leaves
- Military leave

November 19, 2010

Avoiding Discrimination & Harassment Claims

- Overview of laws relating to discrimination and harassment
- Types of discrimination and harassment
- Dealing with harassment complaints and conducting investigations

Safety & Health Basics

- Overview of OSH Act
- Avoiding the new enforcement-driven OSHA
- Achieving operational excellence through safety

What To Do When The Government Knocks

- Laying the groundwork to withstand a government investigation
- The employer's rights
- Responding to EEOC charges
- Wage and hour and OSHA investigations
- Surviving an OFCCP investigation

Continued on reverse

HR Academy Registration

Date _____

Name(s) and Title(s) of Attendee(s) _____

Company Name _____

Primary Contact _____

Address _____

City _____ State _____ Zip Code _____

Phone _____ Fax _____

Email _____

\$50 for Chamber Members \$65 for Non-Chamber Members

Total Registration Cost \$ _____ Method of Payment: Check Credit Card

Please bill my account in the amount of \$ _____ VISA MasterCard Am Ex

Credit Card Number _____ Expiration Date _____ 3 or 4 digit code _____

Cardholder's Name as it appears on card _____

Cardholder's Billing Address _____

City _____ State _____ Zip Code _____

This program qualifies for HRCI credit.



*The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program.
It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.*

All attendees should RSVP with payment to:

Attn: Donna Lackey
Carroll County Chamber of Commerce
200 Northside Drive
Carrollton, GA 30117

OR

Attn: Jennie English
Haralson County Chamber of Commerce
70 Murphy Campus Blvd.,
Waco, GA 30182

Further information: Donna Lackey at (770) 832-2446 or donna@carroll-ga.org
OR Jennie English at (770) 537-5594 or jenglish@haralson.org

Hands on Carroll makes a difference



Congratulations to all the volunteers of this year's Hands on Carroll County event. The project, led by Chamber Treasurer and Southwire Communications Director, Gary Leftwich, and partnering with Keep Carroll Beautiful, worked hard to make improvements at the Boys & Girls Club, Carrollton City Entrance, Hays Mill Park, Carroll County Animal Shelter and a Habitat for Humanity site.



WBA names Dost 2010 Professional Woman

The Women's Business Alliance hosted "Inner Body and Soul" featuring presentations by Dr. Brenda Fitzgerald and Dr. Fred Richards on October 7th. The event also included exhibits by Indulge Salon & Day Spa, Harvest Your Dreams Travel and Advanced Massage Therapies.

The WBA also presented the 2010 Professional Woman of the Year award to Jacqueline Dost, executive director of Keep Carroll Beautiful and active community volunteer. Dost is a strong Chamber Ambassador having won Ambassador of the Year in 2007, and has been a strong advocate for chamber membership. She is also very involved on the chamber's Environmental Projects Committee and works closely with the organization's "green" initiatives. Dost currently serves as President of the Carrollton City Schools Academic Booster Club and is very involved in Carrollton High School programs.



Jacqueline Dost, the 2010 Professional Woman of the Year, is joined by this year's nominees. Pictured left to right, Michelle Lewis with UGA Extension Service; Christy Loper of United Community Bank; Jill Duncan of Jill Duncan State Farm; Dost; and, Kelley Park with Southwire.

Job Growth in U.S. Driven Entirely by Startups— Kauffman Foundation

When it comes to U.S. job growth, startup companies aren't everything. They're the only thing. It's well understood that existing companies of all sizes constantly create – and destroy – jobs. Conventional wisdom, then, might suppose that annual net job gain is positive at these companies. A study released today by the Ewing Marion Kauffman Foundation, however, shows that this rarely is the case. In fact, net job growth occurs in the U.S. economy only through startup firms.

The new study, *The Importance of Startups in Job Creation and Job Destruction*, bases its findings on the Business Dynamics Statistics, a U.S. government dataset compiled by the U.S. Census Bureau. The BDS series tracks the annual number of new businesses (startups and new locations) from 1977 to 2005, and defines startups as firms younger than one year old.

The study reveals that, both on average and for all but seven years between 1977 and 2005, existing firms are net job destroyers, losing 1 million jobs net combined per year. By contrast, in their first year, new firms add an average of 3 million jobs. Further, the study shows, job growth patterns at both startups and existing firms are pro-cyclical, although existing firms have much more cyclical variance. Most notably, during recessionary years, job creation at startups remains stable, while net job losses at existing firms are highly sensitive to the business cycle.

“These findings imply that America should be thinking differently about the standard employment policy paradigm,” said Robert E. Litan, vice president of Research and Policy at the Kauffman Foundation. “Policymakers tend to focus on changes in the national or state unemployment rate, or on layoffs by existing companies. But the data from this report suggest that growth would be best boosted by supporting startup firms.”

Because startups that develop organically are almost solely the drivers of job growth, job-creation policies aimed at luring larger, established employers

will inevitably fail, said the study's author, Tim Kane, Kauffman Foundation senior fellow in Research and Policy. Such city and state policies are doomed not only because they are zero-sum, but because they are based in unrealistic employment growth models.

And it's not just net job creation that startups dominate. While older firms lose more jobs than they create, those gross flows decline as firms age. On average, one-year-old firms create nearly one million jobs, while ten-year-old firms generate 300,000. The notion that firms bulk up as they age is, in the aggregate, not supported by data.



KEEP CARROLL BEAUTIFUL

www.keeptcarrollbeautiful.org

AFFILIATE

KEEP AMERICA BEAUTIFUL INC.

Volunteer TODAY!
678-890-2361

Welcome New Members!

Anchovi's

Michelle Keller
819 Bankhead Highway
Carrollton, Georgia 30117
Phone: (770) 830-1103
Email: anchovies-pizza@yahoo.com
Category: Restaurants

Best Western Inn & Suites

Vincent Patel
1111 Bankhead Avenue
Carrollton, Georgia 30117
Phone: (770) 830-1000
Email: vpatel56@gmail.com
Category: Hotel, motel, lodge and resort

Bruce Solutions Inc

James Bruce
108 Mallard Lane
Carrollton, Georgia 30117
Phone: (770) 262-1731
Email: brucesolutionsinc@gmail.com
Website: www.brucesolutionsinc.com
Category: Concrete Sales and Service

Community Action for Improvement

Jerome Anderson
1380 LaFayette Parkway
LaGrange, Georgia 30241
Phone: (706) 884-2651
Fax: (504) 884-2654
Email: janderson@cafi-ga.org
Website: www.cafi-ga.org
Category: Non-profit

Mandeville Mill Lofts

Bob Dean
361 Lovvorn Road
Carrollton, Georgia 30117
Phone: (770) 838-7545
Email: bob@dean-realty.com
Category: Apartments

Millwork Sales & Surplus

Darcy Richardson
3825 Highway 9
Heflin, Alabama
Phone: (256) 463-7853
Email: fcddcl@msn.com
Category: Glass windows and doors

Sportsplex Health and Athletic Club

Bo Barker
106 Somerset Place
Carrollton, Georgia 30117
Phone: (770) 832-1491
Email: bo@sportsplexhealth.com
Category: Health & Fitness Center

Thank You to our Renewing Members!

Batey & Sanders, Inc.
Carroll County CASA, Inc.
Haney Development, LLC
Healthy Horizons
LongHorn Steakhouse
Martin's Restaurant
Merle Norman- Villa Rica
Royal Metal Products, Inc.
TCR Towing & Recovery, LLC
Tisinger, Sr., Richard
West Georgia Mobile Hydraulic, Inc.
West Georgia Personnel Association



**Custom Screen Printing
& Embroidery**
T-SHIRTS-JACKETS-SWEATS
COFFEE MUGS-PENS-MAGNETS
CAN COOLERS-SPORTS BOTTLES-BUTTONS
...AND MUCH MORE...
1000's of Products to Choose From!

Jim Dillard III
770-854-6959
jdillard88@aol.com

www.truebluepromos.com



*An abused or neglected
child needs your strength.
Become a
Court Appointed
Special Advocate!*

P.O. Box 310
Carrollton, GA 30112
770-838-1964
www.carrollcasa.com



Literacy is for Today and Tomorrow

In support of a
brighter future for the
residents of
Carroll County!

Volunteer with LIFT Today
Call Laura Miller (678)890-2357
lift@carroll-ga.org



JENNIFER BEAN
Conference Center Manager
beanj@cci.douglasville.ga.us
P.O. Box 219
Douglasville, GA 30133
(678) 715 6094

Downtown Conference Center
6701 Church Street
Douglasville, GA 30134
(770) 920 3000 or 1-800-661-0013
fax: (678) 715 2043

VISITDOUGLASVILLE.COM



The Buzz Hits West Georgia Professional Mojo Launches Video Media for Your Company

Did you know that adding video to small biz profiles:

- Increases the number of business profile views more than **100%**?
- Increases the number of profile clicks more than **30%**?
- Increases the number of calls generated by more than **18%**?

From web welcome videos to online training videos, how-to presentations to customer FAQs, and demonstrations to TV advertising, Professional Mojo's video production team at Proficient Solutions can see your project through from start to finish for a fee you can afford.

Our turn-key solution includes script review/development, coaching, directing the shoot, creating the graphics, then bringing all the elements together to deliver a video that will enhance your online presence. Hey, we even optimize the file and your YouTube or Vimeo channels, too!

INTRODUCTORY OFFER FOR CHAMBER MEMBERS

Video must be scheduled prior to 11/15/2010 for special rate.

Web Video Package

Includes:

- High definition video shoot
- Script consultation or script writing
- Direction and on-site coaching
- 30 minutes in-studio time
- YouTube or Vimeo Channel optimization
- Final file editing and optimization
- Two client-submitted graphics to be used in background
- 1 camera angle

You can't afford not to leverage video to compel your prospects and customers into action. Call us today,

678-561-MOJO



678-561-MOJO
professionalmojo.com

P.O. Box 5573, Douglasville, GA 30154



Choirs for Cancer

community need

Even in the best of circumstances, cancer treatment is one of the most difficult journeys anyone will make.

Now, imagine doing it without a job, without insurance and without the resources to afford your cancer care.

the event

Tanner Medical Foundation helps provide cancer treatments right here in west Georgia. Supporting Tanner Medical Foundation makes access to cancer care available to every member of our community, regardless of ability to pay.

Choirs for Cancer – Songs of Thanksgiving

Thursday, Nov. 18, 2010, at 7 p.m.

Joshua R. Mabry Center for the Arts at Carrollton High School

With Choirs for Cancer, the cost of your ticket will go toward providing cancer treatments to someone in our community who needs your help.

Tickets are \$20 each, available in advance, and can be purchased online at www.choirsforcancer.org or by calling 770.836.9871.

want to do more?

You can make an impact on someone's life!

Share how cancer has touched your life and explain how donations from your friends and family can help make this journey easier for people in our community by creating your own Web page. Go to www.choirsforcancer.org to create your page.

Choirs for Cancer donations will be used to help provide state-of-the-art cancer treatment to the people who need it — right here in west Georgia.



Featuring
Babbie Mason
and the
following choirs:

Bremen First Baptist Church
Carrollton First UMC
Carrollton High School Show Choir
Shades of Red
Sonrise Baptist Church
Tabernacle Baptist Church
Tanner Physician Musicians
Thomas Dorsey Choir

TANNER
MEDICAL FOUNDATION

**Consider what a stronger commitment to the
Carroll County Chamber of Commerce could mean for your business!**



Forward Carroll 2011

A year-round sponsorship program in support of Chamber activities and events.

Platinum Sponsor: \$3,000

- Preferred seating at annual dinner
 - 1 corporate table for the annual meeting
 - Recognition in membership directory
 - Opportunity to make one 2 minute presentation at a membership breakfast
 - Opportunity to distribute handouts at Chamber events
 - 2 mass emails to membership
 - 3 sets of complimentary membership mailing labels
 - 3 free business card sponsorships in newsletters
 - Year-round acknowledgement in Chamber lobby
 - Recognition at membership breakfast
 - 3 complimentary full page promotional ads in Chamber newsletter
 - Acknowledgement at all Chamber breakfasts, the annual meeting and member BBQ
 - Recognition in the Chamber Annual Report
-

Gold Sponsor: \$1,500

- 1 corporate table for the annual meeting
 - Recognition in membership directory
 - Opportunity to make one 2 minute presentation at a membership breakfast
 - Opportunity to distribute handouts at Chamber events
 - 1 mass email to membership
 - 2 sets of complimentary membership mailing labels
 - 2 free business card sponsorships in newsletters
 - Year-round acknowledgement in Chamber lobby
 - Recognition at membership breakfast
 - 2 complimentary full page promotional ads in Chamber newsletter
 - Acknowledgement at all Chamber breakfasts, the annual meeting and member BBQ
 - Recognition in the Chamber Annual Report
-



Forward Carroll 2011

A year-round sponsorship program in support of Chamber activities and events.



Silver Sponsor: \$850

- 1 set of complimentary membership mailing labels
- 1 free business card sponsorship in newsletter
- Year-round acknowledgement in Chamber lobby
- Recognition at membership breakfast
- 2 complimentary full page promotional ads in Chamber newsletter
- Acknowledgement at all Chamber breakfasts, the annual meeting and member BBQ
- Recognition in the Chamber Annual Report



Bronze Sponsor: \$450

- Year-round acknowledgement in Chamber lobby
- Recognition at membership breakfast
- 1 complimentary full page promotional ad in Chamber newsletter
- Acknowledgement at all Chamber breakfasts, the annual meeting and member BBQ
- Recognition in the Chamber Annual Report

Company Name _____

Address _____

City _____ State _____ Zip _____

Contact Person _____

Sponsorship Level _____ Fee Attached _____ Please invoice _____

Guidelines:

1. All Forward Carroll sponsors must be current members of the Carroll County Chamber of Commerce.
2. Sponsorship committed after December 17th are not guaranteed to be listed on the 2011 Board of Recognition.
3. Annual Dinner and Meeting tables will be reserved on a first come, first served basis.

Sponsorship in Forward Carroll does not include membership dues. This investment will offset the cost of many of our 2011 events including: Annual Meeting, Membership BBQ, all Membership Breakfasts and Board of Directors meetings.

Signature

Date



COMPLETE RESTORATION SERVICES, LLC
• HARRIS BUILDERS, INC. •

Custom Building and Remodeling Since 1986

Fire, Wind and Water Damage Repair • Residential • Commercial
We build each project with a commitment to quality and craftsmanship



New Construction



Fire Restoration, Before...



After

LICENSED AND INSURED for your protection • References gladly provided
CONTACT US AT: 770.214.1728 • www.completerestoration.net

MULTI-PEST SERVICES

For over 30 years *Multi-Pest Services* has been taking care of families just like yours and keeping their homes free from pest infestation. *Multi-Pest Services* provides a wide variety of services to protect your home or business from rodents, ants, roaches, termites and many other harmful pest.

- Complete Termite and Pest Control
- Accurate Termite Inspections and Reports
- Rodent Control and Exclusion

Termidor
Soil treatment

Advance
Termite Baiting System



- * Home
- * Business
- * Industry

Join those switching to Multi-Pest Services

Contact us today for a termite or pest control inspection!

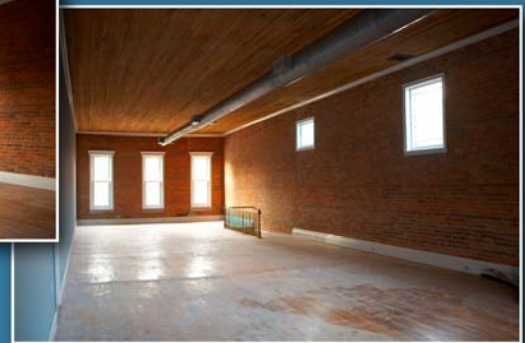
(770) 834-0811
www.multi-pest.com

Serving Carroll County and the Surrounding Area for over 30 Years

Commercial-Downtown Carrollton



Great visibility for three separate 2400 sq. ft. spaces on square, directly across from new West Georgia Tech offices. 2400, 4800 and 7200 sq. ft. configurations available.



Contact Kash Johnson at
770.832.9090 or
kash@classicalphoto.com

12-14 ft ceilings, exposed brick, spiral ductwork. Great option for growing law office, service or retail business. Short walk to all downtown amenities.