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each had never fought the fight

you don't use your power
to shine and #bethelight



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in celebration of Black History Month, and engage with us
all year long.





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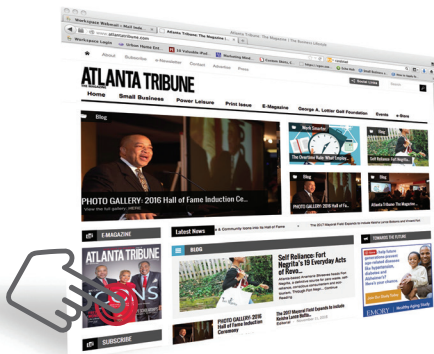


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Mayor's Masked Ball's success — an overflow crowd of 1,300, revenues of more than
\$1.3 million, an all-star lineup of honorees and sponsors and many new donors who are
now committed to our cause — will resonate across Atlanta for months to come. Most
importantly, the success of the Atlanta Mayor's Masked Ball will resonate for decades
to come in lives and communities of the thousands of Atlanta students who, with
proceeds from this event, have been given the opportunity to get a college education,
launch careers and lead successful lives.

Your in-depth coverage made UNCF's motto, "A mind is a terrible thing to waste, but
a wonderful thing to invest in."® a reality for all of Atlanta, and we are grateful. We
appreciate you highlighting the prominence of our work, showcasing the depth our
brand and emphasizing the importance of our mission in such a meaningful way.

Sincerely,

Justine Norman Boyd

UNCF

Regional Development Director

LESSONS OF 2016

"Awesome, she is such a gem."

— Monica Emma on Alicia Ivey's "Lessons of 2016"

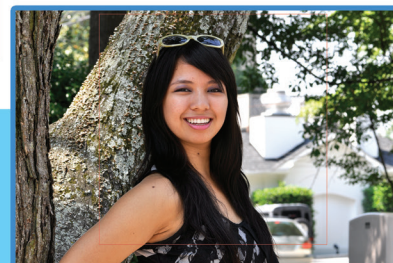
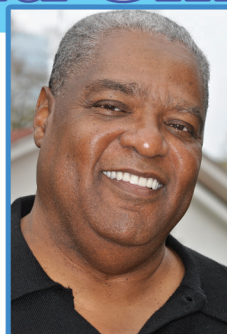
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— Marissa Mitchell on Marvin S. Arrington Jr.'s of "Lessons of 2016."



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THE EDITOR'S VIEW



There is a common thread running through this issue and it would be obvious to you even if I didn't name it. But, I will: grooming and inspiring leaders. In a time when there is a not-so-subtle need to be uplifted, it is refreshing to read so many stories of success and reaching back. Now, more than ever, it is strikingly obvious that it's going to take a village. And reading the profiles of The Coca-Cola Company's senior executive men as well as taking a behind the scenes peek at the work of both Dr. Valerie Montgomery Rice, president of Morehouse School of Medicine, and Atlanta Technical College's new president Dr. Victoria Seals gave me a great deal of hope that things in this country and our communities will work out. It's going to take all of our efforts, sharing our best talents with the community — personally and professionally. And beyond what we do, who we are ... who we're being is paramount.

Great leaders embody that ideology.

When asked what life trophy he'd like to have on his mantle, Dexter L. Harris's response took me back to my childhood and conversations with my grandfather about what separates the good from the great. Harris said, simply, he'd like to be known for having been "a good man." "It can mean a lot of different things," he says, "but in general, it conveys someone who can be trusted no matter what."

You can never have too much good.

Read this month's feature package of Coca-Cola VPs and take note of each executive's tips for getting the most of out of themselves and those around them. It's all good. AT



Katrice L. Mines
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MBDA HELPS LAUNCH THE RUSSELL CENTER FOR INNOVATION AND ENTREPRENEURSHIP

Among our nation's fastest growing cities, Atlanta has features that position it as a hub of the burgeoning inclusive innovation ecosystem in the United States. Now, thanks to a new public-private collaboration and funding in part by a grant from the U.S. Department of Commerce's Economic Development Agency, and state economic development funds, these institutions will be joined by the Russell Center for Innovation and Entrepreneurship which represents the next phase in Atlanta's evolution as a leading regional innovation-focused city. Conceived as a vibrant engine of economic prosperity for local and national entrepreneurs, the newly formed non-profit innovation incubator will be located in the former headquarters of H.J. Russell & Company, designed to spur business creation and business ownership in the heart of the New South.

A New Public-Private Partnership to Spur Inclusive Innovation

RCIE will pay homage to the spirit and drive of Herman J. Russell, an Atlanta native and skilled tradesman who, over a period of 60 years, grew his father's plastering company into a construction and development powerhouse.

The center is located in Castleberry Hill, a historic downtown Atlanta residential and business district that is in strategic proximity to a handful of institutions that will help seed business and innovation within the RCIE: Clark Atlanta University, Morehouse College, Atlanta University Center, Spelman College, and Georgia State University.

The partnership with local universities, as well as with regional businesses, is a core aspect of the RCIE concept: The 40,000-square-foot center is slated to support entrepreneurs



seeking to create, sustain or grow ideas, products and services into sustainable companies. RCIE's mission is to foster an innovation ecosystem that supports new business-owners from across sectors, in particular minority-owned enterprises.

"Our vision is that the Russell Center for Innovation and Entrepreneurship will have a meaningful and far-reaching impact on the community by not only spurring on entrepreneurs and visionaries from all walks of life, diverse backgrounds and varying age groups, but also by helping to provide access to the vital elements for success, including an environment that excites collaboration with other like-minded individuals to create innovative products and services that some may never be able to create single-handedly," says H. Jerome Russell, RCIE board member and president, H. J. Russell and Company.

Additionally, the center will offer peer mentoring, offer business consulting, a speaker's series, incubator classes, and facilitating access to capital, Russell says.

The RCIE will join several innovation incubators

that have sprung up across greater Atlanta in recent years — but it is distinct for its combination of public-private funding and operational collaborations, as well as for the history that informs it, says Alejandra Y. Castillo, national director of the Minority Business Development Agency at the U.S. Department of Commerce.

"Atlanta has long been a location where great ideas find room to grow and flourish, from social justice activism that was the foundation of the Civil Rights movement, to economic empowerment initiatives that the state and city prioritize," says Castillo.

Last summer MBDA— which convened U.S. Commerce Department experts and collaborated on facilitating the grants programs and the EDA funding that contributed to the formation of the RCIE— launched the Inclusive Innovation Initiative, known as I-3.

The RCIE joins the I-3, launched by MBDA, the U.S. Commerce Department and the Federal Labs Consortium, in strengthening America's inclusive innovation ecosystem.

(Continued on page 64)

Morehouse School of Medicine *President and Dean* **DR. VALERIE MONTGOMERY RICE** *to Receive 2017 Horatio Alger Award*

Horatio Alger Association names 11 exceptional individuals, each of whom has overcome significant challenges to achieve professional and personal success, to its Member Class of 2017



Horatio Alger Association of Distinguished Americans Inc., a nonprofit educational organization honoring the achievements of outstanding individuals and encouraging youth to pursue their dreams through higher education, recently announced that Dr. Valerie Montgomery Rice, president and dean, Morehouse School of Medicine, has been selected for membership in the prestigious organization. Montgomery Rice joins 10 other esteemed business and civic leaders from across North America in receiving this honor in 2017.

Montgomery Rice was born in Macon, Ga., where she and her three sisters were raised by her hardworking single mother. At age seven, she suffered from Osteomyelitis, and was hospitalized for three months due to the rare yet serious condition that presents with fever and pain over the bone area secondary to an infection. The disease had taken a toll on her physical strength, yet her determination never wavered. She lagged behind in school, due to her condition, and was required to take an alternative bus with mentally challenged students. Montgomery Rice formed a special relationship with these children, and they shaped her desire to serve marginalized populations. She worked hard in school and was awarded academic scholarships to attend the Georgia Institute of Technology. Montgomery Rice then earned

her MD from Harvard Medical School and completed residency training at Emory University School of Medicine. She began her career in medicine in 1993 at the University of Kansas School of Medicine, Henry Ford Medical Center and Meharry Medical College where she held faculty appointments and leadership roles. An internationally renowned reproductive endocrinologist, she returned to Georgia in 2011 to take a role as the dean and executive vice president of Morehouse School of Medicine, and later, became the first female president in the school's history. Under Montgomery Rice's leadership, the school embraces a new vision to lead the creation and advancement of health equity. She has nearly doubled the MD class size, orchestrated several renovation projects including the construction of a student pavilion, and secured more than \$70 million in institutional funding, capital projects and scholarships to further diversify Georgia's healthcare professionals.

"Valerie's incredible accomplishments and work ethic perfectly reflect the principles of this organization," says Byron Trott, president, Horatio Alger Association and 2011 Horatio Alger Award recipient. "We speak often of the American Dream, and few individuals better capture the power of that dream than Valerie. An internationally recognized doctor and dedicated philanthropist, she will serve as an important role model for both current and Alumni Scholars. We are proud to welcome her

into the Association as part of this outstanding class of new Members."

Montgomery Rice strongly believes in utilizing her leadership role to give back to the community, especially to advance the educational opportunities available to underprivileged youth. She donates to – and supports – many organizations, including the Girl Scouts of America, the National Medical Fellows, March of Dimes, the Society for Women's Health Research, the United Negro College Fund and the Georgia Hispanic Chamber of Commerce, among others. Most recently, Montgomery Rice and the Morehouse School of Medicine adopted the Tuskegee Airmen Global Academy, a Title I elementary school, and developed a STEM lab, group and individual mentoring programs and quarterly programming in collaboration with corporations.

"From a young age, I witnessed my mother's strength and resilience in the face of great challenges," Montgomery Rice commented. "She taught me to strive for the impossible and to never give up on my dreams. As part of the Horatio Alger Association, I hope to inspire young people and instill those same values within them. I understand what it is like to experience hardships, and I look forward to working with these remarkable Scholars, bearing witness to their achievement of big and bold dreams." **AT**



SUPPORTING STUDENTS WITH MORE THAN
\$17 BILLION TO THE STATE OF GEORGIA FOR
EDUCATIONAL PROGRAMS SINCE JUNE OF 1993.

U.S. Department of Commerce Awards Clark Atlanta University \$432,335 for Transformative Campus-Community Initiative Innovation and Entrepreneurship Platform

U.S. Secretary of Commerce Penny Pritzker announced an award of \$432,335 to Clark Atlanta University, part of a \$15 million investment by the Economic Development Administration's Regional Innovation Strategies Program. CAU is among only 35 organizations funded out of more than 215 applicants from 19 states, and the program's first investment in a Southern HBCU.

CAU received the funds to partner in launching a groundbreaking university-community initiative, the Clark Russell Entrepreneurship and Technology Ecosystem. Over the next three years, CREATE will develop and launch an innovative platform that will economically transform Southwest Atlanta into a vibrant, inclusive and entrepreneurial innovation ecosystem supporting approximately 50 new entrepreneurs in creating 400 jobs in local food system technology enterprises. Partners in this initiative include the United Negro College Fund and two community cohorts, the Herman J. Russell Center for Innovation and Entrepreneurship and the Truly Living Well Center for Natural Urban Agriculture.

This historic effort is part of CAU President Ronald Johnson's bold vision for innovation and entrepreneurship, developing capacity-building activities in areas surrounding CAU and the Atlanta University Center. CREATE connects the research and education capacity of CAU, the 3D printing lab at CAU's Center for Innovation and Entrepreneurial Development, the entrepreneurship and lab-to-market training expertise of RCIE, and the world-class urban farming innovations developed at TLW in a groundbreaking proof-of-concept and commercialization pipeline that will transform local food systems in the region and beyond.

"It is troublesome that the community surrounding a world-renowned bastion of scholarship and enlightenment has, in so many ways, been forgotten and is too often considered a 'food desert' and a 'crime zone,'" Johnson says. "CREATE will directly address those issues by deploying CAU's intellectual, research and entrepreneurial assets in partnership with two outstanding organizations, RCIE and TLW, that have consistently demonstrated their commitment and expertise in enhancing peoples' quality of life. This initiative will address the underlying

issues of employment, food security and urban development, and it also represents our willingness to lock arms with the very neighborhoods that have lifted up our University community for over 150 years."

CREATE will support entrepreneurs in using STEM innovations to build healthy local food systems, create jobs for the innovation economy, and develop entrepreneurial opportunities in Southwest Atlanta. UNCF will contribute \$364,687 to the project and RCIE and TLW – \$114,045. The funds invested in this program to date total \$911,067. **AT**



DR. VICTORIA SEALS | *Atlanta Technical College's New President*



Dr. Victoria Seals took office as president of Atlanta Technical College in December. Succeeding Dr. Alvetta Peterman Thomas, who left the school to become president of Southern Crescent Technical College, Seals shifted from her role as vice president of Academic Affairs at Gwinnett Technical College to lead the ATC.

She joined Gwinnett Technical College in September 2005 as an instructor of mathematics, advanced to Division Director for Arts and Sciences and was named Dean of Academic Affairs in 2011. In addition to leading the

growth of the Arts and Sciences Division she helped guide Gwinnett Tech's faculty and staff development program, as well as several student retention initiatives.

The Spelman College and University of Georgia alumna began her teaching career in Athens, Ga., with Athens-Clarke County Public Schools for two years and Athens Technical College for six. During her time in Athens, she also served as an assistant basketball coach for the Clarke Central High School girls' basketball program and as a tutor/proctor for the University of Georgia Athletic Department.

She is a member of Leadership Gwinnett's Class of 2011 as well as the 2013 class of the Technical College System of Georgia's Executive Leadership Academy, and is also an active member of the American Association of Community Colleges, American Mathematical Association of Two Year Colleges, Technology Association of Georgia, Women in Educational Leadership and the Greater Alpharetta Technology Network.

"As I transition into this exciting opportunity at Atlanta Technical College, I appreciate the confidence and support of Commissioner Corbin and the TCSG state board," says Seals. "I am proud to have served Gwinnett Technical College's students and faculty for more than 11 years and to have been a part of the college's growth, both in the addition of a new campus in Alpharetta and in the development of innovative programming and industry partnerships. At the same time, I am excited about the privilege to work with the Atlanta Technical College faculty, staff, students and community. The college has an impressive heritage in serving students and forging business and workforce development connections. I look forward to what the future holds."

Who or what inspires you every single day?

Neither of my parents graduated high school, but they fully understood

the value of education and the opportunities it could bring. Their support and encouragement – from the time I was in elementary school until now – inspires me to be my best and to help others do the same. They instilled in me an amazing work ethic and the understanding that my actions and achievements – and failures – reflect on those who have invested in me. They inspire me to be my best and hopefully inspire our students that they can attain their goals.

Is this the track you set out on – to be a college president? If so, what was the most pivotal part of your preparation throughout your career that helped you be ready for this moment?

Once I began tutoring while a graduate student at The University of Georgia, I connected with my purpose of working in education. As an instructor at Athens Technical College, I began to see that leadership would provide an avenue to having a greater impact on students. Being an educational leader became my focus at that time. Becoming a college president evolved as a goal over the past few years, as I grew as a leader and embraced the potential impact that the role would afford me.

The most pivotal part of my preparation has been focusing on being excellent in the job at hand. I have always been a believer in preparing for the next opportunity by performing well in the current one. Additionally, participating in various leadership development programs helped me to hone my networking and strategic organizational development skills.

What is the most adventurous thing you've ever done?

When I was in graduate school, a group of us went whitewater rafting. For me, this was adventurous, because I couldn't swim! It was a fun day of trying new things and facing old fears.

What, specifically, do you most look forward to as president of the college?

As the president of Atlanta Technical College, I most look forward to having a positive impact on the students and community we serve. The defining factor of our state has been the growth in economic development. Atlanta Technical College can play a critical role in attracting and retaining companies in our area. I look forward to Atlanta Technical College being synonymous with excellence and success, as we contribute to the workforce development goals of the city, region and state.

What's first on your agenda?

My first priority is to connect with our stakeholders, beginning with our students. It is important to me for our students to feel heard and to know that we are here to foster their success. I desire for our business partners to feel confident that we are developing their needed workforce pipeline; and for our supporters to know that their investment in Atlanta Technical College is truly changing the trajectory of individuals we serve. Through the education and training we provide, we impact generations. **AT**

Sydnee Mack, Esq.: FROM VISION TO FRUITION



Born and bred in Las Vegas, Sydnee R. Mack was influenced by her mother to become a lawyer ever since pre-school, because of, as Mack explains, her “calm, rational demeanor and ‘old soul.’” Her mother’s vision has turned out nicely, as Mack, a magna cum laude Hampton University graduate who finished solidly in her class at Emory University School of Law, just launched the grand opening of the Atlanta-based Sydnee Mack, Attorney At Law LLC, a sports and entertainment, business and estate planning law firm.

1. So your mother is a quite a visionary?

Yes! Today, at 26 years old, I am embarking on my second year of practice as an attorney and celebrating the grand opening of my law firm. And my sister, Mackenzie Mack, whom my mom always envisioned as a pro golfer, is a 28-year-old Class A LPGA Teaching professional, just named one of the top young golf pros in America by Golfer’s Digest. Maybe these things happened because my mother is truly clairvoyant or maybe they happened because my mother spent our entire lives grooming us to become these people.

2. What were steps after law school and before the new firm launch?

Although it has always been my dream to practice transactional law, I think that every lawyer should have some exposure to the litigation process. That said, my first legal job out of law school was as an apprentice district attorney for the DeKalb County DA’s Office. My second position was as the first-ever staff attorney for the first four judges of the newly-created (July 2015) DeKalb County State Court-Traffic Division.

3. Tell us about why you chose your specialty areas for your new law firm?

I broke into sports and entertainment thanks to a decorated career as a competitive golfer. I started playing golf when I was 5 years old. As a competitive golfer, I played with the American Junior Golf Association, on Tiger Wood’s national team, as a first team All American for the International Junior Golf Tour and as a full-scholarship member of the Hampton University Women’s Golf Team. Because of the amazing contacts I made as a Division I athlete, I was able to work for the American Junior Golf Association immediately upon graduating from college. From there, I leveraged my experience and connections in golf to secure a position as a legal intern for the PGA Tour during the summer after my first year of law school. My second year of law school, I landed an internship with the Ultimate Fighting Championship and during my third year of law school, I interned with the Atlanta Hawks LLC.

4. Who do you compete with for clients – and how will you distinguish yourself and get the word out?

I distinguish myself from my competitors – traditional agents – because I save my clients money by offering them contract review/negotiation at an hourly rate. Agents

can take as much as 20 percent of every endorsement contract that they secure and three to five percent of player contracts (depending upon the sport). Three to five percent of a \$20 million contract nets an agent \$600,000-\$1,000,000 for a deal that may only require 20-30 hours of work (in terms of contract review/negotiation). However, as an attorney, I can charge that same client \$400 per hour and the client will only end up paying \$8,000-\$12,000 for the same deal. As for my general practice, which also includes business and estate planning, I distinguish myself from my competitors by bringing a refreshing, innovative attitude to a very antiquated profession. I also interact with my clients in a way that makes them feel comfortable and like I am accessible. I am on LinkedIn, Facebook, Instagram, [and] I have a blog on my website ... I am a millennial lawyer. That is my brand. I hope that my clients appreciate my intellect, expertise and hard work. But, I also hope that they appreciate the fresh new energy I bring to the practice of law. **AT**



Brian D. Poe, Esq. is managing partner of Brian Poe & Associates, Attorneys, PC and director of a national legal search firm. He can be reached at 404.880.3318 or via e-mail at brian@thesigningattnet.net or brian@esquire-connect.com.



If you are recently separated or divorced, taxes may be the last thing on your mind; however, these events can have a big impact on your wallet at tax time. Alimony, or a name or address change, are just a few items you may need to consider. Here are a few key tax tips to keep in mind:

1. Child Support. Child support payments are not deductible and if you received child support, it is not taxable.

2. Alimony Paid. You can deduct alimony paid to or for a spouse or former spouse under a divorce or separation decree, regardless of whether you itemize deductions. Voluntary payments made outside a divorce or separation decree are not deductible. You must enter your spouse's Social Security Number or Individual Taxpayer Identification Number on your Form 1040 when you file.

3. Alimony Received. If you get alimony from your spouse or former spouse, it is taxable in the year you get it. Alimony is not subject to tax withholding so you may need to increase the tax you pay during the year to avoid a penalty. To do this, you can make estimated tax payments or increase the amount of tax withheld from your wages.

4. Spousal IRA. If you get a final decree of divorce or separate maintenance by the end of your tax year, you can't deduct contributions you make to your former spouse's traditional IRA. You may be able to deduct contributions you make to your own traditional IRA.

5. Name Changes. If you change your name after your divorce, be sure to notify the Social Security Administration. File Form SS-5, Application for a Social Security Card. The name on your tax return must match SSA records. A name mismatch can cause problems in the processing of your return and may delay your refund.

Tax Tips for Separated or Divorced Individuals

6. Health Care Law Considerations

Special Marketplace Enrollment Period. If you lose health insurance coverage due to divorce, you are still required to have coverage for every month of the year for yourself and the dependents you can claim on your tax return. You may enroll in health coverage through the Health Insurance Marketplace during a Special Enrollment Period if you lose coverage due to a divorce.

The Special Enrollment Period is defined as a specific length of time outside the yearly open enrollment period when you can sign up for health insurance. You qualify for a Special Enrollment Period if you've had certain life events, including losing health coverage, moving, getting married, having a baby, or adopting a child.

If you qualify for the SEP, you generally have up to 60 days following the event to enroll in a plan. If you miss that window, you have to wait until the next open enrollment period to apply.

Changes in Circumstances. If you purchase health insurance coverage through the Health Insurance Marketplace, you may get advance payments of the premium tax credit. If you do, you should report changes in circumstances to your Marketplace throughout the year.

These changes include a change in marital status, a name change, a change of address, and a change in your income or family size. Reporting these changes will help make sure that you get the proper type and amount of financial assistance. This will also help you avoid getting too much or too little credit in advance.

Shared Policy Allocation. If you divorced or are legally separated during the tax year and are enrolled in the same qualified health plan, you and your former spouse must allocate policy amounts on your separate tax returns to figure your premium tax credit and reconcile any advance payments made on your behalf. **AT**



Steve Julal is a principal with VAAS Professionals. He is a certified public accountant and a member of the Georgia Society of CPAs as well as the American Institute of Certified Public Accountants. Julal can be reached at 404.223.1058, or via e-mail at steve.julal@vaasprofessionals.com.

Employees Seeking Transfers to New Positions as an Accommodation Under the ADA Must Compete with Other Qualified Applicants

Employers and employees seeking to understand their obligations under the Americans with Disabilities Act (“ADA”) just received additional clarification in a recent Eleventh Circuit decision, *EEOC v. St. Joseph’s Hospital, Inc.* As many employees and employers can attest, the process of finding an alternative job as a reasonable accommodation option for an employee with a disability often presents thorny considerations. Employers often work diligently to ensure employees are aware of where they may find information about internal position vacancies and employees often scour that information to find other jobs for which they are qualified. Sometimes, however, it is difficult to locate – and transfer into – an alternative position for which the disabled employee qualifies within a reasonable time period.

In *EEOC v. St. Joseph’s Hospital, Inc.*, the employee worked for the employer for more than 20 years as a nurse. During the latter part of her employment, the employee developed health issues resulting in her having difficulty walking and needing to use a cane. Because the employee worked in the psychiatric ward, her managers were deeply concerned that patients could use her cane to injure the employee or other staff members. As a result, the plaintiff needed to locate another position in the hospital – for which she qualified – and that would accommodate her need to use a cane while working. The employer gave the employee 30 days to identify such jobs and offered to keep her employed for longer than 30 days if the employee was interviewing for any of them. The employee would be competing with other qualified applicants for the vacancies – and would not be assigned “automatically” to a new position. When the Employer did not select the employee for alternative positions, her employment ended.

The employee, represented by the Equal Employment Opportunity Commission, sued the employer claiming her termination violated the ADA. The Court, however, determined the employer’s termination decision did *not* violate the ADA. First, the Court held that an employer does not violate the ADA when it requires an employee seeking another position as an accommodation for a disability to compete against other qualified people for the job. In this instance, the employer had a policy of hiring only the “best qualified candidate” and the Court concluded the ADA does not require the employer



to violate its policy by selecting a disabled employee who may not be the most qualified person for a vacancy. The Court also concluded that providing an employee with 30 days “to identify and to apply” for other positions was a reasonable time period as a matter of law.

What does this decision mean for employers and employees? For employers, the decision permits them to offer employees at least 30 days “to identify and to apply” for other positions for which they qualify. Employers also can require employees seeking a transfer to another position as an accommodation for their disabilities to compete against other qualified employees. For employees, this decision is a “call to action.” Namely, it is important that employees quickly identify positions for which they qualify and apply in a timely manner. It is also an opportunity for employers and employees to work together during the interactive process to determine if more time is needed to locate an alternative position as an accommodation. **AT**



Dionysia Johnson-Massie is a veteran litigator and shareholder at Littler Mendelson, P.C., the largest labor and employment law firm in the country exclusively representing national and international employers. Johnson-Massie may be reached at 404.760.3901 or djmassie@littler.com.

A promotional poster for the opera Don Pasquale. The background features a scene from the opera with a man in a blue suit and hat embracing a woman in a red and black dress. In the background, another man in a suit is visible. The text is overlaid on the right side of the image.

THE ATLANTA OPERA

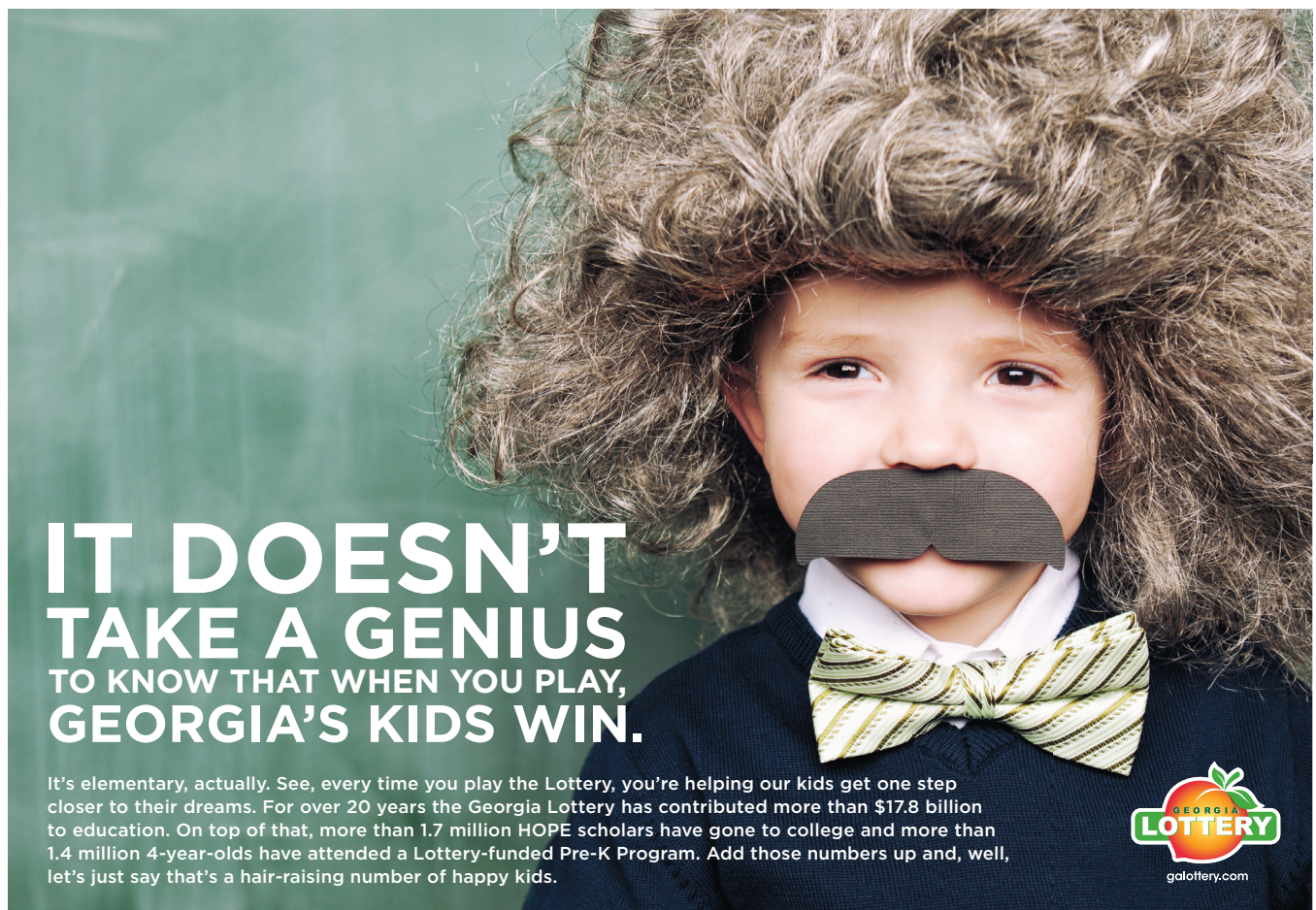
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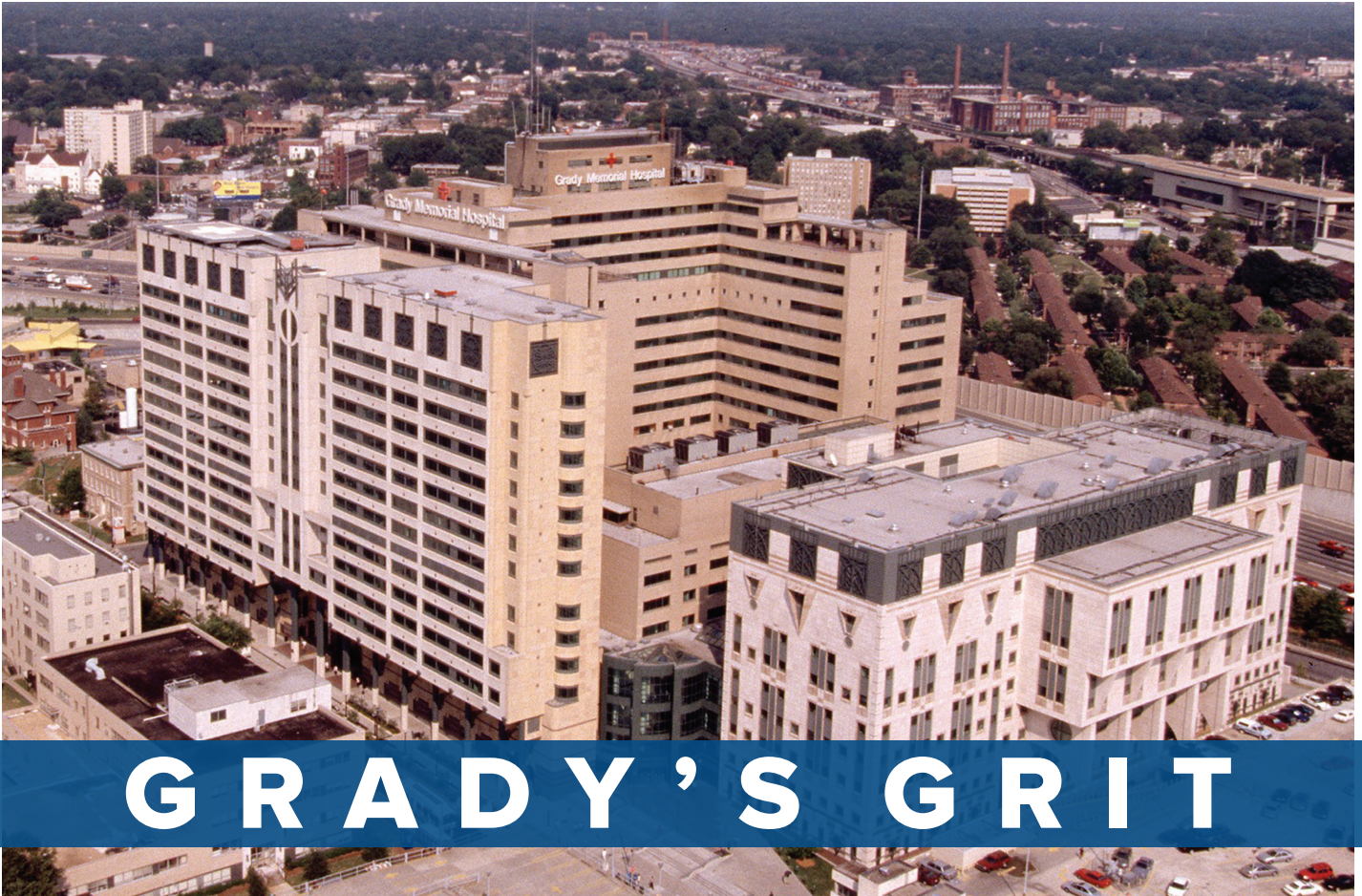
An advertisement for the Georgia Lottery. It features a young child with a large, curly wig and a black mustache, wearing a dark sweater and a striped bow tie. The child is looking directly at the camera. The background is a blurred green. Text is overlaid on the left side of the image.

IT DOESN'T TAKE A GENIUS TO KNOW THAT WHEN YOU PLAY, GEORGIA'S KIDS WIN.

It's elementary, actually. See, every time you play the Lottery, you're helping our kids get one step closer to their dreams. For over 20 years the Georgia Lottery has contributed more than \$17.8 billion to education. On top of that, more than 1.7 million HOPE scholars have gone to college and more than 1.4 million 4-year-olds have attended a Lottery-funded Pre-K Program. Add those numbers up and, well, let's just say that's a hair-raising number of happy kids.



galottery.com



GRADY'S GRIT

By Jacqueline Holness

W

hen Emily Eubanks was diagnosed with stage II triple-positive breast cancer in April 2015 at Grady Memorial Hospital – after her first mammogram at 40 years old, she thought she could possibly die because she didn't have the money for treatment.

"I told Dr. Gabram that I didn't have the money for medication and chemotherapy," says Eubanks, who was then self-employed and not making a lot of money. "She was so calm. She held my hands and said, 'Don't worry about that. We will take care of that.' But I thought she's a surgeon. She *has* money. Her telling me everything would be okay wasn't comforting, at first."

In addition to meeting with a team of oncology doctors to outline her treatment the day she was diagnosed, she also met with a Grady social worker, Makeeta Rayton, who told her she qualified for Women's Health Medicaid which enables women who have been diagnosed with breast and cervical cancer but without health insurance to receive treatment for free.

"A whole bunch of bricks were lifted off of me. I didn't have to pay

for anything, not even one co-pay," says Eubanks, who completed treatment last year.

Eubanks' medical treatment regardless of her income was what then Atlanta Mayor John Thomas Glen had in mind when he "outlined a resolution for the City of Atlanta to build a public hospital to give expert and sympathetic medical care to those in the city who might need care and be unable to afford it," before the Atlanta City Council on January 4, 1890, according to a National Register of Historic Places inventory nomination form for Grady. Grady, which officially opened on June 2, 1892, was named after *Atlanta Constitution* managing editor Henry Woodfin Grady, who died in 1889. A "New South" advocate, he "had long wanted a facility that would be free from all sectarian and denominational influences and prejudices."

This June, Grady will celebrate its 125th anniversary. The public hospital which began with 100 beds and 18 employees, now boasts 623 beds and a staff of 5,742 people.. Medicaid and Medicare patients comprise 28 percent and 24 percent of Grady patients, respectively. Throughout the course of its history, Grady has achieved many milestones. In 1921, a Grady physician performed



Marcus Stroke Center Angio Suite

Georgia's first open heart surgery. Two years later, its Steiner Clinic, the world's first and largest comprehensive cancer center, was created. In the 1940s, one of the world's three cardiac catheterization labs – at that time – opened at Grady. In 2003, the Georgia Cancer Center for Excellence at Grady Health System opened. The center was the first to open as part of the Georgia Cancer Coalition's plan to build a "statewide network of people and organizations devoted to providing all Georgians equal access to exceptional treatment."

However, for all its progress, the hospital's history also reflects the times in which it flourished. While Grady endeavored to treat all patients since its inception, the hospital was also racially segregated from its start. A property in the National Register of Historic Places, Grady's original location was at 36 Butler Street, now the site of its human resources department and is referred to as Georgia Hall. Grady went through a series of changes until its final location at 80 Jesse Hill Jr. Drive was built in 1957.

Constructed in an "H" formation, the A and B wings that face downtown Atlanta were reserved for white patients. Facing the "Grady Curve," and the back side of the hospital comprised of the C and D wings, was reserved for black patients. A hallway in the center – the crossbar in the "H" – was used by physicians to travel to the different wings of the hospital to treat their patients. Separate facilities for black and white patients at Grady resulted in the moniker "The Gradys," used by people in the heyday of segregation.

Frank Wilson, then Grady's superintendent, said he would die before the hospital was integrated, according to Dr. Jordan Messler, formerly an assistant professor at Emory University School of Medicine, which provides all the physicians at the hospital along with Morehouse School of Medicine. Messler gave a presentation about the history of Grady at Emory University School of Medicine in 2015, when the school celebrated its 100-year-partnership with the hospital. "And he did die a year

before Grady was integrated. He died in 1964. Grady was finally integrated on June 2, 1965."

Grady also faced other historical challenges. As a public hospital caring for poor patients, finances always tended to be strained; but in 2007, Grady faced shutting down. According to Mike King, a former *Atlanta Journal-Constitution* veteran journalist who wrote a series of "Saving Grady" columns during that period, the hospital owed more than \$60 million to Emory and Morehouse, and Grady staff members feared not being paid.

"When Medicare came around in 1965, a lot of local public officials who had been supporting Grady over the years for taxes began to assume wrongly that well, they've got Medicare, they don't need as much money as they used to when in fact, they still did so the amount of money Grady received began to diminish," said King, who recently penned the book *"A Spirit of Charity: Restoring the Bond between America and Its Public Hospitals."* However, the hospital was saved as the hospital's governance was restructured, transferring leadership from the Fulton-DeKalb Hospital Authority to a non-profit governing board, Grady Memorial Hospital Corporation.

Despite the precarious financial predicament that public hospitals often face, Rhonda A. Scott, Grady's chief operating officer, remains optimistic about its future. "Where we were in 2008 being an institution almost on life support and fast forward to being an institution that is very strong, I have no doubt in my mind that Grady will be here for another 125 years and beyond that." **AT**



Black waiting room 1936



1892 Hospital

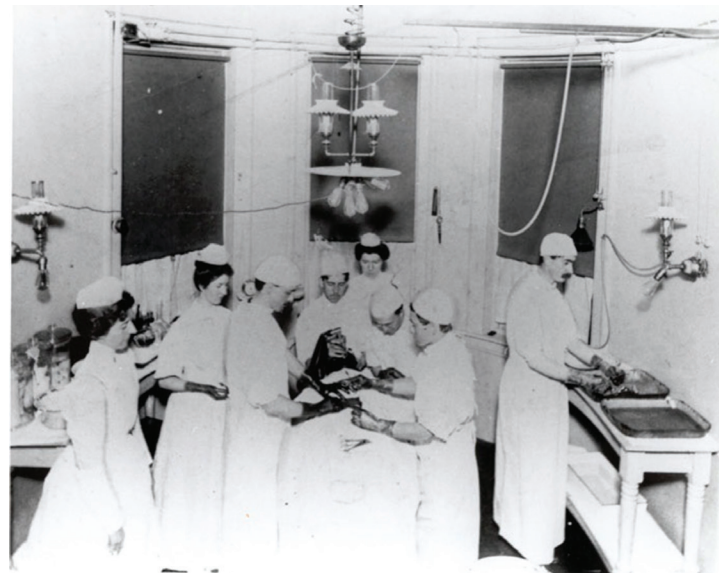


Grady Exterior, August 2016

*Atlanta pop culture enthusiasts may have recognized Grady in the hit show **The Walking Dead** as it was featured in the "Slabtown" episode in 2014.*



Patient ward, early 1900s



Operating room

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The Coca-Cola Company's global diversity mission is to mirror the rich diversity of the markets it serves. The world's largest beverage company gets it, and they have the proof. Behind the brand we know and love is a cadre of capable senior executives with proven tenets of success, and perspectives on getting the most out of life and career.



CRAIG A. WILLIAMS

Senior Vice President & President, The McDonald's Division, The Coca-Cola Company

Craig A. Williams leads a global organization that is responsible for building the strategic alliance with McDonald's in over 35,000 restaurants in more than 100 countries. Prior to this, he was the Chief Operating Officer for the McDonald's Division of The Coca-Cola Company.

Appointed to this role in 2013, he led the five global business units, fostering strong partnerships and building business development plans with the Company's most important customer of 60-plus years.

Since joining the Company in 2005, Williams has held positions of increasing responsibility within the McDonald's Division. In March 2009, he was appointed vice president TMD U.S., responsible for revenue and profit and the strategic direction of all functional resources for the U.S. business. Previously, he was assistant vice president of U.S.

Before joining The Coca-Cola Company, Williams — who is married with two children — spent three years in the eye care industry with CIBA Vision Corporation in global marketing. He was responsible for global revenue and share, new product strategy and development, and advertising communication for the largest brand and category at CIBA Vision (Focus Dailies). He also spent seven years with Kraft Foods Inc., working in brand management and new product development, and five years in the U.S. Navy as a Naval Nuclear Power Officer.

Williams earned an MBA from Northwestern University and a Bachelor of Science degree in physics from Benedict College.

AT: How do you get the most out of your team?

C. Williams: The most important thing is to ensure everyone is aligned to common objectives, and has the same definition of

what success looks like. Then, we challenge each other to deliver our personal best effort along the way.

AT: What skills do you believe millennials/next Gen need to develop in order to be successful in the workforce?

C. Williams: Millennials need to compete to be the very best they can be, and be open to developing new skills and capabilities on a continuous basis.

AT: What are the most useful resources that you would recommend to someone looking to gain a better perspective into becoming a better leader?

C. Williams: Get a great mentor and coach; someone who will tell you the truth about yourself and the truth about their experiences — good and bad. It's good to know successful people [who] have overcome struggles along the way, as it gives all of us confidence we can do the same.

AT: What is your superpower?

C. Williams: I'm good at seeing simplicity in challenging, dynamic situations. The most chaotic and stressful circumstances become opportunities to excel.

AT: If you're sitting with your team a year from now celebrating what a great 12 months it's been for you, what did you achieve together?

C. Williams: We grew the business faster than we thought possible, brought new innovations to life, made every personal relationship better than it has been and had some serious fun along the way.

AT: What life trophy do you want on your mantle? What do you want to be known for?

C. Williams: I would love to be remembered as a person who loved God, my family and Coca-Cola. **AT**



G. Scott Uzzell

*President of Venturing & Emerging Brands
The Coca-Cola Company*

G. Scott Uzzell was appointed president of Venturing & Emerging Brands and is charged with leading VEB to identify and nurture the next series of billion-dollar brands for The Coca-Cola Company.

Uzzell began his career with the Company in 1993, in the Minute Maid Division, where he spent nearly three years working across category development and customer teams. He then left the Company to pursue an MBA and worked two years with Nabisco, before returning to the Company in 1999 in the Strategy & Planning function. Since then, he has held many leadership roles including vice president of the McDonald's U.S. Division, vice president of Business Development and vice president of Strategy/Marketing within VEB. He was named COO and executive vice president of Zico Beverages Company of Manhattan Beach, Calif., in early 2013 and subsequently CEO. Among his various roles, Uzzell is a director of Fairlife Ventures and Suja Juice Company – both high-growth partnerships of The Coca-Cola Company.

Uzzell holds a Bachelor's degree in business from Florida A&M University and an MBA from The University of Chicago. He is also on the Florida A & M University Foundation Board.

Uzzell now resides in Atlanta with his wife and their two children. He is an avid golfer, skier, and cyclist and enjoys anything that involves family time.

Atlanta Tribune: How do you get the most out of your team?

Scott Uzzell: Our Venturing and Emerging Brands team has an incredibly exciting goal to help our company innovate at a faster pace. Innovation is a big part of what drives growth in the marketplace. We are tasked with identifying and incubating a portfolio of smaller, high-value brands. I am grateful for a team that is excited about this vision of the future in achieving a fast-growing and innovative portfolio for our company.

AT: What are the three things that you absolutely have to do every day/week/month in order to stay at the top of your game?

Uzzell: Striving to be a high-performing leader is not easy. I focus on having a strong family foundation, eating right and exercising, and proactive personal development. I never stop learning and growing.

AT: If you could “be the person who you needed” as an up and coming professional what are some characteristics that you would change, fine tune, keep the same?

Uzzell: Over my 20 years, I have observed many attributes to be productive, impactful, and successful as a leader. The top three that come to mind: 1) Matching your passion with your profession – you must be passionate about your craft to be extraordinary; 2) Intellectual curiosity: the marketplace continues to evolve, so you must continue to find new creative approaches and ideas; and 3) Self-awareness: highly successful leaders have a good line of sight on what they do well and what they need to do to improve.

AT: What are the most useful resources that you would recommend to someone looking to gain a better perspective into becoming a better leader?

Uzzell: Self-awareness: Working really hard on being self-aware; Leveraging others:

Mentors and peers that will provide honest feedback. And personal development: Never stop learning and asking how to get better.

AT: How did you decide to pursue the career that you are working in today? What was a pivotal moment?

Uzzell: My father was an entrepreneur. I grew up always knowing that I wanted to be in business in some capacity. After graduating from Florida A & M University, I chose a career in sales/marketing hoping it would lead to general management. I subsequently obtained an MBA from The University of Chicago, and began my career at The Coca-Cola Company, where I have experienced a variety of business divisions and professional growth up to now, where I can honestly say I am in my dream job. Ten years ago, I learned that courage is a key business concept that one needs to be successful. Great ideas are funded and supported when leaders have the *courage* to own the project or idea whether they win or lose. If you are not willing to put yourself and your ideas out there, you will never reap the big rewards. This is daunting and inspiring at the same time – internal entrepreneurship.

AT: What is your superpower?

Uzzell: I truly love my profession. When you love your “craft,” you are creative, determined, and passionate every day. I believe this is contagious to your team and drives higher performance results. It is difficult to fake the excitement and energy that comes from enjoying your work. **AT**



John Brownlee

*Vice President of Franchise Leadership
Coca-Cola North America*

John Brownlee joined Coca-Cola as a 17-year-old intern. He now steers the relationship between The Coca-Cola Company and its franchise bottlers as vice president of Franchise Leadership Coca-Cola North America. Brownlee's tenure with the company has been marked by broad cross-functional experience. He has led a variety of key Company initiatives, including the development of Coca-Cola's brewed beverage business in Germany and securing FDA regulatory approval for Minute Maid Orange Juice with Vitamin D, as well crafting the Company's platform for long-term growth as the chief of staff to the former Chairman and CEO.

Immediately prior to assuming his current role, he led Coke's field sales organization in Walmart and Sam's Club. Brownlee also served in Berlin for four years as the Director of Business Development and head of vending operations for Coca-Cola in Germany, where he developed a sales force automation tool for the frontline sales team.

A lawyer by training, he left Coca-Cola for two years to serve as staff counsel in the United States Senate, where he crafted legislation that was signed into law by President Clinton in 1999.

Outside of work, Brownlee's primary passion is youth entrepreneurship. He has sponsored and conducted workshops in Ethiopia and Germany for aspiring small business owners. Brownlee is a native of Atlanta and earned an undergraduate degree from Northwestern University and a law degree from the University of Virginia. He lives in Fayetteville, Ark., with his wife Nicole, and sons.

AT: How do you get the most out of your team?

Brownlee: I value consistent and regular two-way feedback, coupled with a clear, and consistent communication of priorities and roles.

AT: What skills do you believe millennials/

next Gen need to develop in order to be successful in the workforce?

Brownlee: Outstanding written and verbal communicators who are multilingual. A high level of proficiency with respect to information technology. I would also recommend cross functional management experience.

AT: What are the three things that you absolutely have to do every day/week/month in order to stay at the top of your game?

Brownlee: I read everything I can get my hands on to stay abreast of everything from news analysis to pop culture. I also actively seek performance feedback from various sources to leverage multiple perspectives on what I can do better. Finally, I try to take advantage of available training resources such as classes and seminars for my personal development.

AT: If you could "be the person who you needed" as an up and coming professional what are some characteristics that you would change, fine tune, keep the same?

Brownlee: I gained a lot from empathetic mentors who were secure enough in their own skin to value diverse thought and backgrounds. These leaders taught me the importance of questioning conventional wisdom and being willing to step outside of your comfort zone.

AT: If you're sitting with your team a year from now celebrating what a great 12 months it's been for you, what did you achieve together?

Brownlee: A successful transition for the new bottler in my territory, as well as the establishment of a revamped, cohesive, and high performance franchise leadership organization.

AT: What life trophy do you want on your mantle? What do you want to be known for?

Brownlee: That John Brownlee positively impacted the lives of hundreds of millions of people. **AT**



Reggie Colby

*Vice President-Procurement
Coca-Cola North America*

Reggie Colby is the vice president of procurement for Coca-Cola North America's U.S. supply chain. He leads an organization that is responsible for raw material supply assurance, supplier diversity and strategic sourcing. Since joining the Company in 2011, Colby has held positions of increasing responsibility in the supply chain organization, managing multiple company-owned and contract manufacturing operations throughout the mid-west, south, and western United States. In 2012, he was promoted to a director of manufacturing role from his initial position of plant general manager at the 400-plus employee manufacturing plant in Paw Paw, Mich.

Before joining The Coca-Cola Company, Colby amassed more than 20 years of end-to-end supply chain and plant operations experience in the consumer packaged goods industries. His previous employers include Clorox, Alberto Culver, Nestle, Pepsi, and a Wall Street-based private equity firm.

Colby received an MBA from Northwestern University's Kellogg Graduate School of Management and a Bachelor of Science degree in mechanical engineering from Kettering University (formerly known as General Motors Institute). He has three daughters with his wife, and is very involved in the community as an active member of his church, a member of Kappa Alpha Psi fraternity and a member of the Junior Achievement-Dallas board of directors.

AT: How do you get the most out of your team?

Colby: One word: engagement. I like to start with ensuring that everyone has a clear understanding of the challenge we're looking to solve and the objectives we're looking to accomplish. In order to do this, we define the success criteria and how the work contributes to the success of the Company. When given the opportunity to be a part of the solution, I've been really impressed with the creative and unconventional solutions that come to life. In fact, I have seen team members impress

themselves when they realize they have reached deep inside and found talents and skills they didn't realize they possessed. By fostering a culture of engagement, I've found that people commit much more of their discretionary effort to exceed expectations – and have a lot more fun along the way.

AT: What skills do you believe Millennials need to develop in order to be successful in the workforce?

Colby: It is important to always look for ways to exceed expectations. We are all wired to make sure we understand what the organization expects of us. However it is important to stand out within the crowd by identifying ways to excel.

To take it to the next level, we must evolve from asking "What must I do to meet expectations?" to "What else can I do?". A great way to stand out is to increase your value added-contributions to identify a problem/opportunity that has yet to be solved, developing the solution to the problem. And finally, finally, implementing the solution(s) to solve the problem. By taking the initiative to driving positive results in such a matter, you're going "above and beyond" and adding value to the company in ways that aren't defined in job descriptions.

AT: What are the three things that you absolutely have to do every day/week/month in order to stay at the top of your game?

Colby: 1. My weeks begin and end with prayer and devotional time with my wife and kids. This keeps me grounded on what matters most, provides me with an opportunity to decompress from the previous week and prepare for the upcoming week.

2. I rely on monthly one-on-one meetings with each of my direct reports and my boss. The discussions with my direct reports provide me with an opportunity to develop an in-depth understanding of the challenges that are facing my team and more importantly, how I can help them overcome the challenges. The discussions with my boss help me ensure that I'm aligned with the broader organization and provide me with an opportunity to ask for help when I need it.

3. Rigorous and challenging activities. I started

cycling again last year and am getting back in to weight lifting. I personally enjoy long distance (60-100 mile) bike rides. Before I became a parent, I raced cars on the weekends as an amateur. Pushing myself as hard as I do, these are challenging activities that require complete concentration and force me to clear my mind of all thoughts. When I've completed the activity and go back to the things that were previously on my mind, I find that I often have a new/fresh perspective. More importantly, I'm often able to find solutions that didn't occur to me before. Everyone's not into cycling, weights, and racing. I get it. The activity choice doesn't matter. The most important thing is to find a challenging activity that requires intense concentration and that you enjoy so it doesn't feel like a chore and are therefore inclined to do it consistently.

AT: If you're sitting with your team a year from now celebrating what a great 12 months it's been for you, what did you achieve together?

Colby: I'm currently leading a newly formed team within our organization. We accomplished a lot in 2016, but a lot of it was accomplished through Herculean efforts. My team is completely aligned on the concept of working smarter to improve the productivity of our team. We have taken the time to compare the current state of our systems, tools, and skillsets against our desired future state to develop improvement plans. I look forward to celebrating the improvements we made to our systems and processes and more importantly, our successes developing the people on our team based upon what we learned in 2016.

AT: What life trophy do you want on your mantle? What do you want to be known for?

Colby: Professionally speaking, I'd like to earn the lifetime "Most People Helped" award. I would like to be known as a person who was never too busy to help others and made positive differences in the lives of others. Throughout my career, I have been recognized for coming up with some pretty good ideas. However, for every good idea that was a success, I've had more bad ideas than I'd care to count! We shouldn't be afraid of taking responsible risks and we shouldn't be afraid of failure. I have a lot of learnings to share and welcome every opportunity to do so. **AT**



Andrew R. Davis

*Global Chief Diversity & Inclusion Officer
The Coca-Cola Company*

Andrew Davis is the global chief diversity and inclusion officer for The Coca-Cola Company. In this role, Davis is responsible for leading the company's Global Diversity and Inclusion Center of Excellence as well as its Workplace Fairness function. Davis is focused on creating an environment that promotes fairness, respect and appreciation of the similarities and differences for all 123,000-plus associates across more than 200 countries.

Davis joined The Coca-Cola Company in October 2007 as the human resources group director for the Food Service and On-Premise Division. Prior to joining the Company, he was employed with The Home Depot, where he provided HR leadership and consulting services to several Corporate Center functions and field Business Units. Throughout his career, Davis has held several key positions of increasing responsibility at Yum Brands, Black Entertainment Television and Best Buy.

Davis is an executive advisory board member of the National Association of African Americans in Human Resources. He is also a member of the National Black MBA Association, National Association of African Americans in Human Resources and holds certifications in several assessment systems and skills training. He serves as a regular guest lecturer for the business schools at Emory University, Clayton State University and Kennesaw State University.

Davis earned a Bachelor of Science degree in organizational management from Columbia Union College in Takoma Park, Maryland and an MBA from Emory University Goizueta School of Business.

AT: How do you get the most out of your team?

Davis: First, you have start with building the most diverse team as possible. Diverse teams are more innovative and can drive creative solutions. Secondly, it is important to have individuals on a diverse team work in roles that play to their strengths. Strength-based teams maximize the full potential of a department. Together, it's a winning formula.

AT: What skills do you believe Millennials need to develop in order to be successful in the workforce?

Davis: Innovation, strategic thinking, and relationship-building are just a few of the important skills to have as a young professional. But what often gets forgotten is how fundamental delivering results are to the success of leaders and organizations. Building a reputation for consistently getting things done will continually open doors in your career.

AT: What are the three things that you absolutely have to do every day/week/month in order to stay at the top of your game?

Davis: My success comes down to proper planning, consistent execution and never becoming complacent. It has served me well in my career, and I keep this as a constant focus.

AT: If you could "be the person who you needed" as an up and coming professional what are some characteristics that you would change, fine tune, keep the same?

Davis: I wouldn't change a thing as life is a journey. Life's events ultimately prepare us for our purpose. In that spirit, I aim to always be accepting of the journey that life throws my way.

AT: What are the most useful resources that you would recommend to someone looking to gain a better perspective into becoming a better leader?

Davis: First, it's critical that you invest time in getting to know who you are as a leader: Your style, strengths and opportunities and how it all works together to produce the best you. Once you understand and accept who you are, it's important to surround yourself with others who will make you better. "Iron sharpens iron" they say – so find those who can elevate your leadership style and who have experienced career hurdles you can learn from.

AT: What life trophy do you want on your mantle? What do you want to be known for?

Davis: I would hope that my legacy would say that I made a positive impact in the lives of the people I touched and the organizations in which I served. **AT**



Dexter L. Harris

*Vice President of Supply Chain Finance
Coca-Cola North America*

Dexter L. Harris is the vice president of Supply Chain Finance for Coca-Cola North America (CCNA). He has financial and accounting oversight responsibility for all aspects of the CCNA Supply Chain including procurement, manufacturing and logistics. Harris joined The Coca-Cola Company in 2006 as finance manager, strategic planning and analysis, in the CCNA Foodservice division and progressed through various positions with the Company. In 2011, he relocated from Atlanta to Seattle, where he served as the northwest region controller for Coca-Cola Refreshments before returning to Atlanta in mid-2013 to assume the role of east region controller in that business unit. In 2016, he rejoined CCNA as the group finance director for supply chain finance, a role he held until assuming his current position in November 2016.

Prior to joining Coke, Harris held various finance and accounting positions with General Mills and Honeywell in Minneapolis, MN.

The Certified Management Accountant holds a Bachelor of Science degree in accounting from North Carolina Agricultural & Technical State University and an MBA in finance from The Carlson School of Management at the University of Minnesota. Additionally, Harris sits on the advisory board of Devereux Advanced Behavioral Health Georgia, a not-for-profit organization dedicated to helping children, adolescents and young adults struggling with emotional and behavioral health challenges.

AT: How do you get the most out of your team?

including the procurement of direct materials, capital investment analysis, manufacturing plant performance, cost accounting and planning. I'm fortunate to lead a very strong and experienced team that is always focused on supporting our Supply Chain colleagues and doing what is best for the business. In my role, I lead this team by setting the right short- and long-term goals, clearing barriers and providing support however I can.

AT: What skills do you believe Millennials need to develop in order to be successful in the workforce?

Harris: As the world becomes more and more automated, soft skills like public speaking, written communication, leadership and critical thinking will become more of a differentiator for Millennials and those who follow them.

AT: What are the most useful resources that you would recommend to someone looking to gain a better perspective into becoming a better leader?

Harris: One of the strongest approaches to learning about leadership is to seek out and take on key opportunities wherever you can find them – at work, in your community, civic group, and other extended arenas. Most people learn best on the job. Find a leadership role, take it on and then ask for feedback early and often.

AT: How did you decide to pursue the career that you are working in today? What was a pivotal moment?

Harris: Being the youngest of eight children, my decision on a career as a young person

was centered on what would allow me to leave college with a “good” job. I have an older brother who is an engineer so I initially thought that I should be an engineer as well. I started college as an electrical engineering major and realized almost immediately that it wasn't for me. After some consultation with my school's career services office, I decided to focus on accounting as I have always had a genuine interest in how businesses work and drive value. The pivotal moment for me was meeting Dr. Quiester Craig, the dean of my business school. His drive and passion for seeing his business school students succeed was unparalleled. For me, one of the coolest things about working at the Coca-Cola headquarters is running into my NC A&T business school classmates.

AT: If you're sitting with your team a year from now celebrating what a great 12 months it's been for you, what did you achieve together?

Harris: Together, we would have helped the Supply Chain function achieve its 2017 business objectives. Further, we would have made each other better by teaching, challenging and supporting each other. And importantly – all while having fun.

AT: What life trophy do you want on your mantle? What do you want to be known for?

Harris: I would like an “A Good Man” trophy on my mantle. I grew up in a small town in North Carolina and the saying, “a good man,” is held in high esteem. It can mean a lot of different things, but in general, it conveys someone who can be trusted no matter what. He was often that guy that your parents would tell you to go to for help if you couldn't get in touch with them (e.g. “If anything ever happens, go see Mr. Jones... he's a good man”). I'm the son of a good man and I aspire to be one. **AT**



Roy C. Jackson

*Senior Vice President, Business Development & Industry Affairs
Coca-Cola North America*

Roy C. Jackson joined The Coca-Cola Company in 1997 from PepsiCo/Tricon where he was director of Operations – Southeast for Taco Bell. Jackson has held numerous positions with the Coca-Cola Foodservice Division, including director of Sales for the Wendy's International business, director of National Accounts, and vice president of National Accounts in the East Zone.

In 2004, Jackson left The Coca-Cola Company to become head coach, vice president of Operations - East Territory for YUM! Brand's Pizza Hut unit, and was responsible for operations of more than 850 company-owned restaurants. He rejoined The Coca-Cola Company in 2006 as vice president, National Sales, Foodservice and Hospitality, managing Sonic Industries. Prior to his current role as senior vice president, Business Development & Industry Affairs for Coca-Cola North America, Foodservice and On-Premise Division, Jackson was Central Zone vice president and was general manager for 21 states in the Central United States.

He earned a Bachelor of Arts degree in political science from Union College and a Master of Public Administration degree from Columbia University, School of International Affairs. Jackson is currently chairman of the Board of Advisors for the Multicultural Foodservice and Hospitality Alliance, is a trustee of Union College in Schenectady, N.Y., trustee for the National Restaurant Association Educational Foundation (NRAEF) and a board member of International Franchise Association (IFA).

A native of New York City, he currently resides in Atlanta with his wife and their two sons.

AT: What skills do you believe Millennials/next Gen need to develop in order to be successful in the workforce?

Jackson: To use a metaphor for Millennial/next Gen careers and workforce versus the Baby Boomers, "this is not your father's Oldsmobile." It's likely that Millennial/next Gen employees will have more roles, in more companies

with different attributes and financial rewards than Baby Boomers. The opportunities are boundless given innovation and growth of new challenges and industry. In this context, I strive to ensure that Millennials seek roles that they are passionate about and that are accretive in skill development at every stage. I remind my associates to seek mentors who can guide actions and share learnings. Millennials are having the unique challenge of changing benefits and rewards such as pensions. I recommend seeking early help in their career from a financial advisor to maximize wealth-building which will be different than their parents experienced.

AT: What are the most useful resources that you would recommend to someone looking to gain a better perspective into becoming a better leader?

Jackson: I subscribe to the notion that leadership skills can be developed in just about everyone. Among the most helpful resources or ideas I have used in my career has been to carefully observe and model the behavior of successful leaders. I have had the fortune to work with a highly successful CEO who has been a mentor for nearly 20 years and helped me hone and develop my skills. Mentorship is a hugely important resource many overlook.

Most large organizations have leadership development curriculum with varying degrees of effectiveness depending upon the individual. To complement coursework and readings on leadership traits and practices, I have found it incredibly useful to integrate team and peer feedback to gauge how I lead and behave. Feedback — especially when utilized appropriately. I believe successful leaders need to exude a positive influence, harness their intellectual ability to provide a vision and a plan that helps their respective organization get things done.

Lastly, an effective leader will benefit from refining their EQ or Emotional Intelligence. It's critical that an effective leader has self-awareness, self-regulation, social skills and empathy.

AT: How did you decide to pursue the career that you are working in today? What was a pivotal moment?

Jackson: My father used to say, "if you enjoy what you're doing, it's not work at all." I entered the workforce 34 years ago seeking a job but not necessarily a career. It wasn't until my second and third roles at another company that I realized what I enjoyed doing — working

with people, utilizing my influencing skills, and eventually leading teams and organizations to grow a business. The pivotal moment was my first sales management role and the pleasure I felt leading people to achieve a common goal and how I touched their lives. What energizes me to this day is the positive impact I believe that I have had and by extension on the organization.

AT: If you're sitting with your team a year from now celebrating what a great 12 months it's been for you, what did you achieve together?

Jackson: Simply put, it would be three things: we grew the business together and achieved our 2017 Business Plan, continued to provide support and leadership for the incredibly important and vibrant restaurant industry, and I built the capability of the individuals of our team and the elements of our broader organization which we impact. We had a very successful 2016 and I am very confident we will build off of the success this year.

AT: Tell us about a time when you almost gave up, how you felt about that, and what you did instead of giving up?

Jackson: Rather than say I gave up; I would say that I came to a crossroad in my last position where I led a large geography of the United States for the company. I felt that after nearly five years in my role and having achieved significant accomplishments and developed our team for the future, it was the perfect opportunity to utilize all of my experiences and skills more broadly to benefit the organization. In short, I took a risk and developed an organization to support our Business Development, Industry Affairs and International Development which has stretched me in many ways. It required me to lean on 30 years of experience, and I am proud to say that we have made quite an impact within the company and industry. In addition to making a big difference, I am having fun.

AT: What life trophy do you want on your mantle? What do you want to be known for?

Jackson: I already have it! My mantle is full of pictures of my two sons who are well on the way in their lives and careers. My wife Sue and I have raised two young men who are as prepared as they can be to thrive in this increasingly turbulent world. Raising children is the most important job we have and the one of which we are most proud. **AT**



Kevin Johnson

*Vice President
Finance Transformation for Coca-Cola Refreshments*

AT: How do you get the most out of your team?

Johnson: In my experience, there are five critical actions that have helped me create highly productive teams:

- Diversity – The team must be comprised of people with different experiences, styles and personalities. The richness of the diversity produces better ideas and allows for all of us to learn from those who think or work differently.
- Clarity – Need to ensure everyone understands the mission/objective, and their role and contribution to the success of the team.
- Communication – Must be open and two-way; as the leader, I need the feedback from the team as much as the team needs feedback from me.
- Empower – Give the team the freedom and accountability to make decisions; you must empower them by providing them with all the available information they need to do their job. It is also important to be supportive when people make mistakes. We will all make mistakes at some point during our career. As Robert Kennedy, Jr. once said, “Only those who dare to fail greatly can ever achieve greatly.”
- Fun – I encourage my team to have fun and sometimes that fun comes at my expense. One of the best teams I ever worked with once wrapped my car in plastic (Trust me, it was well deserved!). Successful teams can have fun while still getting the job done.

AT: What skills do you believe Millennials/next Gen need to develop in order to be successful in the workforce?

Johnson: This is a generation that has grown up with technology and organizations are benefiting from their knowledge and comfort with technology. My counsel to this generation is to avoid becoming over reliant on technology for communicating with others. Technology can make some forms of communication more efficient and effective, but it is not the only tool one should use. It is extremely difficult to build a quality relationship solely via electronic forms of communication. To build meaningful

relationships, you have to get up from your desk and talk in person. The ability to communicate “face to face” with others is still a critical leadership skill.

AT: How did you decide to pursue the career that you are working in today? What was a pivotal moment?

Johnson: My decision to pursue an accounting career was the result of eavesdropping on a conversation my parents were having with a close family friend when I was about 10 years old. He was explaining that he wanted to become a CPA but the Jim Crow laws prevented him from achieving his dream in South Carolina. I didn’t know what a CPA was so I used Encyclopedia Britannica, the Google of my day, to learn what a CPA was. His story is also a contributing factor as to why my wife and I have established a scholarship fund at my alma mater, Temple University, to support minority students wishing to pursue a career in accounting.

AT: What is your superpower?

Johnson: Strength! Through all the ups and downs of my personal and professional life, I have always had the strength to keep pushing forward to overcome internal and external obstacles to achieve my goals.

AT: If you’re sitting with your team a year from now celebrating what a great 12 months it’s been for you, what did you achieve together?

Johnson: As the company has announced, we are re-franchising our North America bottling system. My team has been supporting this effort over the past few years. The remaining territories that will be refranchised are larger and more complex than what we have completed to date. In 2018, we will be celebrating the completion of a monumental task three years ahead of the original plan. We have a front row seat to a historical moment for the North America bottling system.

AT: What life trophy do you want on your mantle? What do you want to be known for?

Johnson: My goal is to be the best husband and father I can be. While I believe I have done a great job to date, my wife of 26 years will tell you I am not perfect. None of us are. I still have room for improvement and will continue working toward this goal for the rest of my life. **AT**

Kevin Johnson joined The Coca-Cola Company in 1984 as a member of the Corporate Audit Group in Houston, Texas, relocating to Atlanta in 1987. Three years later, he became controller for the Customer Marketing Group of Coca-Cola North America Division. Johnson has served in a number of finance roles and was named vice president, Finance for Coca-Cola North America Division in 2000. In 2003, he was named vice president and controller for the North America Business Unit, and a year later – vice president, Business Systems and Integration for Coca-Cola North America. Johnson assumed his current role leading a team focused on supporting the restructuring of the bottling system in the United States in 2013. He has also been an active supporter of the African American Business Resource Group including serving as president of the group for one term.

Prior to joining The Coca-Cola Company, Johnson worked for Occidental Petroleum Corporation and Arthur Andersen & Company. He is a certified public accountant in the state of New York. His professional affiliations include the American Institute of Certified Public Accountants, the National Association of Black Accountants, and The Executive Leadership Council.

Johnson is a member of the Board of Trustees of the Cardinal and Gold Fund, an endowment fund for his high school alma mater, Cardinal Hayes High School. He earned a Bachelor of Arts degree in accounting from Temple University and serves on the Dean’s Advisory Council at Temple University’s Fox School of Business, where he has established a scholarship fund for minority students from New York and Atlanta who are pursuing accounting degrees. The husband and father of two has also served on several non-profit boards including America’s Second Harvest, The Camp Coca-Cola Foundation, and Butler Street Community Development Corporation.



Robert Long

*Global Vice President, Research and Development
The Coca-Cola Company*

Robert Long is the global vice president, Research and Development for The Coca-Cola Company. In this role, Long creates strategy and capability to deliver technical innovation to support the global business.

Long joined The Coca-Cola Company in 2004 as vice president, Global Packaging Platforms and played a key role in the development of contour aluminum bottles and new sustainable packaging. In 2007, he spent nine months establishing Global Category R&D roles to partner with Global Marketing in pipeline development. In October 2007, he moved to Tokyo to lead R&D for Japan, a position he held until coming to Coca-Cola North America in 2010 to lead R&D. Two years later, he also assumed North America responsibility for Technical Governance, which encompasses Quality, Environment, Safety and Scientific & Regulatory Affairs.

Long began his professional career at Procter & Gamble in technical roles in Laundry and Cleaning Products Research & Development, focusing on detergent process and formulation. This included a five-year assignment leading Cleaning Products R&D for South America, based in Caracas, Venezuela.

After this role, he became associate director, Cosmetics R&D (for Cover Girl and Max Factor), in Baltimore. Long later returned to P&G headquarters in Cincinnati, joining the Paper Division as an associate director for R&D Operations. This led to him being appointed an R&D director in Paper Product Development, which included a three-year assignment leading Fem Care R&D for Europe, Middle East, and Africa, based in Frankfurt, Germany. After this assignment, he returned to Cincinnati as the R&D director for Folgers Coffee.

Long attended Princeton University, graduating with a Chemical

Engineering degree. He obtained an MBA in finance from Xavier University in Ohio. Long grew up in Washington, D.C., and graduated from Woodberry Forest High School in Virginia — and currently sits on its Board of Trustees.

Atlanta Tribune: How do you get the most out of your team?

Robert Long: To get the most out of my team, I make an objective of broad ownership of what our role is and how we can deliver winning results across our team. We spend significant time establishing a compelling multiple-year destination for key technical platforms. Objectives and strategies are crafted to create building blocks for achieving the destination. Each team member can then see how they can contribute to the goals and also feel empowered to help refine the strategies and plans.

AT: What skills do you believe Millennials need to develop in order to be successful in the workforce?

Long: I suggest that Millennials recognize the importance of networking, internally within their company/discipline and externally. Importantly, networking needs to be a balance between virtual and face-to-face interactions. I highly

believe in gaining comfort with public speaking as early as elementary school.

AT: What are the three things that you absolutely have to do every day/week/month in order to stay at the top of your game?

Long: I have to engage in creative activities (including cooking), competitive activities (board games or sports, including racing my dog), and spiritual reflection on how fortunate we are and the requirement to give back.

AT: What are the most useful resources that you would recommend to someone looking to gain a better perspective into becoming a better leader?

Long: I recommend contacting leaders whom you know, and inspire you to ask for a professional development discussion. In early life, this is often a teacher, coach, or religious leader. These leadership models tend to provide strong lessons on “how” to behave as a leader. As we get older, we focus more on leadership outcomes (e.g., wealth, power, visibility), which yield lessons on objective setting.

AT: How did you decide to pursue the career that you are working in today? What was a pivotal moment?

Long: The pivotal moment for my career choice was as a sophomore in college. I had an internship in R&D with Procter & Gamble, which showed me the nature of the work I would do, the type of colleagues I would work with, and the earning potential.

AT: What is your superpower?

Long: Accountability is what I consider my superpower. With accountability comes a sense of ownership, which inspires me to do what is needed to drive results for my family, business and team. **AT**



Quinton R. Martin

*Executive Assistant & Vice President Community Marketing
Office of the President Coca-Cola North America
The Coca-Cola Company*

Quinton Martin supports the projects and ongoing processes that are essential to the success of the Coca-Cola North America leadership team. He advances the work needed for effective communications, planning and execution of strategic priorities, and ensures efficient and effective responses to opportunities that arise for the Office of the President. Martin is also responsible for the development and management of corporate relationships with national non-profit business partners, minority retailer/customer organizations and other nonstandard business/marketing relationships.

He began his career with The Coca-Cola Company in 1988 as a market development manager working with bottlers in Virginia and West Virginia. In 1992, he became account services manager for the Atlanta Account Group. Martin was named manager, Consumer Marketing for the Atlanta Account Group in 1994, and then was appointed executive assistant to the president of Coca-Cola USA later that year. Three years later, he was named region director, North Central Region responsible for bottler relationships and marketing in Michigan, Ohio and Kentucky before moving on to the post of director, Independent Field Sales and Marketing Group – East in 1998, and then vice president, region manager for the Independent Region in 2000 with responsibility for 70 Independent Coca-Cola Bottlers in the United States. That same year, he became vice president Community Marketing for Coca-Cola North America with responsibility for its non-profit business relationships and the planning and execution of the 2002 Salt Lake Olympic

a bachelor's degree in applied engineering from the United States Military Academy and a Master's degree in business administration from the Goizueta Business School at Emory University, and is a member of the board of Trustees at Agnes Scott College and the Ryan Seacrest Foundation.

AT: How do you get the most out of your team?

Martin: I believe it is important that you first define and gain alignment on what success looks like for the team. Next, you ensure the team has all of the tools and resources needed to be successful. Lastly, I try to give them the freedom and room to work by removing roadblocks in their path, being a coach and cheerleader – while also being unwavering in my expectations.

AT: What are the three things that you absolutely have to do every day/week/month in order to stay at the top of your game?

Martin: It sounds overly simple, but taking time for mind, body and soul. It is important for me to decompress and explore avenues outside of a normal workday so I try to dedicate a part of each day to reading ... which can be as simple as reading the newspaper.

I have a lifelong commitment to physical exercise and I try to do something 3 to 5 days a week. Although I love to run, age has shown me the wisdom of sometimes just taking a long hike in the woods. Both mind and body activities help with the soul piece; I need time for reflection and solitude mixed in with a healthy dose of family and friends.

Games'. He assumed his current position in 2010.

AT: What are the most useful resources that you would recommend to someone looking to gain a

better perspective into becoming a better leader?

Martin: I believe the first resource one needs is the honesty and courage to do a deep self-assessment and take to heart the things that define your strengths and opportunities. You then need to be comfortable and self-confident enough to build a team of people who aren't like you knowing they will fill gaps that you have. The key is being comfortable to embrace building a team where you know you are not the biggest, brightest or smartest person on every topic but can allow others to make the collective better.

AT: How did you decide to pursue the career that you are working in today? What was the pivotal moment?

Martin: I don't know if there was ever this "ah ha" moment for me in terms of career aspirations. My family doctrine has always been "be the best at whatever you are doing!" This bit of advice has always kept me focused on the task at hand while always working to grow my skills. This has meant that when doors have opened because of what I was doing I was prepared to step through them ready for the next adventure no matter what it was.

AT: What is your superpower?

Martin: I am not sure I actually have a superpower. But if I were to say one thing about myself it is a deep commitment and belief in servant leadership. It is never about me, it is for the team, the organization, the task at hand. If we win/succeed, I don't care who gets credit publicly.

AT: What life trophy do you want on your mantle? What do you want to be known for?

Martin: I want to be known as the person who made the team and others better. **AT**



Derek McCoy

Vice President of Field Operations

Dallas Market Unit, Coca Cola Refreshments

Derek McCoy is a 29-year veteran of the company – responsible for leading more than 800 associates in Warehouse and Distribution operations which services over 12,000 customers across 87,000 square miles in North Texas, and parts of Oklahoma and Arkansas.

Since joining the Company in 1987 as a merchandiser, McCoy has held several positions of increasing responsibility within Coca Cola Refreshments such as account manager, key account manager, small store district sales manager, and large and small store sales manager. Prior to his present post, he led the Dallas and Ft. Worth centers, two of the largest in the Coca Cola System, as a sales center manager and distribution center manager. In these roles, he directed over 600 employees and was responsible for the Sales, Merchandising, Warehouse and Delivery Operations.

The husband and father of three has also built strong and respected relationships in the community, currently serving on the Texas State NAACP Corporate Advisory Council. In 2011, he received the 'Out of The Box Thinker' award from the Dallas Metropolitan Club of Professional Business Women. As well, McCoy was a member of the Southwest Operating Unit Diversity Council and was selected as a member of the Coca Cola Refreshments Diversity 50 Program.

AT: How do you get the most out of your team?

McCoy: I involve my team in the key decisions that impact them and work hard to be a good listener. The team's feelings and opinions are as important as mine and I strive to provide them the time, space and opportunity to express them. It is important that they know that their voices will be heard and that I value what they say. Finally, and most importantly, giving recognition and rewards. Genuinely praising the team for their efforts and contributions goes a long way in making the staff feel valued and appreciated.

AT: What skills do you believe millennials/ next Gen need to develop in order to be successful in the workforce?

McCoy: I strongly believe that patience will be the key to their success. In this fast paced world of "right now," it will be important to develop the skill of patience. Technical skills are important in today's workplace, but soft skills like patience can make a significant impact in your career (and the rest of your life).

AT: What are the most useful resources that you would recommend to someone looking to gain a better perspective into becoming a better leader?

McCoy: The most useful resource for me has been the leadership knowledge I have gained from the mentors I have had throughout my career. The key is to choose a mentor who knows you and who is the kind of leader you aspire to be. They provide invaluable, hands-on constructive feedback and guidance on your ongoing efforts. In addition, there are a lot of good books from several very successful leaders – examples include "Good to Great" by Jim Collins and "The Five Dysfunctions of a Team" by Patrick Lencioni. I highly recommend reading as many of them as you can and work to implement the key principles.

AT: How did you decide to pursue the career that you are working in today? What was a pivotal moment?

McCoy: I worked for over 10 years in the grocery industry where I started as a sacker and worked my way up to be a store director. I loved the grocery industry because it gave me the opportunity to work [with] and lead people which has always been my passion. A pivotal moment came when the company I was working for closed. This gave me the opportunity to start a new career anywhere, in any industry. Because of the experience I had with Coca-Cola as a store director and the great relationships I had developed, Coca-Cola was my first call. Almost 30 years later, I am still with the greatest company in the world which has provided me the opportunity to accept nine different roles of increased responsibility. You can't top that!

AT: What is your superpower?

McCoy: My faith is my super power. It is a major enabler for all of my accomplishments and it enhances my competitiveness to be the very best in everything I do. My faith in God will not allow me to fail; it keeps me and sustains me to continue to push forward no matter what comes my way.

AT: What life trophy do you want on your mantle? What do you want to be known for?

McCoy: I want my life trophy to say, "He made a difference." I want to be known as someone who not only made a difference in the world but most importantly, made a difference in others' lives. **AT**



Richard Powell

*Vice President, Engineering
Coca-Cola Refreshments*

Richard Powell has leadership responsibilities for engineering strategy and execution within Coca-Cola Refreshments, providing Stewardship of \$5 billion in assets and \$500 million in annual spend. As the technical leader for CCR, with responsibility for development of an infrastructure strategy, determining the gaps between current capabilities and future requirements, and identification and execution of capital projects to close these gaps.

Prior to joining CCR three years ago, Powell had over 20 years of Engineering, Plant Operations and Supply Chain experience with two other major consumer products company. This included technical engineering, coordinating strategy, commercialization of new product offerings, demand planning and leading the Engineering & Technology team responsible for developing and managing annual capital plans. His strong engineering background combined with a track record of leading a diverse cross functional team focused on delivering capacity growth, new product offerings, cost management and Health Safety & Environmental opportunities are his greatest assets.

Powell has a Bachelor of Science degree in mechanical engineering from Florida State University and an MBA from the University of Chicago. He and his wife have three very active kids and enjoy traveling and spending time together.

AT: How do you get the most out of your team?

Richard Powell: I always strive to motivate and inspire my team to achieve best in class results. Being a leader is about connecting with your team so that they feel engaged and jointly accountable to do their very best on a daily basis. Servant Leadership is a must ... It is not how far we advance ourselves but how many others we bring with us. It takes many people that have the ability to bring their talents and ideas to the table to build a successful organization such as Coca-Cola.

AT: What skills do you believe Millennials/next Gen need to develop in order to be successful in the workforce?

Powell: Millennials/Next Gen are the future of the workforce and will form 50 percent of the global workforce within the next decade. It is a must to be a student of the business and to translate the knowledge into action and results. Also, given our current age of technology driven communication, it is vital to develop and nurture relationships built on authentic communication and interpersonal skills.

AT: What are the three things that you absolutely have to do every day/week/month in order to stay at the top of your game?

Powell: 1) I manage my calendar and not let it manage me. If you do not manage your calendar, deliverables and tasks will be added that are not top priorities which will greatly reduce your productivity. I found early on that time management is a critical tool. How many times have you been busy all day, feel exhausted but find it difficult to communicate what exactly you were able to accomplish?

- 2) Meet with my team weekly, even if only for a short 30 minutes. By exchanging information amongst the team, it allows for each team member to share critical tasks in their respective areas, request help from others and hear feedback that may drive productivity.
- 3) Having an informal one-on-one meeting with

my manager is a key requirement for me. It gives my manager an outlook on my team's workload, team dynamics and performance. It also gives my manager the opportunity to provide immediate feedback and guidance if needed concerning a particular item. Be open to *all* feedback ... not just positive.

AT: What are the most useful resources that you would recommend to someone looking to gain a better perspective into becoming a better leader?

Powell: Accept that you must always develop yourself and place your team members in the "right" role to grow and shine. I believe we would all agree that Aaron Rodgers is a superstar quarterback but if he was placed at wide receiver it would be a disaster, realize all people cannot play every position on your team. Right person, in the right seat at the right time.

Continually develop yourself by being open to new ideas, changes and realizing that there is always a need to learn and grow. Having a mentor is a useful resource as it gives you the opportunity to openly collaborate on your strengths and weakness. Ensure any mentor relationship is a two-way street where you give as well as receive.

AT: What life trophy do you want on your mantle? What do you want to be known for?

Powell: The life trophy that I want to leave on my mantle is of being a "man that leads by example," both personally and professionally. As a father of three children, it is one's greatest desire to see your children develop into purposeful and thriving individuals. The same can be translated in the workplace as we each work to achieve extraordinary results by developing and coaching each individual team member to accomplish great things. **AT**



Derrick Register

*Vice President of Manufacturing, West Region
Coca Cola Refreshments*

for the entire operation of producing and transporting carbonated beverages, Dasani Water, Hot Fill and Natural Health Beverages.

More recently, he served as director of manufacturing, Northwest, vice president of manufacturing, Northern Texas, and currently vice president of manufacturing, West Region. He has had P&L responsibility for as many as 15 locations including co-manufacturing, which includes development, distribution and strategic business planning.

Register received a Bachelor of Science in occupational safety and health with an engineering minor from Grand Valley State University; and a Masters in Business Administration with emphasis in operations management from Lawrence Technological University.

A native of Detroit, he is a proud husband and father of two. In his spare time, he enjoys spending time with his family, mentoring, traveling, reading and sports.

Derrick Register is a highly motivated leader who believes in achieving success through building exceptional teams. Register worked in the automotive industry for most of his career. While working for Meridian Automotive Systems, his responsibilities included environmental health and safety engineering. Most of his success was in managing several launch facilities where he implemented ISO 14001 and EHS Programs. Register was promoted to plant supervisor, responsible for productivity metrics that drove the financial budget.

After one year, he advanced to operations manager with profit and loss responsibilities at multiple sites. In this role, Register's direct responsibilities included managing the production and assembly departments, quoting, overseeing launches, budget development, customer liaison, quality auditing and implementation, capital justification and business plan development.

Later, he traveled abroad on a special assignment with Ford Motor Company in Cologne, Germany, where he served for several years as a program manager on the global vehicle platform for future model vehicles. Register developed the process flow to collect multiple inputs from the consumer business groups worldwide. After successfully completing that assignment, he moved to product planning to gain experience on vehicle development. There, he was responsible for developing the business cases for all Small Car platforms out of Asia, Pacific and Africa Consumer Business Group, which included engineering, marketing, purchasing, finance and cost estimating inputs to achieve financial targets. The Small Car platform accounted for 15 percent of the overall business in APA.

Over the past seven years, Register has performed as the general manager at Coca-Cola Refreshments in Michigan, Washington and California. As the GM, he was responsible

have to do every day/week/month in order to stay at the top of your game?

Register: For me, it is important to spend time with my wife and family to maintain perspective as to why I do what I do on a consistent basis. I also spend time in the gym each week to help regulate my mental and physical lifestyle, which helps me perform at an optimal level. Lastly, prayer and meditation complete the triad to help my life stay in balance.

What are the most useful resources that you would recommend to someone looking to gain a better perspective into becoming a better leader?

Register: Leaders are developed through experiences sometimes intentional and unintentional. I recommend all leaders have mentors and advocates. Mentors will help coach you through various situations while holding you accountable; and advocates will campaign for you to help create opportunities to develop your leadership skills. Leaders must be open to receiving guidance, coaching and candid feedback. Always remaining a student of your craft, observing formal and informal communication and observing effective and proven leaders help establish good role models.

How did you decide to pursue the career that you are working in today? What was a pivotal moment?

Register: Once I completed my undergraduate studies, I became an environmental, health and safety engineer. I was passionate about the role and aspired to be the best professional possible. My mentor and plant manager believed that I had potential to have a greater impact on the business. He believed in me at a time that I was still developing who I was as a professional. He helped me understand the difference in revenue driving vs. non-revenue driving departments. I started in operations as a plant supervisor. The ride and thrill was so great; I was hooked and never looked back.

Tell us about a time when you almost gave up, how you felt about that, and what you did instead of giving up?

Register: I had thoughts of dropping out of college due to my lack of focus; it became overwhelming. I called my mom, who reminded me to do what I still do today when things get tough – pray and keep moving forward. Because she did not give me a way out by allowing me to come home, I have learned not to quit at anything. **AT**

AT: How do you get the most out of your team?

Derrick Register: It is important to let your team know that you care about their well-being as a person and professional. This belief is validated through demonstrated actions such as allocating time weekly or monthly to discuss professional development. Supporting your team by removing roadblocks and creating an environment that supports autonomy to make decisions as leaders is key. It is also important to assess individuals' strengths and opportunities to help them create ideas to capitalize on those opportunities.

AT: What skills do you believe Millennials need to develop in order to be successful in the workforce?

Register: As leaders, we have an obligation to help bridge the technological, cultural and economic gaps that exist between the present and the future leaders. Technology is outpacing our current workforce. We must encourage the next generation to be brave and unapologetic on how to use technology to revolutionize the workspace to increase productivity and new ideas. Culturally, work-life balance, healthy lifestyle and social media are cornerstones to the next generation and bridging the old and new are important for the next generation to learn and share their values.

What are the three things that you absolutely



Steven M. Simmons

Vice President, Global Finance

The McDonald's Division, The Coca-Cola Company

where he has global responsibility for P&L management, planning and budgeting, financial reporting, and commercial finance activities associated with managing the Company's global business relationship with McDonald's, the Company's largest global foodservice customer.

Simmons – who resides in Atlanta with his wife and has two adult children – holds a Bachelor of Science degree in economics with a concentration in accounting and management from the University of Pennsylvania's Wharton School of Business. He is a certified public

accountant in the State of Georgia, and a member of the American Institute of CPAs and the Georgia Society of CPAs. He previously served for 10 years as chairman of the Board of Directors of The Coca-Cola Company Family Federal Credit Union. Currently, as a member of the 100 Black Men of Atlanta, he is completing his second term as treasurer and as a member of the Board of Directors.

AT: How do you get the most out of your team?

Simmons: My commitment is to always be supportive, honest and constructive. I work with the team to agree on direction and try to stay out of their way, empower decision-making, allow them the room to fly and, importantly, applaud all success.

AT: What skills do you believe Millennials need to develop in order to be successful in the workforce?

Simmons: I would group them into three big buckets of skills: 1. Mental: Critical thinking, analysis and problem solving. 2. Strategic: What I call "zooming" which is see the big picture, zoom in to the work and understand the critical details and then zoom back out to ensure it all holds together and makes sense at all levels. 3. Emotional: Patience, perseverance, passion, determination and be participatory.

AT: What are the most useful resources that you would recommend to someone looking to gain a better perspective into becoming a better leader?

Simmons: I believe the most powerful and effective resource is a real life role model. Find a leader whose traits, qualities and effectiveness you respect, admire and would like to embody. Watch and learn from them. Reach out, speak with and ask questions of them. It is highly important to seize the opportunity to work for and with that leader.

AT: How did you decide to pursue the career that you are working in today? What was a pivotal moment?

Simmons: When I was young, I always seemed to have jobs that involved counting money and having responsibility for figuring out the financial results. I really enjoyed that. My pivotal moment came in my sophomore year of high school where I took a bookkeeping class and aced it. It easily clicked with me and connected with my enthusiasm for figuring out business results. From then on I knew I wanted to be fluent in the language of business and specifically accounting and finance.

AT: What is your superpower?

Simmons: Percolating! I examine, think about and mull over decisions and situations from lots of different perspectives – typically through the lens of how it will impact our associates and our business – with a view to finding an optimal solution. While sometimes a power can also be a weakness, I try not to let matters percolate too long so that decision making and action is not hampered.

AT: What do you want to be known for?

Simmons: I want to be known as a great person. I have had the privilege to lead and work with many great people in my career. My highest values include being supportive, fun, high integrity, selfless, a good listener and coach, dependable and caring. I am also known for being wise and experienced enough to be able to share and help others, yet equally as wise and experienced to know when I need to learn. **AT**

Steven M. Simmons began his business career as a senior auditor in the Atlanta offices of the international public accounting firm of Coopers & Lybrand, (now PriceWaterhouseCoopers) before joining The Coca-Cola Company in 1982, as an international internal auditor. During his 35-year tenure, he has held various corporate function leadership roles in the US and operational finance management roles internationally. These range from business development manager in the Corporate Mergers and Acquisition group, and Pacific financial services manager within the Corporate Controllers group, to operational finance leadership roles for the Thailand region based in Bangkok and the Southeast Asia region based in Singapore, to finance director for one of the Company's mega concentrate plant based in Swaziland.

Returning from overseas in 1997, Simmons assumed the position of vice president, credit and marketing manager, for the Company's loan/lease financing business unit, Coca-Cola Financial Corporation (CCFC), where he was responsible for the program marketing, credit underwriting, and managing a \$100mm loan/lease portfolio. In 2001, he was promoted to the position of president of CCFC overseeing all of the functions and responsibilities of that business unit. And in 2006, Simmons assumed his current role of vice president, Global Finance, for The McDonald's Division



Percy L. Wells II

*Vice President, Public Affairs & Communications
East U.S. Operations, Coca-Cola North America*

Percy L. Wells II is vice president, public affairs and communications – east U.S. operations for Coca-Cola North America where he leads the PAC strategy and agenda for 32 states, the District of Columbia, Puerto Rico and USVI. He oversees a core team of company and external professionals focused on protecting the image and reputation of the company with accountabilities for state and local government relations and issue management, brand public relations, stakeholder and community engagement and media relations.

Wells joined the Coca-Cola system in 1996, where he spent the first 10 years of employment in sales and operations with Coca-Cola Enterprises, serving as district sales manager, sales center manager and division community relations manager. He joined the public affairs and communications team in 2005 as director of PAC for the Great Lakes division of CCE and was promoted to vice president in 2006. Following the acquisition of CCE by The Coca-Cola Company in 2010, Wells was appointed vice president of public affairs and communications overseeing the east region.

Prior to joining the Coca-Cola system, Wells was employed at Total Petroleum, Inc., a retail petroleum and convenient store chain for 13 years where he held positions of increasing responsibility in sales and operations. Wells is a native Detroiter and has a passion for architectural construction and custom carpentry. In the rare instance he's not engaged in the legislative arena, Wells enjoys taking on large custom carpentry projects, golf and spending time with his wife and son.

AT: How do you get the most out of your team?

Wells: I get the most out of my team by treating each person as an individual,

listening, providing constructive feedback and practicing leadership in every instance. Although I may be the leader, I'm never afraid to jump in the trenches and support the team.

AT: What skills do you believe Millennials/next Gen need to develop in order to be successful in the workforce?

Wells: Patience. Sacrifice today by working hard and staying focused so as to position yourself for tomorrow. Nothing trumps experience; the more you do early in your career, the more it will pay off over time.

AT: How did you decide to pursue the career that you are working in today? What was a pivotal moment?

Wells: Having spent the majority of my early years in sales and operations, my "ah ha" moment came while working as a sales center manager for Coca-Cola Enterprises and being forced to step-in and provide an impromptu speech for my general manager while attending a company sponsored event with the mayor of Detroit and other elected officials. At that moment, I realized that elected officials are regular people and I had a gift that allowed me to engage in this sector of business.

AT: What is your superpower?

Wells: My superpower is my ability to inspire others.

AT: What life trophy do you want on your mantle? What do you want to be known for?

Wells: I want to be known as a leader's coach. There are many things that I take personal pride in but if my legacy portrays an individual that pushed others to be better, then I've succeeded as a leader. **AT**



Juan Williams

*Vice President of Contract Manufacturing
Coca-Cola North American Supply Chain*

Juan Williams, a native of St. Louis, Mo., joined Coca-Cola Refreshments in 2011, and now serves as vice president of Contract Manufacturing in the Coca-Cola North American Supply Chain – leading and negotiating relationships with over 50 external manufacturing locations that produce Coca-Cola products ranging from Minute Maid to Powerade. His team directly controls the manufacture of over 200 million cases annually.

Williams is a graduate of the University of Alabama, Huntsville with a degree in mechanical engineering. He has over 25 years of Supply Chain and Engineering experience with GE and Anheuser-Busch as well as other *FORTUNE* 500 companies. Prior to joining Coca-Cola, Williams was regional vice president of Manufacturing for Sara Lee and has held various leadership roles with increasing responsibility.

He currently resides in McDonough with his wife and two children and commits his time to various community-focused organizations which include work with local public schools and other family-focused institutions.

AT: How do you get the most out of your team?

Williams: When it comes to getting the most out of my team, I focus on being a coach versus just a manager. I recognize that each individual requires different types of support to bring out their best work so I strive to provide that to each member. In order to help my team excel, I focus on being process-oriented. In my mind, this is made up of four key elements: setting standards of performance, monitoring

progress, analyzing performance and providing positive and developmental feedback. It is critical that the team feels that they are being treated in a balanced and fair manner. The basis for this is to always have a positive attitude about the challenges we face while fostering the attitude that we all win together.

AT: What skills do you believe millennials need to develop in order to be successful in the workforce?

Williams: The world is changing at an amazing rate and millennials bring a lot to the table, including excellent teamwork skills and a firm grasp of technology. Over the next few years, as the Baby Boomers retire, millennials will be pushed to take on leadership roles earlier in their careers than what we may have traditionally seen. While this will provide significant opportunities, it will also highlight the fact that they have not had the same in-depth experiences a leader may have had in the past. As I see it, to counter this deficit, they will need to develop their critical-thinking skills in order to tackle the complex problems they will face in the future.

AT: What are the most useful resources that you would recommend to someone looking to gain a better perspective into becoming a better leader?

Williams: I have taken a couple of approaches on my journey to becoming a better leader. One is to seek feedback. That can come in the way of a mentor or a trusted colleague that is willing to give you honest insight into your leadership performance. Another important aspect of becoming a better leader is being willing to take risks and being bold. Throughout my career, I have taken on challenges that others have been unwilling to pursue. This has given me the best opportunities to improve my leadership skills by thrusting me into situations that required me to bring out the best in myself. Above all, I believe that you must be your true authentic self to be the best leader you are capable of becoming.

AT: How did you decide to pursue the career that you are working in today? What was a pivotal moment?

Williams: Early in my life, I realized that I had a natural inclination toward math and a strong desire to understand how things work. Fortunately, my parents and teachers recognized those talents and connected me with an organization called INROADS where my skills were nurtured and eventually led me toward engineering as a major in college. While in college, I worked at General Electric. I would consider my time at General Electric the pivotal moment in my decision to pursue a career in supply chain. I loved the process of learning how different systems functioned and fit together. I found the consumer goods industry to be the most rewarding for me, because it gave me the opportunity to work on a variety of different types of projects and products.

AT: What is your superpower?

Williams: Leading with questions has proven to be my “superpower” which is like X-ray vision and has served me well. My strong curiosity and skepticism have allowed me to see through poorly thought-out plans and approaches, and this has helped me avoid problems that could have derailed my career. I live by the motto “In God we trust; All others bring data.”

AT: Tell us about a time when you almost gave up, how you felt about that, and what you did instead of giving up?

Williams: While working as a plant manager at a previous company, I took over a poorly performing organization that needed to be turned around. When you are in those situations, you are not typically given a lot of time to get things back on the right track, and the pressure is very high. I was on call around the clock, but the progress wasn't happening as fast as we wanted, which was discouraging. Just as I began to think there wasn't any hope, I received an email from the president of the division with the simple words “persistence is omnipotent”, which was just what I needed to hear to keep moving forward. In the end, I was able to move the plant to the top of the rankings. I have carried the lesson of persistence with me ever since and I have shared that lesson with those I've mentored throughout my career. **AT**



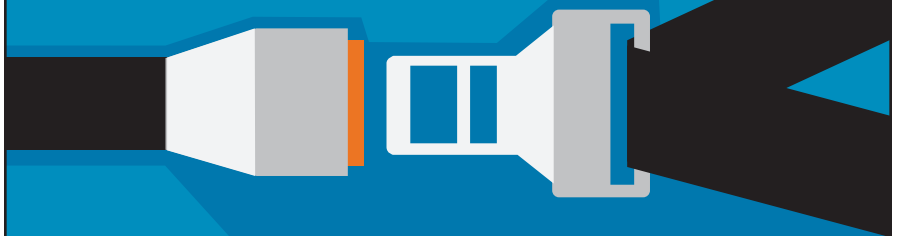
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4 REASONS WHY RUNNING YOUR BUSINESS WITH NO DEBT CAN LEAD TO TREMENDOUS SUCCESS

by Shannan Dawda

The phrases “raising capital,” “leveraging our debts,” and “finding funding” are commonplace in the business start-up lexicon. While they may sound catchy and useful, did you know that the number one cause of small business failure is cash flow problems? When a business is having cash flow problems, its chances of survival are slim to none. Those cash flow problems are caused by poor accounting and *debt*. When you take on debt to fund and operate your business, it changes your executive decision making. When debt is a main concern, things get compounded and strained. While running a business is no walk in the park, adding debt only detracts from your ability to faster and efficiently grow and boost the capital of your business.



1

Your Business Remains YOUR Business

When you operate a business with debt, your *baby*, the business, is no longer your own business. Your creditor or financier has a minor to major stake in your business's net worth. So, what happens after you've taken on the debt? Your business has now raised the required amount of money it needs to simply break even and make profit. When you are in a very young business or one facing financial difficulties, this debtor's presence behind the scene creates additional stress which impacts your frame of mind and ultimately can hijack your vision of successful growth. When you don't acquire debt, your vision for your business, including all plans, marketing and promotion and anything else remains solely your vision. With more room in your budget pool, you retain the liberty to adjust as necessary, without thinking of the awful debt sucking you dry.

2

An Organic Business is a Good Business

Another perk of operating a debt free business is the opportunity for growing your customer base and clientele organically. With organic growth, your customers are deliberately and intentionally choosing you to serve their needs. They are not choosing your business because of a financing gimmick seen on a shiny store front or catchy singing advertisement. Typically, there's a low rate of customer retention and support that results from those huge ads and grand opening sales. Customers simply aren't connecting with the true value in what your business has to offer.

Growing organically may take longer and require more nurturing especially in the early stages. But when your customer base is built with committed, diehard, loyal fans you are bound to do well consistently.

3

Be Nimble and Be Quick

Not having debt allows your business to be very nimble. I like to call it to the "Muhammad Ali Business Model." Everyone knows his famous quote, *"float like a butterfly, sting like a bee. The hands can't hit what the eyes can't see."* If you are a small business your diminutive company size is your biggest asset because you are not as big, clunky and rooted as the "FORTUNE 500" companies. You can be very agile in decisions, publicity, and marketing with cat-like reflexes. You are the David of business and they are Goliath. Not having debt allows you to move strategically and freely as a business owner. Without the burden of business debt, you can also dodge the punches of your industry and strike back with an unpredicted counter attack. You have the upper hand and advantage over businesses funded off debt and loans, therefore any change that is foreseeable and necessary, can be implemented immediately.

4

Build the Perfect Model

When you take your time developing a business without debt and financial burden you can make the necessary adjustments to stay in business much quicker and easier. Again, agility will be a necessary strength to have when your operations or customer base demand change. What ultimately happens is that over time you figure out what works for you, your business, and your clients. That is what truly allows you to grow your business while being effective, and having time for the things in your life that matter to you.

If you have debt in your business get in the business of paying it off. Make the necessary and immediate sacrifices you can *now* to expedite that process and allow your business to grow. If you want to start a business start off small and grow it steadily like a garden. In need of extra funds? Cash flow your business with your income from your job or streams of income. There are too many success stories of folks starting their multi-million dollar businesses in their garage ... so get started. **AT**

Will Chatbots be as Big and Important as Websites to Your Company's Success?

When I heard Dharmesh Shah – co-founder of HubSpot and one of the most influential voices in marketing – say chatbots are the most significant technologies in decades during his keynote at the Inbound Conference, I immediately asked the person next to me if I heard that right. I then caught up with Shah and asked him myself. Below is why he feels this way, and why you should pay attention to what he says.

About the Author:

Brent Leary is a partner of CRM Essentials. He is co-author of "Barack 2.0: Social Media Lessons for Small Business." You can follow him on Twitter at twitter.com/brentleary

How big are chatbots?

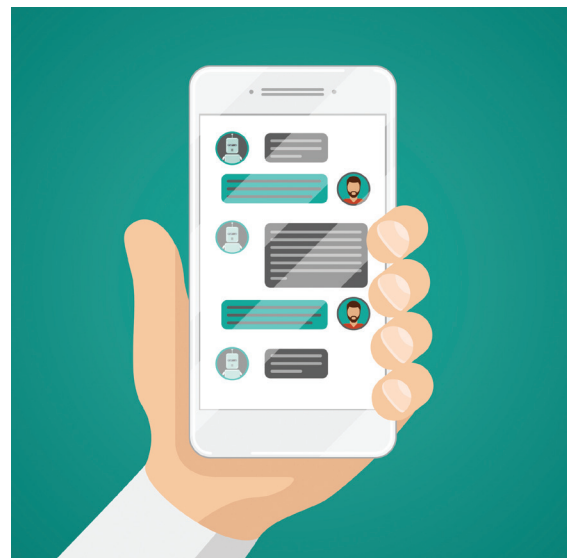
Dharmesh Shah: Chatbots are the manifestation, but the underlying trend that's the biggest thing we've seen in two decades is conversational interfaces. That's what a chatbot essentially is. It's allowing you to get around the software by using either text or voice. And the reason I think that's such a big deal is that, with all due respect to the iPhone and other things that have happened the last couple of decades, when iPhone came out we already had the Web. We had some apps that knew that cameras on phones had sensors. Yes, it was touch and swipe instead of click. But those are only slightly different interaction metaphors.

But now with the conversational user interfaces people can express the things they want in direct terms. They don't have to translate it from the words that are in their head. They just have to say the words that are in their head and that's enough.

Are businesses going to be focused on building bots to work with websites?

Dharmesh Shah: The reason I think that bots should supplement websites comes back to the fact that humans are – and it is in a positive way – fundamentally lazy. Somebody comes to the HubSpot website and asks 'can I buy this month-to-month as a requirement in our contract' – that's the question they have. They are not sure if that information is on the pricing page or on the terms of service page, so where do they go to get that question answered?

In the early days what's going to happen is the bots are going to be playing more triage; maybe they can answer 5 percent the questions with some reasonable degree of accuracy. Over time that percentage will go up and up and up because we will have this growing knowledge base; the bot will know more and more things. It will learn essentially over time. And this is not that far off.



Once the bot gets used enough, in the same way Google's search engine gives you auto-suggest, the bots will give you auto-suggest. Not just based on things you are typing. But based on what you've done on the website. You went to the pricing page and you typed these two characters so you're probably asking this question.

What you'll see is similar to what we have with Web designers; you'll have bot designers or interaction designers. So you'll be able to sit down and say, 'here's how I would like to craft this set of answers to these common questions our business gets all the time, and here's the tone we're trying to emulate.' So in the same way we have style guidelines, we're going to have interaction guidelines.

What role do things like the Amazon Echo and other voice assistants play in the growth of chatbots?

Dharmesh Shah: I think it's going to be big. Because what Amazon Alexa, Siri, and all these things essentially teach us is how to be human again and just say things. We're so used to as having to do something with technology. Out comes my phone and I start clicking and doing something. But it's completely natural now that you're sitting at the dining room table trying to settle a debate, or play some piece of music, or whatever – and you just ask Amazon Echo. So these devices will help people not feel strange or awkward about saying things to technology or say things to computers. It becomes much more natural. **AT**

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The poster for The Phantom of the Opera features a large, white, stylized mask on the left side, set against a background of ornate, reddish-brown architectural details. The title "THE PHANTOM OF THE OPERA" is written in large, gold, serif capital letters. Below the title, it says "THE SPECTACULAR NEW PRODUCTION". At the bottom, it announces "MAKING ITS TRIUMPHANT RETURN TO ATLANTA!" and "ON SALE NOW FEBRUARY 22 - MARCH 5". Logos for Fifth Third Bank Broadway Atlanta and Fox Theatre are in the bottom corners, along with the website and phone number.

leisure power

Welcome to your downtime



Chicken Cobb Salad, Bread Street Kitchen & Bar

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SPA DAY



By Kamille D. Whittaker



First, set your intention.

What do you intend to feel today?

What needs healing? Or as meditation practitioner Tara Brach queries often: "What inside you needs attention right now?"

If you don't know yet ... take your time. Sip mindfully on cucumber-steeped water; let eucalyptus-infused steam saunter through and open you up. Breathe deeply.

Wait.

What you need will come to you.

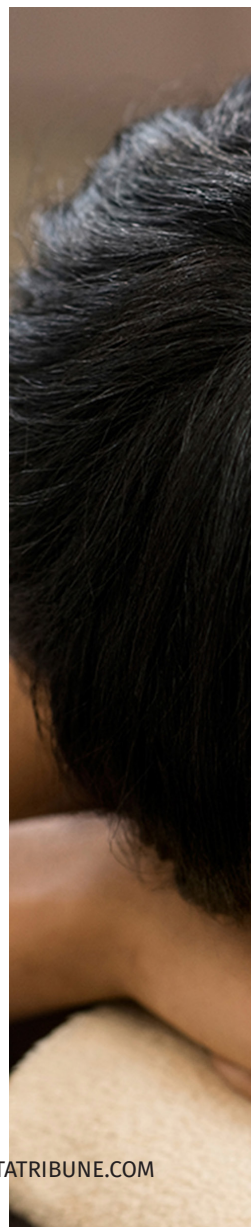
You have all day.

"Plan to come early and leave late," encourages the Salamander Spa staff at Innisbrook Golf Resort and Spa, Tampa Bay. Their perceptiveness engenders instant affinity and bonding — a cornerstone of the Salamander experience. For guests and non-guests alike the spa's philosophy is constant: A genuine holistic and therapeutic approach for healing and well-being. The treatments don't just happen to you. Rather, you are setting everything in motion and being guided by holistic wellness experts along the way — complemented at every turn by sensory enhancements, with healthy food in the spa garden, meditative yoga and education about how the treatments — at the end of the day — will yield you



your highest self.

Indeed, even if you can't spend the entire day, you'll want to. And that's where it begins: Intention. Because *all day* is when, and how, the transformation at the Salamander Spa tends to unfold — just enough time to reactivate the communique between mind and body. It's precisely what owner Sheila C. Johnson intended when she named the spa's original iteration "Indaba." A conceptual souvenir from her travels to South Africa, Indaba is a Zulu term meaning a meeting of minds and body for health and well-being. Each offering then, is custom-designed to catalyze this rudimentary connection. Take the day to decide and do just what





Women's lounge



Spa exterior





your body wants to. Perfect Asanas on the private terrace, or take a restorative nap after Reiki therapy or a cashmere quench wrap and lime peel. Do *you*.

Salamander Spa crowned its expansive offerings with four new Signature treatments designed to energize, assimilate, focus and let go through the movement of fluids within the body in order to harmonize, fortify and heal. These 80-minute, multi-sensory treatments, were specifically formulated by the spa's alchemist to utilize the finest essential oils in combination with a full body wellness experience. Each customized treatment includes a foot ritual, gentle skin exfoliation, nourishing scalp treatment, facial mask application and restorative massage techniques.

Balance ritual — intention: strength

Invigorate the body and release stored vitality through the use of bamboo. Bamboo provides strength, growth and support. This treatment helps release any frustrations and tension while balancing the emotions.

Reflection ritual — intention: fortitude

This revitalizing treatment focuses on reflection and restoring the body and mind with the sole purpose of recovery. This ritual includes a skin brushing and detoxifying body mask, plus a replenishing Hot Stone massage using a blend of juniper, lime, rosemary and sage. A gentle anointing and fragrant mist concludes this ritual.

Clearing ritual — intention: perseverance

The focus is on detoxification, moving stagnant energy and bringing warmth while your mind is cleared and the heart reengages. This treatment is about letting go of anything that troubles you either physical, emotional or energetic. A targeted restorative application to the spine and lower back with hot stones concludes with an anointing oil to overcome fear and to increase determination.

Grounding ritual — intention: courage

Balance, calm and clarity to the mind; grounding the body and an opening of the lungs is the focus through a targeted scalp and foot massage. The Ayurvedic foot treatment uses an artisan crafted metal healing wand for revitalizing the feet; easing pain and tension. An anointing blend of essential oils for courage concludes with a mood spritz of orange blossom.

At day's end, mind-body balance is restored and good intentions affirmed. **AT**





Colon Cancer Screening Saves Lives

Having a colonoscopy isn't something people get excited about, but preventing colon cancer before it starts should be. Ranked as the second leading cause of cancer death in the U.S., colon cancer is one of the most highly treatable and preventable cancers when detected in its early stages with a colonoscopy. Atlanta Gastroenterology Associates (AGA) physicians perform this procedure regularly at AGA-affiliated outpatient endoscopy centers and area hospitals.

Because early detection and removal of polyps during a colonoscopy can actually prevent the disease, screening colonoscopies are recommended for African Americans at age 45*. For those with a family history of the disease, or other risk factors, screening could start even earlier. While there is evidence that more people are getting screened than in previous years, one in three adults ages 50 or older are not getting this life-saving test.

If it's time for your screening colonoscopy and you're in good health, you may be able to schedule your procedure directly – without a pre-procedure visit. When you make your appointment, ask about our Direct Access Program.

*American Cancer Society

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Students Without Mothers is a non-profit organization dedicated to helping high school students without mothers help themselves by empowering them to continue their education. The organization's main purpose is to provide scholarships for college bound high school seniors who are without their mothers due to death or other unfortunate circumstances.

Students Without Mothers provides both advocacy and support to help its students to consistently make the best choices in a constantly changing world.

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Since its inception in 2004, Students Without Mothers has provided 57 students with four year scholarships in the amount of \$4,000 each. The students receive support in annual disbursements of \$1,000. There are many more students in need of support but our funds are limited. Please help by making a one-time donation, becoming a Monthly Donor, an Event Sponsor or a Corporate Sponsor.

Testimonials

"SWM has been more than a blessing to me. I honestly don't think I would have made it through my first year in college without them. I don't have parents or any source of income to get things that any normal college student would need. SWM sent care packages, encouraging emails and came through in so many ways. Truly an organization sent from heaven." - **Monifa, Scholarship Recipient**

"With this being my last year as a scholarship recipient, I am going to take everything I've learned from Ms. Mary, as well as other recipients, and use it to push me through life and its' endeavors. Being a part of SWM has inculcated a sense of purpose that will embrace lifelong learning." - **Brittany, Scholarship Recipient**



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WHERE ATLANTA MEETS THE WORLD!

2017 VOLKSWAGEN GOLF ALLTRACK: Lifestyle Wagon

By Brian Armstead



Take a perfectly good Volkswagen Golf Wagon, add 4Motion All-Wheel Drive, raise the suspension for improved ground clearance, add interior lifestyle goodies and what do you have?

The 2017 Volkswagen Golf Alltrack.

There are many good things about the on- and off-road abilities of the Alltrack, given corporate cousin Audi's long history with AWD platforms. But perhaps the best thing is you get that level of expertise in a package that's decidedly cheaper than Audi's excellent Allroad quattro.

In television advertising for the Alltrack, VW shows the vehicle in off-road situations. Deep ruts, loose gravel, water hazards and snow are among the bad on- and off-road conditions you'll enjoy tackling in the Alltrack.

The Alltrack is available in three trims: S, SE, and SEL. The \$27,770 Alltrack S comes standard with a dual clutch DSG transmission and features "V-Tex" heated leatherette seats, a 6.5-inch touchscreen, 17-inch "Valley" wheels, VW Car-Net App-Connect, Bluetooth with audio streaming, rearview camera, touchscreen sound system, multi-function steering wheel, selectable drive modes and more.

SE models (\$30,530) include all S features and add: A huge panoramic sunroof; Fender Premium Audio; keyless access with pushbutton start; 115-volt power outlet; and more. The top-of-the-line SEL (\$32,980), which includes all S and SE goodies and adds: Discover media touchscreen navigation; dual-zone climate control; power adjustable front comfort

sport seats; and 18-inch "Canyon" wheels.

At the heart of Alltrack's go-anywhere demeanor is VW's proven 4MOTION All-Wheel Drive system. Alltrack also features Hill Descent Control. While in Off-Road Mode, Hill Descent Control will help control the application of your brakes while going downhill, keeping your downhill trek at a constant, controlled speed. The available, customizable Off-Road Monitor in the Alltrack shows altitude, steering wheel angle, compass and more.

The 2017 Golf Alltrack is available with one powertrain, a turbocharged 1.8-liter DOHC four-cylinder outputting 170 horsepower and 199 pound-feet of torque.

When you're not traversing muddy roads, the Alltrack continues to shine. It's a Volkswagen, which means driving dynamics are part of the behind-the-wheel experience.

Alltracks come standard with class leading safety equipment and features, including seven stability enhancing and control systems; but then again, it's a Volkswagen, which means you're driving one of the world's safest brands of automobiles, irrespective of price point.

The 2017 Volkswagen Golf Alltrack is a complete package of 'go pretty much anywhere, do anything' lifestyle; yet it's attractive and docile enough to be the envy of onlookers on paved roads. **AT**



WELCOME TO ANOTHER WORLD ATLANTIS, THE PALM

By Katrice L. Mines

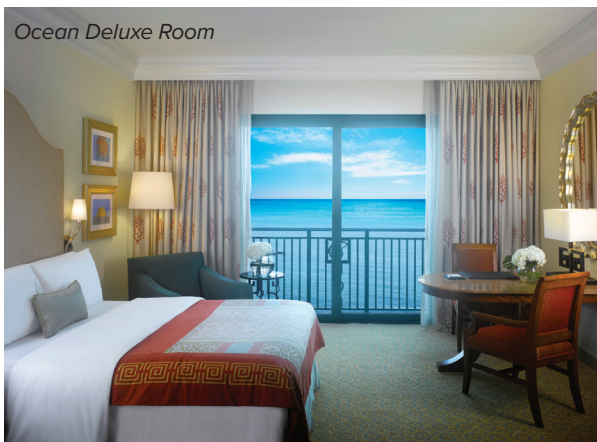
Ask anyone who's vacationed in Dubai and they'll likely say, Dubai is always a good idea. It is every single bit the paradise destination you imagine — mile upon mile of opulent beaches, views and always prime weather. The world's biggest skyscraper and arguably some of the best shopping aside, travelers just keep going for the seamless intermingling of cosmopolitan city with vibrant local culture.

Renowned for its choice of lavish hotels, you could stay anywhere. Or you could stay at Atlantis, The Palm. The promise of transport into another world sounds cliché. I assure you, it is not. The regal five-star hotel situated on the Palm Jumeirah, the first of three slated man-made islands on the coast of Dubai, United Arab

Emirates, spans a massive 113 acres.

For a moment upon arrival, you will get a strong Las Vegas vibe — the lobby buzzing with life around the clock. But almost immediately you realize that this is something more; the lap of luxury, to be exact. Atlantis, The Palm's Grand Lobby is the first glimpse of the resort's Atlantean theme with a three-foot high wall of windows providing an infinity view over blue waters of the island. In the lobby center is Dale Chihuly's first installation in the Middle East — a 31-foot-high blown glass sculpture bringing the essence of the ocean and its inhabitants to life, surrounded by a reflection pool. Around the outside of the lobby are hand-painted murals on canvas, commissioned by Albino Gonzalez,

Ocean Deluxe Room



Kaleidoscope - Buffet Station



YUAN - Sweet & Sour Chicken with honey, pineapple, pear, zucchini and bell peppers

The Burj Khalifa, the world's tallest building



one of the world's foremost interpreters of ancient mythology. In each mural various myths are brought to life.

At check-in, an attendant will thoroughly unravel the breadth of what is to be expected from a stay in the destination of more than 1,500 rooms, 23 restaurants, retail shops, 42 acres of water park, Shuiqi Spa and The Lost Chambers Aquarium and more. You could, quite reasonably spend your getaway entirely within Atlantis. Complete with dramatic views of the azure waters of the Arabian Sea, or across its beach and over the iconic Palm and magnificent Dubai skyline, rooms and suites are open and comfortable, but a look downward poolside will draw you out to 1531 yards of pristine beaches and two spectacular swimming pools.

The thing about Atlantis though is that there are levels to *this* experience.

If you want more out of your accommodations, the choice of a club level suite adds the choice of one or two bedrooms, double vanity bathrooms with large oval baths, access to the Imperial Club and benefits like private check-in and check-out in the Royal Majilis Lounge, a dedicated concierge team, and complimentary breakfast, afternoon tea and evening drinks. The beach is one thing; Aquaventure Waterpark is another. Waterslides, river rides, shark safari, cownose ray feedings and a kids play area are like a magnet on the resort for aquatic enthusiasts and virtually anyone looking for a fun way to lounge.

(Continued on page 65)

BLISSBEHAVIN' AT

FITZPATRICK HOTEL

WASHINGTON, GA.

by Regina Lynch-Hudson

Photography by Courtland C. Bivens III



Callaway Plantation

With Valentine's Day fast approaching and wedding season around the corner, it's the perfect time to scout out old-fashioned venues that ooze romance, glamour and mystique.

Snuggling up in a Victorian-style town with seductive interiors makes for the ideal rendezvous with the past. Washington, Ga. is a small settlement located between Athens and Augusta. The alluring hamlet is said to have more antebellum dwellings per capita than any other destination of its size in Georgia.

From quaint inns and hotels to nearby plantations and attractions, Washington unfolds classic gems that have remained beautifully intact in an ever-changing world. Washington is abundantly dotted with sites on the National Register of Historic Places, including the beautifully restored Fitzpatrick Hotel, and Callaway Plantation – idyllic settings for a memorable weekend break.

Community spirit sings throughout the city of less than 5,000 residents. We couldn't conceive a headcount of the number of locals who stopped to say "howdy" or to extend southern hospitality.

Fitzpatrick Hotel exterior





Callaway Plantation



Fitzpatrick Hotel

Sweet Dreams: We discovered a 'home away from home' at the historic Fitzpatrick Hotel, situated in downtown Washington on the Courthouse Square.

Constructed in 1898, the boutique hotel offers intimacy and luxury in 17 guest rooms that embody the Fitzgerald's former glory. Whether you just recently waltzed down the aisle or you've celebrated repeat honeymoons, Fitzpatrick Hotel will win a place in your heart with its dreamy vintage motif.

Privacy and peacefulness abound inside the stately manor – a skillful blend of accoutrements of yesteryear and modern amenities like high speed Wi-Fi. A finely crafted grand staircase leads to bedroom suites with layered molding, period antiques and glistening hardwood floors. There was something about the bathroom's whimsical elegance that made me long to lounge for hours in the rose-filled claw foot tub – an escape to passion and playfulness

www.thefitzpatrickhotel.com

Old South: Built in 1869, Callaway Plantation's museum breathes history throughout, steeping visitors in plantation life between Reconstruction and the early 20th century, including a worker dwelling, and over a dozen other structures (blacksmith shop, smokehouse, schoolhouse, etc.) on the 56-acre expanse.

www.historyofwilkes.org/history.html

Love Feast: Love and devotion are instilled in every morsel of home cooking that's served at the Washington Jockey Club – just a stroll across the square from Fitzpatrick Hotel. The menu boasts a lineup of traditional area favorites to tempt palates. It was hard to narrow down choices among a range of options, including pecan-crusted chicken, salmon, crab cakes, fried green tomatoes, shrimp and grits, and other fixings. 706.678.1672 **AT**

Jockey Club Restaurant



Blissbehavin' In covers top bliss destinations where busy executives indulge in leisure activities. Publicist/travel writer Regina Lynch-Hudson has developed articles, and destination marketing concepts for countless airlines, venues and tourism boards. www.thewritepublicist.com

ALVIN AILEY AMERICAN DANCE THEATER

FEBRUARY 15-19, 2017

The world's most popular dance company returns to Atlanta and graces the stage of the Fox Theatre to build on favorite pieces from previous years as well as some of the season's new works. The Alvin Ailey Dance Theater is sure to capture the attention of audiences as they have done since 1958.

alvinailey.org



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THE BLACK HISTORY MONTH PARADE

**FEBRUARY 25, 2017
12-3 P.M.**

The Black History Month Parade will take over Auburn Avenue in downtown Atlanta, highlighting and celebrating the culture, heritage, history and accomplishments of African-American people. Enjoy marching bands, entertainers, dignitaries, civic groups, celebrities and much more in this celebratory parade honoring black history.

blackhistorymonthparade.com

WEEKENDER



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Pixel by Pixel

We get it. You want to switch to Android, or remain a user, but you don't want to keep losing the pic quality standoff to iOS. Google finally addressed the issue by releasing the highest rated smartphone camera. Ever. Yes, this means it rivals and edges out the creds of the iPhone 7 – the reigning champion of smartphone camera lore. Google Pixel's camera is fast, images are in focus, and colors look vibrant. Close-up shots appear especially sharp and refined. Landscape scenes retain an impressive amount of detail and depth, even with far away objects. Aside from its camera specs, it's also the first phone to have the search giant's new, thoroughly robust voice-and-search service called Google Assistant – which uses machine learning and Google's vast search database to answer all sorts of queries. Also residing in the brand's Google Home, the Assistant can schedule reminders, look up facts and places to eat, set alarms, give directions, translate phrases and more. Unlike Google Now (the company's previous iteration of a digital assistant), Apple's Siri, Amazon's Alexa and Microsoft's Cortana, Assistant is uncannily conversational with a back-and-forth, chat-like interface. After every interaction, there are suggested follow-up queries you can tap on to continue the conversation – what Google does best. madeby.google.com/phone



(Continued from page 13)

MBDA HELPS LAUNCH THE RUSSELL CENTER FOR INNOVATION AND ENTREPRENEURSHIP

It contains aspects that will be replicated at RCIE, including functional means of connecting entrepreneurs with tech or STEM-oriented products or services to R&D resources via the Federal Labs Consortium.

At RCIE, fledgling business owners will have access to experts from local HBCUs and other universities, as well as to financial services and business development experts.

The motivation for supporting programs like I-3 and RCIE is clear-cut, and can be replicated in cities nationwide, Castillo explains, pooling public and private resources to establish incubators that serve the entrepreneurial creativity and energies of communities that are filled with hard-working, enterprising residents who can benefit from support early in development stages of building a business.

Atlanta's Russell Family: Creating Opportunities for Economic Empowerment Through Entrepreneurship

Herman J. Russell's entrepreneurial journey and legacy is especially relevant to the RCIE's

formation: Russell grew up in a modest home in Atlanta, the son of a plasterer. At age 16, with \$125 he'd earned working for his father, he purchased a few acres of land. He built a duplex on the property, and used revenue to pay his college tuition. In the early 1950s, after receiving a degree in construction engineering at Tuskegee Institute in Alabama, he returned to Atlanta and joined his father at work.

In 1952, Russell began expanding the company, taking it from a thriving small business into a large-scale construction and development firm.

The company now is a market leader in construction, development, and property management; and its portfolio holds major projects in Atlanta and nationwide, including most recently the Smithsonian National Museum of African-American Culture and History in Washington, D.C.

The company's 50th Anniversary motto was "Strengthening America's Foundation," and with philanthropy and civic involvement as core

tenants of the Russell family values, RCIE is a veritable manifestation.

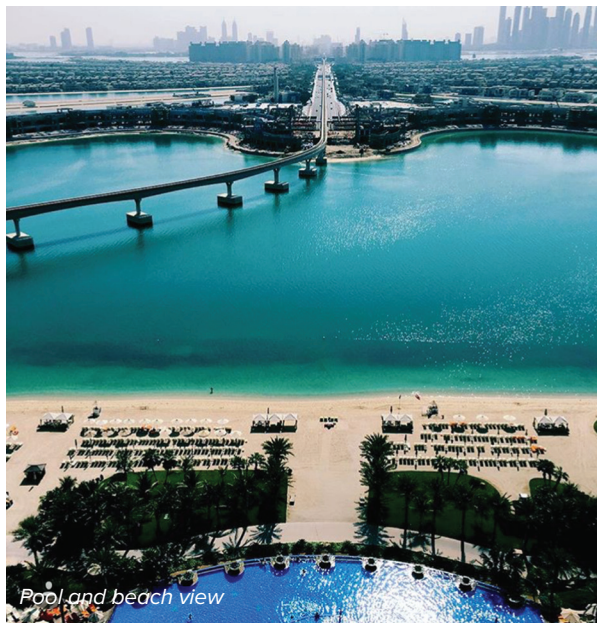
Herman J. Russell passed away in 2014. His three children — sons Michael, now CEO, and H. Jerome, president, of H.J. Russell & Company, and daughter Donata Russell Ross, CEO of Concessions International, LLC, another company founded by Herman J. Russell — say they're honored and excited to continue their father's commitment to civic engagement and economic empowerment.

"As a family, we are honored to be a part of the civic and economic fabric of Atlanta," says H. Jerome Russell, "and we are building on our father's legacy by creating this lasting civic footprint that inspires and supports entrepreneurs so they too can provide economic opportunities for others." **AT**

— Justin G. Tanner served as the associate director for Legislative, Educational, and Intergovernmental Affairs at the U.S. Department of Commerce for the Obama Administration.

(Continued from page 59)

WELCOME TO ANOTHER WORLD | ATLANTIS, THE PALM



I wouldn't be honest if I didn't admit that my favorite part of the resort is the ostensibly infinite choice of dining options. I began all but one morning at Kaleidoscope – often

menu. It is, quite literally, always a good option.

Set over two well-appointed floors within the Royal Towers of Atlantis, ShuiQi offers an

enjoying its elaborate variety of international and local cuisines on the patio. While others around me waited for omelets or waffles, I couldn't resist the sautéed vegetables and fresh fruits. For lunch, Nasimi Beach Restaurant and the Piri Piri Prawns, and dinner – Yuan which boasts a repertoire of rich and bold flavors of China's Sichuan Province. Order a variety of tastes. Chef Gordon Ramsey's Bread Street Kitchen & Bar, a replica of the lively warehouse style of Gordon Ramsay's famous Bread Street Kitchen in London, serves an appetizing British European

invigorating range of exclusive treatments, bathing options, and traditional therapies that boost wellbeing. With a focus on the philosophical system of harmonizing the individual with the surrounding environment, the term 'Shui Qi' translates as 'water energy'. Ushered through the earth-hue natural stone steps, along streaming water pathways lined with lush flora, it seems that half the experience is accomplished on the way to one of its 27 treatment rooms. Tranquil, in this case, is an understatement. No trip to Atlantis would be complete without a visit to Shuiqi.

Less than eight hours from most major cities, Dubai is among the most popular destinations in the world. Unparalleled design, award-winning restaurants, an aquatic wonderland and exciting nightlife, Atlantis, The Palm is most certainly a noteworthy reason for that. **AT**

Rosalind Brewer's NEXT

Rosalind Brewer will leave her post as president and CEO of Sam's Club in Bentonville, Ark., this month having been the first woman and the first African American to fill the role of chief executive officer at one of Wal-Mart Stores' divisions.

In a January announcement, Brewer called the company where she's spent a decade her second family. "When I first joined in 2006, I had a choice about where to come to work. I saw then how clearly we help people to save money and live better while supporting the communities we serve," she said. "I knew there was no better place to be if I wanted to make a difference, and I'm proud to have contributed to that mission in a meaningful way."

In less than a year, Sam's Club's new strategy has led to three consecutive quarters of improving comp sales, according to Brewer. As well, the membership-only retail warehouse's offering more premium products and higher-end brands; a completely refreshed private label; and a commitment to transforming the shopping experience has resulted in game-changing digital innovation and grown online sales to record industry highs, she says. "I can step away knowing Sam's is well positioned for the future."

The chairman of Spelman College's Board of Trustees plans to relocate to Atlanta where she intends to focus on her own personal growth. "If

life is a classroom, then I am one of its most ardent students. Everyone needs to stay fresh and I'm ready for the next stretch."

Hinting at what's on the horizon for her and husband John, Brewer said she looks forward to a new challenges and "the broader plan" that the two have been developing for some time.

Mary Schmidt Campbell, the president of Spelman College said the college is "thrilled that [Brewer's] move will give her even more time to provide stellar leadership to the Board of Trustees, as we launch the College's new strategic vision." **AT**



A smiling woman with curly hair is the background of the advertisement. She is wearing a white sequined top and a masquerade mask with purple feathers. The mask is green with purple eye cutouts and a purple feather. The background is a mix of purple and green.

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Let the **GOOD** **TIMES** Roll!

Eating healthy doesn't have to be boring or bland. For Mardi Gras this month, I am sharing my son's recipe for gumbo - chock full of protein with lots of Cajun flavor. For an even healthier option, serve it over brown or wild rice, and let the good times roll!

Woodroux Family's **SECRET GUMBO**

INGREDIENTS

- | | |
|---|---|
| 3-4 lbs. chicken thigh/leg quarters | 64 oz. chicken stock |
| 24 oz. smoked sausage (your choice of pork, beef, turkey, chicken or combination) | 1 tablespoon garlic powder |
| 2 lbs. crawfish tails (fresh or frozen) | 3 bags of Louisiana gumbo roux powder mix (found near the seafood section of the grocery store) |
| 1 lb. lump crab meat (fresh, frozen preferred; canned will work fine) | 1 tablespoon sage |
| 1 1/2 lbs. raw peeled and deveined shrimp | 1 tablespoon rosemary |
| 2 large cans of peeled whole tomatoes | 2 tablespoons Cajun seasoning |
| 2 large sweet onions, chopped | 2 tablespoons seasoned salt |
| 8 celery stalks, chopped | 1 tablespoon sweet basil |
| 3 bell peppers (1 yellow, 1 red and 1 green) | 1 tablespoon black pepper |
| 30 oz. frozen cut okra | 1/2 tablespoon red pepper |
| 5 green onions, chopped | 1/2 tablespoon cayenne pepper |
| 64 oz. seafood stock | 1/2 tablespoon oregano |
| | 1 1/2 tablespoon gumbo file |

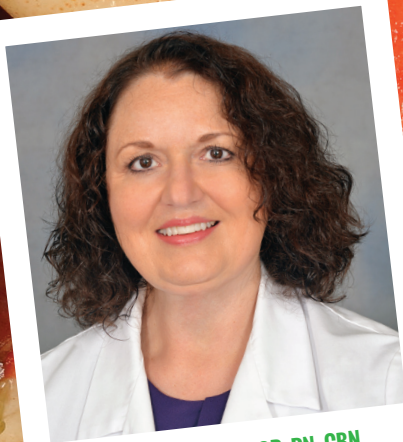


DIRECTIONS

In a very large pot, add chicken and smoked sausage to stock along with ingredients below except for the following: Shrimp, crawfish, crab, green onion and gumbo file.

Cook for 2 hours on a low simmer so it doesn't stick or cook too fast. Then remove the chicken to debone and remove the skin. Replace chicken back into broth with sausage and spices. After 2 more hours, add the shrimp and crawfish tails. After 15 minutes, add the lump crab, file and green onion and cook for the final 15 minutes. Serve promptly over white or brown rice.

This recipe makes 10 quarts, or enough to share with a large crowd. It also freezes well for a quick meal later. Cooking time is 4 hours and 30 minutes. Refrigerate leftovers promptly. It may be eaten the next day. Freeze leftovers in small containers for reheating.



RECIPE BY SUE WOOD, RN, CBN
WELLSTAR ATLANTA MEDICAL CENTER SOUTH

Sue Wood is the Bariatric Program Coordinator at WellStar Atlanta Medical Center South. She has worked in the field of bariatric, or weight loss, surgery for more than 12 years. Her experience as a veteran weight loss surgery patient provides a unique perspective in her ability to teach others what it takes to be successful in the long-term.



Blacks, Hispanics less likely to achieve blood pressure control

Circulation: Cardiovascular Quality and Outcomes Journal Report

By Anna Gu, MD, PhD; Yu Yue, PhD; Raj P. Desai, BS; Edgar Argulian, MD, MPH

Blacks and Hispanics with high blood pressure are less likely than whites to get their condition under control, according to new research in *Circulation: Cardiovascular Quality and Outcomes*, an American Heart Association journal.

“High blood pressure is very common, and it is strongly linked to cardiovascular diseases like stroke, heart attack and heart failure,” says Edgar Argulian, M.D., M.P.H., senior study author and assistant professor of medicine and a cardiologist at Mt. Sinai St Luke’s Hospital in New York. “High blood pressure is also very treatable, so from a public health perspective, it’s important to know if prevention and treatment strategies are working and what differences exist across racial and ethnic groups.”

Researchers found that lack of health insurance and younger age creates an even bigger gap in treatment and control between the two minority groups and whites. Having insurance reduces, but does not eliminate the gap.

“Expanded healthcare coverage would help minimize this problem, but there are multiple factors that contribute to this disparity,” explains Sen “Anna” Gu, M.D., Ph.D., lead study author and assistant professor at St.

John’s University College of Pharmacy and Health Sciences in New York. “We need better patient education, better physician-patient communication and support for patients making lifestyle changes like exercising more and eating healthy. The good news is that more people are receiving treatment and getting their high blood pressure under control. At the same time, it is important to note that disparities between whites and racial and ethnic minorities persist.”

The study looked at data from 8,796 adults with high blood pressure in the 2003-2012 National Health and Nutrition Examination Survey. Participants were considered to have high blood pressure if their systolic (top number) blood pressure was 140 mg Hg or higher, their diastolic (bottom number) blood pressure was 90 mm Hg or higher or they were taking high blood pressure medicine. High blood pressure control was defined by the seventh panel of the Joint National Committee (JNC) as below 140/90 mg Hg for those without chronic kidney disease or diabetes and below 130/80 mm Hg for those with either condition.

Researchers found:
High blood pressure treatment rates were 73.9 percent for whites, 70.8 percent for blacks and 60.7 percent for Hispanics.

High blood pressure control rates were 42.9 percent for whites, 36.9 percent for blacks and 31.2 percent for Hispanics.

Younger (less than 60 years) blacks and Hispanics without health insurance were more than 40 percent less likely than whites without insurance to achieve high blood pressure control.

The percentage of all adults in the study taking medications for their condition increased during the study period from 65.6 to 77.3 percent.

As well, researchers accounted for several factors that might cause biased results, including age, poverty, smoking and being overweight. They found study conclusions unchanged when they conducted an alternative analysis using newer JNC 8 standards, which are less stringent for most adults 60 years and older.

Researchers suggest closing this gap may require different approaches for the black and Hispanic populations. “It is an established fact that high blood pressure is more common among blacks and more aggressive,” Argulian said. One positive study finding, he noted, is that blacks received more intensive therapy, including two or more kinds of drugs, for high blood pressure than either whites or Hispanics.

Heart disease is the leading cause of death for men and women in the United States.

According to The American Heart Association, every year, 1 in 4 deaths are caused by heart disease. The good news? Heart disease can often be prevented when people make healthy choices and manage their health conditions. Communities, health professionals, and families can work together to create opportunities for people to make healthier choices.

The problem for Hispanics appears to be under treatment. They were less likely to receive drugs for their high blood pressure and less likely to receive intensive therapy than whites or blacks, Gu said.

According to the American Heart Association’s 2016 Heart and Stroke Statistics, 80 million U.S. adults, about one in three, have high blood pressure, and that number is expected to increase by 8 percent from 2013 and 2030. **AT**

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