

TERRY

Jim Scott,
Jim Price and
Richard Stamper

THREE OF A KIND

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get a head start on startups

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speed painting (yes, speed painting)

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“Terry’s commitment to students is not one that lasts only four years of college, or two years in the Terry program; it’s one that lasts a lifetime.”

—Breon West (BBA '19)

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Photo by Logan Riely

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THE BIG PICTURE

READY FOR ITS CLOSE-UP Studio 225, UGA's Student Center for Entrepreneurship, opened its doors in March. Providing student support for the entrepreneurial ecosystem at UGA, the dynamic space helps students in all majors cultivate original ideas, propel business startups, and engage with industry partners. It houses Entrepreneurship Program faculty and steers students toward an understanding of best practices as they develop their ideas. For more about the new space, **see page 12.**

Photos by AJ Reynolds





TERRY

Dean Benjamin C. Ayers

Associate Dean for Research and Graduate Programs Marisa A. Pagnattaro

Associate Dean for Undergraduate Programs Henry J. Munneke

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Executive Director of Development and Alumni Relations Martee T. Horne

Interim Director of Marketing and Communications David T. Dodson

University Administration

President Jere W. Morehead

Interim Senior Vice President for Academic Affairs and Provost Libby Morris

Terry Magazine Staff

Editor Ed Morales

Art Director Marisa Castengera

Contributing Writers

Carolyn Crist, Sara Freeland, Ray Glier, Hayley Major, Charles McNair, Chris Starrs, Matt Weeks

Contributing Photographers

Matt Hardy, Blane Marable, AJ Reynolds, Logan Riely, Jason Thrasher, Angela Webb, Cassie Wright

Contributing Illustrator

Shaw Nielsen

Contact

Ed Morales
Terry College of Business
The University of Georgia
E332 Ivester Hall
Athens, Ga 30602-6269
(706) 542-5143
eduardo.morales@uga.edu

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terry.uga.edu/omc

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FROM THE DEAN

A foundation for innovation

We take great pride at the Terry College of Business in our rich history of producing successful entrepreneurs who build companies of all sizes, missions and ambitions. One of my great joys as the college's dean is the opportunity to get to know these dreamers and leaders among our students and alumni and observe their drive to succeed up close. It's one of the reasons we have dedicated so much time and energy over the past five years to promote the University of Georgia's campus-wide initiatives related to entrepreneurship.

That's also why I am so pleased to share some of our alumni's most entertaining success stories in this issue of *Terry* magazine and tell you about the remarkable progress we have made under the direction of Bob Pinckney, who is leading UGA's Entrepreneurship Program as the newly announced Milton Anthony (Tony) Greene Director of Entrepreneurship. This spring marked the Entrepreneurship Program's biggest milestone yet, when we celebrated the completion of Studio 225, named for its West Broad Street address. It is 11,000 square feet of idea accelerator, incubator and makerspace at the intersection of North Campus and downtown Athens, and it's the new home of student entrepreneurship at UGA. ENTR's exceptional faculty and staff are all affiliated with the Terry College, but their programs and activities were intentionally designed to serve students in all majors and graduate programs at the University of Georgia. This cross collaboration is one of its key strengths, and having a dedicated space is a game-changer for everyone involved — students, faculty, alumni and industry partners.

Similarly, we are driving innovation throughout our degree and certificate programs, especially with experiential learning opportunities. We are significantly expanding the number of consulting projects with corporate clients, giving our students rare access to dynamic organizations and leaders. Based on the overwhelming feedback we are hearing, our students deliver great value to companies that partner with us, and in many cases these capstone projects become transformative experiences as graduating students transition to full-time employment. These projects also put our faculty's expertise and insights on display as they mentor students and advise clients.

As I reflect on the mix of new programs and offerings at Terry, the changes over the past 10 years are striking to me. With the addition of Studio 225 and the ways we can now spark new ideas, we are better positioned to teach students how to identify opportunities and solve the challenges of tomorrow. ■

Sincerely,

Benjamin C. Ayers, Dean
Earl Davis Chair in Taxation
busdean@uga.edu





news

Making a difference

When John W. Jackson (BBA '76) delivered the keynote address at the Terry Undergraduate Convocation on May 10, he saw, in some ways, a much different university than the one he attended nearly 50 years ago.

As one of the first 10 African Americans to play football for UGA, Jackson walked on as a free safety in 1972, a year after the team was desegregated. When he graduated four years later, he was one of about 600 African American students who earned UGA degrees between 1972-76.

But in other ways, UGA is not much different at all.

"I had an incredible learning experience," he said. "There were so many acts of kindness from professors. The environment at Georgia was very encouraging to me. It prepared me for life after college — the barriers you had to overcome, that you had to be prepared."

Jackson has spent more than three decades working in the banking business. He started his career at BankSouth, where he remained for 15 years. He moved to SouthTrust in 1991 and in 2004 co-founded Bank of Atlanta. He served as its president and CEO, building the bank into a profitable \$230 million operation. The bank was acquired by the State Bank and Trust in 2014. He now serves as executive vice president and market president of Cadence Bank.

During his convocation speech, he told graduates the key to success is finding mentors who will not make it easy for you.

"Run to and not away from leaders who challenge you, test you, work you and give honest feedback," he said. "Being pushed past your comfort level is a good and healthy thing. It expands your mind and expands your opportunities. These are the leaders that will help you reach your full potential."

He was the youngest of eight children and his father worked in the mailroom of a prominent Atlanta law firm staffed by many UGA-educated attorneys. His father saw the value of an education and encouraged his children to attend college.

"My dad was head of the family and only had a sixth-grade education, but to me he was the smartest person I ever met," Jackson said during his speech. "He valued education, earned respect of others and was one of the most affable persons you ever met."

— Sara Freeland (ABJ '05)

Having the will to change the world

Shepherd Center co-founder Alana Shepherd urged students to volunteer, rely on themselves and be kind in all they do — traits that helped her change the world — during her remarks at the Mason Public Leadership Lecture in February at the UGA Chapel.

Shepherd and her family co-founded Shepherd Center in Atlanta to treat spinal cord injuries. What began in 1975 as a six-bed rehabilitation unit has become a world-renowned, 152-bed facility on the cutting-edge of medical science.

But Shepherd was never content with only operating the center. She spent her life fighting for the recognition and rights of disabled people.

Her advocacy resulted in the addition of lifts to the MARTA bus system, making Hartsfield-Jackson Atlanta International Airport one of the country's most accessible airports, and changing the funding and administration of the Olympic and Paralympic games forever.

She gave students pieces of advice on how to live meaningful lives.

"I want you to enrich yourself, give of yourself, volunteer," says Shepherd, who along with her husband Harold and son James, started Shepherd Center after James suffered



Alana Shepherd, shown here with Keith Mason, implored students to volunteer and be compassionate during her remarks at the annual Mason Public Leadership Lecture.

Photo by Matt Hardy

a paralyzing spinal cord injury in 1973. "Often, we hear people speak of volunteering in terms of giving back, and truly all of us have that obligation to our community. But I hope you will understand that first and foremost through volunteering, you give to yourself."

She challenged students to be compassionate in the face of adversity.

"Be kind and caring in all that you do, even when it's not needed or comfortable," she says. "When you've done enough to touch somebody's life, you'll have the most amazing mix of feelings. There's power in your presence. You have no idea how much."

Climbing the rankings

The Full-Time MBA Program moved up three spots to No. 37 overall and No. 16 among public universities in the latest graduate school rankings from *U.S. News & World Report*.

Since 2016, the Georgia MBA has posted the biggest gain of any program that was ranked in the *U.S. News* top 50, climbing 18 spots over the past three years.

U.S. News' full-time MBA ranking is based on surveys of 475 MBA programs accredited by AACSB International. The methodology includes an assessment of quality (40 percent), placement success (35 percent) and student selectivity (25 percent).

The Georgia MBA placed well in all categories, and more than 90 percent of last year's graduating class were employed within three months of graduation, with an average starting salary of \$105,000.

"We put tremendous effort into developing a market-ready and experiential curriculum that prepares MBA students for success as soon as they graduate," said Santanu Chatterjee, director of the Full-Time MBA and MS in Business Analytics programs.

Terry College's Professional MBA Program was also rated one of the nation's best options for part-time MBA students, maintaining its top 25 ranking among public business schools.

Grit, Gratitude and Grace



At Terry Honors Day, Young Alumni Board Chair Courtney Rodebaugh (BBA '07, ABJ '07) urged students to practice "the three Gs" for a smoother transition to post-graduate life: Grit, Gratitude and Grace. Chip Chambers (AB '19), centered at right, was named the Terry Student of the Year. He was joined by finalists Steven Feng (AB '19), Nive Gupta (BBA '19), Elizabeth G. Doherty (BBA '19) and Eric Sutliff (BBA '19). *Photos by Cassie Wright*

Building namings complete with Ivester

The final building to become part of the Business Learning Community was named for M. Douglas “Doug” Ivester of Atlanta.

The University System of Georgia Board of Regents approved naming the sixth building at the new home of the Terry College in the fall. A large auditorium inside the new building also will bear Ivester’s name, all in recognition of his longstanding support of UGA, which includes a \$7 million gift to the Terry College of Business.

The building and auditorium, to be named M. Douglas Ivester Hall and M. Douglas Ivester Auditorium, are located at the corner of Baxter and Lumpkin streets. The building will house undergraduate classrooms along with staff and administrative offices.

Ivester graduated from UGA in 1969 with a bachelor’s degree in accounting. He began his career at Ernst & Ernst, eventually leading its audit team for The Coca-Cola Company.

He was elected chairman of the board and CEO of Coca-Cola in 1997, a company he joined in 1979. In 1981 he became the youngest vice president in the company’s history. Two years later he was named senior vice president of finance, and in 1985 he became chief financial officer at the age of 37. He retired from Coca-Cola in 2000



and now presides over Deer Run Investments LLC.

Each year, Doug and Kay Ivester host Terry College’s Deer Run Fellows at their 25,000-acre property in Leary, Ga. In the fellowship program, Terry faculty and staff choose eight students to take a leadership class with Terry Dean Benjamin Ayers that centers around a unique weekend immersion experience on leadership and life with select industry experts.

Fighting for human rights

Swapnil Agrawal, a senior from Dunwoody, was one of 147 students selected internationally as a Schwarzman Scholar, a graduate fellowship designed to prepare the next generation of leaders with an understanding of China’s role in global trends.



The fully funded, yearlong master’s program in global affairs is offered to Schwarzman Scholars at Tsinghua University in Beijing. Students live and learn on the Schwarzman College campus and focus their studies on public policy, economics and business, or international studies.

An Honors student and Foundation Fellow, Agrawal is majoring in international affairs and economics. He has been accepted into Harvard Law School, which he will begin after his year at Tsinghua University.

Agrawal studies human rights protection, and his goal is to investigate how international institutions can leverage human rights treaties in creative ways to increase decentralized enforcement. As a Schwarzman Scholar, he plans to examine Chinese ideology underlying its human rights agenda. At Harvard, he will study international law to develop the knowledge base and skills necessary to implement new approaches to human rights.

UGA plots an innovative course of action

The University of Georgia is developing an Innovation District on its main campus in Athens. Serving as a catalyst for the university’s entrepreneurial activity, it will connect faculty, students and industry partners to create economic value out of UGA’s intellectual activities and make a positive economic impact in Georgia and beyond.

More than 175 startup companies have been created out of UGA research to date, resulting in more than 1,300 jobs and an estimated annual economic impact of more than \$128 million.

“Our innovation ecosystem is booming,” said UGA President Jere Morehead during his State of the University speech in January. “A movement is already underway. This is our moment to accelerate, and we must seize it.”

Plans are underway to establish the innovation district at the interface of North Campus and downtown Athens. It will over time include a range of facilities and spaces such as a startup incubator for faculty and alumni; offices for industry partners who want deeper collaboration with faculty and students; and space for entrepreneurship training, coworking and “big-sky thinking.”

Morehead announced a multipronged initiative to further energize the campus around innovation, including an innovation fellows program to help faculty commercialize their ideas and inventions and a new extended orientation program



to introduce incoming students to the university’s culture of innovation and entrepreneurship.

UGA learned earlier this year it ranked first among 193 U.S. institutions for the number of commercial products reaching the market in 2017, according to a survey released by AUTM, a nonprofit organization that tracks technology transfer among universities, colleges and other research institutions.

In 2017, 52 new products based on UGA research reached the market, outpacing the second-place institution (University of Michigan), which had 37.

In 2018, UGA’s new products to market included a poultry vaccine; eco-friendly charcoal lighter; soil remediation products; research and educational tools; and new peanut, pecan, soybean, wheat, citrus and ornamental plant varieties, said Derek Eberhart, associate vice president for research and executive director of Innovation Gateway, UGA’s research commercialization office.

TERRY TOP 10

IN THE BULLDOG 100

The Bulldog 100, which each year recognizes the fastest-growing businesses owned or operated by UGA alumni, celebrated its 10th anniversary. Terry grads are a constant part of the list, but who's been on it the most? Here are the top 10 (OK, 14 with ties) Terry businesses to grace the list.

8 YEARS ON LIST



**Vino Venue/
Atlanta Wine School**

TERRY ALUM: Michael Bryan (BBA '89)

LOCATION: Atlanta

APPEARANCES: 8 times, 2010-17

FUN FACT: The Atlanta Wine School offered its first course, Introduction to Wine, in September 2004.

8 YEARS ON LIST

Jackrabbit Technologies

TERRY ALUM: Mark Mahoney (BBA '83)

LOCATION: Charlotte, N.C.

APPEARANCES: 8 times, 2011-18

FUN FACT: With more than 5,000 clients, Jackrabbit offers class management software for gymnastics, dance, swim, cheer and music.



7 YEARS ON LIST

**Corps Team/
Mom Corps**

TERRY ALUM: Allison O'Kelly (BBA '94)

LOCATION: Marietta

APPEARANCES: 7 times, 2010-16

FUN FACT: Corps Team, founded in 2005 as Mom Corps, is a nationwide boutique talent advisory, search and staffing firm.



6 YEARS ON LIST

**ANSLEY
ATLANTA**

Ansley Atlanta

TERRY ALUM: Bonneau Ansley III (BBA '99)

LOCATION: Atlanta

APPEARANCES: 6 times, 2014-19

FUN FACT: In 2018, the company was listed as number 989 on the Inc. 5000 list of fastest growing private companies in the U.S.

THE NUMBER ONES

During the decade of Bulldog 100, businesses by Terry alums grabbed the No. 1 spot five times. Here's the quintet that took the title:



CHICKEN SALAD CHICK 2017

CEO and president Scott Deviney's (AB '95) company debuted on the list at No. 1.



EVOSHIELD 2011

EvoShield appeared in the first Bulldog 100 at No. 2 before rising to the top spot a year later.



SAUCEHOUSE BBQ 2018

Christopher Belk (AB '05, MBA '13) created the plan for Saucehouse BBQ in one of his MBA classes



JOBTOPIA 2012

Led by Anthony Moore (BBA '93), the company appeared in the list four times.



TERMINUS 2019

Eric Spett's (BBA '10) company grew from three co-founders to more than 150 full-timers in 3 years.

6 YEARS ON LIST



Astir IT Solutions

TERRY ALUM: Kishore Ganji (MBA '03)

LOCATION: South Plainfield, N.J.

APPEARANCES: 6 times, 2011-14, 2016-17

FUN FACT: Starting with two employees in 2001, the company has today grown to 250 employees.

6 YEARS ON LIST

Breda Pest Management



TERRY ALUMS:

Rodger Breda (BBA '73), Matt Breda (BBA '02, MEd '05), Mitchell Breda (BBA '10)

LOCATION: Loganville

APPEARANCES: 6 times, 2010-12, 2014-16

FUN FACT: A second generation family-owned company that has serviced the metro Atlanta area since 1975.

6 YEARS ON LIST

EvoShield



TERRY

ALUMS: Bob Pinckney (BBA '82), Justin Nieter (BSFCS '05)

LOCATION: Athens

APPEARANCES: 6 times, 2010-15

FUN FACT: EvoShield's protective shields are made of a porous composite material that hardens with exposure to air.

6 YEARS ON LIST

Professional Benefits Consultants



TERRY ALUMS:

Nick Schkabla (BBA '02), Bryan Turner (BBA '01)

LOCATION: Canton

APPEARANCES: 6 times, 2012-13, 2015-18

FUN FACT: Founded in 2007, the insurance consulting firm specializes in group health and employee benefits.

6 YEARS ON LIST



Your Pie Franchising

TERRY ALUMS: Arthur Allen French (BS '77), Drew French (BBA '05), Bucky Cook (BBA '77)

LOCATION: Athens

APPEARANCES: 6 times, 2014-19

FUN FACT: The Your Pie concept was inspired by family recipes from the Italian island of Ischia.

Did you know . . .

- The Michael J. Bryan Award is given to a returning Bulldog 100 honoree who demonstrates entrepreneurial spirit and whose business has sustained growth. It was named in honor of Terry grad and owner of the Vino Venue/Atlanta Wine School who lost his battle with cancer in 2017. Fellow Terry grad Mark Mahoney was the first winner of the Bryan Award.
- During the list's 10 years, business's owned and operated by Terry grads average more than half of the Bulldog 100 list. The highest number of Terry businesses made the list in 2015, checking in at 62.
- 22 Terry alum businesses made the list four times.
- The three most recent winners, all Terry alum businesses, debuted at the top spot.
- Siblings Bonney Shuman Stamper (BBA '80) and Richard Stamper (BBA '84) made the list for Stratix Corp. and FineLine Technologies, respectively.

5 YEARS ON LIST

Bryant, Carroll & Associates



TERRY ALUM:

Jake Bryant (BBA '98)

LOCATION: Atlanta

APPEARANCES: 5 times, 2010-14

FUN FACT: Jake Bryant was named a *Barron's* Top 1,200 Financial Advisor in 2019 and a *Financial Times* Top 400 Financial Adviser in 2017.

5 YEARS ON LIST

J&M Pool Services



TERRY

ALUM: Michael Durand (BBA '06)

LOCATION: Newnan

APPEARANCES: 5 times, 2015-19

FUN FACT: A full-service swimming pool company that specializes in pool construction, swimming pool plumbing and electrical service and repair.

5 YEARS ON LIST

Onward Reserve



TERRY ALUM:

T.J. Callaway (BBA '07)

LOCATION: Atlanta

APPEARANCES: 5 times, 2015-19

FUN FACT: The Onward Reserve brand was conceived during a hunting trip with friends at Onward Plantation in the heart of the Mississippi Delta.

5 YEARS ON LIST

Sterling Seacrest Partners



TERRY ALUMS:

Cliff McCurry (BBA '71), Cindy Parker Robinett (BBA '89)

LOCATION: Savannah

APPEARANCES: 5 times, 2012-16

FUN FACT: The company has a team of 150 experienced professionals across six office locations.

5 YEARS ON LIST

6 Degrees Group



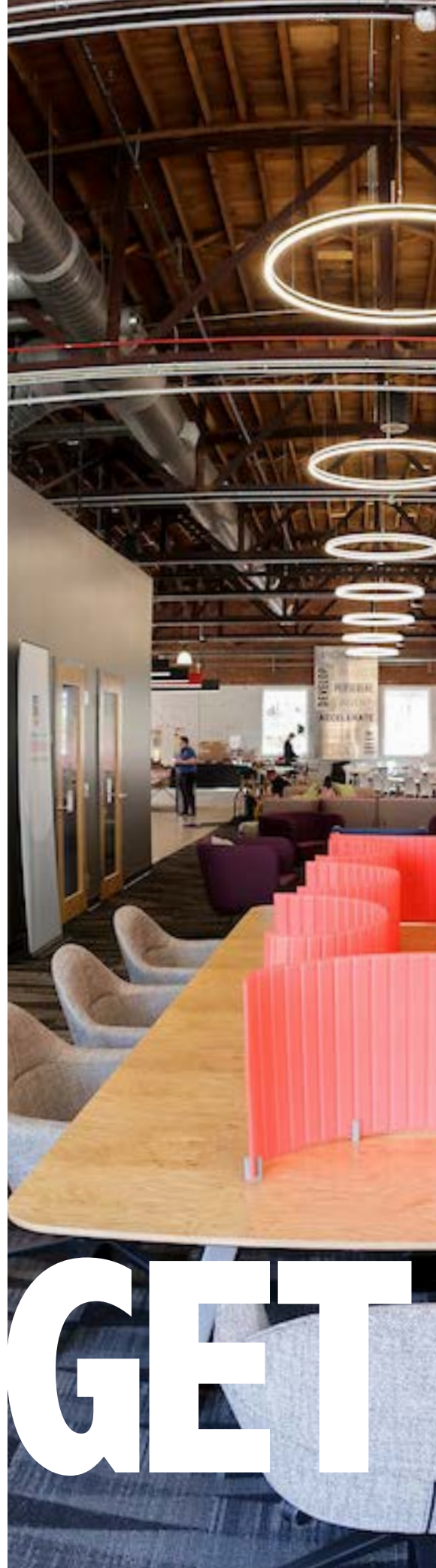
TERRY ALUM:

Tracy Bates (BBA '87)

LOCATION: Alpharetta

APPEARANCES: 5 times, 2014-18

FUN FACT: Founded in 2007, the company pairs accounting and finance recruiting professionals to connect talent in their industry with jobs.





SET GO

By Carolyn Crist (AB '10, ABJ '10, MA '14)
Photography by AJ Reynolds (AB '12)



With the opening of Studio 225, UGA's Entrepreneurship Program gives its students a head start on startups

Walking into Studio 225 is like entering a startup culture only imaginable on a hip show about Silicon Valley, except this one takes place in downtown Athens.

The two-story, 11,000-square-foot collaborative space imbues a sense of professionalism and community, with areas set aside for team discussions, pitch competitions and incubator meetings. Downstairs, mini boardrooms contain whiteboards for brainstorming sessions, comfortable rolling chairs and mounted TVs for exclusive product demonstrations. In one corner, a makerspace with tables on wheels and square cubby shelving begs for prototype experimentation. Upstairs, a welcoming open space is backed by large LED screens and ringed with easily movable tables and chairs, creating the perfect spot for a rapt audience.

Highlighted by exposed brick, original wood beams and overhead ring lights, the presentation floor leaves no question about what happens here at the SunTrust Foundation Pitch Deck.

"The building itself is beautiful and colorful. It's a space for everyone," says Josefina Rodriguez Sturba, a Terry College management information systems and international business major from Acworth. "Ultimately, it's a centralized location for everything you need."

Located a stone's throw from North Campus, the studio is home to UGA's Student Center for Entrepreneurship. It's the physical result of years of hard work put into developing the university's focus on creative thinking and innovation.

"Entrepreneurs created the birthplace of higher education in this country and have continuously contributed to the growth and expansion of this great university," says Bob Pinckney, UGA's Greene Director of Entrepreneurship. "This place will serve the

needs of student entrepreneurs. Entrepreneurship is alive and well at the University of Georgia, and the best is yet to come."

It's also the first step toward the university-wide Innovation District, an initiative to foster collaboration, discovery and multi-disciplinary work around campus, touted to shape the "campus of the future at UGA." The space is intended to draw industry partners, create internship and research opportunities, and become home to commercialization for on-campus projects.

"This is a vision that would bring our land-grant tradition more fully into the Innovation Age, and I believe the time has come to pursue it," UGA President Jere Morehead said during his 2019 State of the University address. "You see, our innovation ecosystem is booming. A movement is already underway. This is our moment to accelerate, and we must seize it."

And UGA has. The Entrepreneurship Program launched three years ago with Pinckney and 33 undergraduates and has grown to more than 1,000 students in several colleges and departments participating in the program's academic and experiential learning opportunities. What started as a certificate program has now blossomed into a full range of opportunities, including the Entrepreneurship Speaker Series, UGA's Next Top Entrepreneur competition and the Launch Pad Living Learning Community for freshmen living in Creswell Hall.

But that's just the beginning of what students can experience when they become part of the Entrepreneurship Program.

"No matter where you are in the entrepreneurial world, you can bounce ideas off others and determine what you need to be doing," Sturba says. "This community gives you that and can help you grow your ideas and passion."

Most students interested in entrepreneurship get their first taste of startup life when they join the eight-week UGA Idea Accelerator, a crash-course in developing ideas, interviewing ideal customers and creating pitch decks that might appeal to investors and invested stakeholders. Held during the fall and spring semesters, this is where students learn to “fail fast,” understand marketplace needs and create the minimum viable product required to launch a company.

“I thought everyone was more prepared than I was, but I’ve learned that it’s not about the perfect idea or being perfectly prepared but failing over and over and growing from those experiences,” says Kaitlin Lutz, a marketing major from Smyrna. She decided to join the accelerator on her own rather than as part of a team, which was intimidating and sometimes overwhelming.

At first, she pursued an idea to improve microloans for low-income women, but when she began interviewing potential stakeholders and asking questions, she ran into roadblocks. Although she found it difficult to let go of the idea, her Terry College mentors helped her to realize when it was time to chase a new endeavor. With fewer than three weeks to go, she found a new problem to solve. While talking to her mom on the phone, Lutz heard that her family’s company was struggling to hire qualified workers in the construction industry. With a bit of research, Lutz found women make up less than 2 percent of skilled construction workers. An idea was born.

Racing toward pitch day, Lutz created Sparke Women, a program pairing women with companies that will sponsor their trade school education and hire them after training. On presentation day, she rehearsed her pitch for roommates, friends and anyone at the Zell B. Miller Learning Center who would listen. It paid off, and she won the competition, accompanied by a \$5,000 seed grant to get started.

“Now it’s what I think about when I wake up and when I go to bed,” she says. “It’s scary to jump into the unknown, but it’s unbelievably exciting and exactly where I’m supposed to be.”

Since the competition in November, Lutz conducted more than 150 stakeholder interviews with construction company owners, managers, engineers and welders to better understand the industry. She also attended the Women Build America conference in March, where she met leaders in the Women Construction Owners and Executives organization. Now she’s growing her idea through UGA’s Summer Launch program.

“It’s hard to be a student who wants to start a business because not a lot of other people want to do that,” she says. “Here, we’re learning a set of skills and a way of thinking that will set us up for jobs that might exist in a few years from now.”



Students in the UGA Entrepreneurship Program (top) join Milton Anthony (Tony) Greene Director of Entrepreneurship Bob Pinckney during the ribbon-cutting ceremony for Studio 225 in March. Pinckney, who has led the program since 2015, has seen it grow exponentially each year and expects “the best is yet to come” with the opening of Studio 225.



Josefina Rodriguez Sturba (at left), president of UGA's Society of Entrepreneurs, told the crowd gathering for the opening of Studio 225 how entrepreneurship changed the trajectory of her life. The new space offers curbed colorful cubby-holes.

Once students such as Lutz validate their ideas through the accelerator program, some move onto the Summer Launch, another eight-week session that culminates in a pitch competition and top prize of \$5,000. The intensive program pairs teams with business mentors and focuses on moving the students' businesses toward generating revenue.

"The mentorship and community are so helpful because those who have 'been there' as founders can push you and guide you from making mistakes," says Tommy Naranjo, a management information systems major from Marietta.

He joined the Summer Launch Program in 2018 after winning the Idea Accelerator for Puppyfax, an online platform for dog breeders.

Initially imagined as a platform for customers to search for dogs, Puppyfax has evolved into an all-in-one solution for breeders to manage their businesses. Balancing customer calls with his class schedule for the past year, Naranjo worked with a website developer to build out and launch an integrated kennel management system so breeders can move their business to the digital realm and ditch paperwork.

The site allows them to receive applications from customers, complete digital contracts and store medical test results. With a dozen paying customers, he's adjusting the site based on their feedback. Now post-graduation, Naranjo plans to throw himself into sales and customer relationships to take the business to a viable level.

"Professors such as Bob Pinckney tell you what you need to hear, not what you want to hear, which is so helpful," he says. "They've been here for me during the whole process, and during my four years here, I've seen so much growth in the program."

Almost like a startup itself, the Entrepreneurship Program iterates each semester, adding on hackathons, internship programs in Silicon Valley and additional funding opportunities such as the UGA Kickstart Fund, a student-managed initiative that provides seed capital grants to students and faculty.

"When I heard about the certificate and this untraditional path of entrepreneurship becoming popular, I knew I needed to get involved. My world exploded as I learned more, and it really changed my trajectory," says Sturba.

Sturba, also president of the Society of Entrepreneurs, knew she wanted to be a business owner from a young age because she helped her family run several businesses after they moved to the U.S. from Argentina in 2001. When she joined the certificate program, however, her expectations moved to a whole new level.

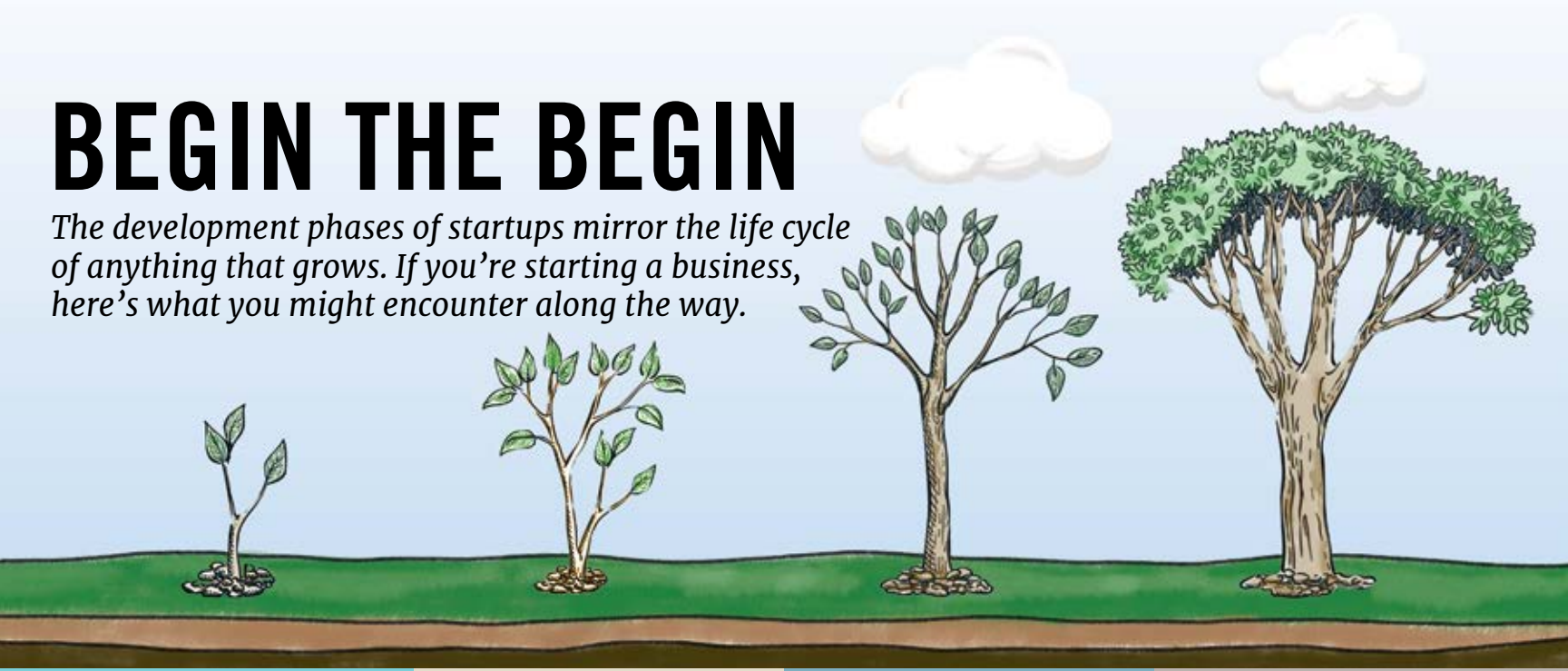
"In this Age of Information where young people are highjacking the traditional career ladder, entrepreneurship is a good outlet for this generation that is passion-driven and purpose-driven," she says. "Plus, entrepreneurship is interdisciplinary, and we have thinkers and inventors in every field."

Sturba is taking her entrepreneurial dreams with her as she begins working for software company Docebo in Athens this summer. She plans to gain industry experience with learning management systems and talk with enterprise clients about the ways they use tools to advance customer needs and their bottom lines. In the next 10 years, though, you better believe she'll be starting her own business.

"I tell people that I'll be honored as a Bulldog 100 fastest-growing company," she says. "UGA's Entrepreneurship Program brings together people who want to do it, people who are doing it, and people who have done it — all in one space." ■

BEGIN THE BEGIN

The development phases of startups mirror the life cycle of anything that grows. If you're starting a business, here's what you might encounter along the way.



1

STARTUP/ SEED AND DEVELOPMENT

- **WHAT'S HAPPENING:**
It starts with an idea, but is the idea any good? Following seed and development, the startup stage is the time to garner opinions and advice from several sources while determining the feasibility of the business idea. It is also the riskiest point of the venture, as mistakes at this point can be headaches down the line.
- **SHOW ME THE MONEY:**
Seed capital can come from the founder's personal savings as well as from friends and family. An entrepreneur can also tap into angel investors — individuals outside their friends and family — for money that can be later converted to preferred stock. And then there's always credit cards.
- **WHAT'S GOING ON:** Raising money, hiring staff, creating a customer base, and managing accounts (and expectations).

2

GROWTH

- **WHAT'S HAPPENING:**
At this point, there's a steady source of income, customers are coming in, and cash flow is slowly moving upward. The challenges come in trying to manage your time, meeting the needs of customers, and dealing with increased competition. Hiring is important, and the founder should be actively involved in the recruitment process.
- **SHOW ME THE MONEY:**
The time for early venture capital financing (before series A), used by companies distributing and selling their product or service, but might not be profitable yet. Because of the many risks, this "pre A" early stage takes a long time and involves a range of financing options.
- **WHAT'S GOING ON:**
Learning how to handle increasing customers and revenue, dealing with market competition, increasing profit volume and streamlining operations.

3

ESTABLISHMENT/ EXPANSION

- **WHAT'S HAPPENING:**
Congrats, the business is thriving. Growth continues in every way, new acquisitions, expansion to new parts of the world, and increases in funding from established sources are all potential parts of the stage. The task is taking on new challenges while looking to expand, but measuring risk and securing the company for all eventualities.
- **SHOW ME THE MONEY:**
Investors can include traditional VC firms, "growth" firms, private equity firms, or any other financial or strategic backer. In the Series A, B, C, etc. rounds of financing, money is typically received in exchange for preferred stock.
- **WHAT'S GOING ON:**
Acquiring competitors, the addition of stock as well as services, expansion, and increasing market competition.

4

MATURITY/ POSSIBLE EXIT

- **WHAT'S HAPPENING:**
The company sees stable profits year-on-year, but entrepreneurs face two choices: push to expand or exit the business. If expanding, can the business sustain further growth? Are there enough opportunities for expansion? If exiting, is it a partial or full sale, which brings negotiations that are a whole new journey.
- **SHOW ME THE MONEY:**
A "bridge" loan or mezzanine financing before an Initial Public Offering (raising money through selling stock to the public), acquiring a major competitor(s), or even a management buyout by a larger firm or competitor.
- **WHAT'S GOING ON:**
Determining how long the business can maintain and manage negative cash flow, expanding the business and if necessary, and finding and executing an exit strategy.



THREE DAWG MIGHT

*Entrepreneurs Jim Price, Richard Stamper and Jim Scott
forged fortunate careers through tenacity,
hard work — and facing down failure*

**By Ray Glier
Photos by AJ Reynolds (AB '12)**



JIM PRICE

Jim Price, Richard Stamper, and Jim Scott — primed almost four decades ago in the unofficial entrepreneurial incubator of UGA's College of Business Administration — will tell you the soundtrack of a successful entrepreneur is not trumpets blaring, but of wheels grinding.

The three were not born under halos. Each found themselves in a pinch early in their careers and dug their way out. Scott was once \$20 million in the hole. Price was slumped over in a chair in a hotel room in New York City, practically bankrupt with a deal on the verge of collapse. Stamper had his own profound, personal tests.

Success did not yield to these guys easily.

"Nobody sees the crawling," Price says. "There was crawling, let me tell you. My advice is crawl as long as possible to get your business off the ground. I was almost bankrupt, my darkest moment, but I kept grinding.

"I always tell people, even if your business fails, you don't want to be working in a small office the rest of your life asking yourself, 'I wonder what would have happened if I had done this?'"

In the book "Falling Upward" by Richard Rohr the lesson is "those who have failed, or gone down, are the only ones who understand up."

Price, Scott and Stamper understand "up," but first had to be intimate with "down."

But the grind and being broke was not first.

ATO was first.

A common denominator among the three was the Alpha Tau Omega fraternity house on River Road. Price, Stamper and Scott never had modest expectations in college because they were part of the raucous ATO house and modesty was so 1960s. Their parties could not be just OK, they had to be a blast so kids were still talking about them Monday morning on the way to class.

This is not to exalt them as party animals. It is to illuminate their competitiveness. If you showed up at ATO for one of the Thursday night card games with \$20, Price would get \$21 out of you. He was that good at cards, taught at an early age by a grandfather. "I was good at reading people, I seldom lost," he says. It helped him pay for school.

Scott says the base existence of an ATO depended on being scrappy and resourceful. "We didn't come from anything, but we had everything," he says.

"It was more important for us to navigate the world than to make straight A's," Stamper says.

Scrappy. Resourceful. Competitive. Those were the seeds planted in the late '70s and early '80s. The three needed every bit of those qualities because the U.S. economy was in choppy waters.

"Business was contracting, the prime interest rate was 18 percent, there were no jobs," Scott says. "The economy was awful. It was clear to all of us that when we graduated from college our parents were cutting us off.

"There was some desperation. You had to make your own way."

They did.



Jim Price's (BBA '81) recipe for a successful entrepreneur's business plan is straightforward — make everybody a shareholder, invest in your infrastructure and management teams, know the metrics of your business every day, and deliver high-quality service. But he adds an inelegant ingredient: "no jerks allowed."

"Check your egos at the door," says Price, who has acquired 128 companies in 23 years consolidating various industries. "It's a team effort. If you want a parking spot close to the building, be the first one in the door in the morning."

You have probably stared right at one of the success stories of the Price entrepreneurial culture of no jerks allowed. The next time you are in Subway and want that Italian B.M.T. toasted, take a look at the metal TurboChef logo on the oven's front door. Price and his long-time business partner Richard Perlman pulled that oven company out of the fire. It was 2003 and Price and Perlman earned some rest after building PracticeWorks, a successful dental practice management software company.

Their phones rang two weeks into their respite. It was their next deal.

They flew to Dallas, Texas, to explore TurboChef, which owned several patents on how to cook food quickly. The 12 scientists who developed the oven, Price says, were "brilliant." But when he acquired TurboChef, the company did a few million dollars a year in revenue, payroll was in arrears, and the company was delisted.

"We put the proper management team in place and improved the infrastructure, and we did the whole culture thing," Price says. "Six months later we got Subway, then we got Starbucks, and Dunkin' Donuts, and subsequently listed on NASDAQ."

Price acquired his business culture from the street with his good friend (and ATO brother) Rick Fine, a 1981 Terry grad. They started International Computer Solutions (ICS) in 1987, an ambitious title because the only thing international about ICS was that their one desk was made in China. They had two chairs. Whoever got in first in the morning could slide their feet under the desk.

Price and Fine, both 27, did a leveraged buyout of Moore Business Systems, a software company specializing in medical and dental practice management software that ICS represented.

"We crawled on our knees a couple of years barely surviving, but we survived," Price says.

In 1997, they looked at four practice management software companies they were competing against and decided to try an IPO to consolidate the industry under the name InfoCure, adding

"Check your egos at the door. It's a team effort. If you want a parking spot close to the building, be the first one in the door in the morning."

— Jim Price

*“I learned it wasn’t going to be money that drove me.
It was going to be passion and happiness.”*

– Jim Scott

Perlman as a third partner. Abruptly, on the IPO road show, their investment bank folded. Their credit cards maxed out.

Price and his wife Christina, then pregnant, were moving into their new, small home. “I called her and said ‘Babe don’t unpack any of the boxes, you and I might be living in a mobile home. We’re broke if this doesn’t work.’” Christina in her usual prescient way responded “It’ll all work out.”

Price and Fine were in their hotel room near Times Square slumped in chairs. The movie “Animal House” played in the background. The epic scene with comedian John Belushi jumping up and declaring “It ain’t over ...” flashed across the screen. Price and Fine looked at each other. They jumped up at once and high fived, shouting “It ain’t over...” It was their own epic scene.

In July 1997, the company completed a successful IPO. But the deal got downsized, and the idea of having a war chest to consolidate a fragmented industry did not come true. Although a public company, InfoCure emerged with only a few thousand dollars in the bank. Despite this obstacle, they found friendly banks that lent the funds necessary to build the company to \$200 million in revenue.

In 2000, in an effort to unlock shareholder value, they did a spin-off of the dental division into a separately public traded company called PracticeWorks. Fine stayed with InfoCure which was sold successfully to a large strategic buyer. Price and Perlman built PracticeWorks and sold it to Eastman Kodak in 2003.

“That was a good day,” Price says with a smile.

Then came TurboChef, followed by the current venture, ExamWorks, which provides independent medical examination and review services to property and casualty insurance companies, started in 2008 because of a suggestion made at a neighborhood barbecue. Entrepreneurs, Price says, need to have sharp radar. A deal can come from anywhere. Today, ExamWorks through organic growth and 69 acquisitions, is the industry leader.

There is a table in Price’s Buckhead office crowded with tombstones of the deals he has done with his posse. They are small trophies of crystal and metal commemorating deals. Billions after being near the abyss, a sure sign that no jerks were allowed.



Jim Scott (M ’82) never anticipates failure because there is always a way out of a pinch and that way out is to rely on himself. So his most crucial board meetings are the ones in the mirror when Jim the CEO advises Jim the CFO, “Pivot.”

“When things are not going right in your business, you pivot,”

says Scott, who has built and sold five businesses. “I have never sold a business with the same strategy I started with. I’ve had to change my business model in every business.

“You can’t believe your own stuff. You have to look in the mirror. You can’t get overconfident.”

So that’s the lesson. The way out of a pinch with one of his businesses was never the way in.

Scott and his friend Richard Williams (M ’83) started BellyWashers in 1997 with the idea of using alluringly designed plastic-wear to sell juices to kids. If the kids liked the bottles they would drink more of the juice. Scott had it figured out ... except he didn’t.

“I had no idea how hard it was to get into the beverage business,” he says.

Scott spent millions on equipment and manufacturing, but the big beverage brands wouldn’t let him breathe. “The more product I sold the more money I lost,” Scott says. “I was losing a million a month in 2003.”

BellyWashers, which once had 200 employees, was down to 12. It was time to pivot.

The company changed the ingredients to all natural with no preservatives and, simultaneously, changed the name of the brand from BellyWashers to good2grow. There would be a focus on “healthy” kids.

The company flourished and Scott sold it in 2018 for a mint.

“I watched my father teeter on bankruptcy for decades and told myself I’m not going to fail,” Scott says. “There are so many obstacles involved in trying to be an entrepreneur that are steep and reasons not to succeed. You’ve got to find ways to get over that.”

Scott’s story of entrepreneurship started because he did not go over an obstacle, he went around it. The obstacle was college.

In a computer science class, the first semester of his third year at UGA, Scott’s eyes glazed over as the professor talked about formatting. Scott looked around the classroom at who he thought were the smart kids and their eyes were similarly glazed over. Scott collected his books and walked out of the class. He had enough. He quit school. Just like that. Jim Scott never finished college.

“I made it through just 2½ years of college, but those 2½ years changed my life,” says Scott, who is now 57.

Scott left Athens in 1982 and went to Vail, Colo., to ski, using his tuition money and plotting his next move. He started his first business: Leon’s Limos. (His given name is Leon James Scott III). On days it snowed he would use a friend’s Ford Bronco to drive the well-heeled from Stapleton Airport in Denver 105 miles to the slopes of Vail. He made \$100 each way.

A close-up portrait of Jim Scott, a middle-aged man with short, light-colored hair, smiling warmly at the camera. He is wearing a dark blue blazer over a light blue collared shirt. The background is a soft-focus outdoor scene with green foliage and bright light filtering through the leaves.

JIM SCOTT

“One thing it taught me was I didn’t need a whole lot of money because I could ski every day,” he says. “I learned it wasn’t going to be money that drove me. It was going to be passion and happiness.”

Scott blew most of his money in Las Vegas and got back to Atlanta that spring with \$300. He traded his car for a Ford van and went into business with Williams moving furniture. No doubt you have seen the trucks: Bulldog Movers. The company is rolling now, but once upon a time it wasn’t rolling. They borrowed \$5,000 to buy a truck and worked so fanatically the truck caught fire on I-285 and melted onto the highway.

Scott and Williams rented U-Haul trucks every day for three months to pay back the original \$5,000 loan. When Scott laid the payback money on the desk of Jack Myles of Smyrna Bank — with interest — Myles said, “Why don’t I give you a line of credit for \$50,000.”

Scott proved he was good for it. He was 22 years old and succeeded in the first order of business for an entrepreneur, which was to ensure his good name. Soon the company had 20 red and black moving trucks buzzing around town. Friends say Scott has as much charisma as he does business savvy and work ethic and that’s how he made it big.

Scott also went into plastics with Alpha in 1982 (which he sold in 1994), before starting a holding company called In Zone Holdings Inc. in 1997. BellyWashers was part of that company, which pivoted to good2grow. It was both a harrowing and exhilarating ride.

“I started at the top and at the bottom at the same time,” Scott says. He passed himself on the way up and the way down.

“Mine wasn’t a meteoric rise. I rose and went down. I rose and went down. I’ve been beyond bankruptcy in my life. I’ve been in negative net worth.”

Negative net worth in money, perhaps. In terms of confidence, and savvy, and spunk, Jim Scott has always been in the black.



Richard Stamper (BBA ’83) couldn’t wait until he got out of college to start his own business.

Most everyone else who needs a college job flips pizzas, washes cars or windows, or works in a lab. Stamper had to be a CEO, of something, anything, so he and fellow student Mark Stroop (BBA ’84) started Records 4 Rent. For \$2 a day, students would rent their records and make a cassette tape.

“It was fun because we could call the shots and do what we wanted to with it,” Stamper says.

It was his entrepreneurial spark, yet something more vital than the spark showed up. It was an authentic gratitude for customers. It was just there, Stamper says, part of his DNA.

“One of my faith principles is I like being treated great and I know other people like being treated great, so you exceed their



RICHARD STAMPER

expectation and you are going to win all day long,” Stamper says. “When our expectations are exceeded and we love it, we’re going to buy more of it, and we’re not going to go anywhere else.”

Win-win is so fundamental to entrepreneurship, but it is fading as companies focus entirely on maximizing shareholder value. The soft skills are the easiest to teach, but also the easiest to abandon because there is no price tag fixed to being nice, courteous, responsive.

Stamper practiced those soft skills often as a 26-year-old working for his mentor, Dave Knowlton (BBA ’79), and his sister, Bonney Shuman (BBA ’80), at Stratix. The company developed barcode technologies and Stamper worked his way into a role as COO.

He remembers once talking to a customer at Levi Strauss who was about twice Stamper’s age. The man had trouble grasping the technology in 1987, but Stamper successfully walked him through it.

“He was so appreciative it made me feel valuable,” Stamper says. “I wasn’t just working, I was valued. It exceeded my expectation for myself and I exceeded theirs in providing service.”

Stamper was with Stratix 11 years and then saw his opportunity. The specialty printing market was underserved and he founded FineLine Technologies. Anything the consumer can buy today has a label with a barcode and the label is unique to the retailer, whether it is Dick’s, Nordstrom’s, or Macy’s. FineLine Technologies connected the retailer’s data lickety-split with printing facilities in close proximity to the factories where products were being made.

It was genius in 1998 because the internet was starting to get juiced up to handle the digital wave of commerce with cloud computing. Stamper merely smiles. “Our timing was just right,” he says, in his usual modest, thankful sort of way.

In 2011, Stamper sold FineLine Technologies to private equity and “got a pretty significant amount.” He and his wife Kim (BBA ’89) decided they would make sure their children were comfortable and then do their best to give the rest back to worthy causes.

In 2014, out of nowhere, he had headaches and memory loss. Doctors found two brain tumors and a tumor in his lung from metastatic melanoma. It was Stage 4. He was treated at Winship Cancer Institute at Emory University and, five years later, the 58-year old Stamper says he is clean of the cancer.

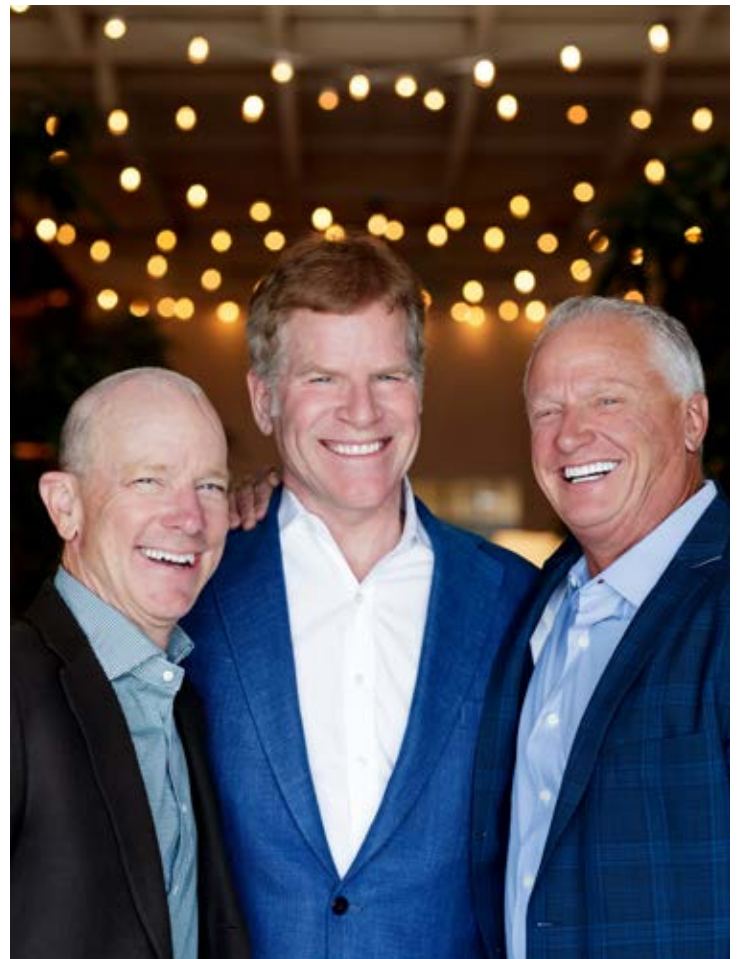
Understand, he was that thankful person before the brush with death. For most people, the thankfulness-gene shows up after you survive. Stamper was the other way around.

Stamper is a member of UGA’s Innovation District External Advisory Board. He is listed there simply as “entrepreneur.”

“I think I can teach it,” Stamper says when asked about schooling future entrepreneurs to see possibilities in business. “People ask me ‘How do you think of these things?’ I’m wired so that if I see something and it doesn’t perform, I think about how I can make it better for people.”

Perhaps that is at the core of Price/Scott/Stamper. It wasn’t what was in the water, it was in the heart. Make things better, and pass it on. ■

“One of my faith principles is I like being treated great and I know other people like being treated great, so you exceed their expectation and you are going to win all day long.”
— Richard Stamper



That's the Spirit

Clockwise from top left:
Justin Manglitz, Chad Ralston,
Jim Chasteen and Charlie Thompson



Raise a glass to Terry alums crafting the fine potions at ASW Distillery

By Charles McNair
Photos by Logan Riely

For 107 years, the Terry College has produced men and women of legendary entrepreneurial spirit.

Turns out you can bottle it.

Ask two Terry graduates, Jim Chasteen (BBA '98) and Charlie Thompson (JD/MBA '99). In 2011, they fired up ASW Distillery in pursuit of long-simmering entrepreneurial dreams.

Today, ASW has successfully blazed a trail into the hard liquor distillery business in Georgia ... and Chasteen and Thompson and two other Terry-smart team members have cooked up innovative brands and libations that could revolutionize whiskey-making itself. The first-of-a-kind concoctions developed by partner Justin Manglitz (BBA '04) and the unique product branding dreamed up by partner Chad Ralston (BBA '08) have brought ASW prestigious awards and shots of celebrity.

The initial success has been heady. This spirited venture with Terry roots attracted substantial investor money and provided hospitality to thousands of guests and curiosity-seekers in a classy distillery showroom and events space. The venture has a sprawling second location for distilling spirits and warehousing.

In short, ASW has become something new under the moon in a state where illegal 'shine, bootlegging, and corked jugs are a proud tradition:

Legitimate.

The Terry crew at ASW is cooking up the stuff of legend.



A 100-proof vision

Chasteen and Thompson were UGA undergrad roommates and Lambda Chi fraternity brothers in the late '90s. They spent a decade apart, Chasteen on the road raising money for real estate funds and Thompson at King & Spalding, the prestigious Atlanta law firm.

In late 2009, the two men reconnected as friends. They found a shared passion.

"We were both exploring a lot of different whiskeys independently," says Thompson. "So we decided we should make our own and start a business."

They faced one miniature problem: Making whiskey at home is illegal in Georgia.

But whiskey-making is all about tradition, of course, and Chasteen and Thompson skirted their legal issue by observing a proud family one. Both men claim ancestors who craftily made aqua vitae outside the regulatory framework.

So Chasteen and Thompson allegedly started some home experimentation to understand the distilling process. And they began to research the spirits business.

"It was a nights and weekend hobby," says Thompson. "And we started interviewing firms to help us design a brand and product."

With enough pocket money to invest in branding but not yet build a distillery, they vetted firms around the country. They settled on a Charleston-based private label distillery, Terressentia, that offered them the freedom to design their own spirits to bottle and label instead of simply choosing a pre-produced liquor from an available menu.

Chasteen studied risk management at Terry. Now he took one — he spent \$10,000 on a marketing concept to get things going. Then, in November 2011, the world beheld its first bottle of American Spirit Whiskey, with Chasteen and Thompson the sole owners, operators, and funders. They went to market with a white whiskey, lightly aged but still clear, not barreled long enough to pick up color.

"We wanted a flavor profile between vodka and moonshine," Thompson says, "something with a sweeter taste than vodka but that didn't taste like jet fuel."

Their launch was well-timed. The national farm-to-table movement had begun, and it paired nicely with a cocktail revolution sweeping bars and fine restaurants everywhere.

The locally owned Georgia white whiskey made news. It even sold a few bottles.

Charlie Thompson and Chad Ralston (top left) pour a glass of their whiskey, brewed with care by Justin Manglitz (bottom left) at the main bar in ASW Distillery's headquarters in Atlanta.

The making of a maker

A country boy from Haralson County, Manglitz made a little all-grain beer now and then, and a little wine from California grapes with his daddy in September.

By high school, though, Manglitz had a vision that took hold of his life.

Long afternoons, he sat in the tack room of a barn allegedly tending a still that a friendly neighbor let him set up. Manglitz practiced the fiddle too, scratching out tunes born in the same Georgia hills where his ancestors had allegedly made whiskey since days of yore.

Manglitz says his self-education as a whiskey man came through trial-and-error ... with a lot of error.

“Unfortunately, there is not much accessible, usable, and correct information on distilling,” he says.

“That’s very different from beer brewing, which is essentially standardized across the world, with programs of instruction and reputable sources of information. Whiskey making is still highly individualized, guarded, and esoteric ... which is to say, I had a lot to figure out with basically no resources. My art developed through years of trial and error, frustrations ... and poured out spirit.”

At 18, Manglitz headed off to UGA with a single mission.

“I went to Terry to open a distillery,” he says. “A desire to spread my whiskey to the entire world pushed me into business school.”

Manglitz took all the entrepreneurship classes he could. Every class project, he worked on a fantasy prospective distillery that would make Outlaw Whiskey, an unaged white liquor.

The youngster saw ahead of the curve — it would be six more years before the white whiskey concept exploded nationally.

After graduation, Manglitz opened a store in Athens called Blockader Homebrew Supply. He found time between sales to allegedly experiment with whiskey-making ... from shelves heavy with wholesale ingredients.

Manglitz worked like a mad scientist, refining, inventing. Fiddling with something big.

The right start-up ingredients

From 2011 to 2015, Chasteen and Thompson peddled ASW and learned the spirits business on their own, “screwing up more than we got right,” according to Thompson. They kept their day jobs, families always first, but meanwhile ran a classic entrepreneur’s gauntlet: They sponsored charity events. They called on accounts. They bought pricey dinners and made sure the cocktails sparkled with American Spirit Whiskey.



Justin Manglitz, Jim Chasteen, Charlie Thompson and Chad Ralston all brought a different ingredient to bolster the success of ASW Distillery.

They put themselves on the map in Atlanta.

By 2015, with a brand too valuable to abandon but not yet valuable enough to sell, Chasteen and Thompson decided to go big ... or go home. They began looking for capital and drawing up plans for a distillery. And they began looking for more good people.

Enter Manglitz, introduced by Chasteen’s sister, Joy, a high-school acquaintance. The boy from Bremen showed up with his résumé — bottles of his allegedly hand-crafted whiskey.

“As soon as we tasted what Justin brought us, we knew we could not move forward without him,” Thompson says. “That whiskey eventually became our Ameireaganach single malt line.”

Ralston also joined as chief marketing officer. He’d been selling a technology product to breweries, but it turned out his deeper talent lay in branding concepts, including labeling, and managing social media and consumer communications.

Manglitz and Ralston blended like, well, whiskey and chaser.

“Justin designed what’s in the bottles, Chad designed what’s outside,” Thompson explains. “Both are necessary to be successful in this business. What’s on the outside sells the first bottle. What’s inside sells the second.”

Now Chasteen saw a chance to step full-time into ASW. The company just needed some capital.



Jim Chasteen sought to make a whiskey with a “flavor profile between vodka and moonshine.”

“We were creating a business without precedent in the state of Georgia, so there was no blueprint for us to follow,” says Chasteen. “So we developed a concept of ‘many roads to revenue,’ a strategy to employ multiple ways to make money, which we felt would lower the risk to investors.

“Our concept included creating wholesale revenue from multiple stand-alone brands, driving revenue from private events, and working to modernize the laws in Georgia to give us opportunities to drive revenue through retail bottle sales.”

An offering memo went out on Aug. 2, 2015. Six weeks later, Sept. 16, the offer period closed with just under \$2 million in equity from more than 70 investors and LLCs who wrote checks of \$25,000 each, on average. Naturally, there was a strong UGA and Terry presence.

After funding, things happened fast.

Lean and thirsty

In October 2015, ASW made its first hire, Josh Anderson, director of sales. (He’s now a partner.)

In July 2016, a spanking new distillery opened on Armour Drive in midtown Atlanta. (No more whiskey trucked in from Charleston.) Manglitz rambled into the city every Friday to tend the new pot stills cooking up ASW products. The company slogan, “Southern Pot-Still Pioneers,” pays tribute to its distilling process.

Chasteen’s wife, Kelly, also a UGA grad and a partner, took over design of the distillery and events management. Cash flow from her charity events and tastings kept ASW going as its first barrels of whiskey aged.

And the whiskey!

After Manglitz and Ralston blended talents, ASW launched Fiddler, a fine bourbon and the company’s best-seller. (“A true ode to American Bourbon, perfect for campfires, concerts, and a killer Old Fashioned,” lauds the ASW website.)

The team followed with multiple brands, most notably Resurgens, an Appalachian-style rye whiskey that “really put us on the map,” Chasteen says. It surprised shelf shoppers with its eye-catching label ... and tasting experts with its quality.

An even bigger surprise awaited.

In 2017, Manglitz poured up a first glass of something new under the sun. Duality Double Malt is believed to be the world’s first whiskey made from malted barley and malted rye in the same batch. The uniquely conceived spirit brought back a Double Gold Medal at the 2018 San Francisco World Spirits Competition, the Olympics of whiskey tasting. A double gold medal means judges unanimously awarded the spirit a gold medal. In all, ASW captured five medals for its brands in 2018 — an outstanding haul.

Most recently, in April 2019, ASW opened a new facility for distilling and warehousing. Located in the Lee + White



Resurgens, an Appalachian-style rye whiskey “really put us on the map,” says Jim Chasteen.

development on Atlanta’s West Side, by the trendy Belt Line among craft breweries and fellow makers, the expansion can age 1,200 barrels of whiskey while Manglitz and Ralston invent new brands to their hearts’ content.

Time in bottles

“We fancy ourselves an incubator of brands,” says Chasteen. “I don’t know of any other three-year-old distillery with 10 separate brands.”

The ASW business plan is all about those product lines.

“If Fiddler takes off as a brand and a big global distributor wants to buy it, we can peel that off,” says Chasteen. “We know that not every brand is going to be a winner, but we’ve designed multiple bites of the apple.”

“In the big picture,” he adds, “our group of investors would like to have an exit and make some money. To the extent an opportunity [to sell a brand] presents itself, we’ll take advantage of it.”

The champagne may well flow one day.

In recent years, big firms have been aggressively looking for opportunities to grow portfolios. A number of craft breweries sold at eye-popping numbers in the last decade, usually after they developed into mature, cash-flowing businesses.

“On the spirits side, we are well behind craft beer,” Thompson points out. “Craft is in the range of 15-20 percent of the U.S.

domestic beer market. On the craft spirits side, we are more like 3-4 percent, so we have a ton of room to run ... and far fewer regional distilleries have grown into mature businesses, ready for sale.”

“But we’ve observed,” Thompson says, “a significant number of strategic investments by major spirits companies into craft spirits companies in the last three years, probably 10 to 15 of them.”

“In the next five years,” Chasteen admits, “we could be very attractive as a target.”

Right now, though, ASW stays tightly focused on growth as a start-up, brand by brand, bottle by bottle. “We still generate a supermajority of our income in just one state, Georgia,” says Chasteen. “We’ve got to keep reinvesting to grow inventory because if we want to expand into new states, got to make the whiskey now.”

“Our view,” Thompson concludes, “is that we need to grow into a stable, cash-flowing business that we are perfectly happy to keep forever and pass on to our children. If we do so, we are highly likely to attract the attention of a larger suitor who can help us go to the next level and create a lot of value.

“If that happens, we know we have investors who certainly are interested in an exit if it makes sense,” he says. “And we are rational business people and are willing to listen.”

Allegedly.

Who really knows how much Terry’s legendary entrepreneurial spirit has gone to their heads? ■

Ingredients for Growth



By Hayley Major

Dina Carey discovered starting your own business requires a little humility, and a lot of support.

"I'm very honest with myself about the challenges that come with running my own business," says Carey (BBA '07) founder and CEO of Milkful, "so the team I've surrounded myself with is so important."

Milkful creates wholesome, lactation bars for nursing moms looking to support their breast milk production. Carey started the company in 2016, and now has several founders of other successful consumer packaged goods businesses, marketing executives and a functional medicine physician on her advisory team. All are instrumental in the success and growth of Milkful.

"My team has given me the most confidence



Dina Carey created Milkful after experiencing breast feeding challenges with her daughter (above). "This is a common problem that a lot of women face. So, I started digging into the research, investigating ways to up my supply and searching for products that were out there that might be able to help." Submitted photo

in my business," she says. "Leveling up my team with people who have been there and done that and grown businesses in this space — there's nothing more valuable."

Carey's journey with Milkful began after the birth of her first daughter. Motherhood can bring newfound joy and perspective, but this milestone for Carey presented an unexpected challenge — and an opportunity.

"I experienced challenges with breast feeding and low milk supply," she says. "When I couldn't provide for my daughter the way I wanted to, it was really devastating and impacted me in ways I never anticipated."

Carey quickly realized she was not alone, and it spurred her to action.

"I had several friends that experienced it," she says. "This is a common problem that a lot of women face. So, I started digging into the research, investigating ways to up my supply and searching for products that were out there that might be able to help me. I was shocked to see that, at the time, the only food product available was a cookie. I saw it as an opportunity, and I decided I wanted to try and create something better — a more wholesome snack that was effective for moms looking to boost breast milk production."

Carey experimented with different ingredients and recipes in an effort to shape an effective, nutritious lactation bar for women. In October 2016, after several months of research and product testing, Milkful was born.

"As soon as I heard from the first couple of women telling me they had seen increased production, and they were able to hang onto nursing longer because of my product, it lit a major fire in me to pursue the opportunity whole-heartedly, and was the start of an incredibly rewarding journey for me" she says.

Milkful's growth exceeded Carey's expectations, surpassing \$1 million in sales in its first year alone. The success has spurred a new line of products, with the Milkful brand transitioning to "Nourisher" in the coming months.

"We are now working to become the trusted brand supporting women throughout the entire motherhood spectrum — not just with nursing, but with pre-conception, pregnancy, and postpartum needs as well," she says. "Our next product line is a Pre & Postnatal Nutrition bar line with superfoods to nourish pregnancy and support postpartum recovery, as well as probiotics for gut health."

Carey looks to the future with confidence, having survived the growing pains of starting a business and now has a company people rely on and return to again and again.

"Consumers are craving real food solutions and quality ingredients," she says. "They want their food to serve a functional purpose to better meet their needs." ■

A KNACK FOR SNACKS

In Southern Straws, mother/son Margaret and Neal Amos team up to make an appealing cheese straw

By Chris Starrs (ABJ '82)

Neal Amos can just about pinpoint the precise moment he knew he wanted to be in business with his mom.

After 30 years in the corporate world in her hometown of Columbus, Margaret Amos (BBA '83) founded Southern Straws in 2012, a bakery devoted exclusively to that hallmark of genteel Southern snacks, the cheese straw.

"Around Christmas of 2013, I was home and needing some money, so I worked at the shop. I remember delivering an order to one of our stores and dropping it off, and before I could get back to our shop, that same store called again and said they needed more," recalls Neal (BBA '14), who was a finance major at the Terry College.

"I started thinking there might actually be something here. So I had in my mind that spring when I graduated from UGA that I was going to come work with mom and we were going to see how far we could take this thing."

Margaret, who's made cheese straws with her mother's recipe and press since her own college days ("I was looking for something for Christmas gifts for friends," she says) admits from the very beginning that she and her oldest son — who pitched in at the shop during holidays — were coming at Southern Straws from different perspectives.

"Neal was at UGA and I didn't think anything about him coming to work here at that time — I was just trying to start a company," says Margaret, who graduated with a degree in marketing. "I'll never forget he called me during his senior year, when everybody was figuring out what they were going to do when they graduated. He knew what I was doing and in his mind, he saw a startup, not cheese straws."

After earning his degree in May 2014, one of Neal's first proposals for the company was to widen Southern Straws' reach by participating in the Atlanta Gift Show at the AmericasMart Atlanta.

"The summer of 2014, we went to our first show at the AmericasMart," he says. "We got in 50 stores and we thought we were going to retire. We were so ecstatic. We've been going back ever since and it's been growing and growing and growing."

"Growing" doesn't seem to adequately characterize the arc of Southern Straws — which come in original, mild and spicy flavors — in recent years. The from-scratch goodies, all made under Neal's supervision in Columbus, are available in dozens of outlets in 13 states, including Georgia, Alabama, Florida, Virginia, Delaware, New York, Pennsylvania and Wisconsin, to name but a few. Neal says in the last five years the company has doubled production each year.

"At first, we were growing by 40, 45 percent," says Margaret. "Then we grew 100 percent. And then another 100 percent."

"We were producing 250 units a day when we started, and this year we're going to double from last year and will probably produce close to 2,000 units a day by the end of this year," adds Neal, who works with a kitchen crew of three. "We've upgraded equipment.

We started with a hand beef jerky gun that we modified and we have a big extruder and we've added an oven — we're maxing out our small kitchen here."

While much of the Amos' product is sold in gift shops, boutiques, wine shops, bakeries and gourmet-food businesses, mother and son took a big step in the retail world by contracting with the venerable Southern supermarket chain Piggly Wiggly to sell their tasty treats.

"Piggly Wiggly has taken us to the next place as far as our distribution," says Margaret. "And we're learning a lot and they've been a great partner because they're helping us get better. They are pushing us."

Family businesses — small, medium and large — have been part of the domestic and international commerce scenes for centuries, and many of the more successful concerns have been able to strike a balance between work life and home life. That being said, many people would rather do anything than work with family members.

For Margaret and Neal, there's a give and take that suits them, and while there's an occasional business discussion around the dinner table, they don't find it difficult to leave work at work.

"We're partners when we're here," said Margaret, who with Troy, her husband of 31 years, has two other children at UGA — Troy, who is a graduate student in the Warnell College of Forestry and Natural Resources, and Daniel, a sophomore who plans to apply to Terry College and one day hopes to get in the cheese straw business.

"We try to work off each other's strengths, which for him is creative, youthfulness, entrepreneur. He went from school to here. My (strengths) are history and structure. It's two different worlds coming together in the business sense. For me, what mom wouldn't want to work with her children?" ■



The mother/son team of Neal and Margaret Amos has seen Southern Straws double production in each of the last five years.

A kind, consistent culture

CentricsIT CEO Derek Odegard keeps his employees driven, and happy

By Ray Glier

An employee at CentricsIT used the company's 21st-century Suggestion Box — anonymous email to CEO Derek Odegard — to lodge a complaint about the malfunctioning toaster in the lunchroom.

Think about it. What is the ethos of a company where an employee feels the CEO is so mindful of his employees' welfare that they can take a nominal matter like burnt toast and present it to him?

It seems so anodyne to the lickety-split world of IT where innovation matters most and emotion is baggage, but Odegard said CentricsIT's employee-centered culture means something. This is about more than burnt toast. While everything spins in fast-change around the industry, he believes in one constant: employees deserve the careful consideration of the successful entrepreneur.

"Culture helps forge the identity of the company itself, not only inside the walls, but out," says Odegard (BBA '96). "There is no doubt that if your employees are happy and in a good place that will shine through to your customers as well.

"It is a super-fast industry and our products and services are literally changing every day and our culture needs to support that."

In 12-plus years, CentricsIT has grown from an idea among four partners strategizing in a cold basement to 130 employees in 10 cities and five countries. Companies around the world seek expertise and solutions from CentricsIT.

What the founder, Odegard, and his executive team stress is that a business can be hard-nosed and competitive, but working there does not have to be a grind.

The headquarters in Norcross has a small gym, a putting green, a video arcade golf game, ping pong, and 15-20 TVs scattered around. The intertwining of fun and entrepreneurial spirit, Odegard says, is by design, not accident.

"We wanted to create an environment that we would enjoy working in and, over time, there was a natural evolution where it took the shape of our personalities," Odegard says. "You can't be a spectator to the kind of culture you want to create."

The CentricsIT office is mostly cubicles with two offices and five breakout rooms for larger meetings. Employees are standing over modular desks, or sitting and exchanging ideas. It is a relatively noisy place and the collaboration is perceptible.

The employees set the pace and the environment.

"Our culture is very entrepreneurial so we do strive to give our people autonomy," Odegard says. "That helps us with the types of transitions that are constant within IT."

The culture is not superficial. CentricsIT held a Halloween costume party for employees. It brought in a chef who made paella for the staff for the Spain-Portugal World Cup game in June 2018. The company hands out turkeys at Thanksgiving and asks for pictures to share on its Facebook page of the bird all dressed up. Employees who do not work at the HQ receive gift cards in lieu of turkeys.

There is a closeness in shared events, too. Some employees went to north Georgia and drove tanks as part of a team-building exercise. The company routinely supports causes such as The Atlanta Community Food Bank, the Furniture Bank of Metro Atlanta, and The Salvation Army, not just with money, but with time.

So is this congenial culture worth the effort? Judge for yourself. The average tenure for employees at CentricsIT is five years. Now look at the tenure rate of tech employees at other companies. Tesla 2.1 years. Square 2.3. Facebook 2.5. Alphabet (Google) 3.2. Netflix 3.1. Almost 20 percent of the firm's employees have been there for more than 10 years, which is remarkable considering CentricsIT is 12 years old. So there is not a significant brain drain pushing against the company's bottom line.

"Culture has to be consistent; it's not a one-and-done endeavor, or else it will not take hold," Odegard says. "You don't have to be constant, but you definitely have to be consistent." ■



Derek Odegard (top right) built CentricsIT with the belief a happy employee makes for a successful company. "You can't be a spectator to the kind of culture you want to create," he says.

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Terry College of Business
UNIVERSITY OF GEORGIA

community

Just getting started

Featuring engaging speeches, vibrant videos, and speed painting (yes, speed painting), the annual Terry College Alumni Awards and Gala attracted a record crowd on a fine April night in Atlanta. The gathering of 700+ extolled the achievements of the Terry College and the night's three alumni award honorees.

Themed “We’re Just Getting Started,” the Gala included speeches by UGA President Jere Morehead, Terry College Dean Ben Ayers and videos highlighting the university’s Entrepreneurship Program and burgeoning Innovation District.

Former Georgia football great Kevin Butler served as the night’s honorary co-chair and master of ceremonies and led a lively program punctuated by performance speed painter Tim Decker.

Decker delighted the audience by quickly painting a trio of canvases — portraits of Frank Sinatra, Uga and the Statue of Liberty — in 15 minutes. Butler auctioned off the paintings for more than \$30,000.

But the main event was the three alums celebrated for their professional achievements. Distinguished Alumni Award winners John Schraudenbach (BBA ’81, MAcc ’82) and Scott Colosi (BBA ’86) joined Outstanding Young Alumni Award winner Latham Saddler III (BBA ’05) in offering heartfelt anecdotes and fond memories about their families and a college that meant so much to them.

Schraudenbach, the Americas Assurance senior client service partner at EY, spoke of how the importance his own family — and the ties he shares with UGA, Terry College and EY — have helped in his success. Colosi, president of Texas Roadhouse, noted how important it is to give back, and how his degree from Terry continues to strengthen year after year. And Saddler, a Navy SEAL now serving as a White House Fellow, talked about leadership and how much he learned from those who taught him at Georgia.

Through sponsorships and the silent auction, the Gala, hosted by the Terry College Alumni Board, raised a record-breaking \$500,000 for Terry’s Excellence Fund.

As usual, the night ended with a surprise dessert — on this night a small box of Krispy Kreme doughnuts — to cap an evening that was already quite a treat. ■







FAMILY MAN JOHN SCHRAUDENBACH (BBA '81, MACC '82)

By Ed Morales

Karole Lloyd, a Tuscaloosa native, University of Alabama alum and diehard Crimson Tide fan, remembers the day John Schraudenbach turned her into a Georgia Bulldog.

Named the EY managing partner for the southeast region in 2009, Lloyd arrived in Atlanta seeking to build her management team and wanted Schraudenbach to be her deputy manager. In nearly three decades with EY, Schraudenbach established a reputation of providing top-notch client service, finding first-rate recruits and offering his knowledge to anyone who sought his counsel. At first, he wasn't sure about joining Lloyd's team — he enjoyed the role he was in — but when he did one of the first recommendations he made was one close to his heart.

Go to Athens.

"So John and I get in the car and drive to Athens and we meet Dean [Benjamin] Ayers. We spend a good amount of time together with him, and before we leave Dean Ayers shares with us that EY needs to renew its support," Lloyd remembers. "At that point, John looks at Dean Ayers and says, 'oh, we'll just throw a party at Karole's house.' And that's exactly what we did. Just two to three months into my experience of coming to the Atlanta marketplace I became a University of Georgia Bulldog fan. ... John is bound and determined, like everybody else that knows him, to make you part of his Georgia family."

It's fair to say family is a paramount part of John Schraudenbach's life. There's the family he grew up with — his three sisters, who helped raise him after their father died when he was 2 and

opened their home after their mother died when he was 17. There's the family he made with his wife Terri (BSEd '81, MED '85): two daughters, Brooke (BS'07) and Katie (BBA'10), and son Adam (BBA '14, MAcc '14), all University of Georgia graduates, and the joys of his life. And now there are grandchildren being added to the fold. There's his UGA and Terry College family, where Schraudenbach is "someone I can always call on if I need something and he'd answer and say yes," Ayers says.

And there is his family at EY, a company he retires from in June after decades of service.

"Family is absolutely first and foremost," says Schraudenbach, the Americas Assurance Senior Client Service Partner at EY. "I like to tell people I have truly lived the American dream. I grew up not needing anything but also not wealthy by any stretch of the imagination, and through hard work and luck and doing the right things I'm sitting here financially at a great point of my life. I've got an unbelievable family that all live within 30 minutes of us and are great friends with each other and hang out all the time. I have a great church life, I've got lots of great friends. You couldn't be at a much better spot than I am right now. I'm blessed beyond belief."

"If you talk to John he probably defines family a lot of different ways," Ayers says. "It's clear that family is a priority. He is a great father, great husband, and is also committed to his faith. I believe that definition of family extends to the Terry College. He definitely is, from our standpoint, a key part of our family and the relationship we have is very much like a family member."

Georgia plays a prominent role in those ties, the state where Schraudenbach grew up, attended school, and spent his entire working life.

He grew up in East Point, a community not far from the airport that was “an idyllic place to grow up,” he says, “it was like Mayberry.” He doesn’t remember much about his father, a salesman for Quaker Oats, but his mother, who worked as a secretary for Delta Air Lines, provided a strong foundation for him and his sisters. “My mother was a very moral person and taught the difference between right and wrong and did it by example,” Schraudenbach says. “All of us, my sisters and myself, are all about doing the right thing for people.”

The East Point community also looked out for the young Schraudenbach, as local small-business owners became father figures and helped him during his adolescence. When his mother died midway through his senior year of high school, he moved in with his older sister. A solid, but not an overly serious high school student, Schraudenbach wasn’t sure what he wanted to do. He thought he would wind up being a high school basketball coach.

But that changed during his first years at West Georgia, where he “stumbled” into an accounting course.

“I took it knowing nothing about it, but it came pretty naturally,” he says. “I was taking basic business classes because I had no idea what I wanted to do, and I took accounting and really liked the professor.”

He moved that foundation to UGA, though the main reason for the transfer was for Terri, his future wife and high school sweetheart who was an undergraduate in Athens. He spent the summers loading planes for Delta, giving him the money he needed to keep his education going. By graduation, the non-serious high school student was being recruited by every Big 8 accounting firm. Ernst & Whinney, the second largest accounting firm behind Arthur Andersen, was tops on his list.

“We were No. 2 and a distant No. 2 to Arthur Andersen, but what excited me was Mike Trapp,” Schraudenbach says of his mentor and former EY managing partner for the southeast area. “Mike said ‘We’re going to grow this practice,’ so I was joining the up-and-comer and we began to close the gap very quickly. In a time when most firms did not aggressively pursue growth we were almost like gunslingers. It was fun!”

His first client at EY was The Coca-Cola Company, and for the next 11 years, he was on the audit of the Fortune 100 company. He was also a constant recruiter, making several trips a year to Athens and returning with recruits who would help define EY’s future.

A steady presence in his community, Schraudenbach was asked



John Schraudenbach and his wife Terri have been a couple since their high school years.

to leave EY and become president of the Gwinnett Chamber of Commerce in 1993. It required a different set of skills and gave him a new (or better) sense of what it takes to run a small business. But after two years he wanted to return to EY. Seeing Schraudenbach’s recent experience working with smaller businesses, Trapp brought him back to grow his own book of business. It was the early days of the dot-com boom, and Schraudenbach thrived.

“At one point I had 26 clients,” he says. “I was able to learn how people do business because I was there in the early stages with direct access to the founders. I was learning about companies going public. I picked up WebMD, which when we called on them they had four employees. So I was working with startups and then over time I moved back upstream to larger clients. Since then I’ve been the lead audit partner on Genuine Parts Co., Delta, Coca-Cola Enterprises, and Acuity Brands, among many others.”

It was this adaptability that made him a perfect fit for Lloyd’s team.

“John has a reputation of being someone that listens very effectively and has always been keen on understanding

the pulse of the people in the practice as well as promoting the business EY was going to do,” Lloyd says. “People trust John, and they trust him because John always does what he says he’s going to do. He does it in a sincere and quiet way.”

“John is very humble,” Ayers says. “I’ve never had a conversation with him where he would espouse how successful he’s been or the role he’s played in EY. You never get that from him, which is a great example of being a leader.”

He also leads by “voting with his feet,” says Lloyd. At Terry he’s served as chairman of the Alumni Board and was a member of the J.M. Tull School of Accounting Advisory Board. In his community, he serves as chairman of the personnel committee at his church and is active with United Way.

“Your professional job is to give back, of your time and your money,” Schraudenbach says. “I’ve been on a nonprofit board and/or church board for the last 25 years. It’s what I believe — being a good steward of what I’ve been given.” In addition to the good and purposeful work he’s done throughout his life, Schraudenbach also remembers to have fun. He’s a master of reading a room and knows when to ease the mood when warranted, because he understands the people around him and how to promote an uplifting and cheerful environment.

“One of the things I tried to do is keep things light,” he says. “People will tell you in a stressful situation I can crack a joke or make a statement that relieves the tension.

“We ought to have fun. What we do is intense, no doubt about it. It’s important, but you have to keep it light. You’ve got to keep the pressure off your people, and you gotta laugh.” ■

A LIFELONG EDUCATION

SCOTT COLOSI (BBA '86)

By Ed Morales



One of the greatest lessons Scott Colosi ever learned happened one Friday night in a Pensacola Pizza Hut.

Business was brisk and Colosi, who was helping the team take orders and prepare pizzas, watched as the crew made pizzas faster than they could go through the oven. Pizzas were stacking up, delivery guys were growing frustrated and the phone continued to ring, and ring.

“This restaurant had a double-decker oven — two levels, two conveyors. I asked the manager ‘why don’t you have a third oven?’ The manager tells me ‘corporate says I don’t do enough sales,’ ” Colosi says. “But I’m standing there and I can see the pizzas stacking up. If corporate is looking at the whole week of sales they might come to that conclusion, but if our data says most of your sales are on Friday night and Saturdays, it would justify another oven. This guy is doing all he can, all the right things, but we haven’t given him the tools to better grow his business and take care of our guests.

“It always stuck with me — you can’t make a decision without digging deeper sometimes,” Colosi adds. “There’s no substitute for being in the restaurant.”

For the better part of 30 years, that’s where Colosi has been. First with Burger King, on through Pizza Hut, Taco Bell, KFC and now as president of Texas Roadhouse, Colosi spent his career in the food business leading the best way he knows how — by being there.

“You’re going to school the whole time. I didn’t realize this for a number of years,” Colosi says.

Hired as CFO for Texas Roadhouse in 2002, Colosi was named

the company’s president in 2011. The Louisville-based chain was privately held when he became CFO and operated 120 restaurants, but now the publicly traded company owns and operates more than 550 restaurants in 49 states and seven countries. With founder and CEO Kent Taylor, Colosi sets about ensuring the company stays true to its motto — “Legendary Food, Legendary Service.”

“My role is to recognize people and try to get us to work better together,” Colosi says. “Culture is important, so is how we operate and reinforce our core values, which are passion, partnership, integrity, and fun with purpose. Texas Roadhouse is by far and away the best company I have ever worked for.”

“Scott’s grounded and sincere and cares — about his job, about other people and his Texas Roadhouse team,” says Scott Gregor, a longtime friend and president of Buffalo Construction, the company that builds each new Texas Roadhouse. “He likes to have fun with them and brings energy with him. Scott’s not a behind-the-door kind of guy.”

Colosi’s circuitous route to Texas Roadhouse started in Miami, Fla., where the sports-minded kid spent days excelling in the classroom, and afternoons and weekends going to the beach. Though his parents divorced when he was 2, he had a great relationship with both his dad, an accountant who ran a small CPA firm, and mom, who worked her way up from an administrative assistant to become a human resources manager.

When it came time to look at colleges, his main goal was to find somewhere new in a place that could nurture his natural ability in

math, but not too far away from his South Florida home. Georgia fit the bill.

"I wanted to go away, all I knew was Miami. I went to visit Florida, Florida State and I'm thinking 'All I'm going to do is hang out with my high school buddies.' I loved my buddies, yet I also wanted to meet new people and experience something new," Colosi says. "Going to Georgia was great, I lived in Russell freshman year, went to all the Georgia-Florida games. I met a lot of wonderful people and have tremendously fond memories. I always felt the classwork was challenging and all of my professors were pushing us hard."

He picked finance, a major he chose more out of gut-feeling than anything else. "I did what I felt made sense," Colosi says. "I knew I was built for this financial side. In finance you're trying to tell a story, you're trying to say what can or can't be in the world."

On his collegiate path, he met Earl Leonard, a mentor who Colosi says stressed the concept of "being available" to those seeking advice and help. Colosi was thinking about getting an MBA and Leonard, seeing him as "not one of those people who starts working and then quits working and goes back to school," told Colosi to go straight through. He took Leonard's advice and headed to Florida to start the MBA program.

But a year into the program a summer internship in Miami with Distron, Burger King's food distributor, turned into a job offer. Colosi wanted to complete his degree, so Burger King made him an offer: Transfer to the University of Miami, work for us, and we'll pay for graduate school.

He happily agreed. A year later the move back home proved fortuitous for another reason.

"I met my wife Elena at Burger King," Colosi says. "I was in the distribution side going to grad school at night, she worked for Burger King in their Miami division office and she's also going to grad school at night and we have a class together. We know each other from being in the Burger King world. Turns out she grew up 10 minutes from me."

As a newlywed and newly-minted MBA graduate, Colosi's first assignment was solving his employer's distribution puzzles, but two years later he exchanged logistics and burgers for finance and pizza, moving to Wichita, Kan., to work with Pizza Hut. Two years later, Colosi was tapped to determine why Pizza Huts in Puerto Rico, St. Croix and St. Thomas were struggling financially. After Colosi and his team turned the fortunes of those restaurants around, he was named finance coach in Pizza Hut's Florida division, which included 600 restaurants from Macon to Key West.

"It was my first experience being out in the field where you're in restaurants all the time," Colosi says. "I learned the dynamics of restaurant operations — the people side, the consequences of turnover, what are short-term things that are stupid, what are long-term things that make more sense. I learned what rewards and incentives motivate people and which ones don't."

After a career working for subsidiaries, he made the jump to a parent company in Louisville-based Tricon, which would become YUM! Brands. In addition to Pizza Hut, YUM! Brands operates KFC and Taco Bell, and as part of the financial department, Colosi got experience dealing with Wall Street, a board of directors and the international business of their restaurant chains.

The journey culminated in 2002 when Texas Roadhouse came calling. "That was cool," Colosi says. "I love that Texas Roadhouse is an operations driven company. We run restaurants, make all the food from scratch, are heavily staffed, have great service, great energy, and are much more a hospitality company."

For Scott and Elena's family, which includes their sons, Nicolas and Christopher, and daughter Emily, Louisville would remain home. Being in one place gave Colosi the opportunity to better practice "being available," and he has served on a variety of nonprofit boards throughout Louisville, including Leadership Louisville, Louisville Metro Police Foundation, and The Healing Place, a nationally recognized drug and alcohol addiction recovery program, where Colosi served on the Board for six years including two as Board Chair.

"When he was our board chair, we had a plan to take on a \$29 million building project. We could not have accomplished that project without Scott's leadership," says Karyn Hascal, Healing Place president in Louisville. "We raised all the money, the construction is done. It all went well, exactly as planned, and Scott was instrumental in guiding us cautiously and thoughtfully through that process. It's huge for our community, and he got nothing for that except a lot of extra work and, sometimes, some real stress."

Close friend Scott Gregor is no longer surprised by Colosi's unflappable approach to tall orders.

"Scott's a thinker, he's not a quick trigger. He asks a lot of questions before decisions get made," he says. "He has a thought pattern behind everything. He's very approachable, compassionate, and he cares."

After more than three decades in the food business, Colosi has the confidence to lead but knows there's always more to learn.

"It's a lifelong education," he says. "And I'm still getting it, by the way. Many times I feel like I'm just getting started." ■

Scott Colosi (center) surrounded by his son Nick, wife Elena, daughter Emily and son Chris.

Photo by Jason Thrasher



FOLLOW A LEADER

LATHAM SADDLER III (BBA '05)

By Ed Morales

Latham Saddler had it all figured out.

Fresh off a collegiate career defined by leadership and academic excellence, he secured a select job as an IBM professional sales specialist in New York City. But ever since that September day in 2001, when he watched the Twin Towers collapse on TV in his Russell Hall dorm room, nothing outweighed his desire to serve his country.

So Saddler hatched a plan — he would work a couple of years in New York, get in the best shape of his life, seek placement in the Navy's Officer Candidate School and report to SEAL selection and training.

It was a simple, straight-forward plan.

Until it wasn't.

"I met a retired SEAL mentoring guys in the Manhattan area who wanted to join the Navy and become SEALs, and he told me to print my résumé and he'd let me know what my odds were. I brought in my résumé and he said 'You don't have a chance,'" Saddler says, laughing at the memory. "He said 'look, you're competing with guys that have PhDs, graduate degrees. I've had Rhodes Scholars come through here, Olympic medalists in swimming, D-I athletes, guys that were captains of their athletic teams at Ivy League schools. For you, it's not gonna happen.'

"I tell people it was the biggest helping of humble pie I have ever had," he adds. "It was also the best feedback I ever received because it re-framed the challenge ahead."

The challenge — which would include earning two masters'

degrees, learning to speak Farsi, living a year in Tajikistan, interning at the FBI, and endless laps in the pool — took six years with no guarantee of meeting his aspirant goal. But as is evident throughout Saddler's life, hard-work and perseverance manage to supplant overwhelming odds and the fear of failure.

"Latham is by nature one of those people that when opportunity comes by, he instinctively grabs it," says Earl Leonard, a Terry College Executive in Residence who mentored Saddler while he was a Leonard Leadership Scholar. "He does not think about it, he does not wait until tomorrow, he grabs it then and there. ... He wanted to combine a lot of different goals within his ambitions and within the things he wanted to do. That's the type of person he is and was."

After eight years of service as a Navy SEAL officer, Saddler has transitioned from active duty and working at the National Security Council to being in the 2018-19 White House Fellows program, where he receives "first-hand experience in the process of governing."

Saddler is one of 14 Fellows (more than 1,000 apply for the program each year) and was tasked with working in offices concerned with prison reform as well as economic initiatives and entrepreneurship. He was part of the team that worked on the FIRST STEP Act, a bipartisan bill signed into law in December which reforms the federal prison system by, among other things, reducing mandatory minimum sentences and allowing inmates to participate in more vocational and rehabilitative programs.

"I wanted to get out of my comfort zone with national security

for a year and still serve at the highest level of government, hopefully to bring a different perspective to the table and contribute,” Saddler says. “I’ve been working on prison reform and workforce development, two areas I didn’t know anything about, which is exactly what I wanted from the fellowship.”

His wife Melissa (ABJ ’06), who he first met at UGA but didn’t fully connect with until years later, says the “nice, awesome guy” she met in college has become a caring man of deep integrity.

“I still sit down every day in awe of what he’s done and what he continues to do,” Melissa says. “He is really good at connecting with people, that’s one of his best qualities across the board. He’s smart and dedicated, and then he’s humble about it all. He is the last one to talk about his accomplishments, even though he’s so proud of what he’s been able to achieve.”

His accomplishments and achievements are indeed many.

As a Georgia native, Saddler returned to Georgia from Charlotte, N.C., where in high school he was captain of the soccer team and class president. His sister Lauren (ABJ ’02) was attending UGA during Saddler’s senior year and implored her younger brother (who was leaning toward Florida State) to visit and see what Athens had to offer. “As soon as I got down there, I was sold,” he says. “I thought, I’m going to dive in at UGA and continue to grow as a leader.”

Dove in he did. An economics major at the Terry College, Saddler was a Leonard Leadership Scholar, Student Government Association president, Interfraternity Council president, a member of Phi Gamma Delta fraternity, Blue Key Honor Society, Gridiron, Sphinx and the Order of the Greek Horsemen.

He was also homecoming king, an event which introduced the UGA community to Saddler’s biggest influence and supporter — his twin brother Ashby.

The year before, Ashby, who was born with Down syndrome, was named the homecoming king of his North Carolina high school. His twin drove up from UGA to see the crowning, only to watch as Ashby took the crown off his head and place it on Latham’s. “This is for you,” Ashby told his brother.

When it was Latham’s turn to be crowned, he returned the favor — on the sidelines of a sold-out Sanford Stadium.

“Ashby has had the biggest impact on me out of any person I know,” Saddler says. “I have learned more from him because he doesn’t worry about the things that we tend to worry about on a daily basis. I’ve had this very interesting pathway up to this point in my life but he has kept me grounded.”

“He’s the best brother anyone could have,” Ashby says. “I’m proud he’s my brother.”

While Saddler is quick to talk about his time at UGA, his family, and work with the White House Fellows, he’s politely reticent to talk about his years as a SEAL-team member. He served on both the East and West Coast SEAL teams, deploying to Iraq, Afghanistan and other undisclosed locations, where he put his master’s in international affairs from Georgia Tech and master’s in Persian Studies from the University of Maryland to good use. A fluent Persian-Farsi and Dari speaker, Saddler said his ability to communicate with people on the ground was important to the mission, and his maturity as one of the older “team guys, as we call each other,” allowed him to display the necessary leadership to carry out his role effectively.

“To be a part of that community will be the biggest professional honor of my life,” Saddler says. “And then to also have the opportunity to lead is incredible. I don’t know any other type of leadership that is like it. Having the life experiences I had, given my late start in the military, I would say attributed to a career I can look back on and be proud of.”

Leonard sees Saddler’s ascent to the SEALs as a culmination of his leadership training.

“When you graduate from the Navy SEAL program, you have been through one of the toughest, most difficult and straining exercises that any military in the world can offer,” he says. “The Navy SEALs are a special lot, to say the least, it is the essence of leadership, it’s what leadership is all about and that is the Latham Saddler that I know.”

It has been a thrilling and bustling life for Saddler, but the pace is different now. A recent January morning in his Washington, D.C., home saw him alternating between cooking breakfast (“we start most days with bacon and eggs,” Melissa says) and sitting with his 2-year-old son Bubba, playing with toy trucks and military planes. Becoming a father has refocused some of his energies and “shows the soft side of him,” Melissa says.

When his fellowship ends this summer, Saddler is not sure where he, Melissa and Bubba will go next. It could be anywhere considering what he’s done to this point, though his focus remains squarely on the immediate task of serving his country, as he’s done for decades.

“Latham believes in the mission and a call to serve,” Melissa says. “He told me at the end of every day he stops and looks at the White House and the American flag above it and takes a moment to pause. He is able amidst everything to keep himself so grounded, and let his faith drive him.” ■



Latham and his brother Ashby



Latham and Melissa





Illustration by Shaw Nielsen

THE PARENT TRAP

Competing concepts of self can lead working parents to question who they are

By Matt Weeks (ABJ '05, MPA '11)

Managing a reputation as both a good employee and devoted parent can lead to serious consequences for working parents, according to new research from the Terry College of Business.

In the community and at the office, working parents are judged on their “work-family image,” which includes their competencies at managing their home and work lives, said Laura Little, a management professor and research co-author. The judgments often function on a sliding scale, where success in one domain can signal failure in the other.

“In our experiences studying working parents, we heard a lot of people say things like, ‘He’s a great employee but he doesn’t know his children’s names.’ Consistently, we would hear dual judgments that would seem intractably intertwined,” Little said. “We wanted to find out if facing those kinds of judgments influence people’s behavior. It could be a mother who doesn’t want to stay late at work because she’s afraid people will think she’s a bad mother, or a father who doesn’t want to take time off to see his kid’s game because people might assume he’s less dedicated to his career.”

The research, published in the *Academy of Management Review*, proposed that when working parents feel they aren’t meeting the appropriate ideals, they engage in image-management behaviors aimed at altering others’ views of them, which can cause stress or lead to a full-blown identity change.

“The image discrepancy between who we think we need to be in the workplace versus who we are deep down can be very difficult to manage, and workers develop a number of strategies to fit themselves more neatly into the boxes,” Little said. “And what we’re interested in is: In the process of creating this image, do we lose who we are?”

For example, workers who feel judged as bad parents may emphasize their home life while at the office in order to boost the impression that they’re good parents. This can be true even if the employee was already an involved parent and truly enjoys their office work.

“Much of what we know about identity (who we are) and image (others impressions of us) assumes that who we are drives the image we portray,” Little said. “We argue that the reverse is also true: Trying to create an impression of yourself in other people’s minds can be destabilizing to your internal identity.”

Sometimes, when an employee’s self-image doesn’t align with their work-family image, they will change either their projected image or self-identity to manage the cognitive dissonance. For example, a working father may grow so accustomed to positive feedback that he receives as an ideal worker, he may begin to disassociate from his parenting role.

When this happens, working parents often settle into a new identity based on whichever arena is more rewarded, be it work- or family-focused.

“Because ideal images are often based on assumptions about the appropriate roles for men and women, this process can be self-reinforcing as working parents,” Little said. “In order to manage others impressions, they begin to identify with traditional gender roles.”

The best way for bosses and companies to help working parents manage work-family image issues is to provide family-friendly policies and positive role models, Little said.

She encourages working parents to embrace “positive distinctiveness,” meaning they emphasize the good parts of both their work and family lives in a way that shows both are important and can be integrated.

The paper, “When Expectations Become Reality: Work-Family Image Management and Identity Adaptation” was co-authored by Jamie Ladge of Northeastern University’s D’Amore-McKim School of Business and published in the January 2019 issue of the *Academy of Management Review*. ■



“The image discrepancy between who we think we need to be in the workplace versus who we are deep down can be very difficult to manage, and workers develop a number of strategies to fit themselves more neatly into the boxes. And what we’re interested in is: In the process of creating this image, do we lose who we are.”

– Laura Little

COMMUNITY: FACULTY RECOGNITION



BERESFORD



BHARADWAJ



CARPENTER



HAWK



HUBER



LAM



MITCHELL



POULSEN



SAFADI



SCHECTER

Dennis Beresford, executive-in-residence at the J.M. Tull School of Accounting, was inducted in the National Association of Corporate Directors' NACD Directorship 100 Hall of Fame. The NACD Directorship 100 is an annual recognition of the leading corporate directors, corporate governance experts, policymakers and influencers — leaders who significantly affect boardroom practices and performance. Beresford was chairman of the Financial Accounting Standards Board and was former director of Fannie Mae, Kimberly-Clark, Legg Mason and WorldCom.

Tina Carpenter, associate professor of accounting and EY Faculty Fellow, received the American Accounting Association's Contribution to the Auditing Literature Award for her paper, "Auditors' Use of Brainstorming in the Consideration of Fraud: Reports from the Field." Published in the *Accounting Review* in 2010, the paper was selected for the award as the best paper in the last 10 years to make a significant contribution to literature, practice or teaching.

Holly Hawk, a lecturer in the J.M. Tull School of Accounting, received UGA's Emerging Scholarship of Teaching and Learning Scholar Award. The honor recognizes innovative and thoughtful approaches to teaching that have potential for a Scholar-

ship of Teaching and Learning study. Hawk was selected based on a data analytics case she developed for her Accounting Systems II class using Excel and IDEA technologies.

Mark Huber, senior lecturer in management information systems, was honored with the 2019 Lee Anne Seawell Faculty Recognition Award for his efforts to enhance student career development on campus. He also received a 2019 UGA Creative Teaching Award, which recognizes UGA faculty for excellence in developing and implementing creative teaching methods to improve student learning.

Son Lam, associate professor of marketing, and **Sundar Bharadwaj**, the Coca-Cola Company Chair of Marketing, were both ranked among the most productive scholars worldwide in premier American Marketing Association journals. Lam was No. 18 and Bharadwaj ranked 34th for scholarship from 2009-2018.

Marie Mitchell, associate professor of management, was named Outstanding Professor of the Year by students in the Terry College's Executive MBA Program. An associate editor of the journal *Personnel Psychology*, she teaches a variety of management topics, including negotiations, leadership and human resource management.

Annette Poulsen, the Augustus H. "Billy" Sterne Chair of Banking and Finance and Meigs Distinguished Teaching Professor, was named one of 2018's Top 50 Undergraduate Professors by business education website *Poets&Quants*. Among other pedagogical accomplishments, she oversees the Student Managed Investment Fund, develops courses for study abroad programs in China and England, and chairs the Student Life committee of the University Council.

Hani Safadi, assistant professor of management information systems, won the Best Division Paper Award for his publication, "Who Contributes Knowledge? Embeddedness and Marginality in Online Communities," at the annual meeting of the Academy of Management. The paper applies a multiple embeddedness perspective to better understand individual knowledge contribution in online communities.

Aaron Schecter, assistant professor of management information systems, won the Best Paper Award in the Digital and Social Media track at Hawaii International Conference on System Sciences. "A Dynamic Sequence Model of Information Sharing Processes in Virtual Teams" explores the sequence and timing of individual decisions during virtual team tasks.

class notes



The inaugural class of Master of Science in Business Analytics students graduated from the Terry College of Business in May. Students from the one-year program have already accepted job offers from companies such as The Home Depot, Chick-fil-A, Analysis Group, and Booz Allen Hamilton, among others. Many of the graduates will become senior analysts, consultants and strategic planners, thanks to the skills they developed through their graduate studies. "The job placements of our first MSBA graduates are a testament to the market-ready curriculum we developed," says Santanu Chatterjee, director of the program. "The hard work the students put in, combined with the instruction and guidance they received from Terry professors, has produced terrific results. I could not be prouder."

Where did Terry take you? Submit your class notes online, upload photos, share a promotion.
terry.uga.edu/alumni/resources



Abit Massey (BBA '49) of Gainesville was inducted into the Poultry Industry Hall of Fame. He is president emeritus of the Georgia Poultry Federation, retiring as the Gainesville-based organization's president in 2009 after serving in that role since 1960.

1955-59

Lether Sapp (BBA '55) of Stuart, Fla., recently published "Put the Chairs in the Wagon; Church is Over," a book about growing up in south Georgia during the 1930s, '40s and '50s.

1965-69

Pete Sayeski (AB '65) of Atlanta was awarded the Colquitt County Career Achievement Award. He retired in 2010 as president of The McGraw-Hill Learning Group, the largest publisher of textbooks in the United States.

1970-74

Jim Pannell (BBA '70) of Savannah was appointed to the Center for Rural Prosperity and the Georgia Rural Development Council by former Gov. Nathan Deal. He is an attorney with Gray Pannell & Woodward LLP.

Joe Kinard (BBA '71) of Dublin retired from the city of Dublin after 30 years as city clerk and finance director.

Gerry Leach (BBA '72) of Eatonton retired from his position as president and CEO of Old Republic Surety Co.

Drew Whalen III (BBA '73) of Griffin was sworn in as president of the International Municipal Lawyers Association at its 83rd annual conference in Houston. He is Griffin's city attorney.

1975-79

Jerry Konter (BBA '75) of Savannah was elected as the 2019 third vice chairman of the National Association of Home Builders. In 1977 he founded Konter Quality Homes, one of the largest home building firms in Savannah.

David Hampson (MBA '77) of Portsmouth, N.H., was named chief strategy officer at Carrier & Technology Solutions LLC, a provider of technology and outsourcing solutions to the insurance industry. He is also chairman of Schrager Hampson Aviation Insurance Agency and previously served as president and CEO of Willis Programs.

Kessel Stelling (BBA '78) of Marietta was elected to the Atlanta Fed's board of directors for a term that runs through Dec. 31, 2020. He is chairman and CEO of Synovus Corp.

Bill Young Jr. (BBA '78) of Atlanta joined the board of directors at Financial Information Technologies LLC. He is a partner with



Louisa Mouchet (BBA '80) of Atlanta joined Haggai International as CFO. She was previously with Peachtree Road United Methodist Church as executive director.

Atlanta-based General Wholesale Co., a family-owned distributor of beverage alcohol.

1980-84

John S. Hill (PhD '80) of Athens recently published "Neanderthals to Nations," a book explaining how the architects of human destiny — geography, culture and technology — shaped the planet and its people to become what it is today.

David Pasternack (BBA '80) of Clifton, N.J., was named executive director of the Jewish Senior Life Foundation. He previously was chief development officer at Hadassah Medical Organization in New York City and executive director at the State of Israel Bonds in New York City.

Debbie Storey (AB '80, MBA '06) of St. Petersburg, Fla., was named president and CEO of the nonprofit AT&T Performing Arts Center in Dallas, Texas. She is a retired EVP of mobility customer service at AT&T, author and motivational speaker and has served on the center's board since 2009.

Bonnie Lind (BBA '81) of Alpharetta was elected to the board of directors of Hubbell Inc. She serves as CFO of Neenah Inc., an international producer of industrial specialty materials for a variety of end markets.

Steve Nicholas (BBA '81) of Mobile, Ala., was elected president of the Alabama Association for Justice. He is a partner at Cunningham Bounds law firm in Mobile.



Robert Dickey (BBA '76) of Musella (second from left) was named the 2019 Georgia Farmer of the Year. The Crawford County peach farmer manages approximately 1,000 acres of peaches and 3,000 acres of timberland with the help of his father, Bob Dickey, his wife, Cynde Dickey, and their son and daughter-in-law.

R. William Lee III (BBA '82) of Atlanta and Woodbury joined MONTAG Wealth Management serving as its director of marketing operations. Previously he was COO of Sheffield Investment Management for six years. Bill splits his time between a Midtown Atlanta residence and an historic property (c. 1830) in a rural area of Meriwether County.

John Mangan Jr. (BBA '82) of Charlotte, N.C., was named the University of Georgia's Hartman Award recipient for 2018. The award recognizes former Georgia student-athletes who demonstrated excellence in their profession. He runs JFM Capital, a family-owned asset management company.

Mark Mahoney (BBA '83) of Cornelius, N.C., was awarded the Finsider's Charlotte Change Champion Award, which recognizes people or companies for their achievements in FinTech. He is co-founder of Jackrabbit Technologies.

Stacy Chick (BBA '84) of Smyrna was named chief commercial officer of Inivata, a global clinical cancer genomics company.

Brian Lane (BBA '84) of Marietta was named CFO of Visioneering Technologies, a vision care company. He previously served as CFO of OnePath, a private equity-owned services firm that designs, deploys and supports technology.

Trey Paris (BBA '84, MBA '85) of Atlanta was recognized in *James Magazine's* Hall of Fame. He is government relations managing director of Taylor English Decisions.

1985-89

Dennis Mitchell (BBA '85) of Atlanta was named senior managing director of the national industrial investment advisory team at Holliday Fenoglio Fowler LP. He previously served as a SVP and partner at Colliers International.

David Mullinax (BBA '86) of Spring Garden, Ala., was promoted to SVP of commercial lending at River City Bank.

Steve Rowland (BBA '87) of Brunswick joined the firm of Schell & Hogan LLP, and received certification from the National Association of Certified Valuators and Analysts as a Certified Valuation Analyst candidate.

Jeff Kellar (BBA '88, MAcc '90) of Lexington, S.C., was named tax director at Smith Adcock and Co. and is based in the firm's Athens office.

Craig Phillips (BBA '88) of Ridgewood, N.J., will serve as interim CFO for Purple Innovation Inc. He previously served as a managing director in the Office of the CFO Solutions team at FTI Consulting.



Stacey Chubb (AB '88) of Mableton was named chief of staff for Atlanta Mayor Keisha Lance Bottoms. She previously served as deputy commissioner for housing at the Georgia Department of Community Affairs, where she worked for the past 25 years.

Brian Hawkins (BBA '89) of Rome was named SVP and CFO of Credit Union of Georgia in Woodstock. He previously served as CFO of Greater Community Bank.

Kevin Williams (BBA '89) of Canton opened his third Chick-fil-A location, making him one of the few "multi-unit operators" in the Chick-fil-A system. The company accepts less than 1 percent of the approximately 60,000 people who apply each year to operate a franchise, and Williams' multi-operator status is rare, according to the company.

Robert Reeves (MA '89) of Atlanta was named to the board of trustees of the Leukemia & Lymphoma Society Georgia Chapter. He is managing director of global risk analytics and enterprise analytics at Bank of America.

1990-94

Maurice Anderson (BBA '90, MBA '91) of Smyrna is chief business strategist and managing partner at LeadME Global.

Mike Dollander (BBA '90) of Bishop has joined Cadence Living as VP of operations for the Southeast region. Prior to joining Cadence, he served in many different roles at Atlanta-based PruittHealth Corp.

Bryan Echols (BBA '90) of Concord, N.C., joined Lloyd Flanders as VP of sales. He is responsible for company-wide sales including management of the independent sales force, direction and execution of strategy, and development of dealer base.

Mike Newman (BBA '91) of Pine Mountain was appointed VP of safari operations of Parks! America. He joined the company in 2010, and was the general manager of Wild Animal Safari – Georgia.

Keith Parker (BBA '91) of Savannah joined Colony Bank as a VP of commercial banking. He previously served as VP and branch manager of State Bank and Trust Co.

Jay Scott (MMR '91) of Collierville, Tenn., was named chairman of the board of KS&R Inc., a company that conducts global custom marketing research and consulting.

Doug Strange (BBA '91) of Moultrie was promoted to chief credit officer for Ameris Bank. He rejoined Ameris Bank after serving as CFO of Colquitt Regional Medical Inc.

Mike Doss (BBA '92) of Round Rock, Texas, was appointed to the Central Texas Regional Mobility Authority board of directors. He is an EVP-area president for Independent Bank, where he has worked since 2008.

Scott Howard (BBA '93) of Savannah was named a 2018 *Forbes* "Best in State" in Georgia. He is a wealth management advisor at Merrill Lynch with offices on Skidaway Island and Hilton Head Island, S.C.

Brian Patterson (BBA '93) of Athens was elected president of the Western Judicial Circuit Bar Association. He is chief assistant district attorney for Athens-Clarke County.



Mary Gowan (PhD '92) of Rockingham, Va., was named dean of the Mike Cottrell College of Business at the University of North Georgia. She previously was a professor and dean of the College of Business at James Madison University.



Floyd M. "Buck" Wiley III (BBA '92) of Atlanta was named to *Forbes'* "America's Top Wealth Advisors" list. Wiley serves as a private wealth advisor and managing director of wealth management in the private banking and investment group at Merrill Lynch.

Shaun Pittman (BBA '93) of Santa Monica, Calif., was named VP of sales and business development for Ozobot, which develops coding robots.

Jay Prince (BBA '93) of Valdosta was nominated for the 2019 *TIME* Dealer of the Year award. Recipients are among the nation's most successful auto dealers who also demonstrate a long-standing commitment to community service. He is VP of Prince Automotive of Valdosta Inc., a Buick, Chevrolet and GMC dealership.

Wendy Rogers (BBA '93) of Richmond, Va., was named VP, national relationship manager at The Signatry, a global Christian foundation.

Sean Taylor (BBA '93) of Atlanta will assume the role of managing partner at the Smith & Howard CPA firm.

Holly Gardner (BBA '94) of Mobile, Ala., is owner and esthetician at Glow Wellness Studio, a skincare spa.

1995-99

Yumi Colwell (BBA '95) of Atlanta was named first VP of Alliant's employee benefits group. Previously she was area SVP and practice leader with Gallagher Benefit Services.

Rick Epps (BBA '96) of Macon was named to the financial institution and real estate practice group of James-Bates-Brannan-

Groover-LLP. Previously he was a partner in the litigation practice group at Martin Snow.

Andy Price (BBA '96) of Irving, Texas, was selected as Scout executive/CEO of the Boy Scouts of America Grand Canyon Council in Phoenix, Ariz. He previously served as deputy Scout executive and COO of Circle Ten Council in Dallas, Texas.

Chad Evans (BBA '97) of Brookhaven was promoted to SVP of lending at Associated Credit Union, a company he has been with since 2001. He has served as its assistant VP of the mortgage department, assistant VP of the contact center and VP of lending.

Ivan Tornos (BBA '97) of Coral Gables, Fla., was named group president, orthopedics at Zimmer Biomet Holdings Inc. He previously served as worldwide president for urology/medical and critical care at Becton, Dickinson and Co.

John Bearden (BBA '99) of Mountain Brook, Ala., was named president of community and business banking for Renasant's middle Tennessee market. He previously was a managing director at Stifel Financial Corp.

2000-04

Tiffany Kunkle (BBA '00, MACC '01) of Atlanta was named CFO of Modern Luxury, the premier luxury lifestyle publisher headquartered in Atlanta. Previously she served as director of asset management at Cox Automotive.



Vickie Cox Edmondson (PhD '96) of Atlanta recently published "The Thinking Strategist: Unleashing the Power of Strategic Management to Identify, Explore and Solve Problems." She is a business consultant and professor at Morehouse College.



Megan Matthews (BBA '99) of Dallas, Texas, was promoted to mid-Atlantic property management lead at JLL. She previously served as director for JLL's south central region property management business.

Suzanne Phillips (BBA '00 BSAE '01) of Nicholasville, Ky., is owner of a Tutor Doctor franchise, a customizable one-to-one in home tutoring service designed to help students of all ages and subject levels.

Brandon Powell (BBA '00) of Atlanta was awarded *Atlanta Business Chronicle's* Small Business Person of the Year in the early-stage entrepreneur category. He is founder and managing director of HatchWorks Technologies. Under his leadership, Hatchworks has grown to more than 40 technologists and \$6 million in revenue in their second year of business. HatchWorks creates software solutions with a focus on analytics, automation, and custom applications for clients ranging from \$100 million in revenue to the Fortune 500.

Noel Whelchel (BBA '00) of Roswell was named a crane and rigging inspector at Crane Industry Services LLC. He previously served as a supervisor at The Home Depot.

Pierce Campbell (BBA '01) of Florence, S.C., was named CEO of Turner, Padgett, Graham & Laney, a firm he has worked with since 2004. He has served in leadership roles in the American Bar Association Section of Litigation for the past 12 years.

Michael Lonergan (BBA '01) of Atlanta was elected as one of the *Atlanta Business Chronicle's* 40 Under 40 for 2018. He is the managing partner at Georgia Oak Partners LLC.



Fred Veeder (BBA '00) of Roswell was named a teacher of the year by the Cobb County School District. A seventh-grade math teacher at Dodgen Middle School, he had his handprints placed along the Teacher Walk of Honor in Marietta Square's Glover Park.

Tim Smith (BBA '01) of Charlotte, N.C., was named chief sales officer for the Carolinas region of HUB Carolinas, a region of HUB International. Previously he served as regional VP of business development for Wells Fargo Insurance Services.

Matt Wirth (BBA '01) of Atlanta was named managing director of the national industrial investment advisory team at Holliday Fenoglio Fowler LP. He previously served as a SVP at Colliers International.

Michael Bone (BBA '03) of Savannah was named VP of Avison Young's new Savannah office, where he will focus on industrial, office and investment brokerage services. He most recently served as principal and SVP of SVN.

Billy Boyd (BBA '03) of Roswell was promoted to partner at Moore Colson, a CPA and advisory firm. He joined the firm in 2005 and held several roles, advancing from associate to a director role in risk advisory and compliance services before becoming a partner.

Marc Fordham III (BBA '03) of Atlanta was promoted to assistant VP and external relations officer for the public affairs department at the Federal Reserve Bank of Atlanta. He joined the Atlanta Fed in 2013.

Brad Whitfield (BBA '03) of Savannah was named to the Historic Savannah Foundation board of trustees. He is a partner at Coastal Consulting Management Group and serves as a contract CFO for several companies in the Savannah area.

Chuck Biskobing (BBA '04) of Brookhaven joined Cook & James as an associate attorney. Previously he owned his own law firm, which focused on real estate closings and title work.

Lesslie Ray (BBA '04) of West Palm Beach, Fla., was named to the board of directors of Foresight Energy LP. She has served as the CEO for Greenway Wealth Management LLC since 2017 and previously worked on the Foresight Management LLC business development team.

2005-09

Greg Gaughan (BBA '05) of Atlanta was named a director at HFF, focused on debt and equity placement transactions. He joins HFF from Grandbridge Real Estate Capital, where he was an assistant VP/loan originator.

Nick Maddox (BBA '05) of Atlanta was named president of White Electrical Construction Co., an electrical contractor supplying a wide range of industries in the Southeast. Prior to joining White Electrical, he was VP of Summit Industrial Construction.

Hunter Maskill (BBA '05) of Brookhaven was named EVP at INSUREtrust, where he will focus on professional liability/cyber product development. Most recently, he ran AIG's professional liability and cyber team for the Southeast.

Lee Mimbs Jr. (BBA '05) of Findlay, Ohio, is partnership income tax operations manager with Marathon Petroleum Corp. He was previously a senior manager at Grant Thornton LLP.

Paul Shoukry (BBA '05, MAcc '05) of Tampa, Fla., was named CFO at Raymond James & Associates. He previously served as the company's SVP of finance, treasurer and head of investor relations.

Charles Watson (MBA '05) of Atlanta was named vice chairman of the Southeast Franchise Forum's board of directors. He is the CEO of Tropical Smoothie Café.

Shelton Blease (BBA '06) of Atlanta was promoted to director of human resources operations at Lucas Group. He joined Lucas Group in 2014 as an HR business partner before being elevated to senior HR business partner.

Emily Hahn (BBA '06) of Arvada, Colo., was promoted to regional director of revenue

management at Chesapeake Hospitality. She previously served as Chesapeake's area director of revenue management.

Clay Huffman (BBA '06, MAcc '07) of Atlanta was elected chairman of the Georgia State Board of Accountancy. He is a senior manager at Frazier & Deeter.

Fernanda Barella Kirchner (BBA '06) of Roswell joined the Georgia Department of Economic Development as a project manager on the international investment team. She previously served as a brand marketing manager at FOCUS Brands.

Morgan Glenn (BBA '07, MBA '11) of Hoschton was named to *Boating Industry* magazine's 40 under 40. He is parts director at OneWater Marine.

Julie Staggs (MBA '07) of Atlanta is founder and managing principal of Beyond Theory to Practice, a consultation service.

Clinton Turner (BBA '07) of Boynton Beach, Fla., joined J&J Family of Farms as director of human resources.

Peter Verhoef (BBA '07) of Charlotte, N.C., was named head swim coach and aquatics director for The Bolles School. Previously he was a senior coach and high performance director for SwimMAC. While at Georgia, he was a finalist at the 2004 and 2008 Olympic Trials and represented the U.S. at the World Championships in 2007.



Jon Powell (BBA '05) of Atlanta was promoted to partner at Moore Colson, a CPA and advisory firm. He started his career with the firm 13 years ago and held several roles, advancing from associate to a risk advisory and compliance services director role before becoming a partner.



Jonathan Nwilo Jr. (AB '11) of Atlanta has joined James-Bates-Brannan-Groover-LLP as an associate in the firm's tax and wealth planning practice group. He previously served as an associate at Moore Ingram Johnson & Steele.

Scott Jacobs (BBA '08) of Nashville, Tenn., recently joined the ownership group of the NHL's Nashville Predators, and was promoted to CFO of TrustPoint Hospital in the Nashville area.

Theresa Silcox (BBA '08) of Winterville was named 2018 Employee of the Year at Cannon Financial Institute, where she works as SVP and director of strategic alliances.

Jeff Stanley (MBA '08) of Langdon, N.D., was named CEO of Cavalier County Memorial Hospital. He previously served as COO at Cullman (Ala.) Regional Medical Center.

James Congelio (BBA '09) of Tampa, Fla., will help lead the team as Sterling Seacrest Partners expands into Florida, opening an office in Tampa. He previously worked as a surety department manager at Bowen, Miclette & Britt of Florida.

William Kent (BBA '09) of Nashville, Tenn., joined the firm of Waller Lansden Dortch & Davis. Prior to joining Waller, he was a corporate and securities associate at Bass, Berry & Sims PLC.

2010-14

Joseph Pekala (MBA '10) of Chicago, Ill., was named SVP and CIO of Owens & Minor Inc. and will work in the Richmond, Va., office. He previously served as SVP and CIO for ACCO Brands Inc.

Conor Richardson (BBA '10) of Austin, Texas, recently published "MILLENNIAL MONEY MAKEOVER: Escape Debt, Save for Your Future, and Live the Rich Life." He is a CPA

and founder of MillennialMoneyMakeover.com, where he helps millennials master essential money matters.

Will Sullivan (BBA '10) of Calhoun joined Washington Regional Medical System as VP of facilities. Previously he served as director of facilities services at AdventHealth.

Joseph Wytanis (MBA '10) of Suwanee was named president and CEO of Zoom Telephonics Inc. He previously served as senior practice engagement partner at Infosys Limited and also served as a principal at High Tech Associates LLC.

Caitlin Saltonstall (BBA '12) of New York City is a corporate development associate for IBM after graduating from the Johnson Graduate School of Management at Cornell University with a MBA.

Matthew Hawkins (BBA '13) of St. Simons Island was promoted to consultant with LCG Associates Inc., an independent investment consulting firm. He began his career at LCG as an investment analyst.

Spencer Barrow (BBA '14, JD '18) of Watkinsville joined Wilkes Law Firm in its Spartanburg, S.C., office.

2015-19

Emily Beckham (BBA '15) of Miami, Fla., is a risk manager for PURE Insurance, a personal insurance company.

Derek Hammock (BBA '15, MAcc '16) of Athens was named director of business operations for the University of Georgia Athletic Association. As a CPA, he previously worked in EY Atlanta's assurance practice.

Cody Partin (MBA '15) of Brookhaven was promoted to SVP of total rewards and people operations at Cox Enterprises. In this new role, he will continue to lead the benefits, compensation and human resources technology services teams as well as talent management and diversity and aviation.

Josef 'Sepp' Straka (BBA '15) of Valdosta became the first Austrian-born player to earn a PGA Tour card.

Byron Stufken (BBA '15) of Los Angeles, Calif., is a senior analyst in risk management at Fox Entertainment Group.

Jake Candler (BBA '16) of New York City is a consultant in capital markets in the strategic communications segment of FTI Consulting.

Ben Huddleston (BBA '16) of Dacula was promoted to account executive at business management firm Flood, Bumstead, McCready & McCarthy Inc. He joined the company in 2016.



Emily Escoe (MBA '18) of Athens joined Fortson, Bentley & Griffin PA as an attorney specializing in corporate law. She has served as a clerk with the firm since 2016.

Christopher Vaughan (MBA '16) of Brookhaven was named VP of government affairs at McKesson Corp.

Chloe Drescher (BBA '17) of Owings Mills, Md., was named an associate digital analyst at MGH, a Baltimore-based marketing communications agency. She joins MGH after serving as a junior associate at Warschawski.

Jared Farrell (BBA '17) of Lithonia is a financial analyst at Equifax.

Dr. Kelly Geisler (MBA '17) of Athens was named the Grace College Alumna of the Year. She works as director of gynecological oncology at Cancer Treatment Centers of America in Atlanta.

Aditi Kardekar (MBA '18) of Atlanta is a tax management consultant with Deloitte.

Anthony Martin (BBA '18) of Kennesaw joined Bull Realty as a commercial real estate professional to the national office group.

Anna Myers (BBA '18) of LaGrange is a customer business analyst at The Kraft Heinz Co. in Fayetteville, Ark.

Colt Neal (BBA '18) of Cumming joined Bull Realty as VP of the national office group with a primary focus on disposition and acquisition of office properties in the southeast U.S.

Davis Riddle (MBA '18) of Athens joined Morton & Gettys as an associate. His practice will include corporate law, commercial leasing and commercial real estate and development. ■



Leadership and legacy

Earl Leonard earned degrees in law and journalism while a student at the University of Georgia, but his relationship with all facets of UGA in the years since — especially the Terry College of Business — is profound and significant.

Serving on the Grady College of Journalism faculty while earning his law degree, Leonard went on to serve as press secretary to U.S. Senator Richard B. Russell and was one of the founders of the Senate Press Secretaries Association. He then joined The Coca-Cola Company in 1964, spending 35 years with the soft drink giant. He was elected assistant VP in 1976, head of government relations in 1978 and senior vice president in 1983.

During a pivotal 16-year period in the company's evolution, he led the corporate affairs division, directing the company's communications, governmental relations and public relations. After retiring he served five additional years as a consultant.

The leadership skills Leonard gained over the years were put to good and frequent use at UGA, where he served as president of the UGA Alumni Association, a trustee of the UGA Foundation, and on many advisory committees and nonprofit boards, including the Richard B. Russell Foundation. At Terry, he has been a Distinguished Executive-in-Residence for two decades now, meeting one-on-one with students to offer guidance and advice.

"Earl Leonard's impact is truly immeasurable and exponential," says Laura Little, Synovus Director of ILA. "No matter where you are with Earl — in Athens or Atlanta, at the Mayflower or the Capital City Club — individuals frequently stop him to express their gratitude for the great impact he's made on their lives. It's remarkable and inspiring."

His example has inspired many to live ILA's core values: responsibility, stewardship, excellence, integrity and purpose.

Earl started it — let's finish it

During **Earl Leonard's** time as an executive at Coca-Cola, he noticed the job candidates he met were often lacking leadership skills, and he wanted to influence how higher education could remedy the issue.

So in 2001, Leonard and his wife Bebe pledged \$2 million in seed money to establish the Bebe and Earl Leonard Leadership Scholars Program, a two-year leadership development curriculum for Terry undergraduates. The gift helped establish the Institute for Leadership Advancement, and the program has since expanded to include the Leadership Fellows Program, which is open to students in all UGA majors. **ILA has graduated nearly 1,300 students through the two flagship programs.**

Today the Leonard Leadership Scholars Program provides personalized leadership development through innovative courses, enriching extra-curricular activities, and challenging service opportunities. The student commitment creates and sustains a strong servant-leader culture.

"I believe ILA has a bright future because it addresses a vital, not important, but vital need in business education," Leonard said. "You have got to have leadership abilities for 21st-century success in business."

The Leonard Scholars Forever campaign is the opportunity to finish what Earl Leonard started. **Funding the future of the Leonard Leadership Scholars Program is a step toward securing the entire ILA program.** A fully endowed Scholars Program ensures future generations will experience ILA essential programming while supporting integral activities such as service-learning projects, the Terry Leadership Speaker Series and Diversity and Inclusion Speaker Series. A gift of any size will help reach the \$3 million goal — an investment in ILA is an investment in future values-based, commitment-driven leaders.

Earl started it — let's finish it.



Live the coin

Andrew Dill (BBA '06) wouldn't be where he is today without the Leonard Leadership Scholars.

Upon his graduation, he had a job lined up in his field of study, but he was uncertain of his path ahead.

"Immediately upon graduation, I accepted a job that paid well but wasn't my passion," Dill said. "Mr. Leonard pushed back and encouraged me to accept a role that would challenge me the most and not pay the most. 'Your 20s are for learning and your 30s are for earning' he would say. While his advice led me to take a significant pay cut, the transition into a position with U.S. Sen. Johnny Isakson led me down the career path I am on today and the lessons learned have served me well."

Now the director of government relations at Lockheed Martin, Dill successfully manages connections with high-ranking U.S. officials and Fortune 500 executives. His time in the Institute for Leadership Advancement helped



DILL

him develop the expertise he has now.

"Leonard Leadership Scholars taught me the value of finding your purpose and passion not only in your career but in life," he says. "The Leonard Scholars Program challenged us to think differently and taught all of us how to be better professionals, colleagues and leaders in our communities."

Dill wants the importance of what he learned as a Leonard Scholar to continue forever. The support offered now will be paid back over and over again by the leaders it will continue to produce.

"I am always amazed by the academic and leadership success of current students in the ILA program and often wonder how I ever made it in," he says. **"As the years pass, it's critical for the graduates of this program to return the investment Mr. and Mrs. Leonard and the Institute for Leadership Advancement made in us to the current generation of students.** The Leonard Scholars and ILA brand is a gold standard and we must all strive to maintain our commitment to this program and to the Terry College of Business, so future generations of alums have the same opportunities we were provided."

To participate in this campaign, please contact: Heather Howarth at hhowarth@uga.edu; 706.542.6886 or Katrina Bowers at kbowers@uga.edu or 706.542.0041

1940s

Sara L. Breibart (BSC '40), Roslindale, Mass., Feb. 24. **Lois Bridges Grubbs** (BSC '40), Atlanta, Nov. 22. **Bert W. Webb** (BSC '40), Altamonte Springs, Fla., Nov. 23. **Harold S. Reed** (BSC '41), Savannah, Oct. 12. **Sarah Angelene Barker** (BBA '42), Pine Mountain, Nov. 25. **Henry Grady Callahan Jr.** (BBA '42), North Little Rock, Ark., March 10. **J. Augustus 'Gus' Pursley Jr.** (BBA '44), Milledgeville, Oct. 27. **Auston H. Gray Sr.** (BBA '49), Columbia, S.C., Oct. 31. **William C. Mull** (BBA '49), Rome, Nov. 21. **Col. Robert N. Saye Jr.** (BBA '49), Palm Bay, Fla., Jan. 6.

1950s

Dr. Paul W. Chapman Jr. (BBA '50, DVM '62), Belleair Beach, Fla., March 16. **William 'Bill' C. Lippincott** (BBA '50), Atlanta, Feb. 3. **Vance S. Pitzer** (BBA '50), Martinsville, Va., Feb. 23. **Lewis 'Ted' A. Taylor** (BBA '50), Savannah, Oct. 27. **Sarah Dudley Wade** (BBA '50), Decatur, March 4. **Charles Bix Shoemaker** (BBA '51), North Billerica, Mass., Dec. 12. **Girard 'Jerry' N. Campbell** (BBA '52), Bradenton, Fla., Dec. 30. **Wilder G. Little** (BBA '52), Marietta, Oct. 18. **Edward M. Wright** (BBA '52), Lanett, Ala., Dec. 20. **Thomas C. Harris Jr.** (BBA '53), Smyrna, Dec. 19. **Lt. Col. John A. Wells** (BBA '53), Winter Springs, Fla., Jan. 20. **Richard T. Brunegraff** (BBA '54), Brunswick, Nov. 6. **William 'Bill' C. Cumbie** (BBA '54), Vidalia, March 2. **Harold 'Hal' F. Adams** (BBA '55), Kennesaw, Oct. 25. **Guerry G. Barton** (BBA '55), Atlanta, Dec. 27. **Jim W. Hope** (BBA '57), Loganville, Oct. 18. **Col. Lowell W. Smith** (BBA '57), Doylestown, Pa., March 9. **Jackson E. Cardin** (BBA '58, MBA '59), Snellville, Jan. 8. **Jerry E. Grayson** (BBA '58), Jonesboro, Nov. 23. **Dr. G. Robert Greene Sr.** (BBA '58, MBA '62), Chesapeake, Va., Nov. 10. **George P. Halligan** (BBA '58), Maitland, Fla., March 20. **Robert T. Duncan** (BBA '59), Woodstock, Oct. 27. **Robert W. Ingram** (BBA '59), Hickory, N.C., Oct. 27. **Butch Langfitt III** (BBA '59), Thomasville, N.C., Oct. 26. **John Duke Poston** (BBA '59), Duluth, Jan. 25. **M.T. Simmons Jr.** (BBA '59, LLB '60), Gainesville, Jan. 15. **James R. Thompson II** (BBA '59), Guyton, Jan. 18.

1960s

James W. Boyd (BBA '60), Phenix City, Ala., Jan. 29. **Dr. Lawton W. Howell** (BBA '60), Warner Robins, March 7. **Edward H. Linch Jr.** (BBA '60), West Point, Oct. 25. **Philip Wayne Sheffield** (BBA '60), Brunswick, Feb. 5. **John H. Anderson Jr.** (BBA '61), Hawkinsville, Jan. 10. **Larry B. Colet** (BBA '61), Hephzibah, March 9. **John 'Al' A. Johnson** (BBA '61), Conyers, Jan. 1. **Thomas H. Paris Jr.** (BBA '61), Gainesville, Nov. 19. **Ronald P. Brown** (BBA '62), McDonough, Nov. 6. **Myrtice Kathryn Harris** (BBA '62), Macon, Dec. 5. **C. Dexter Jordan Jr.** (BBA '62), Columbus, March 24. **E. Harold Adair** (BBA '63), Gainesville, Oct. 3. **Kermit E. Smith** (BBA '63), Hampton, Nov. 29. **Robert E. Squires** (BBA '63), Tucker, Oct. 7. **George G. Kellum III** (BBA '64), Whitestown, Ind., Feb. 27. **William R. Minnich Jr.** (BBA '64), Lake Toxaway, N.C., Jan. 19. **William 'Wick' N. Searcy** (AB '64, JD '67), Savannah, Dec. 3. **James Dennis Fiveash** (BBA '65), Waycross, Oct. 23. **Harold W. Hobgood Sr.** (BBA '65), Peachtree Corners, Dec. 9. **James C. Noell** (BBA '65), Ocala, Fla., Jan. 27. **Lewis H. Shropshire Jr.** (BBA '65, MBA '67), Athens, Nov. 23. **Clyde W. Fitzgerald Jr.** (BBA '66), Winston Salem, N.C., Nov. 18. **James A. Marshall** (BBA '66, BSA '85), Watkinsville, Oct. 24. **Charles O. Horne** (BBA '67), Leesburg, Jan. 24. **Philip M. Tatum** (BBA '67, MBA '70), Guntersville, Ala., Dec. 31. **William 'Billy' M. Dorsey** (BBA '68), Maysville, Jan. 9. **Richard B. Allgood** (BBA '69, BSPH '77), Cave Spring, Dec. 20. **William Morgan Calhoun** (BBA '69), Tifton, March 6. **Cristen M. Gleason** (BBA '69), Brigantine, N.J., Nov. 8. **Walter 'Ed' E. Goudelock** (AB '69, MBA '74), Evans, Jan. 17. **Robert L. Hightower** (BBA '69), Blakely, Dec. 1. **Thomas J. Westbrook** (BBA '69), Suwanee, Nov. 5.

1970s

Lindsay M. Swida (BBA '70), Dublin, Oct. 8. **Earnest J. McCollum** (BBA '71), Demorest, Nov. 11. **Chester G. Rosenberg** (BBA '71), Atlanta, Nov. 23. **David 'Hal' H. Averett** (BBA '72), Columbus, Nov. 28. **Danny J. Burkard** (MBA '72), Lewisville, Texas, Jan. 19. **Clark F. Cooper** (BBA '72), Eatonton, Dec. 15. **Richard A. Harman Jr.** (BBA '72), Lakeland, Fla., March 13. **Jack D. Kent Jr.** (BBA '72), Millen, Oct. 17. **Bobby C. Lawson** (BBA '72), Brevard, N.C., Nov.

4. **Charles O. Freeman III** (BBA '73), Augusta, Jan. 29. **Dr. Fred A. Jacobs** (PhD '73), Stone Mountain, Feb. 24. **Charles A. Langford** (BBA '73), Gainesville, Feb. 23. **Aaron A. Danneman** (BBA '74), Roswell, March 12. **David O. Martin** (BBA '74), Douglasville, Oct. 11. **Dr. George R. von Tungeln** (PhD '74), Portland, Texas, March 28. **Thomas H. Burgess** (BBA '75), Cleveland, Tenn., Feb. 1. **James C. Edelen** (BBA '75), Athens, Feb. 23. **Donald H. Fallis** (BBA '75), Wilmington, N.C., Feb. 5. **James E. Greer** (BBA '75, MBA '77), Fort Worth, Texas, Nov. 28. **William 'Bud' C. McCleskey** (BBA '75), Jacksonville, Fla., Feb. 20. **William A. Felts Jr.** (BBA '76), Jacksonville, Fla., Feb. 14. **Robert D. Kemp** (BBA '76), Columbus, Jan. 28. **Douglas Wayne McConnell** (BBA '76), Warner Robins, Oct. 4. **Dr. James 'Tom' T. Lindley** (PhD '77), Deltaville, Va., March 23.

1980s

John 'Tom' T. Hobbs III (BBA '80), Springville, Ala., March 3. **Phyllis McAvoy Paulk** (AB '81), Fitzgerald, Oct. 18. **Jeanine M. Jamison** (BBA '84), Madison, Ala., Oct. 4. **John R. Trice** (AB '84, MA '92), Bogart, Nov. 9. **James M. Henry** (BBA '86), Watertown, Conn., March 31. **Scot C. McKelvey** (AB '86), Decatur, Dec. 12. **Joseph M. Campodonico** (BBA '87), Watkinsville, Dec. 6. **Michael P. Havrilla** (BBA '87), Warner Robins, March 14. **Reginald R. Bradford II** (BBA '89), Atlanta, Oct. 22.

1990s

Rep. Robert 'Mickey' M. Channell Jr. (BBA '90), Greensboro, Feb. 26. **John L. Gugino III** (BBA '90), Nicholson, Dec. 20. **Jane A. Sheldon** (BBA '92), Atlanta, Nov. 2. **Jason A. Gramling** (BBA '94), Smyrna, March 8. **Bradley P. Wood** (BBA '94), Simpsonville, S.C., Jan. 16.

2000s

Robin R. Bradley (BBA '00), Skaneateles, N.Y., March 14. **Larysa O. Hujeczek-Masiero** (MBA '03), Waxhaw, N.C., Nov. 17. **Capt. Michael E. Fessler** (BBA '04), Roswell, March 11. **Theresa R. Purvis** (BBA '09), Savannah, Feb. 2.

2010s

Jason C. Collins (BBA '11), Marietta, Oct. 31. **David Michael White Jr.** (BBA '12), Fort Lauderdale, Fla., Feb. 23.

A photograph of two women in a bright office setting. One woman, with dark curly hair, is holding a black mug and looking at a document. The other woman, with blonde hair and glasses, is pointing at the same document. They are standing at a wooden desk cluttered with various papers, some of which have handwritten numbers like '7492' and '7337'. In the background, there is a large window with two potted plants on the sill. The overall atmosphere is professional and collaborative.

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