

UPPER CUMBERLAND BUSINESS JOURNAL

WEB EXCLUSIVES

- ▶ Wind farm stirring controversy in Crossville
- ▶ Saint Thomas searching for new CEO
- ▶ Cookeville may welcome second brewery in 2016

MEDICAL PROFILE

Dr. Charles Norman

PAGE

10



SUMMER
2016

ISSUE 118

A voice for
businesses in the
Upper Cumberland



Ficosa puts timeline on Crossville closure

LIZ ENGEL | UCBJ Editor

COOKEVILLE – Ficosa North America has called Crossville home since 2008. Its tenure there, however, is set to sunset next summer as the automotive supplier continues its relocation to a new state-of-the-art plant in Cookeville.

The company, which manufactures exterior mirrors for the likes of Nissan, Ford and Volkswagen, has already begun limited production in Putnam County; construction on its 270,000-square-foot facility in the Highlands Business Park wrapped early in April. But some of its biggest key transition dates are upcoming – as assembly lines, machinery – and people – make the move from the neighboring town.

Plant leaders discussed that timeline exclusively with the UCBJ during a recent tour of the facility.

SEE FICOSA | 21

Presorted
Standard
U.S. Postage Paid
Monroe, Ga
Permit No. 15

ucbjournal.com
BE CONNECTED. STAY INFORMED.



OVIATION AWARDS

MIKE McCLOUD | UCBJ Publisher

2016

SPOTLIGHTING THE REGION'S BEST AND BRIGHTEST

The Upper Cumberland is brimming with talent, imagination and creativity. Each year, the Upper Cumberland Business Journal dedicates an entire print edition to highlighting just a handful of those folks. We call them our Ovation Award winners.

This year, a common theme existed among many of the nominees. All were impacted by the Great Recession – which, to some degree, is not unique – but the downturn drove them deeper into their respective niches. Many have emerged stronger than ever. Their stories can be found on the subsequent pages.

“I always say that Ovation Award season is my favorite. This year is no exception,” UCBJ Editor Liz Engel said.

“It’s no secret that there’s a lot of ground to cover in the Upper Cumberland, but these awards really give us a chance to highlight not only the well-known companies and individuals, but those who are quietly making this a better place to live, work and play. There’s definitely no shortage of creative, driven and talented people. They all should be proud to be included.”

The 2016 list includes 28 total winners across seven categories. They represent 10 of the region’s 14 counties. A whopping 22 are first-time recipients.

“I think that says a lot about the diversity of our region,” Engel added. “We continue to uncover ‘hidden gems’ with this list. That’s what makes the Ovation Awards so special.”

Since 2008, Ovation Award winners have been nominated by Upper Cumberland Business Journal readers and selected by the UCBJ staff. For more information or to nominate a business or business leader for 2017, call (931) 528-8852, visit ucbjournal.com/ovation-awards/ or email contact@ucbjournal.com.

EXCELLENCE IN TOURISM PROMOTION

Cumberland Caverns, Warren County *
Smooth Rapids Outfitters, Warren County
ZIPStream Fall Creek Falls, Van Buren County

FAVORITE RESTAURANT

CG’s Pizza, Jackson County
Foglight Foodhouse, White County *
The Butcher’s Block, Cumberland County
Bull and Thistle Pub, Jackson County *
Blue Water Grille, DeKalb County
The Back Room Bistro, Putnam County

BEST INDIVIDUAL CITIZEN/ EXCELLENCE IN LEADERSHIP

Lanny Dunn, Putnam County
Heart of the City Playground Committee, Putnam County
Eddie Parker, Parker Charcoal, Fentress County

EXCELLENCE IN MANUFACTURING

Crossville Inc., Cumberland County *
Micro Metals, Fentress County
Jackson Kayak, White County
ATC Automation, Putnam County *

SPIRIT OF ENTREPRENEURSHIP

Lagniappe Spice Co., Putnam County
Fitzgerald Glider Kits, Fentress/Cumberland/Pickett
Naked Salsa, Putnam County
Ground Up Recycling, Putnam County

FAVORITE RETAIL ESTABLISHMENT

The Lamp & Lighthouse, Putnam County
HomeCORR, Putnam County
Shaffield’s Furniture, White/Putnam County *
Smith County Drug Center, Smith County

EXCELLENCE IN PROFESSIONAL SERVICES

Cookeville Kitchen Sales, Putnam County
J. Cumby Construction, Putnam County
Winell Lee Hardwoods, Putnam County
Cravens & Company Advisors LLC, Putnam County
Institutional Wholesale Company Inc., Putnam County

* Indicates past Ovation Award winner



**NOW
OFFERING**
Minimally Invasive
Hip Surgery for
qualified candidates

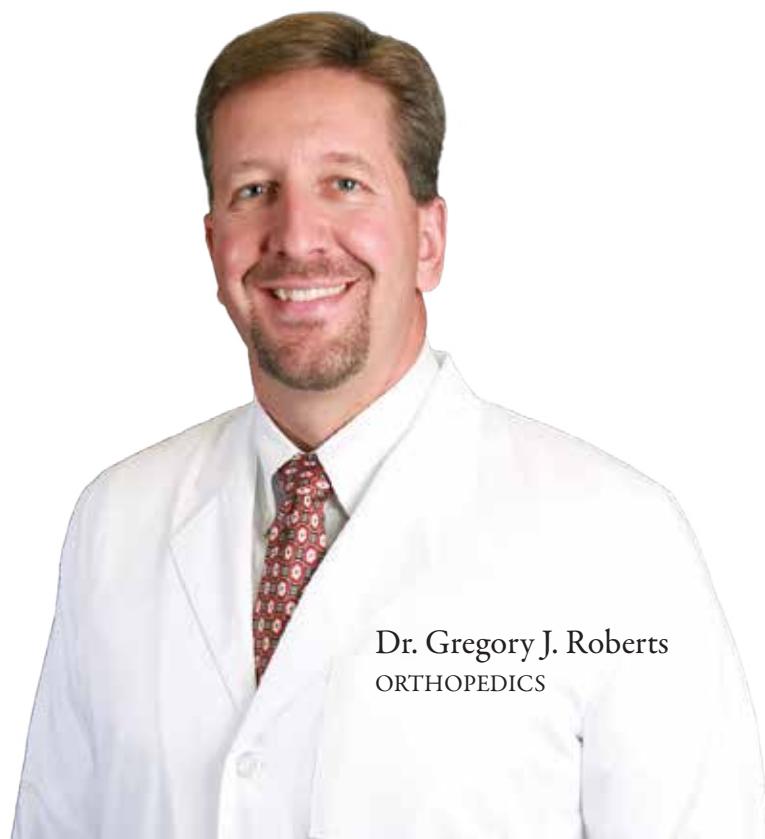


Experience *Life* Without Limits!

Has hip pain put your life on hold? Cookeville Regional now offers a minimally invasive hip surgery option for qualified candidates. CRMC orthopedic surgeon Dr. Greg Roberts is the only physician in the Upper Cumberland who performs direct anterior hip replacement, which spares the hip muscles instead of cutting through them to reach the joint. That means patients experience less pain, shorter recovery time and a full return to daily activities.

- LESS PAIN
- SHORTER RECOVERY TIME
- FULL RETURN TO LIFE

It's time to start living again!



Dr. Gregory J. Roberts
ORTHOPEDICS

Learn more at crmhealth.org/ortho

Physicians referral line: 1-877-377-2762

1 Medical Center Boulevard • Cookeville, TN 38501 • 931.528.2541 • crmhealth.org



COOKEVILLE REGIONAL
MEDICAL CENTER

The Proven Choice

Hall Pharmacy expanding beyond drug store concept

LIZ ENGEL | UCBJ Editor

JAMESTOWN – In just 24 months in business, Hall Family Pharmacy has expanded – opening its second store — but CEO Philip Hall isn't done just yet.

As he's eyeing a third location on the Plateau – Hall has exploratory campaigns ongoing in three communities outside Fentress County's borders – he's also ready to launch ventures outside the pharmacy suite all together.

Two recent building purchases – one in downtown Jamestown and the other in Clarkrange – will take the business beyond its original roots. It's an opportunity

“We can do all the stuff the chain pharmacies can do, while at the same time staying old fashioned, staying hometown, staying down to earth.”

PHILIP HALL

Hall Pharmacy, CEO



Hall Pharmacy recently opened its second location on South York Highway in Clarkrange. Photo/Fentress County Courier

“I think there's a pretty good chance that once that road expansion continues, if things keep going in that direction, the population is going to continue to rise,” Hall said.

That's largely the reason he decided to target Clarkrange for the pharmacy's second location. It opened in March and celebrated a grand opening in May. Hall said he made “a substantial investment” in computer systems and technology, which help link the two locations real time. They recently added a mobile app and customers can submit refill requests online. All that's missing is the signature soda fountain, like at the shop in Jamestown. But that's coming, he said.

“We can do all the stuff the chain pharmacies can do, while at the same time staying old fashioned, staying hometown, staying down to earth,” Hall said. “You can't call those places and talk to somebody, you can't call them in the middle of the night and get help. We're preserving that, but we're also able to offer the same stuff as, and to a degree better than, the big guys.”

Currently, Hall has exploratory campaigns out in three area communities, as he studies a possible third location for his pharmacy business. He said he's eyeing Cookeville, Wartburg and Crossville as potential sites. There's no timeline on a decision.

“We are hopeful at some point we'll be able to expand (again),” he said. “The way things are structured these days, you'd better be in it to grow, because the big guys are eating the little guys up. But our plans and the things we're doing should not be a sign we're not content with what are,” he added. “I think that fluidity is very important for small businesses, and that's why we keep an open mind. We're just weighing our options and doing our homework, and if the Lord sees fit for us to expand, we will.” ■

to capitalize on future growth in two cities – in Clarkrange, with the expansion of Highway 127, and Jamestown, with ongoing downtown revitalization efforts; Hall's plans there could tie the town back to its appared roots.

The downtown buy, the former Cravens building on the corner of Livingston and Main streets, will likely be repurposed as a sporting goods store. Hall said they'll centralize their sports medicine offerings from the pharmacy there. He envisions sporting goods, team uniform sales and a screen printing division coupled with online ordering.

“The garment industry used to be real popular in our county; we're hoping to tap into that history,” he said. “Having young children and having them in different sports leagues, we see the demand in our region, and we realize how much of that money we funnel outside of the UC and our state.”

The project is on a 24-month timeline. Renovations on the property will start this summer; Hall plans to bootstrap the work with pharmacy revenues.

“We're taking it slow,” he said. “We hope people will come and do business with us because we hope they see us going out and doing good things in our community, something that will provide more jobs, more opportunities, more options as far as shopping.”

In Clarkrange, Hall also bought an old Dollar Store, just across from his recently opened second location. Exterior renovations are complete; the space will be divided and subleased as additional clinical and/or office space. Hall is trying to get ahead of any growth in that southernmost part of Fentress County, especially as a road widening project – the expansion of Highway 127 to a four-lane road from Crossville to Jamestown – takes shape.

UPPER CUMBERLAND BUSINESS JOURNAL

MIKE MCCLLOUD
Publisher

EDITORIAL
LIZ ENGEL
Editor

ADVERTISING
CASSEY SPAKES

DESIGN/LAYOUT
RANDALL MCCLLOUD

PUBLISHED BY PTT VENTURES, LLC

LARRY MCDONALD
Chairman

JAY ALBRECHT
Principal Advisor



contact@ucbjournal.com

The Upper Cumberland Business Journal is published monthly by PTT Ventures, LLC. It is produced by MMA Creative at 480 Neal Street, Suite 201, Cookeville, TN 38501. PHONE: (931) 528-8852. FAX: (931) 520-3833. E-MAIL: contact@ucbjournal.com.

Every attempt is made to present factual information; neither the Cumberland Business Journal, nor PTT Ventures can be held responsible for opinions expressed or erroneous information provided by contributing writers. Upper Cumberland Business Journal© by PTT Ventures, LLC. All rights reserved unless granted by written permission. Call for subscription rates.

Norris talks governorship, LEAP at Cookeville stop

Tennessee Senate Majority Leader Mark Norris has yet to say as much, but the West Tennessee Republican could make a run for the governor's mansion come 2018.

It's certainly been speculated. The former Shelby County commissioner/attorney/farmer's got 15 years under his belt in the state Legislature. He's carried key efforts like the recently signed FOCUS Act – alongside Rep. Ryan Williams (R-Cookeville) – that separates schools like Tennessee Tech from the mighty Tennessee Board of Regents. He's got the platform, aka, his four E's – employment, education, enforcement of the law and economic opportunity – which he's promoted heavily in talks around the state. Most recently, he held a recent

meet-and-greet at Cookeville's Seven Senses to chat workforce development

"It's certainly a compelling opportunity," was Norris' official answer when posed the election question by the UCBJ. "I think that decision will have to be made early in 2017."

That sure seems like a long way to wait. In the meantime, here's FOUR KEYS from some of the politico's newly carried initiatives and how they could impact the UC.

1. LEAP can lead the way

Norris created the Labor Education Alignment Program (LEAP) in 2013, he says, because a number of high-tech manufacturers told him they were ready to expand, but often held back for lack of qualified employees. The state allocated \$10 million in funding to help close that gap. It also ties in neatly with Drive to 55 initiative,



VIEWPOINT

LIZ ENGEL
UCBJ EDITOR

which aims to equip 55 percent of Tennesseans with a degree or certificate by 2025.

LEAP received 27 applications in year one. Less than half, or 12, received grants. Among them, a TCAT-Livingston-headed effort to deliver advanced manufacturing/industrial maintenance/mechatronics to high school students

via dual-enrollment classes. The effort received \$684,000 – money that allows for equipment at Cookeville and White County high schools, and additional trainers at TCAT – and includes numerous public and private sector partners.

Manufacturing is the region's largest employment sector; there's more than 200 manufacturing companies in the Highlands (Jackson, Overton, Putnam and White counties) alone.

"We tried to pick the programs that (best) target the skills gap in sectors with the largest workforce deficits – like advanced manufacturing (and) mechatronics," Norris said. "We've done some studies to track what the future holds. You've got, first, a whole bunch of folks (age) 55 and over that are about to retire. And then there's sectors, regardless of the existing workforce, where there's just a skills gap. I think statewide, there's 60,000 jobs open – but unfilled – because we don't have the workforce."

The state has already allocated another \$10 million in LEAP funding for the 2016-17 fiscal year. Norris said that will help "sustain the successful programs," and

hopefully, "create new ones in unserved and underserved areas."

2. Address the 'workplace shift'

Cookeville made big splashes in 2014 and 2015, respectively, as Academy Sports + Outdoors and Ficos North America announced big plans – and new plants – in town. Together, the companies promise 1,600 new jobs.

But are they exactly "new?" That can be debated. Norris said programs like LEAP should help fill the pipeline with fresh workers, too.

"As we recruit new industries, or in some cases, help expand existing ones, oftentimes all we do is move workers from one employer to the other. And that creates a deficit, still," he said. "If you're just taking the skilled workers from existing industries, they still need to be replaced. It's a challenge, but if we can constantly fill the pipeline with productive folks, that's how we'll continue to fuel our local economy."

3. Reach more students – and sooner

More updated numbers were expected, but at last count, LEAP programs have touched 14,000 students so far. It's a much smaller tally here – a press release issued last year said TCAT Livingston had 119 dually enrolled high school students from five counties and another 23 full-timers enrolled in the new mechatronics program.

But it's a start.

"Livingston is a great example of how Drive to 55 is playing out in one local community," Kate Derrick, spokeswoman for the Tennessee Higher Education Commission, said in an email. "Enrollment numbers at the TCAT have grown significantly with...new dual enrollment opportunities; employers in the region are excited to have an increased pipeline of skilled graduates and have committed to

providing internships to students."

Dual-enrollment catches students early – in their junior and/or senior year – Norris said. It also gives non-traditional students a chance to improve their skillsets.

"Those are two important components to filling the pipeline," he said. "But it requires continual effort and part of that is aligning ourselves with the private sector and making sure we're providing relevant education. Too often higher education puts forth a curriculum that's operating out of sync with what the economy demands."

4. FOCUS Act should help

That misalignment is one reason the FOCUS Act found a foothold; Norris sponsored that bill this year, which Haslam ceremoniously signed in Cookeville in June. It pulls six universities, including Tennessee Tech, Austin Peay, East Tennessee State University, Middle Tennessee State, Tennessee State and the University of Memphis, from the Tennessee Board of Regents' umbrella. Those schools will now be overseen by local boards, which will appoint the campus president, manage university budgets and set tuition, and oversee other operational tasks. Haslam has also appointed Norris to a FOCUS Act "transitional task force." Tennessee Tech President Dr. Phil Oldham is also included in that group.

"This gives the six universities more autonomy; we set them free, so to speak, so we could give the TCAT's and community colleges separate attention," Norris said. "We need to do more in our Drive to 55 (effort). That's a tall order. We're probably somewhere around 37 percent right now, so we've got a long way to go in a short period of time." ■

Liz Engel is the editor of the Upper Cumberland Business Journal. She can be reached at liz@ucbjournal.com.



Tennessee Senate Majority Leader
Mark Norris

Ovation

AWARDS

SPOTLIGHTING THE REGION'S BEST AND BRIGHTEST

2016

EXCELLENCE IN TOURISM PROMOTION

Honoring an effective or unique promotion of tourism related to economic development in a community or region.

CUMBERLAND CAVERNS

WARREN COUNTY | 1437 Cumberland Caverns Road, McMinnville
(931) 668-4396

Cumberland Caverns is celebrating its 60th year in 2016. Admittedly, it's come a long way since initially opening to visitors in 1956, but, says Kelly Roberts, marketing director, a couple of things will never change – among them, the laundry list of adventures awaiting 333-feet below ground and memories meant to last a lifetime.

The caves – a national landmark – attract visitors from all 50 states and 19 different countries every year, more than 40,000 total when all said and done. Cumberland Caverns is also host to the Emmy Award-winning PBS concert series, “Bluegrass Underground.”

Cumberland Caverns has several daytime spelunking options as well as tours for every level of adventurer. Spelunking trips are designed for ages 6 and up and traverse through some of the most beloved areas of the cave, including “Lemon Squeezer,” “Bubblegum Alley” and “Tucker’s Tunnel.” Want to take it next level? You can schedule a camping trip inside the cave – sans the heat, bugs and hassle of pitching a tent.

“Whether you’re interested in geology, history or just an adventure, this cave provides opportunities to experience all three,” said a recent review.

SMOOTH RAPIDS OUTFITTERS

WARREN COUNTY | 245 Durham St., McMinnville
(931) 452-9251

Smooth Rapids – in just four short years – has emerged as THE place for kayak and tube rentals in the Upper Cumberland. Fronting the Barren Fork River, the outfit also features same-day and overnight camping on a 10-acre site.

A recently constructed storefront sells wares like T-shirts, sunscreen, sunglasses and other gear, as well as Orion Coolers, a byproduct of Sparta’s Jackson Kayak, also a 2016 Ovation Award winner.

ZIPSTREAM FALL CREEK FALLS

VAN BUREN COUNTY | 2015 Village Camp Road, Spencer
(615) 499-5779

It’s an adventure park inside a state park, and the region’s most well attended state park, no less. ZipStream Fall Creek Falls has attracted thousands since it took first flight in June 2014. Its 70-plus aerial elements include features like wobbly bridges, balance beams, ropes swings, cargo nets and – obviously – zip lines.

Among its bigger selling points? The course is designed to accommodate adventure-seekers from 4 to 80 (and beyond). And, as Steve Clevenger, general manager, said, they’ve easily had patrons of all kinds within that range.

“If people are just looking for a nice and easy, pleasurable challenge, we have that. Or, if you’re looking for the workout of your day, we offer that as well,” he said. “But most zip areas like ours don’t offer anything for children less than 8 years old – we have a course for kids from 4-7 – and that seems to be a delight for a lot of parents.”

The course is spread between five courses: easy, two moderate, difficult and extreme. The entire experience is self-guided.

Fall Creek Falls has been in a construction fog, but that’s since lifted, and ZipStream has seen the impact. Visitorship is up 48 percent over last year. Word is also spreading in its third full season.

SEE OVATIONS | 7

CRYE-LEIKE®

COMMERCIAL
REAL ESTATE SERVICES

BRENT HART

931.267.5729
Brent@HartProperties.net
www.HartProperties.net



GIL GIBBS

931.260.4517
info@gilgibbs.com
www.GilGibbs.com



SERVICES INCLUDE

- Market Analysis
- Financial Feasibility Analysis
- Confidential Consultation
- Listing posted onto Global Databases
- Development of a Quality Sales Package



*Investor Representation for Office, Retail,
Industrial, Medical, Hospitality and Multifamily*

1400 Neal Street • Cookeville, TN 38501 • 931.520.6450

VOTED YOUR FAVORITE &
BEST RESTAURANT 7 YEARS IN A ROW!

*Featuring cajun cuisine, fresh seafood, steaks & pasta.
Craft, import and domestic beers on tap.*



275 Powerhouse Road,
Walling, TN 38587

Open at 5pm Tues. - Sat.
Closing times are seasonal

(931) 657-2364
Foglight-foodhouse.com

Featured in USA Today,
National Geographic Traveler
and Entree Magazine



When it comes to employee car pools, employer liability is complex

Many employers depend on employees being able to get to work from remote locations, or encourage car pool or van pools for economic or environmental reasons. Some will even pay the driver of the car pool or van pool for their transportation services. Complex issues arise if there's a traffic accident and injury going to and from work, raising the question of employer liability under both tort and workers' compensation law.

A recent state court case in Texas addresses these issues in *Painter v. Amerimex Drilling*, 40 IER Cases 1516 (Texas Court of Appeals, Nov. 3, 2015). In this case, Amerimex (the employer) paid each driver a bonus of \$50 a day to drive their crew to and from the work site. There was no requirement the employees ride with the driver, and on one occasion there was a wreck and the driver and the passengers were killed or seriously injured. The driver sought workers' compensation benefits, necessarily contending he was injured in the course and scope of employment at the time of the accident. For reasons addressed later, Amerimex also urged the driver was in the course and scope of his employment. The workers' compensation division in Texas found the driver's injury was compensable under workers' compensation because he was paid to transport the employees to and from the work site and was directly furthering the business interests of the employer.

None of the passengers, however, filed claims for workers' compensation benefits. Amerimex actually attempted to initiate benefit proceedings on behalf of their employee passengers,



LEGAL

JEFF JONES
SPECIAL TO THE UCBJ

contending when an employee driver of the vehicle is in the course and scope of employment, so too would any employee passenger. The Texas Workers' Compensation Division found the employer lacked standing to initiate such benefit proceedings, and even if it did, the employee passengers did not sustain compensable injuries under workers' compensation law.

Two employees were killed in the crash, and a third seriously injured. The three passengers sued the driver, the employer and various other entities for negligently causing the accident of running into the back of another vehicle. The employer contended all of the employees were in the course and scope of employment and their exclusive remedy was under the Texas worker's compensation laws, otherwise barring claims against the employer. Alternatively, they claimed in defense none of the employees, including the driver, were in the course and scope of employment and thus it owed no duty to them and there was no liability.

The court noted there were limitations to employer liability under tort law, as the employer may only

be held liable for the tortious acts of an employee committed within the course and scope of employment. An employee traveling to and from work is generally not in the course and scope of his employment, but instead has risks attendant to transportation which are not unique to the workplace, but are shared by the motoring public as a whole.

The court noted the workers' compensation laws represent a statutorily imposed compromise between the worker and employer whereby workers forfeit their right to sue the employer in exchange for certain, but more limited

benefits. It is liberally construed in favor of the employee.

Therefore, the statutory definition of course and scope of employment found in the workers' compensation laws may lead to different outcomes than those based upon vicarious liability tort laws on one party for the conduct of another, a concept which is generally a pure policy question of allocation of risk. Regarding the issue of tort liability, the court found that a plaintiff seeking to impose vicarious liability on an employer for the acts of a traveling employee needs to show not only that the transportation originated and furthered the employer's business, but also that the employer controlled in some way the transportation as to the

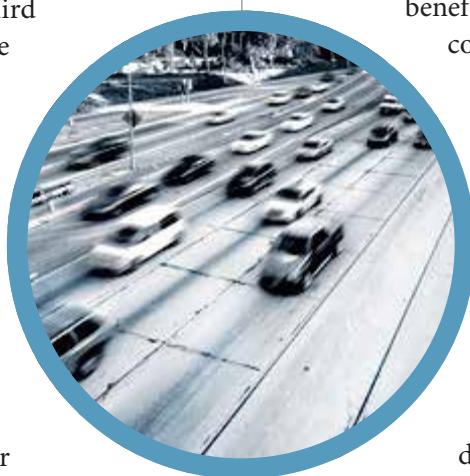
details of the work (the drive) through such means as directing the route.

In the Amerimex case, the court found if the employer was liable for the driver's conduct while carpooling simply because it passed along payments for that carpooling, or even having encouraged it, the employer would have every incentive to end that practice. Generally, the employer owes no duty for the actions of its off-duty employees. The only exception is where the employer exercises control over the off-duty employee. Therefore, the court found that the employer would need to retain the right to exercise some control over how the driver transported his crew, as a predicate to shifting the risk of any accident and to hold the employer liable under the tort law theory of vicarious liability.

The court ruled for the employer on the basis that there was no evidence the employer had or exercised any control over the manner of transportation – the type of vehicle used, qualifications of the driver, number of passengers or any other issues that might implicate the right of control that justifies shifting the risk of loss from one party to another.

EDITOR'S NOTE: This was a close case under Texas state law, and it should also be noted the laws of each state may vary somewhat in the application of these principles. It's possible courts in other states could reach different holdings. The main point of discussing the case is to sensitize the employers to the issue, as many employers encourage carpooling, van pooling and shared rides for a variety of reasons. ■

Jeffrey G. Jones is a regional managing member for Wimberly Lawson Wright Daves & Jones PLLC. He can be reached at jjones@wimberlylawson.com.



Thanks! FOR VOTING US YOUR FAVORITE RESTAURANT IN PUTNAM COUNTY!

BISTRO COFFEE CATERING
The BACK ROOM
SIMPLE FOOD SIMPLY AMAZING

39 W Broad St • Cookeville, TN 38501
(931) 881-8915
thebackroombistro.com

Labor, Employment & Commercial Law

Wimberly Lawson
Wright Daves & Jones, PLLC
Attorneys & Counselors at Law

1420 Neal Street | Suite 201 | PO Box 655
Cookeville, TN 38503 | 931-372-9123 tel
931-372-9181 fax
www.wimberlylawson.com

Cookeville Knoxville Nashville Morristown

FROM OVATIONS | 5

“It’s nice to be growing instead of coasting, and this year seems to be the year for that,” Clevenger said. “We are quickly becoming a destination spot ourselves. We’re finding that people are starting to come to the park for us, versus finding out about us when they get here.”

There are plans to add zip-only canopy adventures, possibly for 2017. More growth in the state is also among the longer-term plans.

“People love just immersing themselves in nature,” Clevenger said. “A very cool thing about our park is how aesthetically pleasing it is. You can walk right past it and never see it. Everything is naturally colored; it’s just very eco friendly. That’s exactly how we intended it to be.”

FAVORITE RESTAURANT

Honoring local restaurants for consistent service, food quality and/or unique dining experiences.

CG’S PIZZA

JACKSON COUNTY | 3779 S. Grundy Quarles Highway,
Gainesboro | (931) 268-0934

Allison Haney always wanted to run her own pizza joint – or at least ever since her high school days. This December, she fulfilled that dream with the debut of CG’s Pizza, where an ever-expanding menu features traditional staples along with some selections that are, as customers say, “a little weird.”

Best sellers include the “Hot Chick,” a pizza topped with ranch, buffalo sauce, grilled chicken, jalapenos and cheese, and the taco pizza, which comes with pizza sauce, meat,

mozzarella, and after cooked, a layer of crushed tortilla chips, lettuce, shredded cheddar and tomatoes on top. Haney’s husband acts as pitmaster, and she says they can barely keep up with demand for wings, smoked butts and the shoulder they only sell on Fridays and Saturdays. The restaurant, located on South Grundy Quarles Highway in between Cookeville and Gainesboro, also serves up sandwiches, burgers, salads and desserts, highlighted by a homemade peanut butter pie.

“We do it the hard way,” she said. “Everything is scratch made.”

CG’s started small but turned a profit in its second month, “which is crazy for a restaurant,” Haney said. It’s certainly built up some loyal fans.

“It’s a very nice, family friendly restaurant and the food is always cooked to perfection,” one reader said. “The service is great, and it’s an all around great place to go have fun.”



FOGLIGHT FOODHOUSE

WHITE COUNTY | 275 Powerhouse Road, Walling
(931) 657-2364

This is Foglight Foodhouse’s seventh consecutive Ovation Award – the restaurant, 19 years old, has been a staple on the list since its inception. And if you’ve yet to visit, expect a hidden gem, tucked away on the confines of the Caney Fork River on the border of White and Van Buren counties, and eclectic menus and decorum.

Owner Edward Philpot says they’ve made some small tweaks in 2016 to bolster customer experience. The restaurant is expanding its available outdoor seating, boosting capacity by almost 20 percent. The busy summer season started earlier this year – he started noticing an uptick at the end of February versus mid-June – so he’s roughly doubled his staff. And he’s streamlined several processes – focusing on better internal systems, better food preparation, etc. – all of which Philpot says has had an impact.

“Because I have a larger kitchen staff, we can more evenly distribute the workload,” he said. “We’re really focusing on the dynamic between the front of the house and the back of the house. That’s just sped things up.”

SEE OVATIONS | 9

TAKING ADVENTURE TO NEW HEIGHTS!

WOBBLY BRIDGES

BALANCE BEAMS

ZIPLINES & MORE!

ZIP Stream
FALL CREEK FALLS

We are honored to be the recipient of the 2016 Excellence in Tourism Promotion award. We sincerely thank the readership of the Upper Cumberland Business Journal, local patrons and welcomed guests for our nomination and continued support!

INFORMATION & TICKETS

Call (615) 499-5779 or visit

www.ZipStreamFCF.com

An ArborTrek Canopy Adventures' Company

EXECUTIVE
PROFILE**LANDON HEADRICK**Cumberland Vital Care
Crossville, TN

LIZ ENGEL | UCBJ Editor

CROSSVILLE – Landon Headrick was born and raised in Crossville. Now, he's a local business owner there as well. After working as a clinical staff pharmacist at Cumberland Medical Center for five years, he recently purchased Cumberland Vital Care Pharmacy – which specializes in compounding, sterile compounding, and home infusion services, in short, filling in gaps that regular pharmacies sometimes create. While only a few months in, Headrick already has plans for growth in an increasingly difficult health care market, particularly for independent operations like his.

Q: Tell us about your first paying job? What did it entail?

A: When I was 16, I started mowing yards, and before long, I had built up enough clientele to really stay busy with it. While it wasn't glamorous, it allowed me to learn several basic business principals and allowed me to see the importance of good customer service.

Q: How long have you been in business?

A: Cumberland Vital Care was formed in 1995. I purchased the pharmacy in January and have expanded its services since that time.

Q: Give a brief history/background of the business and its standing today.

A: We specialize in pharmaceutical compounding and home infusion. Home infusion therapy allows patients to receive IV drugs such as IV antibiotics, IV nutrition, IV chemotherapy and IV pain management at home instead of a hospital or clinical setting. People typically prefer being treated at home because their stress level is reduced, and they're able to continue doing things they enjoy at home. Our home infusion division serves the Upper Cumberland, including Cumberland, Fentress, Overton, Putnam, White, Pickett and Clay as well as Meigs, Bledsoe, Roane, Morgan, Scott and Rhea counties. A typical patient is someone who needs an IV drug therapy for an extended period of time. We supply the patient with



Family members: Tessa (wife)

Education: Microbiology, University Of Tennessee Knoxville; Pharm.D, University of Tennessee Memphis

Business Location: 336 S. Main Street, Crossville, TN

the medication, supplies and information and work with their home health nursing agency to ensure the treatment is safe and effective. We monitor patient labs and drug levels when pertinent to ensure optimum treatment.

Q: What makes you or your business different from others in the region (and beyond)?

A: We're focused on findings solutions for problems that conventional pharmacies cannot. For example, we can compound medications that are no longer manufactured, hard to obtain or need to be modified for the patient's health. We can put medications in dosage forms that are not commercially available. We also do sterile compounding. This usually includes drugs that are going to be injected or infused.

Q: What are some of the biggest challenges in your industry at the moment?

A: Prescription insurance. Several insurances do not cover compounding. Also, higher deductible plans

and higher co-pays are making it increasingly difficult for our patients to get medication they need. We work with patients to find an affordable solution by either switching to a lower cost medication or simply informing them of a manufactured drug that might work.

Q: What do you wish you had known before you started your business/career?

A: Setbacks are common and frequent. However, I have learned they are great learning experiences, and for that I am thankful. Small business can be a tough environment. I have a deeper respect and appreciation for people who take a chance and open up their own business. I think it's important we support each other when we can.

Q: Are there any plans for expansion (new products? Other locations?) If not, what is the next big goal?

A: Within the next year we hope to expand more into a specialty pharmacy. A lot of drugs in the pipeline are going to be specialty, including several injectables and infusion drugs.

Q: Where's your favorite place to be outside the office?

A: I enjoy getting out in the country on back roads traveling to patients' homes. Our coverage area is broad enough that we get to see a lot of pretty scenic areas.

Q: Is it increasingly challenging – in the health care sector – to stay independent?

A: In some ways, yes. While I generally feel people appreciate the idea of an independent pharmacy or small business, much of the health care industry is going to a system-based model. With this, it can sometimes be hard to find your niche.

Q: Do you have a favorite hobby?

A: I enjoy playing guitar, boating and I also have an interest in home remodeling and design. We recently renovated our Homestead house in Crossville and really enjoyed the challenge of preserving its history.



OUR FAMILY. YOUR HEALTH.
CALL, CLICK OR VISIT FOR FRIENDLY WELLNESS ADVICE.



Hall Family
PHARMACY

TWO LOCATIONS TO SERVE YOU!

433 West Central Avenue, Jamestown, TN [931] 879-9997

NEW 6845 South York Highway, Clarkrange, TN [931] 863-3323

www.HallFamilyPharmacy.com

FROM OVATIONS | 7

And while the current menu combines the most popular selections from the last half-dozen menus combined, some lighter/fresher fares are possible this summer.

“We are really focusing on ‘business as usual,’ because things have been especially strong,” Philpot said. “We’ve been around forever, and our most effective exposure is word of mouth.”

THE BUTCHER’S BLOCK

CUMBERLAND COUNTY | 2444 Genesis Road, Suite 101,
Crossville | (931) 210-5757

The Butcher’s Block is another newcomer to the Upper Cumberland dining scene, but the steak and seafood eatery, located next to Stonehaus Winery in Crossville, has certainly risen in the ranks.

The restaurant’s owners say that’s because dishes are carefully prepared and presented. Table linens help give the casual fine diner a boost. Meats are all hand-cut in house, and most everything is prepared on site. The crab cakes, smoked salmon and stuffed portabellas are popular pre-course options, and the lobster bisque – made from scratch – is sometimes sold by the gallon.

In just 17 months in business, Butcher’s Block has cracked TripAdvisor’s list of top five restaurants in Crossville. Not bad for a start-up. And leadership is hopeful their interstate proximity – along with future development potential on Genesis Road – will pay off in the long haul.



BULL & THISTLE

JACKSON COUNTY | 102 S. Main St., Gainesboro
(931) 268-7170

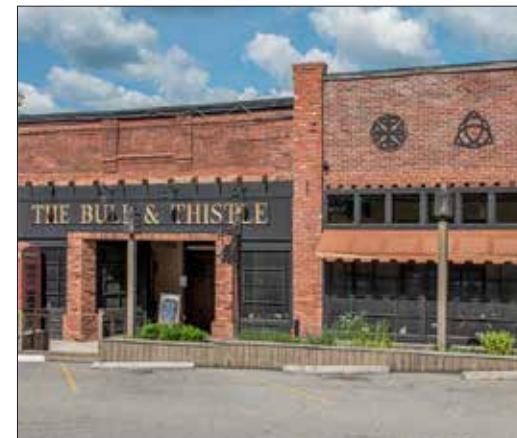
Bull & Thistle is celebrating its third-straight Ovation Award win in just its third year in business. And while the popular Gainesboro-based eatery hit the Upper Cumberland culinary scene hot and heavy, today, it’s focused on creating an overall unique dining experience.

The pub has started a “dinner with chef” event twice a month, where patrons – up to 16 – are treated to a six-course menu prepared exclusively by the pub’s Chef Barry O’Connor. Bull & Thistle will also soon launch a mystery dinner theater in July. Both are reservation only.

“Folks come to the restaurant for different reasons,” owner Diana Mandli said. “Some because they’re out-and-out foodies, and they come for the culinary excellence. Some people just love historic buildings, and they love historic renovations and want to see what we’ve done inside the pub. But then there’s this whole other world of diners who are seeking entertainment or an experience that’s different from anything else in the area. So we’re trying to build this into a place that appeals to even more folks.”

But, of course, the food still steals the show. Mandli said they recently rolled out a new dinner menu, and a new lunch menu will debut this month. Popular orders, like the filet, which is pan-seared and rolled in peppercorn, rock salt and herb sauce, and the porterhouse, which weights in at 22 ounces, however, will always remain fan favorites.

“Some of the pub staples that people also expect, like the fish and chips,” she said, “that’s not going to go anywhere.”



SEE OVATIONS | 12



We are honored to receive this Ovation Award and share it with our outstanding employees. It’s through their hard work and dedication that we’ve been successful for nearly 40 years.

We would also like to thank those who nominated us and recognize our value to the Fentress County area and her people.

**MEDICAL
PROFILE**

DR. CHARLES NORMAN

 Cookeville
Ophthalmologist

LIZ ENGEL | UCBJ Editor

COOKEVILLE – You’ll have to forgive Dr. Charles Norman if he’s got a slight case of déjà vu. The ophthalmologist, who recently opened a private practice in town and subsequently joined the staff at Cookeville Regional Medical Center, has been here before.

Namely, he practiced in Cookeville – briefly – more than 20 years ago. And in an even more ironic stroke of fate, he’s now outfitting the same office suite he did back then.

Norman, an eye specialist who’s also trained to do surgery, spent his first year post residency in Cookeville alongside Dr. Albert Holmes circa 1990. He then practiced in Texas before relocating four years ago to Cleveland, Tenn. He started seeing patients locally again in September and received his CRMC credentials earlier this year; he’s currently the only ophthalmologist on active staff.

He returned after seeing an opening and physician need. He’s taken up space at 125 S. Jefferson Ave., in the Medical Arts Building space formally known as Upper Cumberland Regional Eye.

“I think it’s hilarious that I ended up in the exact same office I was in back in 1990 and with all those memories from 20-plus years ago,” Norman said. “Cookeville’s grown, and I realized there was quite a bit of need here. My goal is to practice and serve the community.”

Norman, a central Oklahoma native, attended the University of Oklahoma College Of Medicine, where he graduated with honors, in the top 10 percent of his class. He completed his internship and residency in ophthalmology at the University of Arkansas.

“Cookeville’s grown, and I realized there was quite a bit of need here. My goal is to practice and serve the community.”



He’s board certified in his field.

He said he chose ophthalmology as his specialty for a myriad of reasons.

“When I went to medical school I found everything very interesting. I liked pediatrics. I liked general medicine,” he said. “I guess that’s a little bit unusual – usually people have some favorite – but ophthalmology turned out to be really great because you get to treat patients of all ages, from kids up to adults.”

Common cases include patients with cataracts, macular degeneration, glaucoma and more.

Per his staff privileges at CRMC, Norman is available for inpatient consults and emergency room coverage, or when cases involve eye trauma, services that hadn’t been offered prior to his arrival.

“Up until this point, whenever they had anything that needed an ophthalmologist, they sent it to Vanderbilt,” Norman said. “Now I’m available to see some of those patients.”

Outside of work, he and his wife stay busy with three children – two daughters, ages 8 and 6, and one son, age 4. They attend Poplar Grove Baptist Church and look forward to the ample outdoor opportunities the Upper Cumberland affords.

Professionally, Norman aims to build his practice – with an eye (no pun intended) for the long term.

“I am hoping to spend the rest of my career here,” he said. ■

Dr. Charles Norman is a Cookeville ophthalmologist; he recently joined the staff at Cookeville Regional Medical Center, and his office is located at 125 S. Jefferson Ave. in Cookeville. For more information, call (931) 854-9274 or visit www.crmchealth.org.



LORA WORSHAM, M.D.



BEVERLY THOMAS, M.D.



EMILY GENTRY, FNP-BC

Specialized care
when you need it most

Cookeville Regional Medical Group is proud to provide skilled internal medicine specialists to help adult and elderly patients manage chronic, complex or severe illnesses.

CR COOKEVILLE REGIONAL
MEDICAL GROUP
It's the Way We CARE

crmchealth.org/CRMG

INTERNAL MEDICINE SPECIALISTS ACCEPTING NEW PATIENTS Call today 931-783-4600 • 406 North Whitney Ave., Suite 5

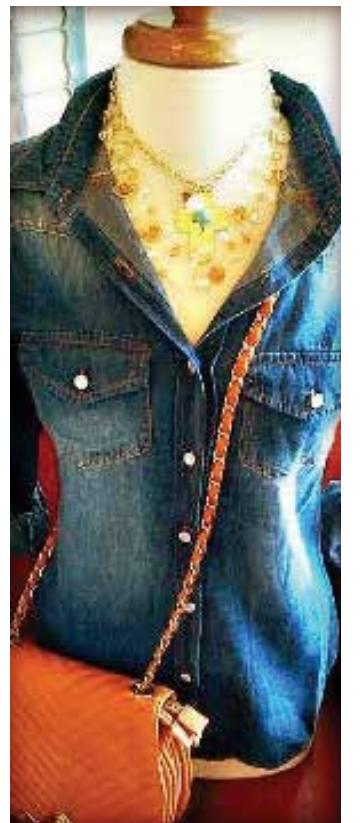


© Tom Glynn, Dodson Branch Graphics

The Bull & Thistle Pub and The Vault Boutique and Bakery invite you to visit historic downtown Gainesboro. Whether you enjoy a unique dining experience or a great afternoon of shopping, you can find it here, served up with a healthy portion of local hospitality from the coolest little town in the Upper Cumberland.



**Thank You
UCBJ readership
for your votes
& patronage!**



© Tom Glynn, Dodson Branch Graphics



© Tom Glynn, Dodson Branch Graphics



FROM OVATIONS | 9



BLUE WATER GRILLE

DEKALB COUNTY | 864 Floating Mill Road, Silver Point
(931) 858-2275

Center Hill is a seasonal summer destination for many, but the smells of good eats coming from Blue Water Grille, anchored at Hurricane Marina, seem to be bringing in visitors in its own right. Executive Chef Stephanie Falk heads up one of the region's more unique dining arenas, and menu items like BBQ shrimp and grits, fish tacos and black angus steak prove it's got more to offer than just lake food.

Blue Water Grille is open Wednesday-Sunday (the weekend menu also includes breakfast). In 2009, Nashville Lifestyles Magazine raved that it was "our absolute favorite waterfront restaurant in the area."



THE BACK ROOM BISTRO

PUTNAM COUNTY | 39 W. Broad St., Cookeville
(931) 881-8915

Location may be the big adage in the real estate business, but for a restaurant like The Back Room Bistro, it's been both a blessing and a curse.

Tucked away inside a Broad Street facing West Side building, the Bistro is admittedly a hidden gem. But that's slowly become part of its allure, says owner Rodney Laulo.

"We are really hidden where we're at, and that's been a bit of a challenge in building up the business, but it's now becoming an attraction," he said. "I think people really enjoy that it's this little niche place that they know about that maybe somebody else doesn't. It's that best-kept secret in Cookeville. They like to bring someone else in and let them experience something that they've found. There's something about that that's pretty special."

Back Room Bistro prides itself on its service, too. Coupled with a "make your own

drink bar" and food – some of which comes fresh from the Cookeville Downtown Green Market — the restaurant has seen slow and steady growth over its last four years. An organic, grass-fed burger tops the menu (it's the special on Mondays and Fridays), while tacos and well-known salads are also solid selections.

"We're just a mom-and-pop place," Laulo said. "People know they're going to get great food. They know that we're a family organization, we care about them, and we make those connections. And it makes people want to come back. That's the main thing. We always want to make sure we put out our best."

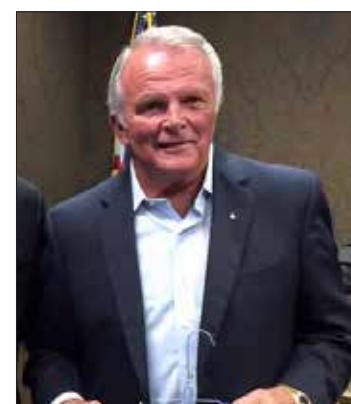
BEST INDIVIDUAL CITIZEN/EXCELLENCE IN BUSINESS LEADERSHIP

Honoring business leaders, managers and elected/appointed officials who have helped pave the way and are promoting a strong business and economic environment in the Upper Cumberland.



LANNY DUNN PUTNAM COUNTY

Ask about Lanny Dunn's recent donation of Cookeville Golf Club to Tennessee Tech, and he'll take you back. Way back. To the day, in fact, when he first purchased the property in 2000 – in a fire sale – to keep it in its current condition, to save the plush, green links.



SEE OVATIONS | 13



E.S. CONSTRUCTION

Thanks for a great start to 2016! We look forward to serving you for years to come!



RESIDENTIAL & COMMERCIAL ROOFING SOLUTIONS





Roofing Solutions & Repairs for:

- > FOAM SYSTEMS
- > SHEET SYSTEM RESTORATION
- > PLY SYSTEMS
- > METAL ROOF SYSTEMS
- > IB ROOF SYSTEMS
- > ASPHALT RESTORATION

EDDIE PACK
LICENSED AND INSURED

931-935-3535
866-647-4644 TOLL FREE

EMAIL: spack@charter.net
www.esconstruction.com







CONGRATULATIONS

2016 OVATION AWARD WINNER

BUSINESS LEADER/BEST CITIZEN

LANNY DUNN





TENNESSEE TECH ATHLETICS CONGRATULATES
YOU ON YOUR AWARD AND
THANKS YOU FOR YOUR GENEROSITY

CALL: (931) 526-5526 | TTUGOLDENEAGLEGOLFCLUB.COM

FROM OVATIONS | 12

This time around, same idea. Dunn announced his plans in February. He had other interested buyers, for sure, but passing the club on to the university was the best way to ensure its future as a course for even longer term, he said.

“With other buyers, it was almost assured that it wouldn’t remain a golf club. It would turn into some kind of housing project or development, and that wasn’t what I wanted to happen,” Dunn said. “I think it stands the best chance to remain a golf course for a real long time (with Tech).”

It was 2000 when Dunn and a partner bought Cookeville Golf Club, an 18-hole course on 126 acres off 10th Street on the east side of town. But after 15 years, he saw fit to move on. He approached Tech with the offer; the deal became official in April.

Property records value the land at \$2 million. An appraisal came in higher than that. “We were fortunate enough to make a little bit of money over the years,” Dunn said. “Running a golf course is just like any other business, you have peaks and valleys, and certainly the golf industry has changed a lot in the last 15 years.

“I didn’t think, as an owner, I could do it as much justice as somebody like Tech can do.”

For its part, Tennessee Tech will use the facility as the home course for its men’s and women’s golf programs. It will also be a resource for its Food, Nutrition & Dietetics program and School of Agriculture, including nursery, landscape and turfgrass management, and more.

“Tech’s a great school,” Dunn said. “They’ll be one of a few Division I-AA schools that have their own golf course now, which should help in their recruiting of athletes, faculty, students, everything else. It should be a big plus for them. It’s a good fit for everybody.

“I hope it stays a golf course for a long time,” he added. “I’ve got a lot of memories out there. A lot of people in this community have a lot of memories at that golf course, and there’s still a lot more stories to be told.”

HEART OF THE CITY PLAYGROUND COMMITTEE

PUTNAM COUNTY | 30 E Broad St., Cookeville

The numbers are overwhelming. More than \$500,000 donated. Some 2,800 volunteers. And two years’ time. But Heart of the City, the newly constructed, all-inclusive, 12,500 square foot playground located within Dogwood Park, seems well worth the effort.

A core committee of 10-12, headed by moms and co-coordinators Kelly Swallows and Ashley Swann, helped lead the push, and countless committees, sponsors, contractors and donors – way too many to mention – pitched in along the way.

From fundraisers like the Gangster Gala, which raised more than \$50,000 in one night, to its highly popular “All In For 10” grassroots campaign, which garnered another \$38,000 in \$10 increments, the movement seemingly took over social media. All those works converged in dramatic, rain-soaked fashion for a community-build week in September/October.

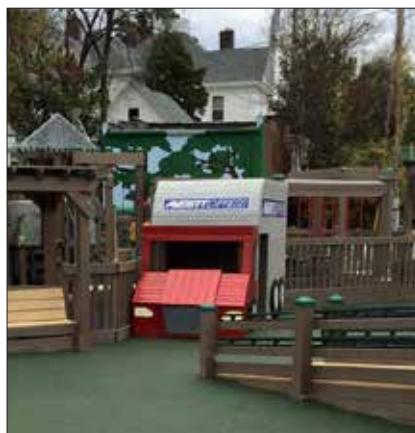
The result? The area’s first 100-percent accessible play space, and for those involved, perhaps one of the biggest shows of city-wide pride.

“When the rain started during Build Week, there was a call for help on the radio, and within 10 minutes, we had ponchos delivered by the carful,” Swallows said. “There were no more ponchos to be had in Cookeville. We needed more wheelbarrows and shovels because of the mud, and people just started bringing shovels, wheelbarrows and trunk fulls of food and baked goods. It was a nightmare with all that rain, but if you look back, it was such a wonderful experience.

“I couldn’t believe people kept showing up. But they did, thank goodness,” she added. “We were very, very grateful.”

Now that construction is complete – the playground opened in December and has since been handed over to the City of Cookeville – the committee is on hold. But there is a plan to use excess funds, roughly \$65,000, for a bathroom facility. There’s no timeline on when that project could get started.

“It’s just amazing,” Swallows said. “Of course, if I ever see someone out there with special needs, that just makes me smile. But I also love seeing other children, who, where



were they before at 4 o’clock on a Tuesday afternoon? Were they outside playing or were they inside watching TV or just lounging around? That’s what makes me happiest.”

EXCELLENCE IN MANUFACTURING

Honoring innovation, environmental stewardship, quality work environments, corporate philanthropy/citizenship, and consistent or extraordinary growth.



EDDIE PARKER | PARKER CHARCOAL

FENTRESS COUNTY | 2560 Northrup Falls Road, Jamestown
(931) 879-4753

Eddie Parker and his family have run the Parker Charcoal plant for more than 20 years – all the while, said one UCBJ reader, meeting the demands of a changing environmental climate by way of Eddie’s leadership.

Parker, moreover, has worked to perfect his kiln design to produce what it calls the best hardwood charcoal on the market. This produces a charcoal with less waste, better lighting characteristics and a longer burn time – the perfect companion for your grill, smoker or gourmet.



CROSSVILLE INC.

CUMBERLAND COUNTY | 346 Sweeney Drive, Crossville
(931) 484-2110

It’s a common saying: treat others the way you’d want to be treated. But it’s also a philosophy that Crossville Inc., a porcelain tile manufacturer and distributor, applies to both its customers and employees.

SEE OVATIONS | 14



THANK YOU

Upper Cumberland Business Journal readers for voting us
your 2016 Favorite Restaurant on Center Hill Lake!

See our full menu & directions

bluewatergrille-chl.com



864 Floating Mill Road • Silver Point, TN • 931-858-2275

FROM OVATIONS | 13

Customers, which range from tile distributors to national entities like McDonald's, Wendy's and General Motors, "consistently rate us as their top manufacturing partner because of our service," said company President Greg Mather. And approximately 10 percent of the local workforce in Cumberland County – which tops 400 – has been there 25 years or more, "which says a lot," he added, considering Crossville Inc. just celebrated its 30th year.

"We've got a strong set of values in place: family, partnership, respect, integrity and improvement," Mather said. "We really use those as a lens to make decisions, which is not always easy, but it's created a significant amount of long-term loyalty."

Crossville Inc. was first to produce large format tile on site and the first to manufacture tile with certified recycled content, among other high-tech accomplishments.

An emerging distribution business – Crossville Inc. has acquired three different distributors in different states, like Utah and Colorado, over the last seven months – has increased the size of the company by about 30 percent, Mather added. It now has company-owned distribution sites in 10 such states.

"The acquisition provides us the scale to grow the Crossville brand," he said. "The acquisitions make us a bigger company than we've ever have been."

"We think the innovation we're going to bring to market is going to continue to grow Crossville both on the manufacturing side as well as really incorporating our new acquisitions," Mather added. "Put those two things together, we think we can really paint a good picture."

MICRO METALS INC.
FENTRESS COUNTY | 1049 Owens Road, Jamestown
(931) 879-9946

Micro Metals may be a little bit "off the beaten path" but it's certainly a niche. Only 400 companies in the world, "do what we do," said Scott Edwards, CEO.

The company, a powder metallurgy industry leader, was founded 40 years ago, in 1976

by Carl Edwards, Scott's father, who was drawn to Jamestown, Tennessee – over a location in Brownsville, Texas – because of its equitable access to natural gas.

Powder metallurgy – not to be confused with powder coating – is a manufacturing process for making gears, cams, sprockets and other multi-level parts. It starts with raw metal powder, which has the consistency of flour or sand. The powder is put into a mold, pressed and sent through a furnace to bond. About 80 percent of the parts made at Micro Metals end up in an automobile; from Ford pickups and Volkswagen cars.

Today, Micro Metals employs around 100 people, from toolmakers to engineers to accounting and marketing staff. Edwards said they're on a steady growth curve and expect a roughly 20-percent gain over the next five years. They work out of a 65,000 square foot facility on Owens Road.

"Many people, when they come into our facility, because we're not a shirt factory or a chicken plant or anything like that, it's very eye-opening for them. It's a small industry, but it's highly technical," he said. "We've set ourselves apart by focusing on the harder parts; things no one else wants to do. Because of that, we're more people driven than our competitors."

JACKSON KAYAK
WHITE COUNTY | 3300 McMinnville Highway, Sparta
(931) 738-4800

To say Jackson Kayak had an eventful 2015 would certainly be an understatement. The company, which manufactures fishing kayaks, whitewater kayaks – and now a new line of coolers it claims better a Yeti – announced major expansion plans last April. The \$6.5 million project, which should create 250 new jobs in White County, was anchored with a move to new facility at 3300 McMinnville Highway. The move, while ongoing, started earlier this year, and given a steady state of growth and improvement, the company could be in flux for quite the foreseeable future.

"The move has been quite tough," said Jackson Kayak President Eric Jackson. "But we are already starting to see efficiency improvements."

Jackson Kayaks are high end – the most expensive on the market, he said, but also the most endowed and well equipped. Jackson is constantly creating new designs, which sets it apart from its competitors. And a new space means they're more efficient. Jackson said they've improved labor costs by over 10 percent so far this year. The expansion also gives its new cooler line, Orion, room to breath. Jackson wants the brand to match the market share enjoyed by its kayak line, although that's a lofty goal, he admits.

"Hopefully (in five to 10 years) we'll be in the same place doing the same things but at a higher level," he said. "We love making products here in Tennessee."

ATC AUTOMATION
PUTNAM COUNTY | 101 Mill Drive, Cookeville
(931) 528-5417

It's the company that makes the machines that make the products we use in every day life. From headlamps to batteries to surgical equipment, Cookeville's ATC Automation has had a hand in it all.

And it's seeing particularly strong growth.

ATC is continually hiring. They're "always" looking for technical types, including control and mechanical engineers, said Tony Green, sales and marketing coordinator. The current staff sits at 225 people, a 22-percent increase since 2013.

Bookings are pushing \$80 million, up from \$56 million over the same period.

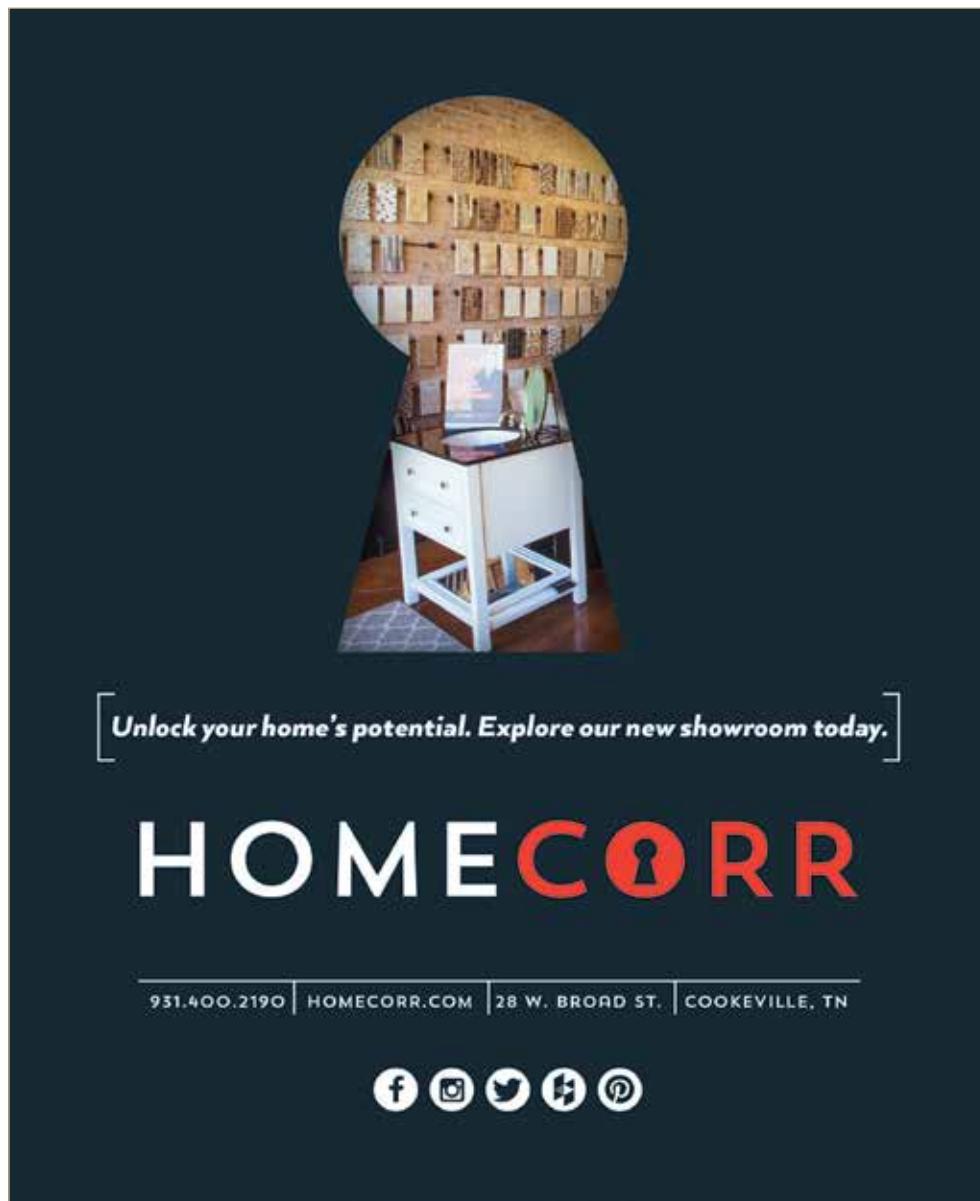
And ATC also recently acquire two nearly smaller buildings for an extra 16,000 square feet in capacity. Additional growth and/or facilities are expected, Green said. He says that's largely thanks to pent up demand for capital equipment stemming from the downturn in 2008-2009.

"It really went gangbusters, which is good for us because we're the capital equipment suppliers," Green said. "We're still growing."

Automotive makes up about 65 percent of its business – the company, for example, builds the machines that make Ford F-150 headlamps. But long term, Green says they'll continue to grow in all three sectors: transportation, life sciences and consumer products/energy. The company is looking to expand its global presence as well.

"When I started, we were at roughly \$29 million and now we're pushing \$80 (million)," Green said.

"It's a high-tech industry, and we do something – at least to our magnitude – that no one else does," he added. "It gives you a feeling of prestige, to work here, because of our



Unlock your home's potential. Explore our new showroom today.

HOME CORR

931.400.2190 | HOMECORR.COM | 28 W. BROAD ST. | COOKEVILLE, TN

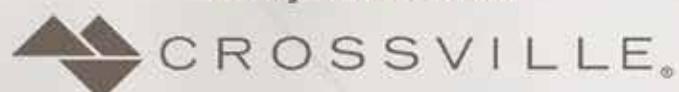
f i+ p

Crossville's Moonstruck Collection

Thank You!

**Thank you for voting and recognizing
Crossville's excellence in manufacturing.
We are proud to call the Upper Cumberland
Region home and will continue to support
our community for years to come.**

See beyond the surface.



CrossvilleInc.com | 931-456-3136

FROM OVATIONS | 14

clients. And we're totally different than any other manufacturer in the area. It's always something different, because we're building custom machines. We very seldom build any two the same."

SPIRIT OF ENTREPRENEURSHIP

Honoring individuals who have made something from nothing, who have withstood the test of time and/or carved out a unique business model where none previously existed.

LAGNIAPPE SPICE CO. PUTNAM COUNTY | (931) 528-6182

Lagniappe Spice Co. – pronounced lan-yap – stands for “a little something extra.” It’s certainly been an extra family effort for the Brantleys, who have taken their gourmet spice company on the road – quite literally.

“Our products are very unique,” said Amanda, who started the company in 2010 with her husband, John, who spent 17 years in the food sciences sector with Fast Food Merchandisers.

The couple, eastern North Carolina transplants, travel often to the Gulf Coast and New Orleans areas – where they fostered a love for those local flavors. Among their favorite French Market finds were spices, namely a New Orleans-style BBQ shrimp. But, Amanda said, John often found it a little too spicy, so she urged him to blend his own. He did. And people seemed to respond.

“Our spices come from all over the world,” she said. “It’s been a complete and total

family effort; he order spices, he blends the spices, he labels the bags, packages the product and everything...we do it and sell it.”

The Brantleys sell at farmer’s markets, festivals, yard sales and more. The approach has helped fuel growth. Sales increased a whopping 80 percent from 2014 to 2015; Lagniappe shipped roughly 10,000 pounds of spices last year. The barbecue shrimp mix, “Booyah BBQ Shrimp Seasoning,” is its best seller, but overall the company carries a 20-product line.

“You can’t go anywhere else – Kroger or any other major chain – and pick a product from the shelf that’s identical to ours,” Amanda Brantley said. “For instance, our barbecue shrimp, the one that started this whole venture, is a proprietary spice blend, and I think that’s what makes us different and sets us apart. We also believe our spices are fresher. It’s all small batch processing, so (John’s) maybe doing 25-50 pounds of a product at a time.

“We wanted people to feel like they’re getting a great product with a unique taste and they’re getting a good value for their money,” she added.

In the future, Brantley says they’ll focus on garnering a larger wholesale customer base. Locally, you can find them at stores like IWC Cash & Carry; the entire product line is also available online.

“This has definitely become a thriving little enterprise for our family,” she said. “For people, it’s sort of like tasting is believing.”



FITZGERALD GLIDER KITS FENTRESS/PICKETT/CUMBERLAND COUNTY 1225 LIVINGSTON HIGHWAY, BYRDSTOWN | (888) 245-8121

Fitzgerald Glider Kits was built on a passion for big trucks. It’s certainly a process to build a glider – or a new truck minus its engine and transmission – but it’s an enterprise that’s seen substantial growth over the last few years.

The manufacturing process starts with an off-the-line Peterbilt, Kenworth, Freightliner or Western Star truck. Old engines are purchased, disassembled, rebuilt and installed. That means for trucks that are not only cheaper for the customer, but that realize better fuel mileage, too.

Fitzgerald today operates out of an 110,000-square-foot building on 31 acres in Byrdstown – an increasingly visible footprint – and recently moved all Freightliner builds to a new 60,000-square-foot facility in Jamestown. The company also spiced things up earlier this year, sponsoring the No. 22 Ford Mustang in select 2016 NASCAR XFINITY Series (NXS) races.

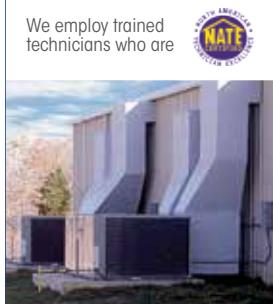
“The family and I have always been huge fans of NASCAR, and it’s been a lifelong dream of mine to see our family name on the side of one of these amazing machines,” Tommy Fitzgerald Sr., company founder, said.

INDUSTRY-LEADING, PROFESSIONAL
SERVICE
SUPPORTED WITH PROJECT-PROVEN
EXPERIENCE

COMMERCIAL • INDUSTRIAL • INSTITUTIONAL • HEALTH CARE



For all your commercial HVAC seasonal inspection or general service needs, come straight to the experts at CHC.



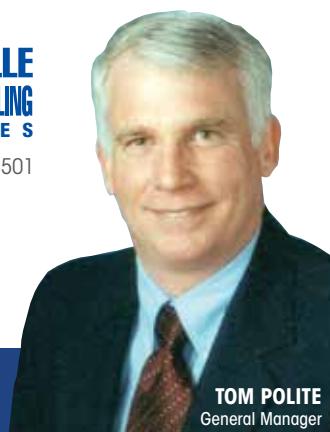
CHC COOKEVILLE
HEATING & COOLING
SERVICES

347 East Stevens St. Cookeville, TN 38501

931.528.5514

24/7 EMERGENCY SERVICE

931.520.8888



TOM POLITE
General Manager

VISIT US >>

CHCCOMPANIES.COM

CUSTOM CABINETS
COUNTER TOPS
FLOORING
SITE DELIVERY
WARRANTY
PRO INSTALLATION

Cookeville
KITCHEN SALES

WWW.COOKEVILLEKITCHEN.COM 931.372.1289
1075 WILLOW INDUSTRIAL CT. COOKEVILLE, TN

We are Proud to be chosen as this year's Recipient of the "Excellence in Professional Services" Ovation Award!



Cookeville Kitchen Sales is your ideal source for all your kitchen and bath needs. We build outstanding custom cabinetry, and are a distributor for Masterbrand Cabinetry. We fabricate solid surface tops and cultured marble products.

SEE OVATIONS | 17

FROM OVATIONS | 16

NAKED SALSA

PUTNAM COUNTY | 569 W Broad St. Cookeville
(931) 854-0755

It started off as a hobby. But nearly five years in, husband-and-wife duo Darrell and Amy Jennings say their aspiring business – based on their homemade, signature salsa – could someday spring nationwide.

Naked Salsa, which was officially born in 2011, is enjoying positive momentum backed by a creative slogan, “get naked.” (the salsa is made with all natural ingredients, no preservatives). It’s sold in nearly a dozen regional stores in the Upper Cumberland. First quarter sales were up 180 percent over last year. And if plans pan out to acquire a refrigerated truck, which would help the company expand its distribution reach, the pair says they can easily see it taking off statewide – and beyond.

It’s a far cry from their early days, when the Jennings would make up a batch of salsa, text a few hundred friends, and hawk the containers via the back of their Suburban at Kmart and Kroger parking lots.

“We laugh and joke about that, but it is really fun how it all began,” Darrell said. “People would drive up, literally hand money out their car window, we’d hand them a bag with their salsa in it, and they would drive off.”

Today, Naked Salsa is sold in nine stores overall in the greater Putnam County region, and the Jennings say they’re near a deal to add roughly half a dozen more. Best sellers include Medium and Amy’s Blend, which is “sweet in the beginning” but, without warning, “delivers a swift kick of habanero right where it counts.” Their newest flavor, Sweet Zen, took first place in a recent regional salsa competition.

“We’re building it smart,” Darrell said. “It’s not that we’ve held it back, but we don’t want grow too fast based on our own ability to keep up with demand. Ultimately, our goal is for everybody in America to ‘get naked.’ That’s down the road, but it is foreseeable. We’d love to see it go that far, not because of riches and fame, but there’s a lot of people who just love the product.”



GROUND UP RECYCLING

PUTNAM COUNTY | 3610 Dacco Quarry Road, Cookeville
(888) 758-4577

Ovation Award winners always boast about being unique, and Matt Allen’s business certainly qualifies for that designation. After 15 years in the roofing market, he saw a tremendous amount of waste bound for landfills. There had to be a better way, he said.

It’s Ground Up Recycling’s goal to keep shingles from the dump – and to do that – the company recycles those products for use in Tennessee’s roadways.

“We are seeing great results statewide,” he said.

FAVORITE RETAIL ESTABLISHMENT

Honoring the various retail outlets in the Upper Cumberland for customer service, varied or unique product selection, convenience and overall value to the community.



HOMECORR

PUTNAM COUNTY | 28 W. Broad St. Cookeville
(931) 400-2190

It can be overwhelming – taking on a home construction or renovation project. But HomeCORR is here to help.

Owner Adam Ryan, a design-build contractor for over 15 years, saw a market need. Thus, HomeCORR was created in 2014. The home renovation center aims to be a one-

SEE OVATIONS | 18



Thank you for nominating ATC for the 2016
“Excellence in Manufacturing” Ovation Award.
It’s an honor to be recognized for our industry-leading innovation and teamwork.

FROM OVATIONS | 17

stop shop. While its main focus is design and product sales, like cabinetry, countertops and tile, there's also plumbing, light fixtures, hardwood and carpet to choose from.

"Whether it's remodeling or new construction, it definitely can be an overwhelming process, and I just felt like there had to be a way to make it easier," he said. "Our showroom does precisely that; we're trying to help people get their head around a big project. We can sell somebody a faucet or we can design-build a new home. At the end of the day, our goal is to be a resource and an advocate. That's what I think we do well and how we set ourselves apart from anybody else in town."

A move to the West Side in early 2015 proved a better fit, not only in the eyes of the public, also in terms of exposure. HomeCORR is also expanding into insurance restoration/remediation work. Another good fit, Ryan said.

And while the construction market is hot, HomeCORR plans to reap the rewards. "It's been a steady rise from day one," Ryan said. "We've been very product-driven, and that's been a good thing. But it's never as much a volume thing for us, it's about getting each job right."

THE LAMP & LIGHTHOUSE

PUTNAM COUNTY | 2 S. Washington Ave., Cookeville
(931) 528-2615

A family-owned business since 1974 – there's currently three generations now working at the store – The Lamp & Lighthouse is a trademark presence on the Putnam County Square, occupying a space once home to Terry Brothers Department Store.

The nowadays retailer, in a 4,000-square-foot showroom, is a classic choice for light fixtures – that's the biggest seller – to ceiling fans, lamps and lightshades, even art, home decor and candles should the need arise.

"We have a variety of products, and they're quality products. Stuff you can't find at the big box stores," said owner Janice Ballinger. Daughters Jennifer Moran and Amy Weaver help in selecting inventory.

Ballinger said they made the move to their current space from a location across the street in 1984 – literally carrying lamps across the street in the move. They've added items over the years to fill floor space – and to create a cushion when construction slows. That's certainly not the case this year. Cookeville's in the midst of a building boom, and Lamp & Lighthouse aims to be a one-stop shop for new construction, remodels, even when updating office decor.

"We've been doing this for years," Weaver said. "And customer service is everything to us. We're going to do everything we can to take care of our customers."

SHAFFIELD'S FURNITURE

PUTNAM COUNTY | 450 S. Jefferson Ave. & 410 Joff Drive, Cookeville | WHITE COUNTY | 140 Churchill Drive, Sparta
(931) 372-7328

Last year was a challenging one for Shaffield's Furniture. It's Cookeville store, HOME & SLEEP by Shaffield's, was hit hard by the February ice storm. Flooding resulted in a months-long partial shutdown. Every piece of furniture in the store had to be replaced.

But, as owner Jacob Shaffield says, they "made lemonade out of lemons." While waiting out repairs, the company worked to secure several new top outdoor brands – like Summer Classics and Lloyd Flanders, now exclusive to Cookeville – and, this spring, completed construction on a covered outdoor living area, which allows for expanded offerings, like Big Green Egg.

There's a new sleep center on the main floor with a lineup of mattresses from Restonic, TempurPedic and Scandinavian. And a new upholstery gallery includes Stressless and Magnolia Home by Joanna Gaines, star of HGTV's Fixer Upper. Bassett, Kincaid, and Flexsteel continue to remain staples.

"We constantly refresh the floor with great new styles, presented in unique ways," Shaffield said.

But that's not all. The retailer recently relaunched its original Shaffield's location in White County as Sparta Furniture. Shaffield said they'll be "bringing a taste of what we do in Cookeville" to his hometown. And Shaffield's third store, Cookeville Furniture, located off Jefferson Avenue on Joff Drive, will relaunch in the near future as an outlet store. It opened earlier this year.

The company is also looking to work with builders in the area to stage model homes. Its first partnership came with Zurich Homes, a 2010 Ovation Award winner, for a project in Fairfield Glade.

"For us, our staff truly makes the difference," Shaffield said. "We always say we want our customers to decide – instead of the furniture making the decision for them. We won't deliver anything that we wouldn't take into our own (home)."

SMITH COUNTY DRUG CENTER

SMITH COUNTY | 1210 Main St. North, Carthage
(615) 735-2223

Smith County Drug Center was founded by Steve Wilmore in Carthage in 1976. But after 40 years of owning and operating the successful hometown retail pharmacy, Wilmore retired in March and sold to his four partners: Cozette Manus, Lisa Harville, Jan Trainham and Jay Wilmore. Today, each handles a different aspect of the center, while working together to maintain its core values, which include fast and friendly service, genuine care and concern for patients and modern efficiencies that keep costs as low as possible.



Smith County Drug Center is owned by four pharmacists, from left, Jan Trainham, Cozette Manus, Jay Wilmore and Lisa Harville.

"The business has grown so much through the years, it takes all of us to do it well," Trainham said. "Our main focus is personal customer service. We all four grew up here, so we pride ourselves on knowing our customers and knowing them by name. They're our neighbors."

Trainham said the business will soon offer immunizations – a new service – and

THE CROWN FOR YOUR HOME

Residential | Agricultural | Commercial

Increase the value & beauty of your home with our maintenance free metal roofing!

We manufacture the 3 ft. wide metal panels at our location. Plus we use an in-house computerized custom trim machine, for better and faster service!

Many Styles Available: Slate, Clay Tile, Shake, Stone Coated Shingle, Thatch & Standing Seam

103 Randolph Rd. Crossville, TN (931) 277-3586 800-468-0149

PLATEAU

METAL SALES

2448 Buttermilk Rd. W. Lenoir City, TN (865) 376-0528 866-988-7670

PlateauMetalSalesTN.com Your Metal Roofing Headquarters

Sizzling Events

**Celina, TN - Clay County
Gateway to Dale Hollow Lake**



JULY

- 3rd - Rock the Dock - Mitchell Creek Marina - mitchellcreekmarina.com
- 4th - Shake the Lake - Fireworks - Willow Grove Marina - www.willowgrove.com
- 8th - 10th - 200th Anniversary Celebration Freehills Community
- 9th - Lions Club Truck Pull - Recreation Complex Fairgrounds
- 23rd - Christmas in July - Mitchell Creek Marina - mitchellcreekmarina.com
- 29th - 30th - Homecoming Days - around the Courthouse Square
Duck Race - Cow Patty Contest - Cake Walk - Music and more!
- 30th - Boat in Movie Night - Mitchell Creek Marina - mitchellcreekmarina.com

AUGUST

- 13th Live Music - Mitchell Creek Marina - mitchellcreekmarina.com
Enjoy a band or karaoke on the docks
- 20th - Boat in Movie Night - Mitchell Creek Marina - mitchellcreekmarina.com
- 27th - Live Music - Mitchell Creek Marina - www.mitchellcreekmarina.com

SEPTEMBER

- 3rd - Labor Day - Great Carboard Boat Race, Boat-in Movie Night
Mitchell Creek Marina
- 11th - 9-11 Tribute - around the Courthouse Square
- 29th & 30th - Rollercoaster Yard Sale - 222.therollercoasteryardsale.com

OCTOBER

- 8th - Chili Cook-off & Fall Fest - around the Courthouse Square
- 14th & 15th - Moonshine Daze Festival - around the Courthouse Square
- 28th - Trick or Treat Celina - around the Courthouse Square

NOVEMBER & DECEMBER

- TBA - Craft Bazaar • Courthouse Christmas • Mistletoe Market



www.dalehollowlake.org
424 Brown Street • Celina, TN 38551
931-243-3338



FROM OVATIONS | 18

recently rolled out a mobile app and upgraded website. In the future, Smith County Drug Center looks to offer more clinical testing and counseling like for smoking cessation and weight loss.

“As pharmacy evolves and the pharmacists’ role in health care (evolves), we really want to be able to meet our patient’s needs,” Trainham said.

EXCELLENCE IN PROFESSIONAL SERVICES

Honoring professionals who serve us well, from accountants and lawyers to plumbers and HVAC shops.

COOKEVILLE KITCHEN SALES

PUTNAM COUNTY | 1075 Willow Industrial Court, Cookeville
(931) 372-1289

The recent Recession hit everybody hard. For Danny Lee, it certainly took a big chunk out of his workforce.

But it also brought a renewed focus. He says his company, Cookeville Kitchen Sales, was able to better hone in on its custom cabinet line, which is now booming, and proudly boasts the tagline, “made in the UC.”

Lee says they’ve become well known for their finishes – the vintage/antique/distressed look is especially popular – as more homeowners clamor for that rustic charm.

“We survived because we’re so diversified in what we do,” Lee said. “I’m also a reclaimed wood fanatic. I collect old lumber and logs, beams and hardwood, things like that, and we integrate a lot of that into our projects as well.”

The business, too, furnishes manufactured cabinets, ceramic tile and wood flooring – to accommodate all budgets – and can outfit everything from apartments to commercial projects like airport hangars, which it’s done for some top-name country music acts like Kenny Chesney, Taylor Swift and Brad Paisley. Locally, a recent project included the custom-built bar at Rib City’s new Cookeville location, crafted from rustic lumber and tin.

And if that wasn’t enough, Cookeville Kitchen Sales also includes a wholesale division, Cookeville Countertops, which Lee took over in 2000. Its products are now found in nearly 40 home centers in Georgia, Alabama and Tennessee. That’s up from three centers just 16 years ago.

“I never thought it would be this size, never imagined it,” Lee said. “In 2008, we went from 40 employees down to 15; that’s how much it dropped off. If we didn’t have the wholesale business and a wide range of cabinetry, if we were just one-dimensional, I don’t know what would have happened. But we had enough to keep 15 of us fed. Now we’ve cautiously grown back to 28, and I’m really comfortable there.”

J. CUMBY CONSTRUCTION

PUTNAM COUNTY | 165 W. Broad St., Cookeville
(931) 526-5158

Ten years have flown by “in the blink of an eye,” said Justin Cumby, who founded his firm, Cookeville-based J. Cumby Construction, a decade ago that. Today, the general contractor is at its highest employee level ever – staff is just under 90, and they’re “always looking for more,” he said. They’re experiencing good kinds of growing pain at the West Side office they’ve occupied since 2013 as there’s already been a few build-outs to make way for more space. And, as Cumby says, they’ve also got eyes on becoming one of the larger, premier firms in the Southeast.

“We’ve continued to stay extremely busy, and everything is picking up all the way around – commercial, industrial, the water/sewer/ municipal work we do,” he added. “We’ve been fortunate in that regard.”

While J. Cumby Construction has handled a number of visible projects in the region – Tenneco’s expansion in Smithville, Cookeville’s new Rib City, and more recently an expansion at Carlen Chevrolet – the firm’s seemingly found a bigger niche in municipal work. Roughly 70 percent of its projects are in water/sewer versus industrial and/or commercial. The company is also expanding its reach, adding jobs outside Tennessee,

including Kentucky, Mississippi and Alabama.

“We’ve definitely seen big success in that area for sure,” Cumby said. “Typically, the municipal work, the water and sewer, there are a lot of projects but not always in our own backyard. So we have to be willing to pursue those projects wherever they are. And the way we’re set up and with the guys that we have, it’s pretty easy for us to manage.”

WINELL LEE HARDWOODS

PUTNAM COUNTY | 510 W. Jackson Ave., Cookeville
(931) 372-9663

The building sector is booming, and that means big business for Putnam County’s Winell Lee. For five generations, the company has outfitted the region – via manufactured product and a retail store – with stocked and custom hardwood.

Jeanie Lee, sales manager, said they’ve got a handful of unique, one-of-a-kind projects ongoing, in communities like Carthage and Byrdstown. They can provide siding, moulding, flooring, cabinetry, paneling, columns, porch posts, stairway systems, mantles – the sky’s the limit.

“We’re just reaching out more and more and doing some very unusual projects,” she said. “We can do such a variety of things in a variety of places.”

CRAVENS & COMPANY ADVISORS LLC

PUTNAM COUNTY | 1080 Interstate Drive, Cookeville
(931) 528-6865

Cravens & Co. is more than just an investment firm. In fact, the company has grown its team by roughly a third – bringing on board an in-house attorney and soon, a CPA. That will help improve offerings on the planning side as it works with clients across the country.

“The investment component, while it’s very important to us and a big part of what we do every day, it is just one part of a larger relationship that we have with most of our clients, which focuses on planning, legal, a lot of different aspects of their financial and personal life,” said Wayne Cravens, president. “I think it happens to add a very strong element of quality to the recommendations that we are making.”

Cravens & Co. prides itself on its team approach – “we’re not a group of individuals that are all servicing our own clients,” Cravens said. “We have a team of people who work for our clients in a fiduciary capacity.” As an independent that’s an even bigger play. “We are employed by our clients,” he said.

With a 30th anniversary approaching in November, the company looks to grow alongside its home base in Cookeville.

“Cookeville is doing great right now,” Cravens said. “You look at our medical community, the entrepreneurs, real estate, manufacturing, it’s a very dynamic marketplace. And we focus on bringing something of added value to the table for those folks. I think we are in an extraordinarily exciting time.”

INSTITUTIONAL WHOLESALE COMPANY INC.

PUTNAM COUNTY | 535 Dry Valley Road, Cookeville
(931) 537-4000

It all began in 1957, when IWC first opened its doors as a regional hometown food supplier. For more than 59 years now, the company’s tradition of quality, value and professional service has set the standard.

“I knew from the very (beginning) that you had to know your product, establish a relationship with your customers, be honest and trustworthy and somebody you can depend on,” said CEO Jimmie Mackie, who founded IWC with just one truck.

IWC, a family-owned business, offers a broad line of food products and cleaning supplies to a variety of professional kitchens, restaurants, hotels, retail stores, recreational centers, health care and government institutions. The company operates via a state-of-the-art distribution center in Algood – servicing customers with a fleet of trucks. For drive-up convenience, a sales counter is located at the facility for quick pick up. IWC also has a fully stocked “Cash and Carry” store in Cookeville on South Willow.

Both locations are open to the public with no membership or contract required. ■

FROM FICOSA | 1

“On paper, it’s easy; we have a clear road map,” said Antonio Ibañez, Ficosa chief operating officer. “But now, that map becomes just a reference point because at the last minute, everything can change. We have to be very dynamic, because, even with the perfect plan, there’s always something you weren’t expecting. But this is the more exciting part of this business.”

Ficosa is making the move – roughly 35 miles west – for a myriad of reasons, namely, a new facility that allows for increased production capacity and new, state-of-the-art technologies. It was part of a \$58 million deal announced last May. The company could staff as many as 900 by the end of 2018, and there’s enough space for a roughly 50,000 square foot addition, which Ibañez is hoping to build within two or three years.

“We’re basically offering a higher quality (product) for our customers,” he said.

Ficosa’s time in the UC dates back eight years, when the Barcelona-based manufacturer acquired Delbar Products, which, ironically, had a presence in Putnam County, too, until the company moved most of its production from Cookeville to Crossville in 2005, per UCBJ archives. Ficosa made headlines again in 2010 when it became first in the UC to secure a contract with Volkswagen Chattanooga.

The company had grown to a four-facility footprint in Crossville. That’s one of the reasons for the move.



“When we acquired that company, we acquired that company how it was, and in this cases, the processes and the equipment,” Ibañez said. “Ficosa has been implementing systems, trying to improve the equipments we received (etc), but that was not enough.”

“Having everything under the same roof helps to create a lot of synergies because you aren’t moving materials between facilities,” he added. “It’s always a complicated decision (to move), and, yes, we had looked other places, including Crossville, but I think Cookeville’s location is one of the keys.”

It’s a decision that’s already seemingly paid off. In late June, Ficosa landed four new rear-view mirror contracts worth \$510 million. Three of those orders will be made in Cookeville, and that local production will represent an economic value of \$460 million.

That’s in addition to two new lines that company had already planned to add – for VW.

“It was clear, if we kept our

business in Crossville, how it was today, we would not have gotten this business,” Ibañez said.

As for Crossville, Ficosa has already closed its finished goods space. Assembly lines will be moved by October and its warehouse component facility closed.

Only the paint shop will remain. It will shutter in June 2017.

And as far as people, all are being offered the opportunity to transfer, but it’s still unclear at this point exactly how many are. Michelle

Saunders Wright, human resources director, said they were hopeful a majority would come to Cookeville, but there’s contingencies in place for those who don’t.

“Moving from Crossville to Cookeville is a big move for us,” she said. “Obviously, we want to bring everybody with us –everybody that works for Ficosa has that opportunity – but we do understand that everybody won’t. We’ve gotten very good feedback that a large percentage will move with us. We’re doing everything we can to accommodate those people.” ■

FULL ACCESS
ONLINE

only **21**¢ a day

ucbjournal.com

Your Home
For
The Vols

KICKS COUNTRY

★ 106.9



**DON RANDOLPH
& ASSOCIATES**
INVESTMENT SERVICES

Don Randolph, AAMS®
LPL Registered Principal

272 North Spring Street
Sparta, TN 38583

o 931.837.8881
f 931.837.8883

donald.randolph@lpl.com
www.drinvestmentservices.com

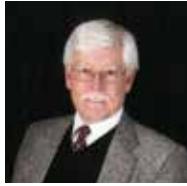
Securities offered through LPL Financial, Member FINRA/SIPC

REAL ESTATE

HELP WANTED

CRYE-LEIKE®
COMMERCIAL
REAL ESTATE SERVICES

GIL GIBBS
931.260.4517
info@gilgibbs.com
www.GilGibbs.com



INTERSTATE DEVELOPMENT SITE - \$2,400,000

4676 Bennett Road Cookeville TN 38506
48.46 acre development site adjoining the new Academy Sports Distribution center off Interstate 40 on Bennett Road across from the new Cookeville Industrial Park. New Interstate exit under construction. This development site is suitable for Industrial, C-Store/Truck Stop, Multifamily, Fast Food, Hotel, Retail etc. There are currently four rentals on site bringing in \$3900 per month.



100% OCCUPIED INVESTMENT PROPERTY - \$1,350,000

1051 Genesis Road Crossville TN 38555
Great Investment opportunity! Office complex with 2 buildings on 4.85 acres with 290 feet road frontage on 4 lane with two curb openings, 64 paved parking spaces, permanent signage and great visibility. Long term tenants in place and 2.5 acres shovel ready to develop. Unit mix, rents and expenses available upon request and with execution of a confidentiality agreement.



SELF STORAGE/MOBILE HOME PARK - \$699,000

5909 S York Highway Clarkrange TN 38553
This very well maintained property consist of 83 self storage units, 11 mobile homes, 1 single family home, 1 commercial rental, 4 RV spaces and 2 detached garages and sits on six acres with plenty of room for expansion. This property sits on the main thoroughfare in Fentress County Tennessee next to Clarkrange High School on Highway 127. TDOT 2014 Annual Average Daily Traffic 7,602.



CONVENIENCE STORE - \$349,900
9125 Highway 111 Byrdstown TN 38549

Great opportunity to own your own business. This is a turnkey business. There are many opportunities at this location to increase sales, expanded days, hours and product lines. No Fuel Contract. Main building: 1092 sf Out Building 18' x 20', Garage 24' x 32 wired for 220v. Close to Dale Hollow Lake.

PART-TIME VETERINARIAN needed at an established spay/neuter clinic in Cookeville, TN. This position offers a unique opportunity for a special individual interested in promoting animal welfare by combating pet overpopulation. A compassionate, self-motivated individual is needed to join our team where the emphasis is on quality of patient care. Contact Linda Clemons at 931.372.2728 or email to humanesocietyofputnamcounty@yahoo.com.

Thank You Readers!

FOR AWARDING US THE OVATION AWARD FOR EXCELLENCE IN MANUFACTURING! SEE OUR COMPLETE LINEUP AT JACKSONKAYAK.COM

UC seeing slowdown in 2016?

UPPER CUMBERLAND – The Upper Cumberland lagged the state in sales tax collections in April, the third consecutive month the region has failed to keep pace.

Putnam, Cumberland and Warren, the UC's three largest collectors, reported increases of 4.6, 4.8 and 7.7 percent, respectively. Tennessee's gain for the month was 8.5.

White and Macon were up 17.1 and 15.2. Several other smaller counties reported double-digit increases as well, including Pickett (20.9), Fentress (12.2) Cannon (10.3) and Clay (10.1). Rounding out the UC were Smith (9.2), Overton (6.9), DeKalb (6.4) and Jackson

(1.8). There was an error in tabulating figures for Van Buren County; numbers were consequently excluded.

Overall, it's been a slow 2016 in the UC thus far. The region fell behind the state by 2.1 percentage points in March and reported a decrease in its February sales tax collection report. It did see an 8.9 percent jump in January, which bettered Tennessee's showing of 8.6.

Collections, which are considered just one measure of economic activity, are based on state sales taxes; local option taxes are excluded. Sales data lags by one month; for example, April numbers reflect March activity.

COUNTY	APRIL 2016	YEAR PRIOR	% CHANGE
Cannon	\$387,544	\$351,402	10.3
Clay	\$244,028	\$221,564	10.1
Cumberland	\$4,259,232	\$4,064,393	4.8
DeKalb	\$964,598	\$906,636	6.4
Fentress	\$784,245	\$699,018	12.2
Jackson	\$161,915	\$159,065	1.8
Macon	\$1,120,588	\$972,478	15.2
Overton	\$934,049	\$874,115	6.9
Pickett	\$204,786	\$169,423	20.9
Putnam	\$8,631,373	\$8,249,085	4.6
Smith	\$930,113	\$851,622	9.2
Van Buren	NA	NA	NA
Warren	\$2,366,309	\$2,197,128	7.7
White	\$1,389,501	\$1,186,476	17.1
UCDD	\$22,378,281	\$21,009,198	6.5
TN	\$727,974,000	\$671,196,000	8.5

Source: Compiled by the Upper Cumberland Development District from data published by the Tennessee Department of Revenue.

BUSINESS LICENSES

The following businesses have received licenses in May 2016. The list includes the business name, type of business, location and owner's name, if available.

MACON COUNTY & WHITE COUNTY

license information available online at www.ucbjournal.com

PUTNAM COUNTY

submitted by County Clerk Wayne Nabors

1 Chilly Kat, miscellaneous sales, 311 Circle Drive, Baxter, TN 38544, Carmen Avalos

Abby Weeden Photography & Design, photography, 883 Magnolia Court, Cookeville, TN 38501, Abigail Weeden

All Weather Heating and Cooling, heating and cooling repairs, 3660 Shady Oak Circle, Cookeville, TN 38501, James Denton

Allen's Tree Service, tree, trim, stump removal and land clearing, 1111 Tanglewood Drive, Cookeville, TN 38501, Bryan Cook/David Cantrel

Amber @ The Finery, nail salon, 224 N. Hickory Ave., Cookeville, TN 38501, Amber Jacobs

Annie's Treasures, used furniture, clothing and miscellaneous, 365 Westgate Drive, Baxter, TN 38544, Teresa Sells/Felecia Walker

Arrow Point Media Solutions, advertising and marketing consultant, 640 Goolsby Ave., Apartment A2, Cookeville, TN 38501, James Sneed III

Ashley Harper, hair and nail salon, 224 N. Hickory Ave., Cookeville, TN 38501, Ashley D. Harper

Auto FX LLC, auto repair and parts, 555 W. Broad St., Cookeville, TN 38501, Jose Orozco

Automate My Data, software consulting, 231 Phillips St., Algood, TN 38506, James R. Vassilev/Eric C. Jones

Bauer Foundation Corp., construction, 310 E. Broad St., Suite D, Cookeville, TN 38501, Jaime Picorelli/Boryanna Ivanova Kurteva

Bilbrey Lawn Care, lawn care services, 14216 Woodcliff Road, Monterey, TN 38574, Tory B. Bilbrey

Biofit Inc., health coaching and strength building, 220 King St., Cookeville, TN 38501, Michael Fitzpatrick

Caribbean Cafe LLC, restaurant, 642 N. Walnut Ave., Cookeville, TN 38501, Maria Cruz Valenzuela

CCBCC Operations LLC, distribution of soft drinks, 434 W. Spring St., Cookeville, TN 38501, CCBCC Operations LLC

CLR Gallery, clothing and accessories, 6018 Hillham Road, Cookeville, TN 38506, Cody L. Robinson

Excel Construction, construction, 3235 Blackberry Lane, Cookeville, TN 38506, Joshua D. Tayes

FJ Enterprises, cable installation, 3844 Flynns Creek Road, Gainesboro, TN 38582, Fred Flatt

Forrest Hill Boat & RV Storage, boat and RV storage, 4221 Forrest Hill Road, Cookeville, TN 38506, Shawn Larsen

French's Contracting, construction, 317 E. Main St., Apartment B305, Algood, TN 38506, Randy L. French

Kneaded Together Bakery, bakery, 1503 N. Dixie Ave., Cookeville, TN 38501, Kim Williams

Lee Swann, short-term lodging/vacation rental, 2199 Pine Hill Road, Cookeville, TN 38501, Lee Swann

Line Out Custom Tackle, fishing lures sales, 367 CC Camp Road, Cookeville, TN 38501, Robert E. Weiker

Long's Fireworks, fireworks sales, 2538 Park West Drive, Cookeville, TN 38501,

Marvin Long

Mom's House, food preparation, 1048 Heathwood West Drive, Cookeville, TN 38501, Patricia Rodriguez/Claudia Gonzalez

Motorn, wholesale publications, 305 Womack Ave., Cookeville, TN 38501, Scott Meyer

My Father's Mustache – Mister Wayne's Best, barbershop, 848 N. Jefferson Ave., Cookeville, TN 38501, Debbie Fletcher

On A Roll, food vending concession, 3338 Claybrook Drive, Cookeville, TN 38506, Kim Monks/Frances R. Richter

On Point Properties, property services and management, 5360 Old Highway 42, Nashville, TN 37207, Brandon Richards

P G Lawncare & Landscaping Plus, lawn care and lawn maintenance, 6510 Cookeville Boat Dock Road, Baxter, TN 38544, James P. Goff

Pennie's Boutique and Things, boutique store, 168 W. Broad St., Cookeville, TN, Pennie Dyer

Puckett Computer Repair, computer repair, 203 Eagles Landing Drive, Cookeville, TN 38501, Pate M. Puckett

Remar Inc., wholesale parts and warehousing, 2127 Burton Branch Road, Cookeville, TN 38506, David White

Ricoh USA Inc., office operations management services, 1000 N. Dixie Ave., Cookeville, TN 38501, Martin Brodigan

Rodney Truitt Design, freelance graphic designer, 708 Cora Road, Cookeville, TN 38501, Rodney Truitt

Salon Tara Knight, hair and nail salon, 224 N. Hickory Ave., Cookeville, TN 38501, Tara Knight

Shine Time Auto Detail, auto washing, cleaning and detailing, 769 S. Willow Ave., Apartment B, Cookeville, TN 38501, Johnnie J. Clark

Speck's Electric LLC, electrical construction, 30 County House Circle, Carthage, TN 37030, Scott Speck/Malinda Speck

Walker William E. Testamentary Trust/Walker Construction LLC, remodel commercial, 1070 N. Washington Ave., \$80,000

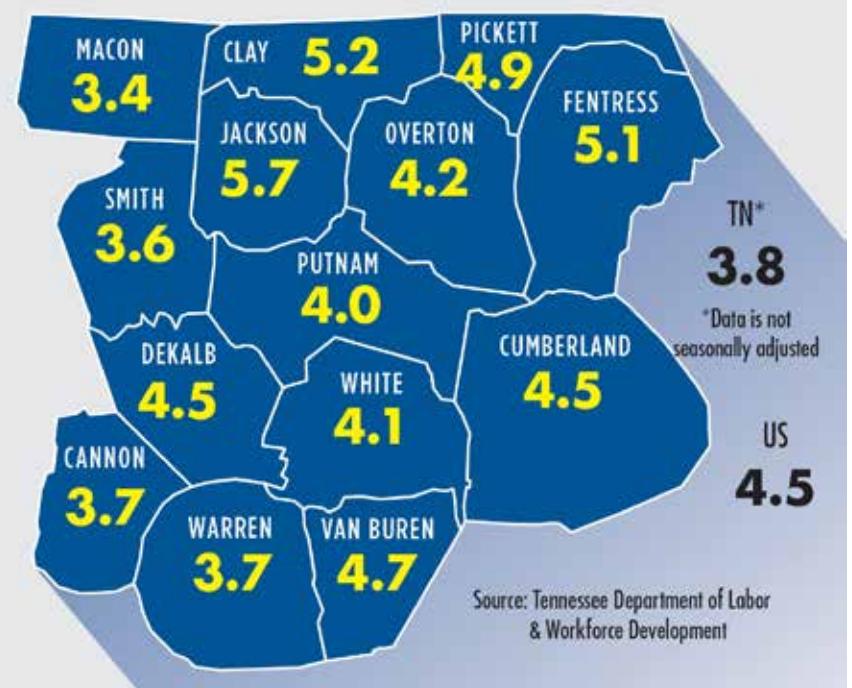
Burgess Family Partnership, demolition, 1675 Holladay Road, \$50

Double Eagle Partnership TN General Partnership/Elk Mountain Construction, demolition, 205 Mill Drive, \$50

Hall Investments LP, demolition, 1060 E. Spring St., \$50

Tyler Crumb/Bob Vick, commercial-structures/warehouses/shops/additions/alterations, 1660 Benson Road, \$60,000

UPPER CUMBERLAND UNEMPLOYMENT DATA MAY 2016



Steel Personal Training, personal training service, 623 Step Rock Hill Road, Cookeville, TN 38501, Paul A. Steel

Tennessee Custom Tables, custom household furniture/loading docks, 6657 Phifer Mountain Road, Cookeville, TN 38506, Richard Lowhorn

The Jewish Carpenter, handyman construction, 7472 Andkoo Road, Baxter, TN 38544, David Klein

The Shabby Apple, children's clothing sales, 37 N. Cedar Ave., Cookeville, TN 38501, Melissa Loftis/Kelsie McClain

Tiffany Hutton, hair salon, 224 N. Hickory Ave., Cookeville, TN 38501, Tiffany A. Hutton

Tile Solutions, tile repair and installation, 612 Buffalo Valley Road, Cookeville, TN 38501, Penny Greene

Too Chic Nail Studio, nail salon, 740 S. Willow Ave., Suite 19, Cookeville, TN 38501, Kemisha Muir

Total Water Treatment, water line installation, 320 Brotherton Pointe, Cookeville, TN 38501, Tim Iwanyszyn

Willow Pond, plants, antiques, etc., 7720 Ditty Road, Baxter, TN 38544, Llana Emery/Katherine Garcia

White Box Boutique, clothing boutique, 5079 Holland Court, Cookeville, TN 38506, Crystal L. Rana

Willow Window LLC, window installation, 2025-A Burgess Falls Road, Cookeville, TN 38506, Jonathan Norris

Zaxby's, restaurant, 320 Big Mac Drive, Algood, TN 38506, It's Allgood Chicken Inc.

COMMERCIAL BUILDING PERMITS: MAY 2016

CITY OF COOKEVILLE/PUTNAM COUNTY

List includes: Owner/contractor, type of construction, address and estimated cost

City of Cookeville/Master Network Solutions LLC, remodel commercial, structure other than building, 1341 Bunker Hill Road B, \$25,000

Salgado Crecencio etux Dora etal/Bob Vick & Associates, remodel commercial, 1 N. Willow Ave., \$25,000

Trinity Apex LLC/Fidelity Bank/J Hill Construction, remodel commercial, 601 Design Drive, \$25,000

John Short, commercial-structures/warehouses/shops/additions/alterations, 1024 Shag Rag Rd F-19, \$25,000; 1024 Shag Rag Rd G-19, \$25,000

Affordable Storage, 1999 Gainesboro Grade F, \$50,000; F-1, \$50,000

Affordable Storage/Grady Stewart, 1999 Gainesboro Grade D-1, \$50,000; D-2, \$50,000

CITY OF CROSSVILLE/CUMBERLAND COUNTY

List includes: Contractor, permit type/description, square footage, address and valuation

J Cumby Construction, building-shops, commercial, storage building, 656 Interstate Drive, \$863,400

Palack Properties LLC, building-residential, duplex, 993 Fourth St., \$307,940

Greg Tabor, LDP, parking lot expansion, 359 Livingston Road, \$0

C&C Construction, building-commercial, addition to business Sonic, 1598 N. Main St., \$22,500

Sam Hall, building-commercial, alterations of roof, 176 E. First St., \$11,600

Action Heating and Cooling, mechanical, assisted living facility, 887 Woodlawn Road, \$0

LET US KNOW

Company expanding?

Company merged?

New hires/promotions?

Become Certified?

Reached a milestone?

Receive an industry award?

New product/service?

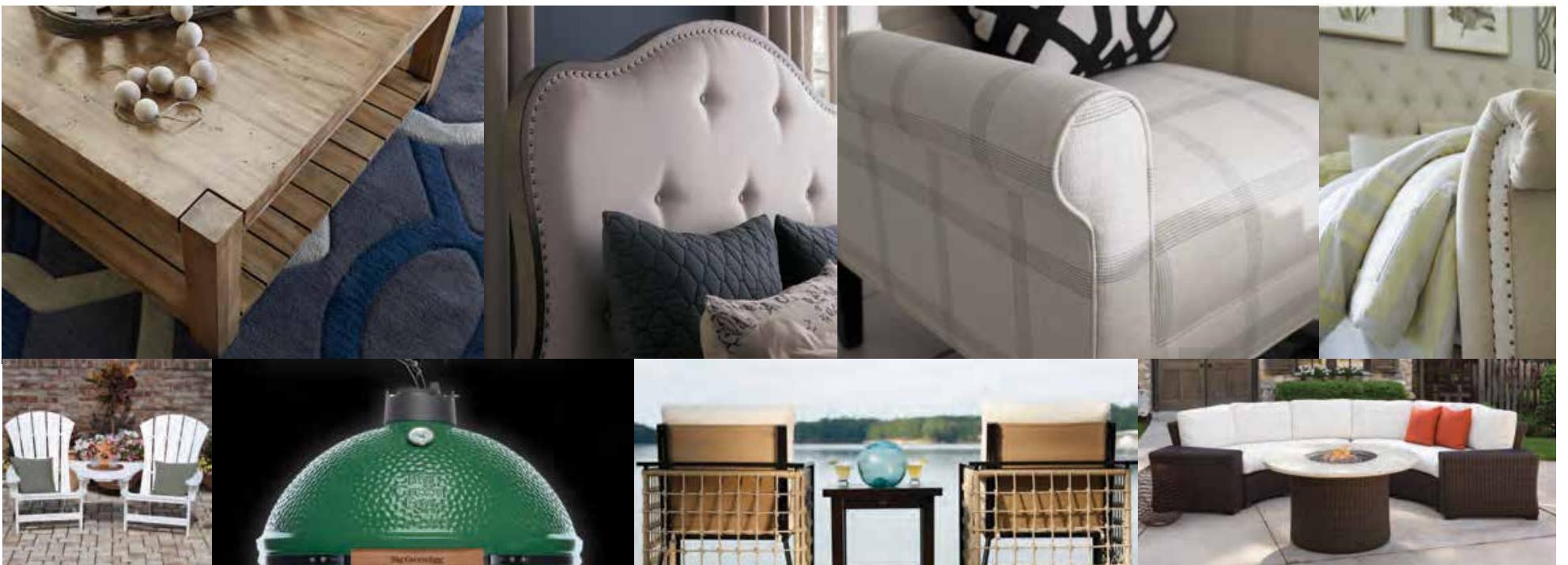
contact@ucbjournal.com

SHAFFIELD'S FURNITURE

Thank you UCBJ Readers for voting us
Favorite Retail Establishment
In 2012, 2013, and 2016!



New Brands for 2016! | Magnolia Home by Joanna Gaines | Paula Deen by Universal | Nichols & Stone by Stickley
Stressless Zone by Ekornes | Smith Brothers of Berne | Dutilier | Best Chair | El-Ran Reclining | Jaunty Rugs
Plus Your Shaffield's Favorites | HGTV Design Studio by Bassett | Flexsteel Studio | Kincaid Shoppe | Stanley



New for 2016! Outdoor Living | Big Green Egg | Summer Classics | Lloyd Flanders | Telescope | Pawleys Island
New for 2016! Sleep Center | Restonic | Scandinavian | ComfortAire by Select Comfort | Adjustable Beds | Pillows

cookeville
furniture
a shaffield enterprises venture

410 Joff Drive
Cookeville, TN
Reopening Soon!

SHAFFIELD'S FURNITURE

450 S. Jefferson Avenue
Cookeville, TN 38501
931-372-7328

sparta
furniture
a shaffield enterprises venture

140 Churchill Drive
Sparta, TN 38583
931-837-7328