

ATLANTA TRIBUNE

THE MAGAZINE

APRIL 2017
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LEADER CHAT

Dr. William F. Pickard talks
entrepreneurship and success

HOW TO:
RESET

25

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2017

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Founder of Warrick Dunn Charities and retired NFL running back

Rodney Sampson

Partner at TechSquare, Chairman and CEO at Opportunity Ecosystem and Author of "Kingonomics: Twelve Innovative Currencies to Transform Your Future & Life", Inspired by Dr. Martin Luther King, Jr.

Rob Hardy

Director and Producer, Rainforest Entertainment

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Thank you so much for a wonderfully inspiring evening. We sincerely appreciate your providing a platform and forum to celebrate amazing women. I feel very blessed and fortunate to be among those featured and want you to know I am deeply grateful.

Scarlet Pressley-Brown

Thank you for my inclusion on "Women to Watch." What an honor to be in a room with so many powerful sisters! Your event was fabulous and first-class.

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THE EDITOR'S VIEW



There is something awe-inspiring about an individual who makes mentorship a central tenet of their success. In essence, mentoring is giving of your most valuable asset — yourself. It has been a common theme of my writing over the years and an ethos that I have embraced on my own professional journey. When I wonder if my time, my words, my interest has taken hold in those who have crossed my path, one of two things generally reaffirms me: I hear from someone that I've engaged in guiding or I learn the story of someone I'd dub a "master mentor" like Dr. William F. Pickard.

Pickard, serial entrepreneur, chairman of Global Automotive Alliance and the author of "Millionaire Moves — Seven Proven Principles of Entrepreneurship" has seamlessly threaded giving back into every facet of his professional climb. However, it is more than his efforts to share his experiences with the next generation of entrepreneurs and executives that have struck me. It is the root of what compels him to reach back; Pickard appreciates people. "Millionaire Moves" literally opens up his treasure chest of experiences and offers step-by-step suggestions for how anyone can move out of complacency and fear and stake his or her claim on "the good life." That's commendable. But, it is what you hear from him in conversation that is transformative.

During my chat with the philanthropist and community advocate, I realized that the value he places in people — namely the individuals who have helped to build his companies on all levels — is what has set him firmly on a path of prosperity. There is power in reciprocity and he has tapped in. When I asked him his top-of-mind go-to life hack, Pickard's response was simple: Sharing.

His story, along with those of our 2017 Men of Excellence — Rob Hardy, Rodney Sampson, Kevin Johnson and Warrick Dunn epitomize the best of the black experience through African-American business. Sampson, partner of TechSquare Labs, and Chairman & CEO of Opportunity Ecosystem took more than 100 students to SXSW this year from 41 HBCU's, HSI's and PWI's across America, and announced the rebranding of his company's \$100 million Tech Opportunity Fund to the #YesWeCode Fund in a partnership with CNN's Van Jones. Since founding Warrick Dunn Charities 20 years ago, Dunn has spearheaded the assisting of more than 150 single parents purchase homes. Last year, Johnson — the founder of Johnson Media Inc. — was appointed as a commissioner by The City of Alpharetta's mayor, and makes time to mentor young entrepreneurs as a Georgia State University Entrepreneur in Residence. Hardy, director and producer with Rainforest Entertainment has partnered with executives from HBO, NBC and ABC networks to mentor aspiring TV directors and has a self-help talk series called "Amazing Stories" that encourages people to live their best lives now.

As Pickard would say, "people before profit."

AT



Katrice L. Mines
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Individual Golden Tickets \$150

10 GOOD READS FOR EVERY BLACK MAN



1. **The Tipping Point** by Malcolm Gladwell
2. **The 7 Habits of Highly Effective People** by Stephen R. Covey
3. **The Short and Tragic Life of Robert Peace** by Jeff Hobbs
4. **365 Ways to Be Happy** by Dumont Monte
5. **I Never Had It Made: An Autobiography of Jackie Robinson** by Alfred Duckett and Jackie Robinson
6. **Why Nations Fail: The Origins of Power, Prosperity and Poverty** by Daron Acemoglu and James Robinson
7. **Making Globalization Work** by Joseph Stiglitz
8. **David and Goliath** by Malcolm Gladwell
9. **The History of Black Business in America: Capitalism, Race, Entrepreneurship** by Juliet Walker
10. **They Came Before Columbus: The African Presence in Ancient America** by Ivan Van Sertima

H.J. Russell & Company Announces Senior Leadership Promotions



Elaine Ubakanma



Yasmine Murray

H.J. Russell & Company recently elevated two members of its senior leadership team — Yasmine Murray from corporate counsel and risk manager to general counsel and corporate secretary, and Elaine Ubakanma from director of Human Resources to vice president of Human Resources.

Founded in 1952, H.J. Russell & Company is one of the largest minority-owned real estate development and construction services firms in the United States.

As general counsel, Murray will oversee all of the company's legal functions including corporate transactions and partnerships, regulatory compliance, litigation, dispute resolution, risk management and mitigation, employment, real estate development, property management, and acquisitions. As corporate secretary, she serves as the liaison between the board of directors and the company and is responsible for all corporate governance matters. Murray, who has been with the company for nearly a decade, graduated with a Bachelor of Science degree in Legal Studies from Bay Path University and then went on to achieve her Juris Doctor with honors from the University of Georgia, School of Law.

Ubakanma provides leadership as a strategic business partner, change agent and champion, coach, training and development counselor for the company's senior leaders, managers and supervisors in her new role as vice president of Human Resources. She works closely with the CEO, Michael Russell, on culture transformation, ensuring the company is one of the best places to work in Atlanta. Ubakanma graduated with a Bachelor's degree in human resources from Walden University and has been with the H.J. Russell & Company for nearly 27 years. **AT**



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WHEN HOPE FALLS SHORT, GEORGIA LOSES

When I read more than 10,000 financially-strapped students were dropped off Georgia's college rolls in the 2014-2015 school year in a recently published Georgia Policy and Budget Institute report, I was reminded again how fortunate I was to get help based on my modest finances at critical times so I could stay in class. I can't count the times I stood in the financial aid office lines explaining why I was short tuition money and couldn't pay by the deadline.

Georgia's HOPE Scholarship is a great thing for thousands of college students and their families. As our report shows, it also leaves thousands of potential graduates behind because it doesn't make a priority of keeping financially strapped students in school.

I am a first-generation college student and remember my mom telling me that I can do anything and be anything I want. My dad worked three jobs and my mom also worked to help make my college dreams a reality. Even as we stretched as a family and sacrificed, it wasn't enough. Not even my Philly street-smarts, self-determination, a dream and parental support were quite enough. I'll never know how long I'd have taken to graduate without the support of a financial aid package that factored in ability to pay.

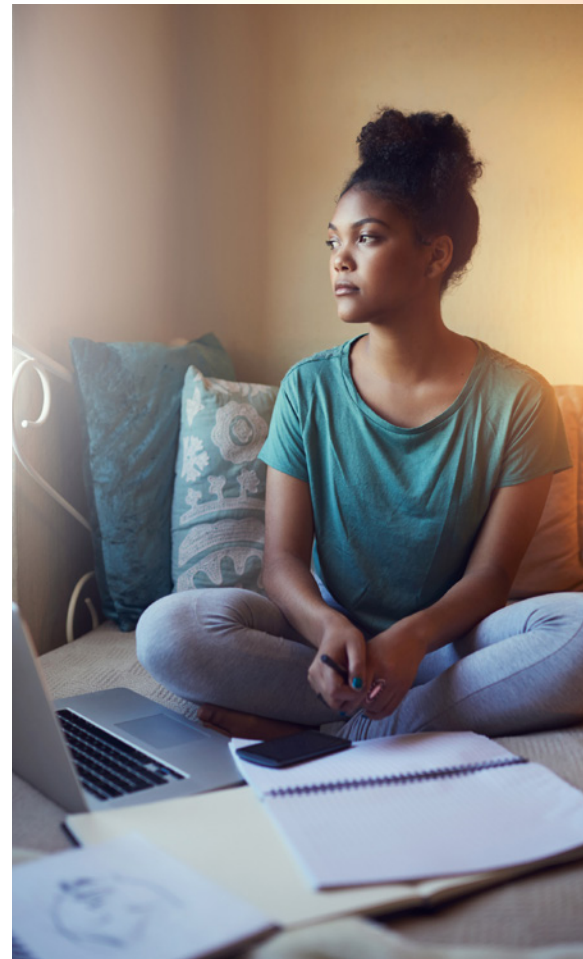
Today, thousands of Georgians with untapped potential fall short of getting the good education that can help provide a secure future for their families largely because college is no longer affordable. Many don't qualify for merit programs like the HOPE Scholarship. Without HOPE, the financial burden to pay for college solely out of pocket through loans and part-time work creates tremendous economic hardship and often prevents these students from completing their studies in a timely way or at all.

State leaders often point out how critical a postsecondary education will be for Georgia's future workers and the state's economy as a whole. Students are much more likely to be relegated to low-paying, dead-end jobs that limit long-term economic security for themselves and their families when they lack postsecondary education, training and credentials. They are much

more likely to be left behind and left out of Georgia's growing and diversifying economy where employers are desperate for skilled labor. Importing skilled labor from other states, as Georgia does to a large extent today, may meet business demands. That creates an unsustainable lack of development of our home-grown workforce. We need a Georgia grown solution that meets the needs of our residents.

State funding for postsecondary education plummeted in recent years on a per-student basis, putting upward pressure on tuition and other costs of college. Those rising costs mean financial aid programs like HOPE and the federal Pell Grant don't go nearly as far as they once did. The financial gaps that exist make completion much harder and undermine Georgia's goals to improve graduation rates to prepare for a 21st-century economy.

Developing need-based aid tools is an economic imperative for Georgia. If Georgia wants to retain its much-touted reputation as the No. 1 place to do business, it also needs to become the No. 1 place to find a high-skilled, well-trained worker. It's time to recognize that helping the students who will become Georgia's future workforce stay in school is a winning economic development strategy. **AT**



Taifa Smith Butler joined Georgia Budget and Policy Institute in 2011 as the organization's deputy director. She provides GBPI's organizational vision, inspiration and strategic management. Butler provides leadership and guidance to accomplish GBPI's mission and vision to improve economic opportunity for all Georgians.



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Dr. William F. Pickard

By Katrice L. Mines



William F. Pickard, Ph.D.'s first foray into entrepreneurship was as a McDonald's franchisee in Detroit, Mich. Forty-five years later, the chairman of Global Automotive Alliance, co-managing partner of MGM Grand Detroit Casino, CEO of Bearwood Management Company, and co-owner of five black-owned newspapers is giving budding entrepreneurs a road map to success with his new

book "Millionaire Moves — Seven Proven Principles of Entrepreneurship."

In it, Pickard details the triumphs and challenges of his entrepreneurial evolution in an authentic, instructive, and "real talk" manner that will be an apt guide to executives on how to transcend obstacles and stay true to their goals.

The civic leader and philanthropist has much to draw from aside from his business pursuits having served on numerous business and non-profit boards including Asset Acceptance Capital Corporation, Michigan National Bank, LaSalle Bank, Business Leaders for Michigan, National Urban League, Detroit Symphony Orchestra, Detroit Black Chamber of Commerce, and is a life member of Alpha Phi Alpha Fraternity. As well, he was appointed to the Western Michigan University Board of Trustees in 2016. An avid student and supporter of African-American achievement, Pickard recently made a \$1 million pledge to the new National Museum of African American History and Culture in Washington, D.C.

Leadership 101.

1. If you were to take one tenet of entrepreneurship and do a TED Talk on it, what would it be?

Vision and attitude. It is critical that entrepreneurs see themselves where they want to be. Attitude will help them to crystalize their dreams and motivate them to be productive, even when it is hard to do so. Vision will keep them grinding while others are sleeping. Vision and attitude will bring them to the finish line. The Bible says, "without vision the people will perish."

2. People tend to believe that entrepreneurs and executives who work in corporate America are starkly different, but you've had proven success in both genres. What is the common ground?

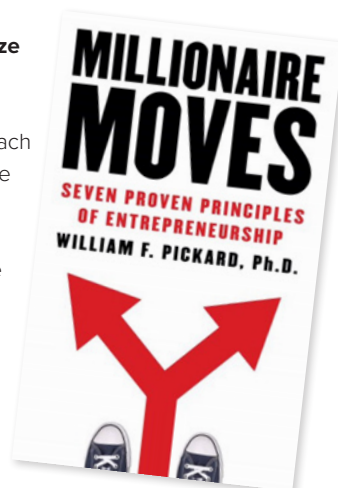
People before profit. I have been my own boss for 45 years but I didn't start out that way. I was happily pursuing my degrees in social work when opportunity knocked on my door. It was that social work background and opening my McDonald's businesses that strengthened my appreciation for the people. I can be profitable because I have hired a dynamic staff, one with the right skill set. At the end of the day, it is those people that matter. I genuinely appreciate them and the sacrifices they make to help make my businesses profitable. Without them, there would be no profit and there would be no business.

3. What is one of your go-to life hacks?

Sharing is one of the most important lessons in life. I am an avid reader and every morning before my day starts I review my Flipboards to keep me current and motivated. It's also my opportunity to share stories with my friends and staff and constantly inspire them. And to read what is sent to me by my own posse. As a leader, it is imperative to constantly instill confidence in people to take a leap of faith as well as calculated risks. You can find inspiration anywhere; you just need to know how to look for it.

4. How do you inspire or evangelize entrepreneurship?

Mentoring young people. I firmly believe in the adage, "Each one, reach one, teach one." For decades, I have been a lecturer at Historically Black Colleges and other colleges and universities to inspire young people to build their business and create their own legacy. As a community, it is imperative that we build our own wealth. The purpose of writing



(Continued on page 35)

Five Tax Breaks that Expired in 2016

Many tax provisions were made permanent with the passage of the PATH Act in late 2015, but more than 36 others expired at the end of 2016. Here are the five that are most likely to affect taxpayers.

1. Mortgage Insurance Premiums

Mortgage insurance premiums are paid by homeowners with less than 20 percent equity in their homes. These premiums were deductible in tax years 2013, 2014, 2015, and once again in 2016. Mortgage interest deductions for taxpayers who itemize are not affected.

2. Exclusion of Discharge of Principal Residence Indebtedness

Typically, forgiven debt is considered taxable income in the eyes of the IRS. However, this tax provision was extended through 2016, allowing homeowners whose homes have been foreclosed on or subjected to short sale to exclude up to \$2 million of canceled mortgage debt. Also included are taxpayers seeking debt modification on their home.

3. Energy Efficient Improvements

This tax break has been around for a while, but if you made your home more energy efficient in 2016, now is your last chance to take advantage of this tax credit on your tax return. The credit reduces your taxes as opposed to a deduction that reduces your taxable income and is 10 percent of the cost of building materials for items such as insulation, new water heaters, geothermal heat pumps, or a wood pellet stove.

Note: This tax credit is cumulative, so if you've taken the credit in any tax year since 2006, you will not be able to take the full \$500 tax credit this year. If, for example, you took a credit of \$300 in 2015, the maximum credit you could take this year is \$200.

4. Qualified Tuition and Expenses

The deduction for qualified tuition and fees, extended through 2016, is an above-the-line tax deduction, which means you don't have to itemize your deductions to claim the expense. Taxpayers with income of up to \$130,000 (joint) or \$65,000 (single) can claim a deduction for up to \$4,000 in expenses. Taxpayers with income over \$130,000 but under \$160,000 (joint) and over \$65,000 but under \$80,000 (single) can take a deduction up to \$2,000. Taxpayers with income over those amounts are not eligible for the deduction.

Qualified education expenses are defined as tuition and related expenses required for enrollment or attendance at an eligible educational institution. Related expenses include student-activity fees and expenses for books, supplies, and equipment as required by the institution.

5. Exemption from Increase in Medical Expense Threshold Amounts

Starting in 2013, threshold amounts for medical expense deductions increased from 7.5 percent to 10 percent of AGI. Seniors (age 65 during or before the tax year) were temporarily exempt from the 10 percent threshold of adjusted gross income (AGI), which applied to tax years starting after December 31, 2012 and ending before January 1, 2017. **AT**



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Manager Option: Effectively Manage Racially Biased Conduct in the Workplace – Or Risk Losing Your Job

There are times when managers overhear employees making racially derogatory comments in the workplace and do not quite know how to respond to them. Should I say something? Should I ignore it? What should I do? Recently, a Georgia court made it clear that employers can lawfully terminate managers for failing to discipline employees making racially biased comments in the workplace.

In *Crumpler*, an assistant manager was present when another employee used a racial epithet in the workplace and also expressed an intention to assist one ethnic group obtain their sales numbers presumably to the exclusion of other ethnic groups. Another employee informed the assistant manager, the employee making the offensive comments and another employee that she was offended by the comments. As the complaining party walked away from the group, she allegedly overheard the assistant manager state to the rest of the group, “I hate that b****.” The assistant manager did not discipline the employee making derogatory comments and did not otherwise effectively address the employee’s concerns.

After complaining to Human Resources about this incident, Human Resources performed an extensive investigation. During the investigation, the Company discovered several other instances where the assistant manager violated its code of conduct policies and confirmed that she had permitted a racial epithet to occur in her presence without taking appropriate disciplinary action. The Company terminated the assistant manager’s employment.

The assistant manager filed a lawsuit claiming race and sex discrimination. Her principle argument was that men and/or non-African American employees also violated the code of conduct but were permitted to retain their employment. The evidence, however, did not support her claims. The Court held there were no other employees committing the same type of violation so the assistant manager could not identify a proper comparator who was treated differently. Further, the evidence also showed men and non-African Americans also were terminated for code of conduct violations and that women and African Americans violating the code of conduct retained their jobs. For these reasons, the Assistant Manager could not demonstrate that her termination was the result of race or gender discrimination.

This case identifies important lessons for employers, managers and employees:

- (1) Managers should receive training that both explains their obligation to manage the workplace in a manner that discourages racially biased comments and behaviors and also arms them with tools to effectively address those behaviors when they arise. They



also must understand that responding negatively to employee complaints is prohibited.

- (2) Companies should have policies outlining behaviors that are expected in the workplace — and those that are prohibited. These policies help guide employees and managers’ workplace behavior.
- (3) Companies should apply their policies consistently. In this instance, the Company’s evidence demonstrated that it applied its code of conduct to support termination decisions impacting people of both genders and other ethnicities. This evidence helped to demonstrate that the Company did not terminate the assistant manager because of her race or gender.
- (4) Employees and Managers should refrain from engaging in discriminatory behavior, including making racially biased comments or using derogatory terms or epithets. Failure to avoid these behaviors could result in an employer terminating your employment. **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.



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TENE S. DAVIS, ESQ.

Dynamic Lawyer Is Winning Her Way

before launching her own law firm in Atlanta. An avid crossfit athlete who enjoys traveling and reading, she runs and supervises an Atlanta-based law firm that specializes in the niches she is most passionate about.

Tell us about your current practice.

I operate a small residential real estate closing practice. My goal is to start marketing my services to more national lenders and title companies. This year I have plans to hire new attorneys to assist with my busy closing practice. I also handle family law related cases such as child support and custody issues. Finally, I specialize in helping artists. I routinely draft and review various music industry contracts including recording artist agreements, music producer agreements, digital distribution agreements, business management agreements, and songwriter agreements.

What is your vision in terms of what you feel should be accomplished each day and each year?

Each day my goal is to have satisfied clients. Every time an individual retains me, I want them to feel like they got their money's worth, and that I met or exceeded their expectations. Every year, my goal is to increase my clientele, and to continue to grow my practice not just in numbers, but substantively. After every case I try to extract lessons learned. I try to grow and learn from every case. I hope to never become stagnant or accept mediocrity. Average is not my rubric; I aspire for excellence every day.

How transferable do you believe your skills would be to work in a traditional law firm or corporate environment?

I believe that I have excellent transferable skills. Being a lawyer involves having excellent communication and writing skills. It also involves being perceptive of human nature, being an effective problem-solver and being analytical. These are core skills that can be

used in virtually every work environment.

What are your long-term goals as a lawyer, and as a business professional?

My long-term goal as a lawyer is to continue to grow my practice and help as many people as I can. I also have aspirations of becoming a family law judge. Family is very important to me and it is my hope to one day have a pivotal impact on my community by offering sound opinions marked with compassion and perceptive insight on relevant family law issues. In addition to practicing law, I am involved in a couple of start-up entrepreneurial ventures. It is my hope to bring those ventures to fruition this year — including introducing a new workout gear clothing line and forming a concert promotion company.

Describe Tene Davis, Esq. in five words or less.

I am hard-working, honest, loyal, smart and competent. **AT**

When one of her older brothers was brutally murdered, Brooklyn, N.Y., native Tene Davis right away was influenced to become a lawyer. That said, though she developed a tremendous appreciation for the power of criminal lawyers to impact justice, Davis came to consider it a specialty that required singular focus. She continued to see herself as a potential lawyer, but one who would master more than one specialty. Growing up, another influencer in her development was Oprah Winfrey. "I grew up watching her break countless barriers, accomplish massive goals, and bravely carve out a remarkable life for herself on her own terms despite her humble beginnings," Davis says.

The Atlanta law practice that Davis has carved out is on her own terms as well. After graduating from Bennett College (summa cum laude) in Greensboro, N.C., and the University of Wisconsin Law School, she learned the law from mentor and friend, Judge Margaret Vergeront of Wisconsin's Senior Court of Appeals, District IV. After completing a fulfilling judicial clerkship under Judge Vergeront, Davis had a four-year stint at Missouri's prestigious national law firm Shook Hardy & Bacon, LLP,



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@thesigningattorney.net or brian@esquire-connect.com.



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2017 MEN OF EXCELLENCE





ROB HARDY

By Leah D. Stone

Rob Hardy loves Atlanta. Despite being a native Philadelphian, one of the first things you learn is how much he has embraced “The A” as his own after living here for more than 20 years.

“I just want people to know how great the city is and I’ve loved watching it grow. I’m hoping that my company and I can be a part of continuing to make that happen in the right direction,” Hardy says.

As a director and producer for Atlanta-based Rainforest Entertainment, a full-scale production company building content in film, television and digital platforms, he has the opportunity to do just that.

Hardy began his film foray after taking a video class in junior high school and creating his first film about a black superhero his senior year of high school, “G-Man.” “That was my first time actually getting into film and friends that saw the project, said ‘you should really do this.’”

Hardy took that advice and ran with it creating his first motion picture, “Chocolate City,” with former business partner Will Packer while he attended Florida A&M University. The film earned him the institution’s highest honor — the Bernard Hendricks Student Leadership Award — and gave him a launching pad to start his company.

Post-college, Hardy moved to Atlanta and shot a variety of well-known films including “Trois,” “The Gospel” and “Stomp the Yard.” While he received critical acclaim and had great success in this realm, his ability to constantly reinvent himself led to a new path.

“The only thing certain is change and I view it as a necessary evil. The more you embrace it the better.”

In 2007, he began making a transition to television, which proved to be a sagacious step.

“It took me awhile to embrace the television world, but

it allowed me to direct consistently and use my muscle to tell different stories,” Hardy recalls. “Ironically, once I got my feet planted in television, a shift happened [in the industry] and suddenly TV was the place to be, which showed me I had just gotten there ahead of the curve.”

Hardy has directed episodes of acclaimed shows like “Blackish,” and “The Flash,” and he recently sold his first TV series, BET’s “The Quad,” where he serves as executive producer and director. Though many have noted the similarities between the show and Florida A&M, Hardy maintains it is not based on his alma mater.

“Life imitates art as far as the similarities, and we had been shopping this story in Hollywood even before FAMU had its first woman president,” Hardy explains. “Sometimes it takes a while for these things to get picked up.”

Hardy’s life experience has inspired his professional work on many occasions, most notably in 2011, when his affiliation with Alpha Phi Alpha Fraternity Inc. led him to direct the documentary, “Alpha Man: The Brotherhood of MLK,” which chronicles Martin Luther King Jr.’s connection with the fraternity. During the filming, Hardy discovered many never before seen relics from King’s fraternity days that were archived in the King Center. His involvement on a later project also had an impact on King’s legacy.

“Our film ‘Stomp the Yard’ was the first major financial contributor to make [the King] memorial happen when Sony dedicated some of our opening box office proceeds to the monument.”

Hardy’s desire to forge new ground goes beyond the screen and he can be found pushing it to the limit as an adventure seeker around the globe in his off time.

“I’m an adventure guy and into all of the extreme stuff, whether it be falling from the sky or running with the bulls,” Hardy shares. “My mischievous side has made life interesting.” **AT**



RODNEY SAMPSON

By Jacqueline Holness

If you watched nine-year-old Mikaila Ulmer score a deal for her BeeSweet Lemonade, Christopher Gray land a deal for his scholarship database company Scholly, Erica Barrett close on a deal for her Southern Culture Artisan Foods or music mogul and venture capitalist, Troy Carter appear as a guest Shark on ABC's hit television show "Shark Tank," you can thank Rodney Sampson for his pioneering behind-the-scenes initiatives.

"We increased the number of women and minorities who pitched on the show," says the serial entrepreneur and angel investor who worked as the first Executive-In-Charge of Diversity and Inclusion for Mark Burnett Productions, which is responsible for the shows "Shark Tank," "The Voice," "The Bible Series" and more. "Most major publicly traded companies have diversity initiatives, but private sector spaces like Hollywood, film, faith and technology have not matured enough to the point where diversity from the top down is a priority."

Sampson experienced this first hand as the cofounder of a high growth technology startup in 2000 on which he became the first black person in Atlanta to successfully raise a seven figure seed round to launch and grow his startup. While working on a MBA at the Keller Graduate School of Management, he also worked as the chief administrator at Mt. Carmel Baptist Church in Southwest Atlanta. "I noticed how much money Pastor Timothy Flemming was spending each month on securing television time on different national television networks." As a result, Sampson co-founded Multicast Media Networks with two partners on the campus of Georgia Tech and launched their first niche content platform, Streamingfaith.com. "We were the first to live stream churches and faith-based TV networks over the Internet and offer these organizations a 2/47 video broadcast channel for less than what they were paying for a weekly half hour broadcast on national cable. Some of our early clients were Dr. Creflo Dollar and Bishop Eddie Long in Atlanta, and Bishop TD Jakes and Trinity Broadcasting Network globally," says Sampson who later sold the business for nearly \$20 million to a new media company in the Hague. "It was the first company where I learned what raising

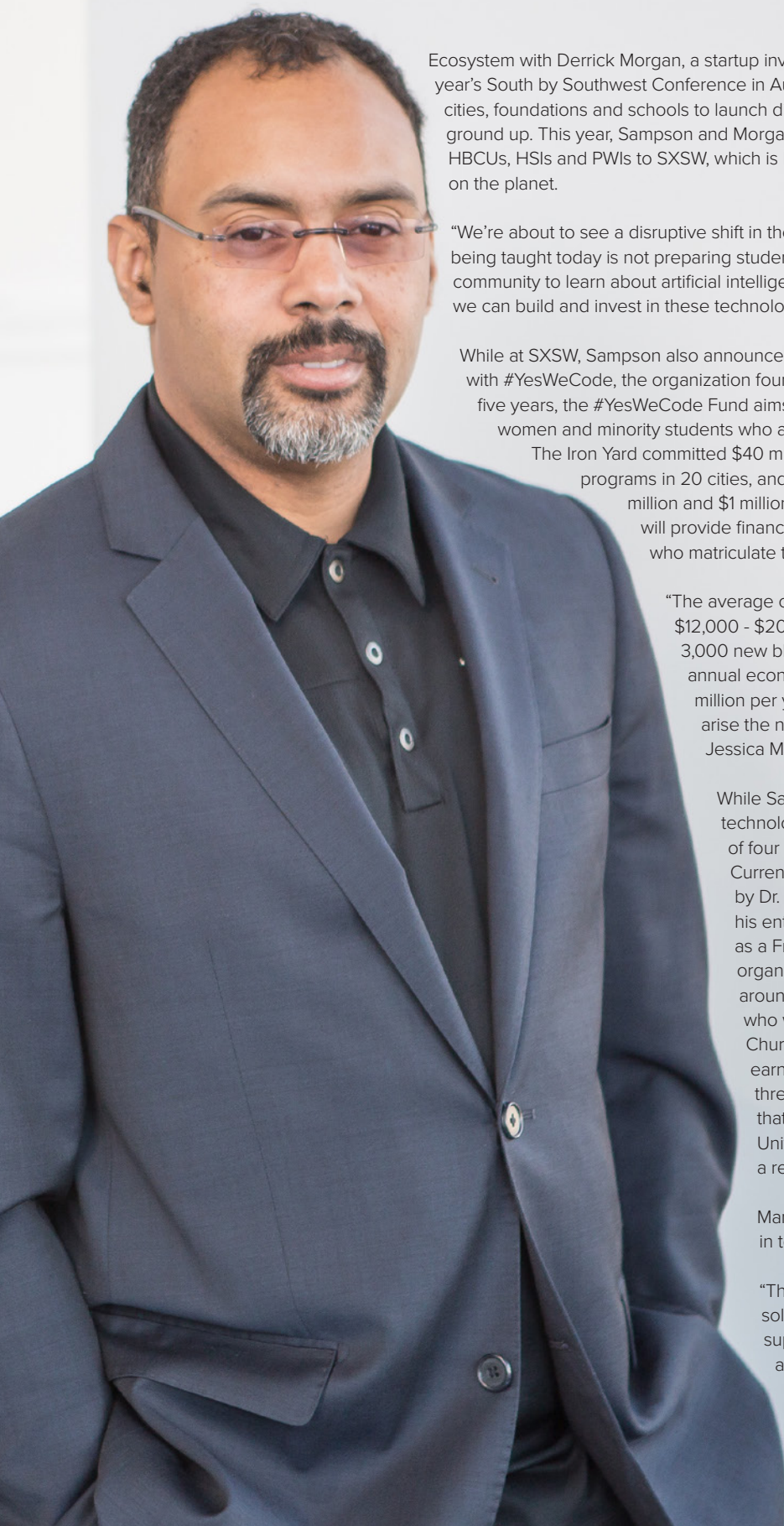
private capital was like. It was incredibly difficult, especially as a young black man. When you come from a community that doesn't have a lot of high net worth individuals and when you do find some, they are acclimated to more traditional investments, not really tech startups, it can be tough. We persevered and we won."

So, in 2013, when Sampson launched Opportunity Hub, the thesis was to reduce and eliminate the barriers for minority technology founders to ideate, start and launch and scale a company. OHUB, as it was affectionately referred to, quickly grew as the largest black owned entrepreneurial center in the nation; and third largest entrepreneurial center in Atlanta. OHUB offered co-working space, dedicated office space, an entrepreneurial curriculum that featured over 300 events per year, a pre-accelerator and early stage investments for select companies.

"We grew really fast in Atlanta. In fact, the last joint venture that Herman Russell did before he passed was with us. We launched an Opportunity Hub on the Paschal's property on Northside Drive on Atlanta's Westside."

In 2015, Sampson merged Opportunity Hub with Dr. Paul Judge and Allen Nance to launch TechSquare Labs, a company-building studio, Google for Entrepreneurs Technology Hub, seed fund, co-working and corporate innovation lab. "We purchased the old Office Depot, [which is] 25,000 square feet, by Georgia Tech on Spring Street in Midtown. We also have a \$25 million venture fund that invest in early stage technical founders that demonstrate defensible intellectual property and a runway to success." To date, the TechSquare Labs' investment portfolio of startup companies have raised more than \$250 million in follow on venture funding and created more than 500 jobs.

Now, he is charting out a new path as an inclusive innovation, entrepreneurship and investment ecosystem builder. Following in the footsteps of iconic entrepreneurs turned ecosystem builders like Tony Hsieh in Las Vegas, Dan Gilbert in Detroit and Steve Case in Washington, DC, Sampson recently launched Opportunity



Ecosystem with Derrick Morgan, a startup investor and linebacker for the Tennessee Titans at this year's South by Southwest Conference in Austin, Texas. Opportunity Ecosystem partners with cities, foundations and schools to launch diverse and inclusive startup communities from the ground up. This year, Sampson and Morgan took 100 black and Latino college students from 41 HBCUs, HSIs and PWIs to SXSW, which is billed as the largest technology, film and music festival on the planet.

"We're about to see a disruptive shift in the workforce of America. The education that is being taught today is not preparing students for the jobs of tomorrow; so it's important for our community to learn about artificial intelligence, advanced manufacturing and automation so that we can build and invest in these technologies; not just use them."

While at SXSW, Sampson also announced a \$100 million coding scholarship fund in partnership with #YesWeCode, the organization founded by Van Jones and the late, Prince. Over the next five years, the #YesWeCode Fund aims to award \$100 million in diversity scholarships to women and minority students who are currently underrepresented in the tech workforce.

The Iron Yard committed \$40 million in full-tuition scholarships to attend their immersive programs in 20 cities, and Code Fellows and WeCanCodeIT! committed \$5 million and \$1 million, respectively. Operation Hope and Opportunity Hub will provide financial literacy and entrepreneurial training to the students who matriculate through the coding schools.

"The average cost to attend a coding program ranges between \$12,000 - \$20,000. The scholarships raised to date will train over 3,000 new black and Latino software engineers and yield a starting annual economic output to the technology workforce of over \$150 million per year. It is from this pool of talent that we believe will arise the next Bill Gates, Mark Zuckerberg, Rodney Williams, Jessica Matthews or Paul Judge."

While Sampson is known today as a successful exited technology entrepreneur, angel investor and the author of four books including "Kingtonomics: Twelve Innovative Currencies for Transforming Your Business and Life Inspired by Dr. Martin Luther King Jr.," many don't know how he got his entrepreneurial start. His very first business was created as a Frederick Douglass High School student. "I played the organ and piano, and I would be asked to play at churches around Atlanta, and I would get paid for it," says Sampson, who was consecrated as a bishop in the Old Holy Catholic Church (International Bishops Conference) in 2010. While earning a bachelor's degree at Tulane University, he threw parties with his best friend and co-owned a club that catered to college students. As a Pennsylvania State University College of Medicine student, Sampson opened a restaurant with the Omega's in Harrisburg, Penn.

Many ask him what's next given all he has accomplished in tech.

"The goal is to continue investing in the smartest talent solving the toughest problems. From there, we want to support these startups in raising more follow-on capital and creating more jobs. Although TechSquare Labs is focused on Atlanta, I'd like to see other cities, municipalities, and colleges and universities launch similarly inclusive innovation, entrepreneurship and investment ecosystem-building initiatives." **AT**



KEVIN D. JOHNSON

By Jacqueline Holness

The 2010 Oscar-winning movie “The Social Network,” was, for many, a fascinating foray into the mind of Mark Zuckerberg, who co-founded Facebook as a Harvard University student in 2004. Kevin. D. Johnson, 37, who founded Johnson Media Inc. as a Morehouse College student in 2000, however, felt as if his life was unfolding on-screen. He wrote about that experience in his 2012 book “The Entrepreneur Mind: 100 Essential Beliefs, Characteristics, and Habits of Elite Entrepreneurs.” “Just like Zuckerberg in the movie, I was a geeky computer science major with a handful of brainiac friends; then suddenly I was ‘the man’ with more friends than I could have ever imagined. I had created a popular, online community for college students, complete with a dynamic book exchange, a dating service, chat rooms, news, photo galleries, and other neat features.” To facilitate the content for the online community, a fellow Morehouse student and Johnson created OmniPublisher, software similar to WordPress, that was eventually sold for “hundreds of thousands of dollars” to a publishing company.

The online community became *AUC (America's Urban Colleges) Magazine*, which at its height had a monthly circulation of 100,000 and reached 140 colleges and universities throughout the nation. “What we figured out very quickly was that companies are always trying to target that 18 to 24 demographic, and our magazine did a good job of serving that demographic.” When the magazine became a victim of the economic downturn in 2008, and folded due to a lack of advertising dollars, Johnson Media was able to leverage its relationships with advertisers. “When the market bottomed out, we decided to change our business model. We asked advertisers, ‘What do you think about us creating and placing the advertising?’ We know that you’re still advertising and have budgets. They said, ‘Great!’” In addition, the media company, which provides many services including marketing and media consulting, media placement and custom publishing, narrowed its focus to target the financial, automotive and food and beverage industries.

Ironically, the recession in 2008 led to Johnson Media’s most profitable account to date. The company scored a \$40 million

account with the National Foundation for Credit Counseling in 2013. “The foundation wanted to get consumers back to banks. After the recession in 2008, a lot of people left banks and were going to credit unions and other places.” Through the “Sharpen Your Financial Focus” initiative thousands of consumers gradually began returning to banks, Johnson says. Since then, Johnson Media acquired more important clients such as Porsche Cars North America Inc. Recently the Atlanta branch of the American Marketing Association awarded Johnson Media with the Atlanta Marketer of the Year Award for its work with Porsche. Other important clients include The Coca-Cola Company and JP Morgan Chase Bank.

In addition to winning awards, Johnson’s entrepreneurship enables him to travel nationally and globally. In 2015, he was invited to the White House for a special event regarding entrepreneurship with President Obama and entrepreneurs such as Mark Cuban, owner of Dallas Mavericks; Steve Case, chairman and CEO, Revolution, LLC and co-founder of AOL; Brian Chesky, co-founder and CEO, Airbnb; and Rich Barton, founder, Expedia, Zillow and Glassdoor. This month, he’ll speak about entrepreneurship at Pontificia Universidad Católica Madre y Maestra in Santiago de Los Caballeros, Dominican Republic.

Aside from his business, Johnson cultivates other worldly pursuits. Also while a Morehouse student, he co-founded Río Negro, a Latin band in which he plays the piano and performs throughout Atlanta including at the National Black Arts Festival. Last year, he was appointed as a commissioner by The City of Alpharetta’s mayor and city council, and finds time to mentor young entrepreneurs as a Georgia State University Entrepreneur in Residence. His experiences as a collegiate entrepreneur resonate with his mentees, particularly because he was a self-proclaimed “nerd” who spent much of his time writing code. In fact, Johnson’s college girlfriend broke up with him because of his devotion to his business. “She wanted to go out or make out, but I had a goal,” says Johnson, now married with two sons. I won’t lie. I was disappointed, but I knew that ultimately, the nerds win.” **AT**



WARRICK DUNN

By Leah D. Stone

Even a few short moments of conversation with Warrick Dunn, retired NFL running back and founder of Warrick Dunn Charities, will quickly reveal his compassionate and thoughtful nature as a consummate caregiver. “Early in life, I learned to sacrifice ... it’s always been about sharing with someone else.”

That sacrifice deepened when Dunn became primary caregiver to his five younger siblings after his mother’s tragic murder in 1993. Drawing strength from her inspiration, he persevered and attended Florida State University and was later drafted into the NFL by the Tampa Bay Buccaneers.

It was during his rookie season that Dunn was impacted by famed coach Tony Dungy in a way that would steer the course of his life.

“Coach Dungy challenged that if we were going to live in the community we needed to be a part of it and give back.”

Dunn took that challenge head on and founded the Warrick Dunn Foundation, also known as Warrick Dunn Charities, in 1997 in Tampa, Fla. The organization’s mission is to provide hope and healing to communities through innovative programming inspired by Dunn’s own journey. One of the most notable facets of the group is the “Home for the Holidays” program that helps single parents achieve their goals of home ownership through down payment assistance. In the last 20 years, the program has been able to help more than 150 single parents purchase homes.

“My passion came from what my mom went through to become a homeowner,” Dunn says. “I’m grateful people believe in my vision and my mom’s vision and ultimately

I’ve been able to utilize this program as therapy for myself.”

Dunn has worked to deal with grief and depression in a journey that was 10 years in the making after his mom’s passing. Attending counseling became a defining moment in his life.

“I was searching to free myself and I went to counseling to deal with grief and my distant emotions and to better my life and my situation; I’m happy to have turned that corner ... to be able to share joy and not be so closed off.”

One of Dunn’s other themes has been hard work, a grounding ethos that was instilled in him from his early days at Catholic High School where he struggled academically until he learned how to study and prepare better.

“There are some things you don’t know until they’re taught to you and I had to learn it wasn’t all about athletics. Take care of the classroom first,” Dunn says.

That ethic carried him far in the NFL, where he received numerous accolades and awards including the Walter Payton Man of the Year award in 2004, and helped him continue his post graduate education, obtaining a Master’s Degree in business administration from Emory University in 2013.

“I’m always about learning and trying to advance my knowledge in a different subject,” Dunn shares. “I consider myself a continuous learner.” And it’s all to pay it forward.

“I like changing lives for the better and leaving a positive effect and hopefully that trickles down to people doing something good for someone else.” **AT**



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LEADER CHAT

(Continued from page 17)

my book, "Millionaire Moves; Seven Proven Principles of Entrepreneurship" is to expand my reach in sharing real principles that led to my success. As someone who has been blessed in many ways, I hope my book will plant seeds of inspiration and determination for that person with a great idea, the student trying to find their way or the employee who dreams of something bigger.

5. What was your mission at the outset of your career?

At the onset, I had one dream and one dream only: To take care of my mother and her sister. My motivation was my love for them and the determination to ensure that their lives were comfortable in their later years. Both women were instrumental in instilling a strong foundation in me and I have always been grateful. In fact, when I could, I bought each of them a house before I bought myself one. That was truly a joyful moment in my life.

6. To what do you attribute your success?

Not being an A student. Not being the sharpest knife in the drawer. All of that made me hungry. As a result, it forced me to create possibilities and look for opportunities to ensure that my vision manifested. While grades are obviously important, they should never be an excuse. People determine their own destiny. So, my book is for anyone seeking a roadmap to achieve success. All seven principles work together, synergistically. Without one, you will not, in my opinion, truly achieve your dreams.

7. What should every entrepreneur consider as they set out?

Failure is never fatal and success is never final. Throughout my career, I have experienced numerous obstacles, failed business deals, had bad business partners and the like. In my book, I talk about a Harvard University business conference that I attended. Day-after-day, presenter-after-presenter, I waited but no one touched on the hidden little fear that lurks in the back of every entrepreneur's mind: What happens if I fail? In the book, I share some of my own personal failures and reference my Uncle Paul and the life lessons he taught me. In my own storm, I was reminded that failing is an intrinsic aspect of success and is as much a part of being in business as securing a loan or writing a check. Often, it's the step in the right direction. Failure is not a challenge. The challenge is the decision you make during your time of failure. And it is of course taking those lessons and learning from them. **AT**



TIDBITS

Ramon Reyes has been appointed General Manager at Omni Hotel at The Battery Atlanta

Rooms will have coveted views of the new SunTrust Ballpark and The Battery

Ramon Reyes will lead the opening efforts of the OmniHotel at The Battery Atlanta and oversee all departments including operations, sales and marketing, rooms, risk management, human resources and food and beverage. Most recently, he served as general manager of the OmniRiverfront Hotel in New Orleans, where he transitioned the property into the Omni portfolio from another brand. In the hotel's first full year under the Omni flag and under Reyes' leadership, it achieved significant RevPAR growth.

The property also improved its competitive set ranking to number one in the area. He joined Omni Hotels & Resorts in 2008 as director of rooms and operations for the Omni Royal Orleans where he oversaw 345 rooms, as well as several departments including front office, housekeeping, food and beverage, parking operations and loss prevention.

Reyes says the Omni Hotel at The Battery Atlanta — complete with light baseball-derived flourishes in the décor — would see robust demand from the 81 Braves home games, but also the 40-plus concerts a year at the Coca-Roxy Theatre and also demand from nearby major employers The Home Depot and Comcast. **AT**



MemberSuite Expands to Meet Market Demand

At 37, Andrew Ryan has checked off some significant boxes on his life design: Beyond graduating from MIT and writing his first software system for an association when he was 23, Ryan founded MemberSuite in 2010 as a cloud-based way to help non-profits and other member-based associations manage, customize and automate their processes, including recruiting, fundraising, communications and data analysis.

MemberSuite was named to the Inc. 5000 list of America's fastest-growing private companies in 2015.

In 2016, the company, with 115 customers, experienced 150 percent growth, says Ryan, and raked in Series A funding totaling \$11 million with the hopes of doubling it in 2017.

It's 2017.

Since launch, MemberSuite has raised \$19.6 million and has sketched out plans to use the latest funding to add over 50 team members, with a focus on hiring in sales, marketing, and engineering in the Atlanta region.

"Modern associations and nonprofits must turn to advances in cloud computing, including business intelligence and analytics, mobile and social computing," said Ryan. "However, there's a lack of technology partners that can enable them to do this. This leaves thousands of organizations making do with legacy solutions, unable to use technology to better service their members and achieve their missions. MemberSuite is focused on changing this reality for nonprofits and associations across the world."

Additional Series B investors included Fidelis Partners, Angel Investment Management, Accomplish Partners, and Alerion Ventures.

Ryan, who launched the company from his basement in 2010 is taking the swell and moving to a new address — Perimeter Center East in Dunwoody — fully aware that he is trending in the opposite direction of most black tech entrepreneurs in Atlanta.

The lack of local black tech entrepreneurs is also tied to the difficulties in raising early stage VC funds in Atlanta, he said.

Because MemberSuite now has revenue history, potential investors can quantitatively evaluate concrete metrics. But early stage investors "have to go on a gut feeling, and what they end up doing is pattern matching — 'these 10 companies succeeded, and they looked like this.' There's not necessarily anything wrong with that, but they're going to pattern-match the same way, and you're going to get a prototypical 'funded entrepreneur,' which I think is happening in Atlanta. The CEOs of these companies look the same," he explained to start-up accelerator Hypepotamus.

Steve Case, chairman and CEO at Revolution Venture saw Ryan's potential and invested — to the tune of \$11 million.

"MemberSuite is bringing associations into the future by offering them the kinds of cloud software solutions that have revolutionized business," says Case. "We were delighted to meet Andrew and his team following last year's 'Rise of the Rest' visit to Atlanta. MemberSuite is yet another example that startup ecosystems in American cities outside of Silicon Valley are rising." **AT**



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NMLS #1136

FOR MEN ONLY: 25 TIPS, TOPICS AND TRENDS

You have concerns, we found answers.

By Kamille D. Whittaker

SWEAT

Competitive Gym-ing

Studies show that exercisers who competed with other gym goers in a structured way during their exercise routines instead of going it alone had 90 percent higher gym attendance rates. Fitness facilities like X3 Sports and Orange Theory factor in the competitive drive for a super productive workout.

Vary Your Workouts

The body adapts quickly and gets very comfortable when you always do the same routine. Make your sweat sessions an age-appropriate mix of aerobics, high intensity muscle training and warm up and wind down stretches.

Hard and Fast Is Best

The quickest way to burn fat and build fitness stamina is with the Tabata Protocol — a Japanese exercise technique that involves bursts of intense activity and short rests. It works with body-weight exercises, sprints, or exercise bikes. Better body; less time.

Go With the Flow

Burned out on Yoga? Try Capoeira — a system of physical discipline and movement, treated as an African-rooted martial art and dance form. The health benefits — increased stamina, balance, confidence, and coordination — are plenty.



SALVE YOUR MUSCLE PAIN

Bee Venom or Apitherapy is the use of beehive products including honey, pollen, and royal jelly. Given as a salve or a shot — not a sting — it has been used to treat joint pain, arthritis, multiple sclerosis and chronic fatigue.

SCREENINGS

By all means, men over the age of 30 should continue routine blood pressure, cholesterol and prostate health screenings and add these five for good measure:

1. Waist Circumference: Central obesity is best measured by waist circumference and is an indicator of the possible risk of diabetes, high cholesterol, high blood pressure and cardiovascular disease.

2. EKG: An EKG is a test used to check for changes in the electrical activity of the heart. Damage to the heart muscle, enlargement of

the heart, heart murmurs/rhythm problems can all be detected by using an EKG.

3. Depression Screening: Depression is a topic that is highly avoided amongst African-American men; and the symptoms of depression vary widely between men and women.



APP THERAPY

Northwestern University researchers wanted to know if apps could affect depression, so they developed a suite of them called IntelliCare. The influence of the behavioral apps was resounding: They reduced by half the severity of depression symptoms in a group of 100 adults, by nudging people toward things that improve mood and reduce anxiety — like changing negative thinking, setting goals, improving sleep and exercising.

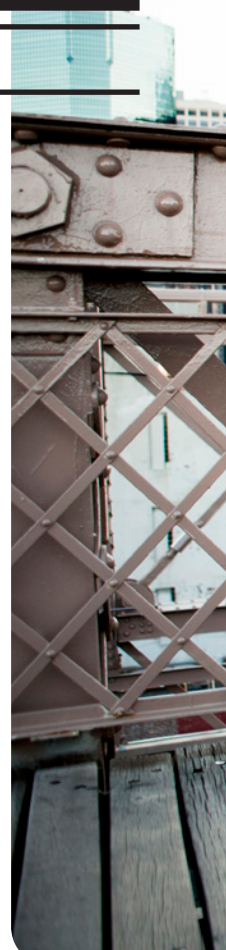
4. Allergy — Many chronic conditions in men, particularly those producing fatigue, moodiness, low sex drive, loss of muscle tone, increased body mass and erectile dysfunction are actually caused by allergies or hormonal imbalances. A Male Series Option A test can help you identify and treat the cause of many common conditions — not just the symptoms.

5. Sleep apnea — Loud snoring, choking or gasping for air in your sleep, and suffering from morning headaches or daytime exhaustion and mental cloudiness are symptoms of obstructive sleep apnea — a potentially dangerous sleep disorder that affects up to one in four men and one in 10 women (including many who are overweight). Besides affecting your quality of sleep, apnea can trigger the release of stress hormones that elevate heart rate and raise your risk for high blood pressure, heart attack, stroke, and Type 2 diabetes. Fewer than 15 percent of apnea sufferers know they have the disorder.

DIET

Ital is Vital

One of the primary goals of adhering to an Ital diet is to the concept of what one puts into the body should enhance ones livity and vitality and not reduce it. Though there are different interpretations of ital regarding specific foods, the general principle is that food should be natural, or





pure, and from the earth; avoiding all foods that are chemically modified or contain artificial additives, color, flavorings, and preservatives. Some also avoid added salt in foods, especially salt with the artificial addition of iodine, while pure sea or kosher salt is eaten by some. In strict interpretations, foods that have been produced using chemicals such as pesticides and fertilizer are not considered *ital*.



MEATLESS MONDAYS?

Protein Alternatives (That are not soy-based): Quinoa, Natto, Amaranth, Edamame, Tahini

Lactose intolerant and need more calcium?

Get enough Vitamin D. Calcium is absorbed by the body and used only when there is enough Vitamin D in your system. A balanced diet should provide an adequate supply of Vitamin D from sources such as eggs and fortified orange juice. Don't forget that sunlight also helps the body naturally absorb vitamin D; just 5 to 10 minutes of sun. And make sure to eat your dark leafy veggies.

Matcha Is More

Matcha green tea has been used in Japanese tea ceremonies for centuries and, according to one study contains 137 times more of the



BOUTIQUE DOCTORS

Concierge medicine (also known as retainer medicine or direct) is a relationship between a patient and a primary care physician in which the patient pays an annual fee or retainer. In exchange for the retainer, doctors provide enhanced care, including principally a commitment to limit patient loads to ensure adequate time and availability for each patient. More one on one time; enhanced privacy and a way to center your health.

antioxidant epigallocatechin gallate than regular green tea. Although the green tea powder is traditionally whisked into a frothy drink, matcha can now be found in everything from ice cream to pocky sticks.

Curb the Cleanse

The Master Cleanse requires ingesting nothing but a concoction of lemon juice, maple syrup, cayenne pepper and water for 10 days or more. The cleanse can cause dramatic weight-loss in the short term (mostly water weight loss), but it's only a temporary win. A *sustainable* weight-loss plan involves tracking your caloric intake and burning more calories than you're taking in through exercise.

(Continued on page 65)

MEN OF DISTINCTION

They are making a valuable impact in their industries and communities, and we have taken note.
Enter: AT's 2017 Men of Distinction.



Attorney, businessman, veteran and philanthropist **Daniel C. Jason Esq.** is founder and managing partner of the law firm of Jason & Bradley LLC, a personal injury law firm in Stone Mountain, Ga. He is also founder, CEO and president of Perazzi Apparel Company d/b/a PZI Jeans, a national denim company headquartered in Tucker, Ga.; and is president and CEO of DCJ Properties and Holdings LLC, a real estate investment and holdings company.

Jason obtained a bachelor's degree and a juris doctor law degree, both from Southern University in Baton Rouge, La.; and a Judge Advocate General's Corp United States Army Military law training and certification. He is licensed to practice law in Georgia, Louisiana and the Military Courts.

The husband of Claire Jason — who is also an attorney and currently a Magistrate Judge in Dekalb County — and father served on active duty as a U.S. Army Judge Advocate/Captain from 1990-1997; and was promoted to the rank of Major in the Reserve rolls before being honorably discharged in 2001. He has received military awards and fulfilled military assignments including a tour in Korea as a Criminal Defense Counsel for the Army's 2nd Infantry Division and as the Group Judge Advocate for the Army's Criminal Investigations Command at Fort Gillem, Ga.

Maceo A. Brown is the president and CEO of System 5 Electronics, the largest African-American owned and operated security alarm and monitoring company in the state of Georgia. He directs daily operations, implements strategies for success, creates product distinctions and positions the company as an industry leader. Incorporated in 1990, System 5 Electronics' provides the newest technology in life-safety devices to protect residential and commercial establishments. The corporate philosophy is to exceed customer expectations by delivering unprecedented service, rapid response and affordable, error-free monitoring.

A respected entrepreneur in Atlanta, Brown is often recognized for his leadership, business acumen and philanthropy. He is the recipient of the Atlanta Business League's Corporation of the Year Award; Concerned Black Clergy of Atlanta Business of the Year Award; Bronner Brother's Scroll of Honor Award; ICABA'S Entrepreneur of the Year Award; the Georgia Minority Business Heritage Award; The Jaguar Foundation's Entrepreneur of the Year Award;

and the 2017 Community Empowerment Development Corporation's Entrepreneur of the Year Award.

Aside from being a successful entrepreneur, he is the founder of Maceo's (Mentoring Aspiring CEO's) Kids, a non-profit organization created to pair African-American youth with mentors in an effort to foster an entrepreneurial spirit. The non-profit provides the opportunity for young men and women to learn the importance of economic empowerment, community development and enrichment; key necessities needed to start, grow and maintain their very own businesses. As well, he is frequently called upon as a security expert for the Ryan Cameron morning show on V-103 FM. In 1974, Brown studied at the IBEW in Atlanta and in 1978, he became a certified electrician, receiving a State of Georgia license from the Bureau of Apprenticeship and Training. He is also credentialed by the State of Georgia Construction Industry Licensing Board as a certified electrical contractor, Class 11; an Alarm System Low Voltage contractor, and cable splicer.



Brown has been married to his wife Alicia for 27 years.



Mawuli Mel Davis is a founding partner of the Davis Bozeman Law Firm where he leads the firm's Civil Rights Division. Davis attended the United States Naval Academy in Annapolis, where he played varsity basketball

and earned a bachelor's degree in political science. He served in the United States Navy as an officer for nearly 10 years and earned a master's degree in public administration from Bowie State University while on active duty in Rota, Spain. He graduated from Georgia State University College of Law, where he was awarded the Eleanor Norton Holmes/Thurgood Marshall Award for his outstanding contribution as a law student. He is also the recipient of the Georgia State University Dr. Martin Luther King, Jr. Torch of Peace, was named the Civil Rights Attorney of the Year by the Gate City Bar Association, the Advocate of the Year by the ACLU of Georgia, Civil Rights Legal Champion by the Urban League of Greater Atlanta, and was inaugural recipient of the Southern Center for Human Rights' Luminary Award.

Davis has been involved in the representation of public figures, entertainers, athletes, and his organizing efforts have included working with gang members in Chicago as well as participating in the United Nations World Conference Against Racism in South Africa.

He recently served as an international legal observer for the Haitian Presidential Elections. Along with his wife, educator and activist, Jana Johnson-Davis, he also developed "If You Can See, it You Can Be It", an engaging teaching module for attorneys to introduce the legal profession to middle school students.

As an activist, Davis is a co-founder of Let Us Make Man, and was awarded Father of the Year in by Jack & Jill Inc. of Atlanta, Social Innovator Award by Sistas Inspiring Sistas, and Father of Distinction by the Concerned Black Clergy. He is past president of the DeKalb Lawyers Association and the "Mawuli Davis Legal Warrior Award" was named in his honor by DLA which is awarded to attorneys who have demonstrated courage and tenacity in their legal representation. He was recently, elected president of the newly formed Beacon Hill Branch of the NAACP and is a proud member of the Kappa Alpha Psi Fraternity Inc. and the DeKalb Chapter of the 100 Black Men of America.

K. Rashid Nuri, founder and CEO of Truly Living Well Center for Natural Urban Agriculture, brings more than 40 years of global food growing experience to TLW. Nuri observed local food economies around the world while managing public, private and community based food and agriculture businesses in over 35 countries, including Southeast Asia and West Africa. He now lends his experience to urban areas, promoting good nutrition, health, and economic development.

Nuri was born in Boston but as the son of a military officer, he really does not call any place home. He attended 14 schools before his family settled in San Diego. A stellar student and community leader, Nuri went on to obtain a bachelor's degree in political science from Harvard and a master's degree in plant and soil science from the University of Massachusetts. After relocating to Georgia, he managed 13,000 acres of farm land for the Nation of

Islam – including cotton, corn, peanuts, soy beans, and greens, in addition to cows and chicken. Later, he managed operations in Asia and Africa for the Cargill Corporation, a global agribusiness conglomerate. Following nearly a decade with Cargill, Nuri returned to the United States to become a senior executive in the Clinton Administration, serving as deputy administrator in the U.S. Department of Agriculture and senior advisor in the Department of Commerce. In his capacity as Deputy Administrator, Rashid had responsibilities for budgeting, finance, facilities, information technology and 2,200 employees.

He is the former board chair of Georgia Organics, a member of the Fulton County Citizen's Committee on the Environment, a board member of the Food Well Alliance, and a member of the National Black Food and Justice Coalition. He is the father of seven children.



Conroy Boxhill is executive vice president, Corporate, Crisis Reputation Management, Atlanta, and has nearly 20 years of experience in managing corporate reputation, executive visibility and crisis and issues management programs for *FORTUNE* 500 companies. After stints in Edelman's New York and London offices, he has spent the last six years building the company's crisis and reputation management offering in the South. Boxhill focuses on partnering with organizations to build and protect the reputation with the primary goal of advancing their business objectives. He has attended the past nine annual meetings of the World Economic Forum in Davos, Switzerland. There, he provides on-the-ground communications support for C-suite executives. Specifically, his work focuses on maximizing their time with an emphasis on top-tier media interviews and influencers meetings.

During his 13-year career with Edelman, Boxhill has served as the agency lead for

several marquee brands, including VF Corporation, Newell Rubbermaid, Exelis, and Alston & Bird. His work on Exelis was awarded PR Week's 2011 Financial Communications Campaign of the Year and the International Public Relations Award for best Corporate Communications Campaign. In addition to leading integrated marketing and communications campaigns, he serves as a seasoned counselor and media trainer for special C-suite situations. Prior to joining Edelman, Boxhill worked at Rubenstein Associates Public Relations and G.S. Schwartz & Co. in New York. In these positions, he focused primarily on media relations and executive visibility for a various consumer and B2B companies.

Boxhill earned a bachelor of science in business administration from the University of Maryland Eastern Shore and a masters in communications management from Newhouse School of Public Communications at Syracuse



University. He is a board member of CHRIS Kids, a non-profit organization that provides counseling support and services to abused and neglected foster care youth in metro Atlanta.



Adam C. Walker began serving as Summit Container Corporation's CEO in 2014 and has implemented a growth strategy focused on innovation, technology, new market expansion and Mergers and Acquisitions to accelerate the growth of Summit Container. He has focused relentlessly on revenue growth, customer satisfaction and shareholder value creation. Throughout his career, Walker has served as a high-impact strategist with experience spanning global manufacturing operations, business development, marketing, strategic business unit leadership and turn-

around assignment. He is an accomplished business executive with over 20 years of packaging expertise serving technology, automotive, beverage, and other industries.

Prior to acquiring Summit Container Corporation, Walker co-founded and led Homestead Packaging Solutions, an innovative and award winning packaging manufacturer with facilities in Tennessee and Michigan. Under his leadership, the company received numerous awards including the NMSDC Supplier of the Year and the United States Department of Commerce — MBDA Manufacturer of the year.

Walker launched his career as a running back in the National Football League where he played for seven consecutive seasons beginning and ending with the Philadelphia Eagles in 1990 and 1996 respectively. He also played for the San Francisco 49ers from 1991 to 1995 and was a member of the 1994 49ers Super Bowl XXIX championship team. Recognized for his leadership on and off the field, Walker served as special teams captain

from 1994-1996 for both the 49ers and the Eagles; received 1994's post-season special teams MVP; nominated for the Ed Block Award for Courage in 1995; received the 1996 special teams Player of the Year award; and the NFL's Player Network Events Executive of the Year. In 2014, Walker was inducted into the Western Pennsylvania Sports Hall of Fame. In 2016, he was inducted into the Campbell Courage Hall of Fame and the Western Pennsylvania Football Hall of Fame. Summit Container was also honored by the U.S. Department of Commerce Minority Business Development Agency as the 2016 National Manufacturing Firm of the year.

Walker serves on the board of directors of the National Minority Supplier Development Council, Gwinnett Technical College, the Georgia Small Business Center, University of Pittsburgh, Katz School of Business, Supply Chain Management Professionals, and is a member of the Young Presidents Organization. He earned a Bachelor of Science Degree in business administration from the University of Pittsburgh and completed the Advanced Management Executive Program from Northwestern University — Kellogg School of Management. **AT**

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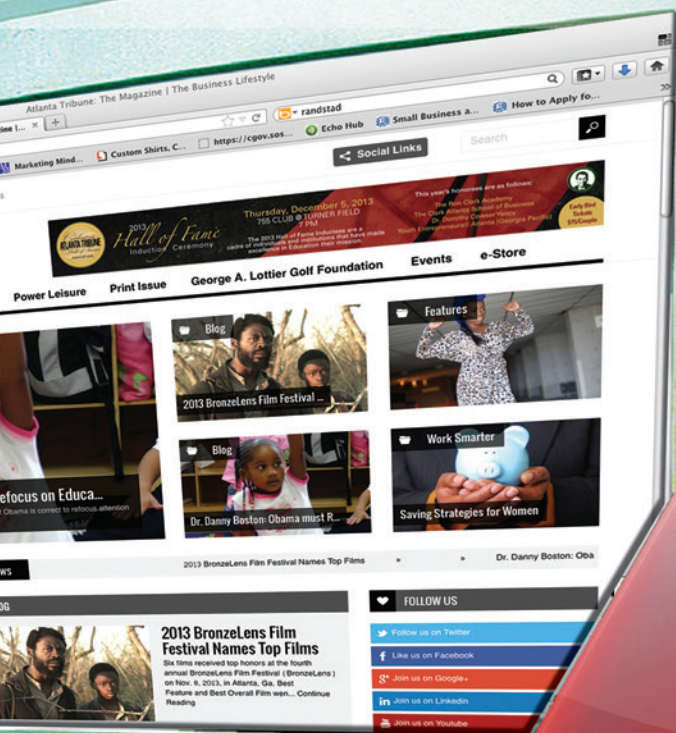
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HOW TO: *Reset*

Everyone has setbacks but not everyone knows how to recover. Some things to consider.

RESETTING

Some of the best outcomes, inventions and strategies in life are a result of having to reset. Throughout my career, the need to reset has been persistently present – whether it was a layoff at the height of the recession or life challenges. I believe the importance of resetting holds true in almost every aspect of life and have personally developed three key ideologies which I use in order to be successful.

Refine your focus. Change is inevitable. Often, we start out on a specific path. We have a vision and we are committed to that vision. Then, situations beyond our control come along and change our entire course. A personal example in my career is when there is a change in leadership. I've stood on both sides of this change, receiving a new leader and becoming a new leader. With any leadership changes, there will be organizational changes that cannot be avoided. The best way to embrace those changes and remain in control is to refine your focus. This can be done by keeping an open mind and being solution-driven. Doing so, will lead to an easier transition and guarantee success.

Earn Trust. In business, one of the key derivatives of being able to refine your focus is to earn trust from key stakeholders. When

people can trust and depend on you, barriers are removed. Trust is earned through honesty, reliability, openness and integrity. Trust is an integral part of resetting.

Get results. Now that the focus has been refined, and the trust is earned, one must get results. What that looks like for me are the “wins” after the reset. They don't always have to be huge wins. Often times, the quick small wins will pay larger dividends and be the biggest catalyst for sustained positive momentum after a setback.



Kenneth Gray | Vice President of Finance, Strategic Pricing & Profitability, within the payment services division of US Bank – Elavon

HOW DO YOU RESET?



Perspective is everything. Knowing what you want is also very important. But, a critical realization for me was that success is not a single accomplishment or an ultimate destination, but a somewhat unpredictable, winding and unending journey. Among the many things that fuel progress and steepen one's trajectory are the lessons, if paying attention, that are in each experience. Furthermore, I've found that the biggest lessons are nearly always in the most difficult, disappointing and consequential experiences. As though it is in the DNA of success, setbacks are a part of the story. So, as I move toward my goals and encounter difficulty, I maintain that perspective and understanding. Setbacks are inevitable as are the lessons that most certainly exist in each of them. Remaining consciously aware that each hardship is part of your process and not a permanent state makes resetting feel less like suffering a loss or failure. Instead, resetting is more so an opportunity to remember the bigger picture, take inventory of any missteps and reflect on the underlying lessons in the experience. Next, take a breath, appreciate that you have been made a bit stronger and a bit wiser having gone through the experience ... then move forward.

Randy Hazelton | CEO and founding partner of H&H Hospitality

How Facebook Economics and The Amazon Effect Can Help Your Small Business Become Big

Zoho.com has enabled millions of users and hundreds of thousand small businesses to use its sophisticated business apps for unbelievably low prices. But being able to service millions of users while charging them very affordable prices is something Zoho CEO and cofounder Sridhar Vembu calls the Facebook Economy.

I recently sat down with Vembu to get his take on what lessons Zoho has learned from Facebook and Amazon.com, and what small businesses, in general, can learn. Below are a few takeaways to consider.

What's the Facebook Economy and how is it driving some of the approach you're doing with Zoho?

Sridhar Vembu: As of January, Facebook has about 1.2, 1.3 billion daily active users, give or take. They do about \$2.5 billion in revenue per month, approximately. It's about \$2 per active user. Facebook users are pretty intense; they use it a lot. They're always on the phone uploading photos; and spend hours on it watching videos.

It's fascinating that they're able to not only service all these users but actually make money doing so. Not just make small amounts of money, Facebook actually prints money as I like to say. That's Facebook economics, where \$2 a month they're able to serve users profitably. I don't know any enterprise that can adjust to that economics but I believe that's where we are heading as a world.

This is the consumerization of IT to me — that the kind of Facebook economics comes to dominate how enterprise software and enterprise infrastructure is given out. Amazon Web Services has proved that that's the direction it's heading.

Amazon is another company that you seem to track and look at how they do things. What lessons can small businesses learn from what Amazon has done?

Sridhar Vembu: The first thing is the way they have democratized mass markets and infrastructure. They sell compute by the hour and now per minute pricing, more and more. That's pretty incredible; five cents, 10 cents, 20 cents. These added up. Initially I remember when



they were launching it, the prices were so low, people thought they wouldn't make any money, but there's lots of money there. In a sense they dispatched a lot of traditional enterprise vendors because of their pricing model and their "easy to do" business approach. That's something that's a lesson for any business: Be very accessible. Keep your pricing model very simple and very customer friendly. Those are the big lessons I draw from it.

It seems like the business models for small business are changing as rapidly as the technology is. How does Zoho play a role in that?

Sridhar Vembu: I always like to quote the example of the person who does my garden work for me. This person today still gives me an invoice on paper, monthly. In five years, I can envision everything will be done through a mobile app, including the invoice generated from his phone. My payment will be made through my phone. No other transaction of any kind happens. All of the exchanges happen through our apps installed on our phones. Everything will happen that way. Let's say he needs to fix our sprinkler system. He just sends that quote, I approve it, he proceeds, he invoices me and I pay.

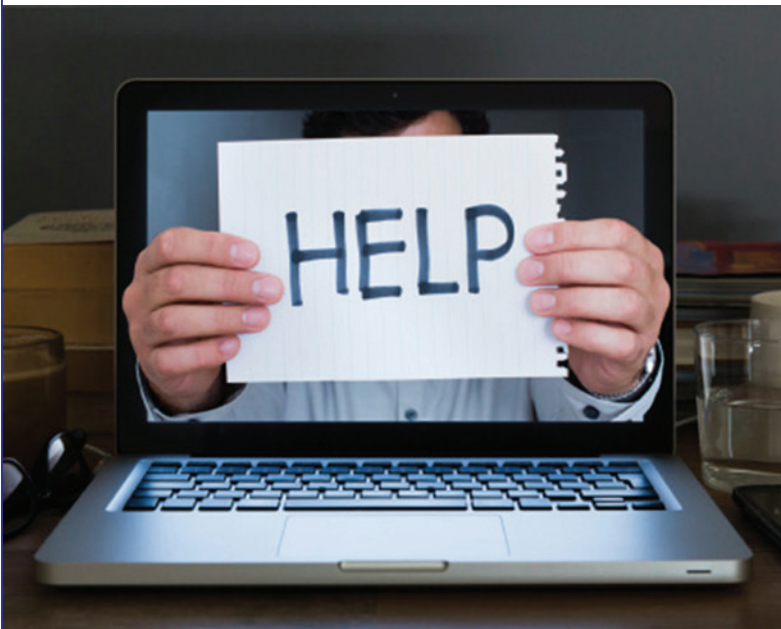
All the transactions should happen at that level. I think about how this technology applies there; and what kind of price points are relevant. That's where the Facebook economics is important because this person is not going to pay \$200 a month. Maybe he'll pay \$5. That's what we are going for. **AT**

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



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SET APART

by Kamille D. Whittaker



Here are some travels that change you.

Some change the way you measure time, space, even distance. Others recalibrate your senses, birthing new essentials, and normals.

Sometimes, these alterations happen in ways you don't realize until long after, mostly upon reflection or recollection. But if you're lucky, the significance and transformation is revealed in real time.

And then it lingers and haunts.

I should have known that St. Barth would insist on it. Called *Ouanalao* by its indigenous — the island is deliberately set-apart. Geographically, it sits on the eastern bend of the French Caribbean, a part of the collectivity that includes Martinique, St. Martin and Guadeloupe, only accessible by small plane or ferry. I measured the distance there, not by time, but by

island: One by one, each island of the hundreds that make up the Lesser Antilles archipelago, passed below the private jet enroute to St. Barth from Puerto Rico, contouring the trail where the Caribbean and Atlantic become indistinguishable. I was headed to *le Caillou* — which, to St. Barthelemians, means “The Rock.” I had read that the island has no water or rich soil to speak of — it is just one big rock with island accoutrement — fauna, food and folk — that beautify it. The language, cuisine, and culture — distinctly French.

So when residents and recurring visitors go away and return, they say they are coming back to the rock, or home; drawn back each time by perennial longing.

It is this currency that *la Maison*, Cheval Blanc St. Barth Isle de France, trades so well in: The art and alchemy of the subliminal as an ode to its chic simplicity. In an island teeming with so many options — *it is St. Barth, after all* — Cheval Blanc, a sister to the original in



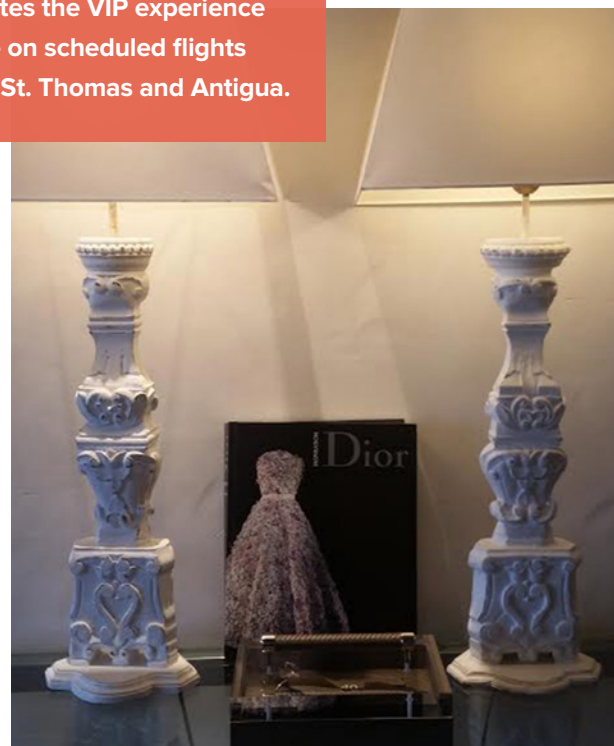
GETTING THERE: Tradewind Aviation replicates the VIP experience of flying private on scheduled flights from San Juan, St. Thomas and Antigua.

Courcheval and a second in the Maldives, is a quiet champion in an unspoken challenge — daring you to find better. Indeed, they hold space for the possibility and then morph and mold to rise to the occasion or request however “reaching” — each detail attended to particularly.

Maison Alchemists — they call themselves — posit subtle reminders of luxe here and there. A custom Guerlain fragrance that wafts through the resort and idles on clothes, hair and skin alike. On an early morning trip from nearby Gustavia, by way of Flamands, for example, the driver knew immediately where I was staying without me saying a word — signature Cheval Blanc lingers. Wanting to take a piece of the *Maison* everywhere I went on the island, I even took on its color palette and decor in my wardrobe with touches of the signature Cheval Blanc blush and a blonde-tinged taupe. When, LVHM acquired the property in October of 2016, they hired Guerlain’s perfumer Thierry Wasser, to create a signature scent for lotions, oils, candles and pillow sprays. And they invested in creating a blush-pink color that’s unique to the hotel, and not in the Pantone collection.

Inimitable and peerless — Cheval Blanc insists.

You won’t soon forget that each generously sized suite and villa is French-conceived





and conjured, individually decorated, in an easy-but-elegant West Indies style with distinctive vintage French fabrics. Marble baths (some with freestanding tubs), and an understated glamour are in tune with the surroundings. Dior look books and Guerlain products make clear the high arching rubric.

The *Anse de Flamands*, visible to many of the 40 suites and bungalows, almost becomes a mere backdrop — an incidental embellishment by way of the maison's blessing of location. I stared at its ivory sands from within my infinity pool atop my private terrace. While Flamands Bay and its panoramic views is one of the most beautiful on the island, the Maison's tropical gardens match the draw with little effort. The freestanding garden bungalows, ensconced in heliconia, palm fronds and bougainvillea, make the decision of where to divide your attention only slight more tenuous. And there is really no need for hard decisions.

You can have a close to hour and a half-long Thai Massage in an open-air pavilion scented by the surrounding blossoms — then take a short walk to dine feet-in-the-sand at La Case de l'Isle, the alfresco restaurant that serves fine nouvelle cuisine on a terraced veranda that empties into the beach. A sommelier-curated list of more than 200 whites, reds and blushes, most of them French, complements every flavor.

Cheval Blanc has all the components to do just that, complement and enhance, insisting that you try as much as you can to gift yourself the best.

And thus, I was different now; altered, if you will.

In places that change you, you start to measure time simply by how long it will take to return. **AT**



SOLAR ESCAPE: Evoking the warmth of a sunset, a harmonizing massage combined with a face and body treatment using Terracotta 'Huile du Voyageur' provides a profound sense of relaxation and escapism. The After-Sun Terracotta cream evokes a delicious tiare flower fragrance and delivers a veil of moisture. Plump and velvety, the skin glows and is ready to face the sun again.



GOURMET GOODNESS: Cheval Blanc was my host for the St. Barth Gourmet Festival — in its third annual iteration, a rhapsody of French gastronomic innovations. During each of the three dinners of the Festival, set at different hotels in St. Barth nine chefs offered a 4- or 8-set menu, allowing all guests to discover their gastronomy and personal cuisine.

At Cheval Blanc's La Case de l'Isle, Chef Arnaud Donckele (Three Michelin-starred Chef of La Vague d'Or restaurant at La Résidence de la Pinède in Saint-Tropez) took up residence alongside house chef Yann Vinsot, who regularly combines his love for the cooking of his native Brittany with the ingredients of the Caribbean.

For the Festival, Donckele chose to adapt his dishes to match the essence of the Maison and the island. Tuna dishes morphed into crab; lemon notes, replaced with lighter grapefruit; and spices to match the heat.

"The Maison is a feminine space with a light elegance. Other luxury hotels have to demonstrate their luxury ... here, it is natural."

I concur.

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Stand Up To Cancer is a program of the Entertainment Industry Foundation, a 501(c)(3) charitable organization. Please talk to your healthcare provider about appropriate screenings for your age, sex, family history and risk factors; and about clinical trials that may be right for you. Photo by Nigel Perry



2017 KIA NIRO: AFFORDABLE AND FUN HYBRID

By Brian Armstead

For decades, the Korean brand Kia was an enigma in the United States. During its early history, Kia supplied engines and transmissions to Ford for use in U.S. and European models.

Fast forward to the '90s, when Kia established its first dealerships here in the States. Due to the Asian financial crisis of the late '90s, Kia filed for bankruptcy and was acquired in a bidding war with Ford by fellow Korean brand Hyundai. Under Hyundai's tutelage, both brands have slowly built their model portfolios into solid brands. A stroke of marketing genius saw the introduction of the industry's first 10-year, 100,000-mile Powertrain Warranty, on both Kia and Hyundai models.

Now, with this kind of warranty protection, you'd better build quality cars, or else expect to go broke very quickly on warranty claims. Yet, Kia has responded over the years in a major way. Just a few decades ago, J.D. Power reliability pegged Kia cars as among the worst in the industry, but now its most recent survey has shown Kia as the best.

The 2017 Kia Niro is a compact Hybrid Crossover utility vehicle. With handsome styling, 52 city mpg efficiency, and tall wagon utility, it's the perfect vehicle for those with young families and active lifestyles.

Niro's standard and optional equipment includes dual-zone climate control; push-button start; heated seats and steering wheel; an eServices smartphone app; 10-way power seats with power lumbar support; Apple CarPlay or Android Auto; an eco-performance monitor to track and enhance mpg; seven or eight-inch telematics screen, depending on trim level; voice command navigation; harmon/kardon premium surround-sound; power sunroof; roof rails; leather seat trim; and so much more.

On the road, you'll be forced to choose from 'Economy' (Eco) or 'Sport' mode. To achieve max mpg efficiency, Niro defaults to Eco mode, which is fine, as long as you are not trying to get anywhere in a hurry. In Eco mode, its 1.6-liter, four-cylinder engine, coupled with a dual-clutch, six-speed automatic transmission offers leisurely acceleration to save fuel. I think the whole industry is still trying to figure out how Kia and corporate cousin Hyundai can market their vehicles at such reasonable price points. Priced from \$22,890 to \$29,650, Niro is impressive at all trim levels.

If you want safety and style, as well as economic and utility efficiency, look no further than the 2017 Kia Niro. **AT**

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store.atlantatribune.com **AT**



BLISSBEHAVIN' IN A TEEPEE AT NORTH GEORGIA CANOPY TOURS

by Regina Lynch-Hudson
Photography by Courtland C. Bivens III



After vacationing like royalty in five-star resorts and onboard luxury cruise lines and glamping in quaint log cabins — it was time to experience a truly unusual lodging adventure. Channeling my inner Sacagawea (unlike Lewis and Clark's trusty guide I have a pathetic sense of direction), I navigated a map through mountainous backroads and eventually collapsed in a teepee in rural Lula, Ga. The rustic setting at North Georgia Canopy Tours features authentic Native American teepees equipped with beds and contemporary conveniences such as heating and air conditioning and electrical outlets for charging iPads, iPhones and laptops. *Sacagawea never had it so good.*

North Georgia Canopy Tours offers 15 conventional camping sites for more traditional campers. Thankfully, all campers and teepee-dwellers enjoy modern shower/restroom facilities. Zip-lining is the highlight of the stay.

www.northgeorgiacanopytours.com



Teepee for Two: Since childhood, I had dreamed of snoozing in a teepee and connecting with my Native American roots. Seven teepee sites are named after the seven clans of Cherokee Society and painted with symbols and patterns that correlate with each clan. Eyeing the front of our distinctive dwelling took me back to the mid-1800s and the oldest recorded family photo of my great-great-great grandmother. I imagined her kneeling and reciting a Cherokee prayer as tears slid down her cheeks while her black hair brushed the ground. The pride and pain of Native American history overcame me as I peered up at the soaring conical ceiling of the teepee and fantasized about my ancestor's life.

The teepee is where she and other members of the Cherokee tribe would have slept, dined, worshiped and mingled. A roaring fire and cook pot would have been centered in the teepee with a hole at the top, allowing smoke to escape. In our case, no food preparation took place. Hubby and I snuggled, star-gazed, surfed the Internet and pulled up directions to nearby restaurants (Catered breakfasts are included at check-in for a nominal fee). We weren't up for campsite grilling — an option for those who desire a bona fide back-to-nature existence.



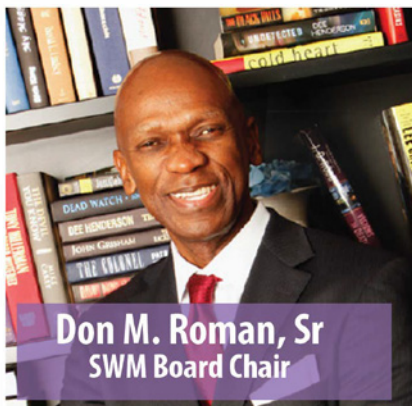
Flying High: If you think that sleeping in a teepee is an exciting ground activity, then you'll find flying at hair-raising speed on a zip line to be nothing short of exhilarating. Few leisure pursuits compare to traversing the treetops, suspended in harnesses and pulled by gravity along cables strung high above the hills. While hubby was accustomed to jumping out of airplanes as a pilot and airborne ranger, admittedly the most daring plunges I'd ever taken were into cold lap pools at one swanky spa destination or another. Nothing prepared my limbs for the balancing act that transpired.

But, there I was, sashaying across more than one mile of steel wire, over steep slopes and the North Oconee River. I wanted to scream and shout, but instead I gritted my teeth and smiled, then gracefully waved at fellow zip liners who were awaiting my touchdown on landing platforms built into the trees. Racing my husband and losing the electrifying grand finale, a mad dash down a 695-foot dual zip line, busted my bubble. Then a kind tour attendant halted hubby's gloating by announcing that 'lightweights' tend to glide slower than heavier zip liners.

RESERVATIONS: 1-888-394-7944; 5290 Harris Road, Lula, Ga. 30554



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



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Atlantafilmsociety.com

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Atlanta.braves.mlb.com

AT

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(Continued from page 39)

To supplement or not to supplement?

If you decide to supplement your diet to bulk-up or increase energy in a short timespan, know what you're ingesting. A recent study on mass booster estimates that that supplement ingestion accounts for about 23,000 emergency visits each and is a leading cause of liver damage.

NEED ELECTIVE SURGERY? DON'T CHECK-IN IN JULY

If you're scheduling elective surgery in a teaching hospital, shoot for late spring, when residents have more experience. Nationwide, July 1st is the standard start date for surgical interns and residents.

BODY

Social Toxins

A new study from the University of Maryland found that racism may speed aging at the cellular level. Researchers found signs of accelerated aging in African-American men who reported being heavily discriminated due to their race and who had internalized anti-Black attitudes. Participants in the study were 92 black men between 30-50 years of age. They were asked about their experiences facing discrimination in different environments, such as in the workplace or housing, along with getting service in public settings like stores or restaurants. Investigators also measured racial bias using the Black-White Implicit Association Test, which gauges unconscious attitudes and beliefs about race groups that people may be unaware of or unwilling to report. This study revealing accelerated aging at the biological level may also help show the link between racism and disease risk. "Despite the limitations of our study, we contribute to a growing body of research showing that social toxins disproportionately impacting African-American men are harmful to health," explained Dr. David H. Chae, assistant professor of epidemiology at UMD's School of Public Health and the study's lead investigator. "Our findings suggest that racism literally makes people old."

Black Can Crack

You are what you eat and a lackluster diet will lead to dull skin, dry hair and brittle nails. Bust a reverse: **Grapes and red wine** — Both supply high amounts of Vitamin A, C, and B6, nutrients that keep your skin's complexion fresh and clear. **Salmon** — Rich in omega-3 fatty acids, salmon not only helps with free radicals and overall skin health, but also lowers odds of stroke and fights against Alzheimer's disease. Alternatives: Tuna, trout or sea bass. **Water** — Sugary drinks and spirits will make you feel dehydrated and fatigued. Drink at least half your body weight, at room temperature, every day. Toss in an effervescent Vitamin C tablet and load up on your free radical defense for the day, *whilst* meeting your H2O quota.

Balding

If your hair is only on the sides and middle top of your head, the bare areas form the letter M (as in male-pattern baldness). But thinning that spreads across your scalp and not to your crown or temples often indicates an underlying health issue. Hormonal or nutritional deficiencies,

such as thyroid problems, low iron, or low protein, can cause shedding, don't assume it's genetic.

Osteoporosis and Yeast Infections in Men

Osteoporosis is not just a woman's disease. Men lose bone mass after age 50, too. You may benefit from supplemental calcium and probiotics in the diet. A recent study in *The Journal of Cellular Physiology* found a connection between probiotic supplements and increased bone density in male mice. Researchers from the study commented that probiotics may help treat osteoporosis in the future, in addition to aiding digestive health.

Yeast Infections are not gender-specific either. All yeast needs is irritating soaps or deodorants, wearing tight-fitting undergarments, and/or any exposure to a hot and humid environment. The role diet plays in increasing the risk of a yeast infection is still unclear, but candidal infections are more common in people with diabetes — of which Black men are at high risk. They are sometimes the first clue to the presence of diabetes. The use of *Lactobillus acidophilus*, one of the more common forms of probiotics, is suggested by the University of Maryland Medical Center to help rebuild the body's immunity and to prevent yeast infections.

Is Testosterone Replacement Therapy for you?

As you age, your Testosterone levels begin to recede. After the age of 30, if you start to experience depression, hot flashes and sweats, exhaustion and forgetfulness, low Testosterone may be the culprit. TRT can be taken at minimal risks in many forms: injection, adhesive patches, nasal sprays, oral ointments, subcutaneous pellets and even suppositories. The most popular: AndroGel — a clear gel you rub on your shoulders and upper arms once a day. Read up on more testosterone research at Progene65.com.

Mind Matters

Keep your wits about you as you age. One 2011 study found an association between a mid-life diet of healthy unsaturated fats and few saturated fats with a reduced risk of mental decline, notwithstanding genetics. Get more unsaturated fats through fish, vegetable oils and nuts.



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Insomnia Fix

Whether it's high stress levels or poor eating habits that is causing your insomnia, step away from the sleeping pill that can cause irreversible dependency and throw your whole system off. Try these instead: Chamomile tea, Tart Cherry Juice, Lavender Essential Oils, and Valerian root and soon enough you'll be sweet dreaming. **AT**

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Savory Delight:

CURRY CHICKEN POT PIE

CURRY CHICKEN POT PIE

Ingredients:

1 lb. boneless, skinless chicken breast, cubed
4 carrots, peeled and chopped
1 large onion, chopped
1 cup frozen green peas
1 3/4 cup chicken broth
2/3 cup coconut milk
2 teaspoons mild curry
1/3 cup unsalted butter
1/3 cup all-purpose flour
1 teaspoon kosher salt, plus more to taste as desired
1/2 teaspoon freshly ground black pepper, plus more for garnish
1 puff pastry sheet, thawed
1 egg, beaten
Flaked sea salt (optional)

Method:

Preheat oven to 425 degrees F.

Place the chicken and carrots in a 2-quart saucepan and bring to a boil. Cook for 12-13 minutes. Add peas and cook for an additional three minutes. Remove from heat, drain and set aside.

Melt butter in a large saucepan and sauté onion over a medium-high heat until soft and translucent. Stir in flour, kosher salt, 1/2 teaspoon pepper, curry, and cook to combine. Stir in broth and coconut milk and simmer (stirring throughout to avoid sticking) until thickened. Taste for seasoning and adjust as needed.

Place chicken mixture in the bottom of a 2-quart round dish and pour curry mixture over the top.

Roll out pastry sheet and layer over the top of the baking dish. Brush with egg wash and sprinkle with flaked sea salt and more ground pepper. Make slits in the pastry to allow the steam to escape while baking.

Place baking dish in the oven and bake for 30-35 minutes until pastry is golden brown. Remove, serve hot and enjoy! **AT**

Food, family and memories have always gone hand-in-hand for me. From the earliest age, I can trace family gatherings, sleepovers, holiday celebrations, and Sundays at my grandparents' home to special meals and favorite dishes.

Chicken pot pie was one of those dishes that typically represented a quick weeknight meal (the frozen variety, to be clear) or, even more fun, a sleepover with my cousins at my grandparents, with my grandmother superbly strategizing on how to feed the lot. It was an easy 'go-to' that satiated our hungry little bellies, and we loved it — largely because it represented family, love, and shared memories.

Those memories continue to linger all these years later and recently inspired me to make a Curry Chicken Pot Pie (equally as perfect for a weeknight or feeding a crowd) that brings back all the comfort and delight that the little frozen pies in the mini aluminum pans provided years before.

So here's to family, childhood memories, tradition and Happy Eating!



Dawn M. Richards is the founder of the food and lifestyle brand, D.M.R. Fine Foods. With her food passion leading the way, Dawn shares recipes, travel stories, fashion, entertainment and lifestyle features on dmrfinefoods.blogspot.com and other media outlets, while maintaining a career as a *FORTUNE* 500 legal executive.

ONE MORE THING

GET FAMILIAR WITH THESE TECHY UPSTARTS IN ATLANTA

JAMES COLEMAN

James Coleman's latest startup MakerStash connects individuals to 3D printing information, materials, and other maker gear. And while that incubates, he serves as the Chief Operating Officer of Flashpoint at Georgia Tech.

ANTHONY GEE

Anthony Gee knows plenty about the supply chain needs of corporations, government entities and emerging markets. Now his sights are set on Core Venture Studio — a “start-up studio” that brings tech-focused companies to life through internal development, investment and acquisition.

MARCELLUS HAYNES

Haynes is a senior developer at EY and recognized the need to found Technologist of Color, an Atlanta-based organization focused on establishing a community to support and assist in the progression of African Americans in information technology.

TYLER SCRIVEN

Techstars Atlanta, in partnership with Cox Enterprises, is located in the epicenter of startup activity in the Southeast, providing entrepreneurs with the resources and network to build meaningful enterprise technology companies and enduring consumer brands. Tyler Scriven — an entrepreneur and early-stage technology investor and advisor — serves as its managing director.

MICHAEL STREET

Michael Street is the founder and director of Black Men Code, a nonprofit that — in addition to servicing the unique educational needs of black men in Atlanta — hosts a number of engaging events including “Go, Code!,” an #HourOfCode event that’s partnered with the Computer Science Department at Morehouse College. The aim: Providing requisite skills in problem solving via coding. **AT**



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