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A voice for
businesses in the
Upper Cumberland



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ARC ready to ramp up at PowerCom site

LIZ ENGEL | UCBJ Editor

HARTSVILLE – A new automotive supplier – and Trousdale County’s first – is nearing completion on its first phase of construction within the PowerCom Industrial Center, and officials who oversee that property continue to prep the site – and others within a five-county region – for further commercial development.

PowerCom, a 440-acre industrial park and one-time world’s largest Tennessee Valley Authority (TVA) nuclear site, has been a moving target, but, these days, it’s one on the up-and-up: V&C Manufacturing/Christy’s, a maker of

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New Crossville recall provision making waves

JIM YOUNG | Special to the UCBJ

CUMBERLAND COUNTY – Voters in Crossville will see an election item never before balloted in Cumberland County until this year. A recall for two sitting council members come November.

The call to action was spurred by

a citizens group following recent moves to ouster City Manager David Rutherford, and what some say are behind-the-scenes efforts to kill the Horizon Initiative, a community-wide effort to bolster economic development, tourism and reduce drug use and crime.

But how did we get here, exactly?

In 2013, the city of Crossville was looking to make some routine housecleaning updates to the city charter and appointed a charter commission to review the existing charter, changes to state law, and make recommendations for bringing the charter up to date.

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WHERE ARE THE WORKERS?

LIZ ENGEL | UCBJ Editor

SPARTA – Eddie Pack has been in business 18 years. But in 2016 – a year in which, at least when compared to recent history, building has never looked better – that could all come to an end.

It’s the workers, he says, or, more specifically, the lack thereof, that has him considering closing down. His commercial roofing firm, E.S. Construction, can’t find enough qualified folks to continue. And for others in the construction industry, it’s the biggest threat in existence today.

A labor shortage means new builds, like residential homes, are taking longer to complete – a couple months or more – and are costlier. Some contractors are trucking in workers from outside the region – even out of state – to meet the demand. Some are advertising

LABOR SHORTAGE MEANS DELAYS FOR LOCAL CONTRACTORS

“everywhere” for jobs that pay way above minimal wage. The regional trade association is dipping into high schools to spread the word.

“I don’t know if there is a solution,” said Pack. He says there’s a lack of will to work. Many others left the industry during the Great Recession and housing bust to pursue work elsewhere, never to return, stretching the current labor pool thin.

“We’re giving too much away,” he added. “It doesn’t matter what you pay them – whether it’s 8 bucks or 18 bucks – they’re just not going to show up to work. I’ve considered closing down, just because you can’t get help. You beat yourself to death, and you can’t fulfill a contract in a timely

manner. What choice do you have?”

Tim McReynolds, owner of McReynolds Builders, a Cookeville firm that specializes in residential construction, has two homes in progress, one in Hickory Flats and the other at 10th and Mitchell. He was stalled for more than two weeks on the former, waiting for sheetrock hangers. A normal new build takes six to nine months to complete, but, considering delays these days, add two months – at least – to that schedule

“It just seems like it’s getting worse and worse,” McReynolds said. “It’s frustrating. Just (waiting on) one sub throws me weeks behind.

“When it was slow, subcontractors were calling me (saying), ‘please, let me do your house, I’ll do it for \$5 a board less,’ or ‘I’ll do it \$1,000 cheaper.’ Now that they’re in demand, they’re charging whatever they want,” he added. “Young people coming out of high school, they don’t want to do it because it’s hard work, but if they did, if they could pick up a trade like hanging sheetrock, they could make a fortune. A lot of the subs working for

me make a lot more than I do. And I’m building a whole house. It’s pretty crazy.”
According to the National



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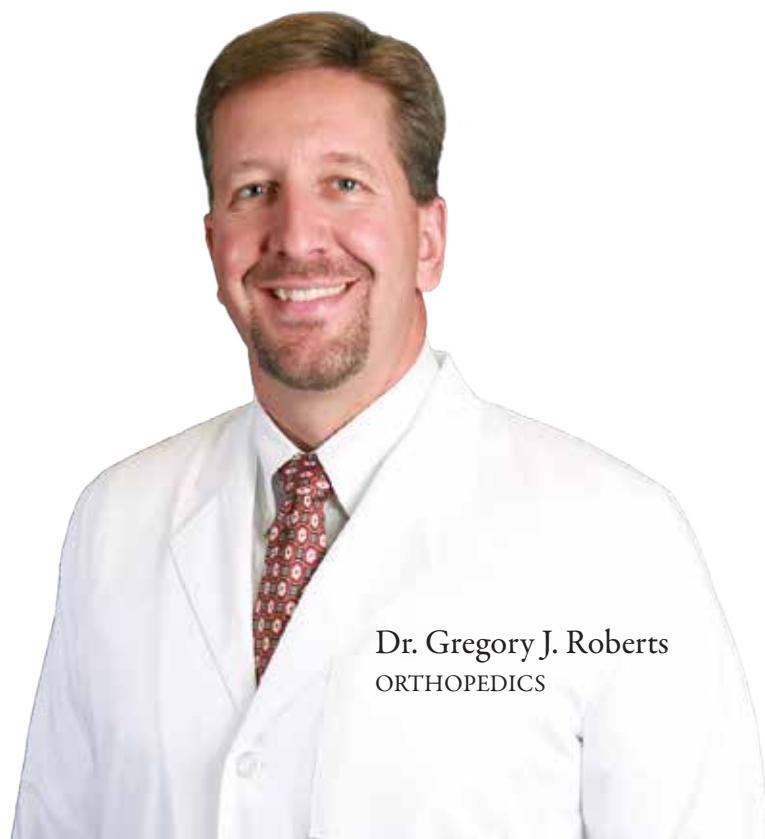


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DESTINATION: POGUE CREEK CANYON

LIZ ENGEL | UCBJ Editor

FENTRESS COUNTY – There’s nothing else quite like it in the state of Tennessee – or perhaps even outside the rough and tumble confines of the American Southwest.

Park Manager Travis Bow says Pogue Creek Canyon’s waterfalls, sandstone bluffs, mesas and arches made it a lock as a natural area back in 2006. While it’s taken years to improve public access, a new trail opening this year will take hikers deeper into the once remote area of Fentress County.

“It’s spectacular,” said Bow, who will help lead a hike previewing the new path this May. “It’s like Utah but in Tennessee.”

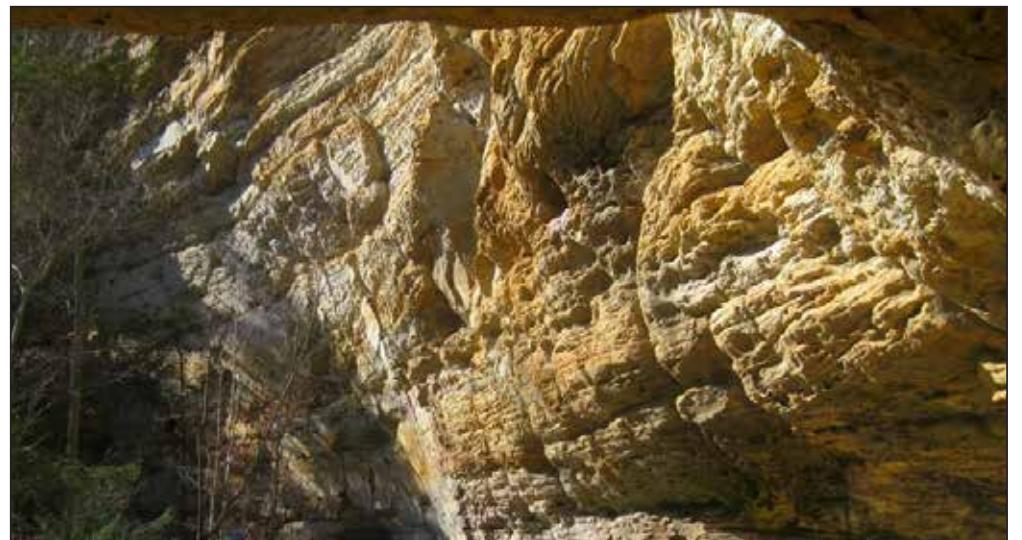
Situated west of Big South Fork, Pogue Creek Canyon is 3,000 acres in all. It was dedicated to the state a decade ago, but accessibility was limited until additional land purchases were made – possibly making it the region’s best-kept secret.

Volunteers – ranging from Boy Scout troops to Amish trail crews from Ohio – have helped dig deeper into the canyon. One of the newest trails measures about four miles, and Bow and Director Roger McCoy will lead a guided hike on that path on Saturday, May 14, in part to garner more public support for their efforts. They hope the loop will be officially opened in October. The goal is to eventually connect to Pickett State Park on Pogue’s eastern end.

“This October, we should have around 12-ish miles of trail completed,” Bow said. “The terrain makes this somewhat daunting task. It’s been a whole lot of work to get it done.”

But it’s been worth it, he added.

“The Plateau is a spectacular place, but this relatively small tract has an enormous percentage of the arches on the Plateau, and mesas you really don’t find anywhere but the Southwest,” Bow said. “It’s a natural beauty, and it’s home to several endangered species. There’s a long list (when it comes to designating a natural area) and this basically checked



Pogue Creek Canyon can be accessed via a trailhead off State Route 154. To attend May’s hike, RSVP to Travis.Bow@tn.gov. Wear sturdy shoes or boots and bring water and snacks. The cost is \$10 and includes a picnic lunch while in the canyon. For more information, visit <https://www.tn.gov/environment/article/na-na-pogue-creek-canyon>.

term goal is to extend Pogue’s trail system farther west so the property can be accessed via the Highway 127 corridor and the Sgt. Alvin C. York State Park.

“We’re hoping for a little more of a (visitation) boom this year. I think once we get the trail open, that will change quite a bit,” he said. “The whole reason for (protecting) these properties is for people to see them and appreciate them.” ■

off everything.”

Amish crews – groups of 14-17 ages 18-24 – were on site this February and last. Others have chipped in bits and pieces along the way. Once Pogue connects to Pickett, hikers can more easily access its 58-plus miles of trail. An even longer-

Academy celebrates distribution center opening

LIZ ENGEL | UCBJ Editor

COOKEVILLE – Academy Sports + Outdoors opened its newest distribution center April 26, and the Cookeville operation will support the company’s network of stores throughout the Midwest along with a growing e-commerce business, officials said.

Executives with the Katy, Texas-based company – along with Gov. Bill Haslam and other state and local officials – gathered at the 1.6 million square foot facility to celebrate the occasion. The distribution center is Academy’s third; it will bring approximately 700 new jobs to the area over a five-year period.

“This is an incredibly exciting time for Academy Sports + Outdoors. Bringing this distribution facility online is a tremendous accomplishment that is the result of many years of hard work, dedication and planning by countless Academy team members, along with the many city, county, state and other local officials,” Academy Sports + Outdoors president and CEO J.K. Symancyk said. “We are looking forward to serving this community, our stores and our customers in this region for many years to come.”

Academy announced in August 2014 its plans for the state-of-the-art plant, which is located on 257.38 total acres just outside the Highlands

Business Park along Interstate 40 on the west side of Cookeville. It’s considered one of the region’s most significant economic development wins and is the largest distribution facility in Tennessee under one roof – an accomplishment that should be considered “a badge of honor,” Cookeville Mayor Ricky Shelton said.

“I can’t tell you what a big deal it is to us that you chose Tennessee,” Haslam said. “Academy is a world-class brand that can choose to do business anywhere. It says a great deal about our business climate that they are creating jobs here.”

Symancyk said Academy is “well

SEE ACADEMY | 26

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WHERE ARE WE NOW?



VIEWPOINT

LIZ ENGEL
UCBJ EDITOR

complete/Students to pitch ideas in true 'Shark Tank' fashion/Cookeville dental group relocating/UCDD employee stole thousands/Williams Wholesale expands/Gibson – once disbarred – now reinstated/On the farm: Science meets technology in DeKalb HS talk next week/'Taste of the Underground' blends music, food/New Tech parking plan includes garage/Free medical clinic expected to serve 1,000-plus/Teams from around the world coming to Cookeville to compete for Baja title/Is Gainesboro 'camp' the best kept secret in Tennessee?/What's next for Westside Deli locale?/Williams: House passes plan to boost rural economic development/Krispy Kreme coming to Cookeville/Is the UC nearing full employment?/Golfweek Magazine names UC club among Tennessee's best/Cookeville restaurant closing – but not disappearing/Lakeside Resort status: Sold/Prospects showing

Well, readers, it's sure been awhile. Exactly 213 days – or 30 weeks or 18 million seconds – since you've last seen the UCBJ in print.

That's partly on purpose. Since our transition to digital in January 2015, we've focused largely on our web product – which is the future in this business – and so far, have seen increasing success. But we still want to stay with our tried and true, a paper people can see, touch and feel. So here you have it. Literally. But if you only rely on the UCBJ print edition for your news, you've missed A LOT. How much? Let's recap the top headlines over these last six months:

Fallout hits in Crossville city manager suspension/Ficosa construction

interest in Crossville's interchange park/What's better than a Yeti but made in the UC?/Cumberland Medical Center in search for new CEO/'No smoking gun' in Crossville city manager suspension request/Cookeville Golf Club property donated to Tennessee Tech/Tourism leaders announce inaugural UC Wine Festival/Cookeville's first microbrewery opening soon/Eaton cutting ties in Jackson County/Former Ten Broeck leader to head new Crossville senior living center/Rib City Cookeville up and running at new locale/'Synergy' to celebrate nine years/Tennessee Tech reveals new logo, first in 15 years/Jackson County brings back economic development board/CMC emergency department expansion on track/Beer distributor acquisition won't affect Cookeville operations/Crossville Raceway to reopen under new ownership/Goodwill finds work for 500-plus in Putnam County in 2015/\$100 million wind farm coming to Cumberland County/CoLinX to gain as auto distributor consolidates/Sutton Ole Time Music Hour to celebrate 400th show/Uplands Village expansion nears completion/Low bid awarded in fifth interchange project/Wilson Bank & Trust to ring in 2016 with opening of new Cookeville office/Tennessee Tech clearing way for new \$40M project/Side Stitch adds athletic apparel option to Cookeville's West Side/Sweetest sorghum may not come from Muddy Pond/First Freedom Bank to acquire three UC branches/Averitt names Spain president/List: Fall Creek Falls 'best' Tennessee state park/Welcome to Poet's 2.0/Academy Sports: Cookeville construction on schedule/CRMC names first lung nurse navigator/Gordonville zinc mine site has closed/Sierra Club files petition

against Interstate Drive development/Haslam announces major overhaul for Tennessee colleges/TTU alumna named 'leading woman' in auto industry/Local law firm expands/New clubhouse highlights the best of Fairfield Glade/Short Mountain prepping new moonshine release/Gainesboro's Bight of the Bend closing/Builders to bring back home tour in 2016/Homestead Timber eyeing expansion in Cumberland County/Center Hill Dam receives historic recognition/Art tour kicks off Friday in Cookeville/New Cookeville hotel will have first-in-the-region features/UCDD: Senior Expo attendance breaks records/Rock Island site among state's most endangered properties/Cookeville names new museums manager/Goodwill's impact \$11.2M in Putnam County/Little named interim CEO at River Park/Tech tops in 'economic mobility'

And that's just since mid-April. Honestly, this piece wasn't meant as a means to toot our own horn (although, looking at it now, I know we're doing a pretty darn good job) or to catch you up Cliffnotes-style on all that you've missed. It's about awareness. Digital is the name of the game in news media – and for a lot of other businesses. Going digital allows us the flexibility to lead with breaking news, experiment with features like our new "Small Business of the Month" partnership, and bring you more personal profiles than could ever fit in these pages – but, at least I hope, we'll never lose touch of our roots. This edition, by the way, is our 117th one, for what it's worth. And there's no plans to stop. ■

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

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Crossville businessman plans spec building

JIM YOUNG | Special to the UCBJ

CROSSVILLE – A Crossville developer and businessman is looking to build a 50,000-square-foot speculative building in the city – a “unique” investment by a private citizen, officials say, one that could help fill the void of available, marketable industrial properties in Cumberland County.

L.E. “Butch” Smith plans to purchase a 9.09-acre tract on Wyatt Court from the city at a cost \$25,000 per acre to construct the structure, complete with 30-to-34-foot ceilings. According to Smith, the total investment is around \$2 million with necessary financing provided by First National Bank of Tennessee.

The vast majority of spec buildings are publically funded and publically owned; it’s rare for a private citizen to initiate such a process.

“We desperately need buildings to market,” Brad Allamong, president of the Crossville/Cumberland County Chamber of Commerce, said. “We do not have a building to put in front of people who are looking. I commend Mr. Smith for this, and I hope more people step forward. And this is really unique, and I’m in full support of it.”

The city agreed to the land sale and a pair of incentive requests. Smith’s proposal letter to the city asked for “any incentives typically offered to any potential client.” Smith specifically requested that proceeds from the land sale – roughly \$227,250 – be put into an escrow account by the city for a period of three years. From that account, he would be rebated \$5,000 for each permanent



Crossville businessman Butch Smith’s company Forbus Investments LLC owns the building in the background, and the Crossville city council recently approved his purchase of a 9-acre lot in the foreground. Smith plans to build a 50,000-square-foot spec industrial building on the property.

full-time position created.

Smith also proposed property tax abatements similar to payment in lieu of taxes (PILOT) programs offered to other industrial firms. Smith would additionally need fill material from the city to bring it up to grade.

“I don’t see how this can’t be a win-win situation for the community,” Councilmember Pam Harris said.

The PILOT request needs county and industrial development board approval. And sale of city property is subject to a 30-day period, and public notice is given. If a petition of 10 percent of registered city voters request it, the sale must go before a referendum – an unlikely scenario but one that must be taken into consideration.

Smith said his companies are already the largest operators of industrial space in Crossville – some 900,000 square feet of space is either owned or managed by his

firm. Clients include CoLinX, Crossville Ceramics, Manchester Tank, StonePeak, Ficosa, TLD and Averitt Express.

Asked if he planned to lease or sell the proposed building, Smith told the UCBJ, “I’d do either one, whatever a company

wants to do, that’s what we’d do,” he said. “By far the majority of all companies want to lease something. Nobody wants to own it.”

He said the project is a long-term investment. The first step is to secure a tenant.

According to Smith, that last city-built spec building neighbors the 9 acres he’s seeking. It was built as a shell and sold to a company that planned to do computer recycling, but after numerous delays, the city took it back and sold it to him. Smith said he put additional money in the building to finish it out and has been leasing it since.

Smith also operates Central Storage in Crossville, a 370,000-square-foot building in the old Avery-Dennison Carter Ink factory site on West Avenue. Central Storage’s operation includes office and professional space, commercial warehouse facilities and a variety of self-storage units, some of which are climate controlled. ■



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Performance evaluations – new trends for employee reviews

There seems to be a trend developing among many employers of eliminating annual performance reviews altogether, and instead relying on more continuous feedback throughout the year.

The Washington Post recently reported that studies have shown up to 10 percent of Fortune 500 employers have eliminated the annual performance review process, and that many more are likely to follow. The theory is that ongoing feedback on a quarterly, monthly or even weekly basis is proving more effective. Expedia, Gap, Microsoft, Deloitte and Medtronic are just a few examples of companies who have remodeled the way in which they give employees feedback and evaluate their work.

SO WHY THE SHIFT? PROBLEMS WITH THE OLD WAY

Employers face a variety of challenges when it comes to carrying out the typical annual performance review process. Many of these challenges are simply due to the fact that the review generally occurs just once a year.



LEGAL

JEFF JONES
SPECIAL TO THE UCBJ

Performance reviews are helpful only if they are honest, consistent and well documented. If an employee with chronic performance problems receives satisfactory performance reviews once each year or if the employer fails to otherwise document the employee's ongoing performance problems, the employer may have a difficult time defending a subsequent disciplinary action. Further, if that employee is terminated by the employer for poor performance, the positive performance review will be the primary exhibit in the employee's charge of discrimination or retaliation. Having regular reviews or conversations on a more frequent basis may help an employer address relevant issues on a consistent basis as they arise instead of sweeping them under the rug at the end of the year review.

It is also problematic to tell an employee one thing, but then document

something else. Employees expect a straightforward assessment of their performance and being dishonest with the employee will lead to misunderstandings or worse later. Further, if a manager tells an employee that she has nothing to worry about, despite a bad written review, it greatly undermines the ability of the written appraisal to support any negative action the employer may take as to the employee in the future. When employers have the opportunity to address shortcomings with employees on a more frequent basis, the employee has more opportunities to understand and correct them.

Meeting with employees on a more frequent basis can also facilitate management's ability to give more specific feedback as opposed to making general, vague statements about the employee's performance at the end of the year. Addressing problems in bite-sized pieces over time seems to be an easier message to deliver than waiting until an arbitrary time to discuss a year's worth of bad performance concerns. The more specific the feedback an employee receives, the better equipped the employee will be to fix issues and the more effective the manager will be in evaluating improvement.

AVOIDING THE TENDENCY TO STEREOTYPE

Many of the above errors with annual performance reviews occur due to stereotyping of some kind by a supervisor. Stereotyping is not always negative but rather can also occur due to bias such as favoritism. To avoid stereotyping, a manager should keep a clear, open mind, stick to the facts and focus on the employee's actual performance. This is easier to accomplish when those facts are fresh in the manager's mind.

The "halo/horn effect" is one type of

stereotyping that refers to the tendency to over or underrate a favored or less favored employee. This effect may also occur when a manager gives an employee the same rating as the employee's previous performance review simply based on bias from the prior year's performance, or based on the employee's demeanor or a shared interest.

"Recency error" occurs when a supervisor lets recent events or performance, whether outstanding or unsatisfactory, closely preceding the review counterbalance an entire year's worth of performance. For example, an employee who does a stellar job the week before the review meeting can offset mediocre performance over the prior months.

The "cookie cutter effect" occurs when a supervisor does not focus on individual specific performance and rates all employees, or groups of employees the same. This can occur in a team setting when a manager ranks an employee's performance relatively high or low, based on an entire group's performance, when the employee may have been a high contributor or low contributor to the overall success.

Employers who are eliminating or modifying performance review processes are motivated to do so not only to avoid the problems mentioned above, but also in an effort to develop their employees faster and to accommodate the ever-changing nature of the work to be performed. What is applicable and relevant in January may be much different than what is needed in December. Employers are continuing to look for ways to stay more in-tune with their workforce in order to meet those evolving needs and goals. ■

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

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EXECUTIVE
PROFILE

ALLISON BARTA

Owner, The Boutique
Jamestown, TN

LIZ ENGEL | UCBJ Editor

JAMESTOWN – Allison Barta always had an interest in fashion, clothing and design – but it wasn't until she moved to Fentress County that she fostered that love into a career.

Barta is celebrating seven years at the helm of The Boutique in Jamestown and has essentially self-taught her way to success, and she took certainly took a path less traveled. First, she put her dreams on hold to help her husband launch a successful contracting business in Arizona, his lifelong dream. In 2004, they bought property in Fentress County, where Barta has spent a portion of her childhood close to family, and decided that's where they'd spend their golden years.

But that plan accelerated when Barta was diagnosed with Crohn's, an inflammatory bowel disease. The couple needed an alternate exit strategy, so they sold their commercial office and warehouse and retired early to Tennessee.

The move must have served them well. Barta was able to get her Crohn's under control, and in 2009, The Boutique was born. At that time, there were very few unique and affordable clothing options in the area, Barta says, aside from a few big box stores. She knew she could fill the void. It certainly proved a standout concept. Now, similar stylish shops have popped up all over the region, from Cookeville to Crossville and Gainesboro and more.

But The Boutique's bonus? The Jamestown store is retail-and-restaurant-in-one. After all, shopping works up an appetite.

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

A: I bussed tables at a restaurant in a local country club. The golf pro eventually became my brother-in-law and he introduced me to the game...I spent all my wages on clothing and golf equipment. Fortunately, my buckets of range balls were free as I hit 2,000 every day!

Q: How long has The Boutique been in business?

A: We have been in business since April 2009. We also have a small restaurant inside the store that serves lunch daily.



Family members: **Clint** (husband, 48), **Blake** (son, 27), **Lacey** (daughter, 21)

Education: No college, but I made sure my children attended!

Residence: **Jamestown**

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

A: I have always had an interest in fashion and knew I would eventually move in that direction when time/life permitted. I was able to partner in a clothing boutique and restaurant in Arizona and spent more than two years planning and implementing that concept, however, I was diagnosed with Crohn's the following year and stepped away from the business shortly after it opened.

Once I was able to get my medical issues under control, I knew wanted to continue in a fashion direction. I also wanted to have time to connect with the community and customers, stay humble and never, EVER wear pantyhose again. The Boutique bloomed from these thoughts. I chose the most obvious name for the store as people in the area were not familiar with the concept of a "boutique," which is just as a specialized store offering unique goods or services.

My father (a Jamestown native) says, "If you last three years in Jamestown, you're a legend." LOL!

Seriously, we have had consistent, steady growth each year and will continue to operate The Boutique, along the lunchroom (located inside The Boutique), in a similar manner, while staying abreast of local, regional and national trends.

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

A: In our area, we are known for courtesy...never judge a customer. The older lady wearing the mucky boots may just be your biggest sale of the day.

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

A: Staying as competitive as online stores; training/sourcing quality employees.

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

A: How much personal time it takes to ensure success; the impact/strain it has on your whole family.

Also, while I have no formal secondary education, I made it a point to learn everything related to running a profitable small business...from legal issues, accounting, HR, purchasing, taxes and sales. Back then, we didn't have the internet, so I spent a good amount of time in the library educating myself, along with partnering with mentors from SCORE (Service Corps of Retired Executives) through the SBA.

Q: How many cups of coffee do you drink a day?

A: None. I'm an eight-to-10 cups of tea a day person!

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

A: Dale Hollow Lake

Q: Are you involved in any civic activities in Fentress County?

A: Fentress Hope Foundation. We also support most requests from school groups, clubs or sports.

Q: What would be your go-to karaoke song?

A: Spice Girls, "Wannabe"...but only if my girl gang sang with me!



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Here's how you can have a bite with the Barefoot Farmer

LIZ ENGEL | UCBJ Editor

RED BOILING SPRINGS – The building itself can only be described as nondescript. Brick front. Little detail. No elaborate signage. But Jeff Poppen is in the process of transforming it into a community space like no other in the Upper Cumberland.

Poppen, better known as the Barefoot Farmer, owner and operator of one of the state's oldest and largest biodynamic farms in Red Boiling Springs, bought the old structure on Highway 56 near downtown a few years ago, and just recently started fixing up the space. The idea is to use it as a "pop-up" restaurant locale, or one-day eatery that would open on occasion at just a moment's notice.

There are no set rules, other than the food used has to follow Barefoot Farmer methods – and that's the whole point, says Kristina Rossi, business manager: the pop-up wouldn't open every day, only when they have excess food from the farm. Anyone can cook the meals. Those dining would likely pay by donation only.

There's only been one pop-up meal held here so far – over the winter – and with just two days notice. Poppen said they're in the process of adding a stove and finishing the kitchen fixings. They've already added a new ceiling, walls, a bathroom. The space – located on Lafayette Road heading toward downtown and across the



The Barefoot Farmer, Jeff Poppen, left, and Chris Morina, intern, tend to Poppen's 250-acre farm in Red Boiling Springs. Photo/Liz Engel

street from a new LBJ&C Head Start – has a history as an eatery before. It was originally built as a restaurant for Seventh Day Adventists back in the '40s, Poppen said. Later, it housed another restaurant before falling into disrepair.

"One of the things that's lacking in America is community events, where the community just gets together" with no other purpose or agenda, Poppen said, "and we'd like to see more of that happening. And we want people to eat better."

OLD-TIME WAYS

Poppen – who got the Barefoot Farmer name from a news editor (he still writes a gardening column for a local paper) – owns 250 acres called

Long Hungry Creek Farm, located off Heady Ridge Road just outside Red Boiling Springs.

He first moved to Macon County in the '70s, when his brother relocated a

hippie commune from their father's farm in Illinois to Tennessee. Poppen still says words like "groovy;" only wears shoes if he has to, he says; and has never shaved his now-signature beard.

He farms cattle and grows crops like beans, corn and potatoes. The land sustains itself, and its residents, at times, include a mix of interns/apprentices. Poppen sells a portion of his vegetables to a 100-member CSA, or community supported agriculture group, largely in the Nashville market, and to one restaurant in capital city, Husk. He speaks at conferences, Master Gardener meetings, regional events. The farm plays host to a Biodynamic Conference in September. Its main focus is to train new farmers on organic and biodynamic methods.

"We're trying to touch the soul of

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**MEDICAL
PROFILE****DR. SUPRIYA KOHLI**Neurologist,
CRMC

LIZ ENGEL | UCBJ Editor

COOKEVILLE – When Dr. Supriya Kohli made the move to Putnam County earlier this year, she didn't just join the Cookeville Regional Medical Center team – she joined the same neurology practice as her husband, too.

They may not have planned it that way – the pair first met in medical school in India and made the move to the United States together – but it was an opening Kohli says she couldn't pass up. She signed on as one of the hospital's newest physicians in February, following a fellowship at Vanderbilt University Medical Center in Nashville. Her husband, Dr. Ronak Jani, was hired at CRMC in September 2014. The pair now share an office in the hospital's Professional Office Building with Dr. Randy Gaw in what's been a blooming neurology practice.

"We always wanted to be in the same place, but the goal was not necessarily to work in the same practice," she said. "But CRMC was in need of neurologists, and my husband was very happy here, so I said, why not?"

For Kohli, a biology lover, being a doctor was an obvious choice. "I really like helping people," she said. "I never thought about doing anything else." But her interest in neurology as a specialty took a little more time to develop.

Kohli attended medical school at Bharati Vidyapeeth's Medical College in Pune, India. After, she – and Jani – both came to the United States for residency and training. She completed her internship in internal medicine at Brookdale University Hospital in Brooklyn, New York, and a residency in neurology at the University at Buffalo, SUNY. At Vanderbilt, she completed a fellowship in clinical neurophysiology–epilepsy.

"We didn't have too much neurology exposure during medical school, but I had a few family members who suffered from neurological diseases, so I wanted to learn more about it," she said. "Later, I saw it was one of the few fields where I



"The brain is fascinating, and there's so many treatment options available in neurology. Plus there's a lot of new medicines coming up, which makes it more interesting as well."

could diagnose someone clinically and basically correlate (that diagnosis) to the imaging, which is really cool.

"The brain is always fascinating, and there's so many treatment options available in neurology," she added. "Plus there's a lot of new medicines coming up, which makes it more interesting as well."

Treatment options have expanded in two areas in particular, Kohli said, including epilepsy, a neurological disorder that causes repeated seizures, and multiple sclerosis, a chronic disease of the central nervous system that can cause blurred vision, tremors, numbness, paralysis,

blindness and more. There's several new orally-available options available to treat both diseases now.

"Those two fields are really dynamic right now, and we see a lot of patients in both these subspecialties," she said. "There's so many new medicines coming out, every month in fact, for both epileptic and multiple sclerosis patients. That makes it better for us as doctors – and for the patients – because we have more choices available."

Additionally, since epilepsy is one area of special focus for Kohli, long-term, she'd love to help establish an epilepsy monitoring unit, or EMU, at CRMC, a specialized unit in which would be admitted for observation and treatment. Currently, the closest EMU is located in Nashville.

But for now, Kohli is settling into her new practice. "I'm seeing all sorts of patients right now, because there's really a need for that in the community," she said. "The practice is busy." And she has so far enjoyed exploring the Cookeville and Upper Cumberland community. Kohli says they're pretty much regulars at the Putnam County YMCA and love to hike and explore, particularly Fall Creek Falls and other places outdoors.

The couple also has two young children, a son and a daughter.

So far, working together is working well.

"It's really good," Kohli said. "We can bounce ideas off each other and discuss interesting cases, and I ask for his opinion and he asks for mine, so that certainly helps," she said. "People think that having two neurologists in the family can get to be too much, but I feel like it's just the opposite. There's a lot of opportunities here." ■

Neurology specialist Supriya Kohli is a staff member at Cookeville Regional Medical Center and Cookeville Regional Medical Group. Her office is located in the hospital's Professional Office Building, 145 W. Fourth St., Suite 201. For more information, call (931) 783-5848 or visit www.crmchealth.org.



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BIZBUZZ

UPPER CUMBERLAND BUSINESS JOURNAL
UPPER CUMBERLAND BUSINESS JOURNAL

Lakeside Resort sale finalized

CENTER HILL – Smithville’s Lakeside Resort has new owners – and a new name.

The Upper Cumberland Human Resource Agency (UCHRA) officially sold the property to Timothy Hill Children’s Ranch in a deal that closed March 30, bringing to end a long-running saga for the non-profit and a years-long effort to unload the boondoggled property.

Timothy Hill will use the 139-acre “Retreat at Center Hill Lake” as a host site for individuals, families, churches and groups to meet in an alcohol- and tobacco-free environment. The New York-based non-profit serves abused and neglected children.

“We are excited about taking on the management of Lakeside Resort,” Thaddeus Hill, Timothy Hill Children’s Ranch executive director, said. “My father was originally from Tennessee, so this is a



Lakeside Resort.

homecoming of sorts for the Ranch, and we look forward to serving the people of Tennessee through hospitality.”

Timothy Hill Ranch paid \$600,000 for the resort – a steep discount considering UCHRA’s initially listed purchase price of \$2 million. But the agency will use those proceeds to pay off its nearly \$1.3 million note to USDA Rural Development. Luke Collins, UCHRA’s executive director, said they’ll borrow more than \$685,000 from the Bank of Putnam County to pay back the remainder over a four-year period. Ridding itself of Lakeside Resort, Collins said, will allow UCHRA to focus more on its other services, including youth programs and more.

‘Distressed’ UC counties get website aide

UPPER CUMBERLAND – Two “distressed” Upper Cumberland counties have been selected for a Tennessee Department of Economic and Community Development (TNECD) program that aims to assist with corporate recruitment and expansion – all via new, up-to-date websites complete with local content, video and photography.

TNECD says these tools will help at-risk and distressed counties – like Fentress and White locally – compete economically, since corporate decision makers consider the Internet the most effective resource during the site selection process. The so-called Distressed Counties Website Enhancement program also includes a training session that shows each county how to operate, manage and update their county website after the program has ended.

Communities that have little or no Internet presence struggle to bring in businesses, TNECD officials said,

simply because decision makers are unaware of what that county has to offer. The mission of the Distressed Counties Website Enhancement program is to make these communities more accessible by delivering messages that highlight their unique advantages.

The program application was open to all 21 Tennessee distressed counties, a designation defined by poverty rates and unemployment. Each applicant filled out an online form that asked about their county’s current economic development efforts, their biggest challenges economically and why a company should choose their county as a site for a new location or expansion.

Overall, 12 counties were selected: Fentress and White in the UC and Bledsoe, Campbell, Cocke, Johnson, Lake, Lauderdale, McNairy, Morgan, Scott and Wayne.

These counties will receive new economic development websites, custom video and photography and a website training session to help them manage the new site.

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What's better than a Yeti but made in Tennessee?

LIZ ENGEL | UCBJ Editor

SPARTA – It's a brisk – cold, even – typical pre-spring day in Tennessee. The Upper Cumberland seems to be hibernating in the winter. But inside Jackson Kayak's new Sparta warehouse, things are just heating up.

The manufacturer, in operation in White County since 2004, moved into space at 3300 McMinnville Highway a few weeks earlier, the former mothballed Philips Lighting plant. The transition's happened in pieces; the whole of the business will be transferred over an untold number of months, with large equipment disassembled, packaged, hauled and reequipped here. But for workers already on site – Jackson Kayak has roughly 170 overall – there's finally room to breathe. The space is nearly three times its Iris Drive shop, and that's already meant a host of improvements.

But, while the company still churns out fishing and whitewater kayaks to the tune of roughly 100 a day, it seems the hottest product isn't such a boat at

all – it's quite literally a cooler. Specifically, Orion coolers, which Jackson Kayak started selling in early 2015 and have moved like hotcakes.

Orion is superior in many ways, says Jeff Leach, customer service/internal sales at Jackson Kayak, to the market's leading and most notable name – Yeti, which has amassed a cult-like following complete with a shout-out last year in Chris Janson's country music tune "Buy Me A Boat."

But Orion is made with thicker foam, has more accessories – and another differentiating feature, is 100-percent made in the U.S.A. The premium cooler category – Yeti's are priced between \$250 and \$1,300 – has exploded and seems yet to have peaked. Yeti's 2013 sales totaled more than \$100 million, up from \$30 million in 2011. Jackson Kayak officials, during an exclusive first-look tour for the Upper



and have continued to grow, thanks to a reputation for making the absolute highest quality products," Economic and Community Development Commissioner Randy Boyd said.

Arguably the bigger bottom line, Jackson Kayak will add 250 new jobs in the deal, more than double its current count that tallies around 170.

"We're really growing by leaps and bounds," said Leach. "This space was a good fit for us, mainly because of the size and proximity. We love this area. Rock Island (State Park) is right down the road, and those waterfalls have some of the world's best features; they are perfect for training. And there's also a lot of molding know-how here. We've got a lot of molding facilities and people already have those skills."

When it comes to Orion, Jackson Kayak saw the potential years ago. The company was molding for Orca but thought they could do the job better.

Leach said the coolers are superior to Orca – and Yeti – in several ways: they have thicker foam, 3 inches in most places; latches that are stronger and easier-to-use; and they're equipped with YakAttack tracks, which allow for accessorizing with rod holders, fish finders, GoPros and more.

But Orion is also the first – and only – cooler available in multi colors. Jackson Kayak's custom colors can match most every collegiate team.

The company's first cooler, the Orion

Cumberland Business Journal, said they had a two- to six-week backlog of orders.

"We never would have anticipated how quick it took off," Leach said.

A MARKET NEED

Leach said Jackson Kayak will further ramp up production of Orion this year. The company sold 5,000 coolers in 2015. The goal for 2016 is between 15,000 and 20,000. That's a 300 percent increase in production, something that likely wouldn't be possible if not for the new warehouse space.

The company opened up on McMinnville Highway – the former Philips Lighting plant, which heartbreakingly shuttered in 2012 and left 275 without jobs – in early February as part of a \$6.5 million expansion plan. The building, 300,000 square feet, had been all but abandoned, set to be sold for salvage, until Jackson Kayak came along.

Tennessee state economic development team, when the expansion news was first released last April, dubbed the move and company as the quintessential Tennessee success story.

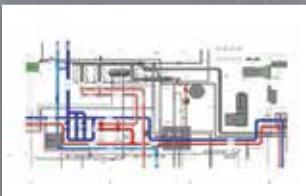
"They started from a small operation

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**PROFESSIONALLY
SPEAKING****NATASHA & NAVIN JAIN**Owners,
The Sculpting Spa
Cookeville, TN

COOKEVILLE – A brother and sister duo has opened a one-of-a-kind new business in the Upper Cumberland – one that promises to reduce body fat without the need for surgery.

Siblings Natasha and Navin Jain, who grew up in Cookeville, opened The Sculpting Spa LLC in December. The center specializes in the CoolSculpting procedure – and is the only CoolSculpting certified practice in the Upper Cumberland area.

Natasha Jain holds her master's degree business administration from Saint Louis University in St. Louis, Mo., and a bachelor's of science in biology (pre-medicine) with a minor in business administration from Rhodes College in Memphis. Navin Jain earned his master's of health administration and bachelor's of science in health information management from Saint Louis University.

Additionally, Dr. Pushendra K. Jain, a board eligible family physician who's been practicing in the UC for the last 30 years and is owner of Cookeville Medical Clinic PLLC and Physician's Urgent Care LLC, serves as the spa's medical director.

"The Sculpting Spa LLC is unique in that we focus on the CoolSculpting cryolipolysis procedure by Zeltiq Aesthetics Inc.," Natasha Jain said. "Known as the non-surgical alternative to liposuction, cryolipolysis is a medical treatment used to destroy fat cells. Its principle relies on controlled cooling for the non-invasive localized reduction of fat deposits in order to reshape body contours.

"If you want a more sculpted look, there is a permanent solution that doesn't involve surgery and can be done in as little as 45 minutes," she added.

FDA approved, the CoolSculpting procedure is a clinically proven non-surgical procedure that freezes fat with no damage to the skin. It's a perfect fit, Jain said, for those who don't want to undergo cosmetic surgery – meaning no needles



or anesthesia – as it requires no downtime.

"Treatments take as little as 45 minutes with 25 percent reduction of fat in the treated area. Once the fat cells are killed, they don't come back," she said, "as the body does not grow more fat cells after adolescence."

More than 3 million CoolSculpting procedures have performed thus far worldwide.

"Our motto is to begin each client on their own journey to a personalized treatment to transformation to create a slimmer you," Natasha Jain said. "Having an end result to 'feel good, look good.'"

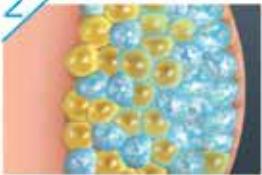
Not only is the Sculpting Spa LLC the only certified CoolSculpting practice in the UC –

there are other offices in Tennessee, including Nashville, Franklin and Knoxville – but the Cookeville practice also offers a relaxing environment. Additionally, staff have gone through rigorous hands-on training, completing the CoolSculpting University in California as well as continuous hands-on and personalized training from Zeltiq representatives to maintain the highest level of quality for the best patient outcomes with the most current techniques.

CoolSculpting is best suited for men and women over the age of 18 who either have stubborn subcutaneous – or pinchable fat – and/or want to reduce overall subcutaneous fat volume as an alternative to surgery. There is no weight limit, but Natasha Jain said a free, personalized consultation will help determine candidacy for the procedure. Staff can treat most areas of the body, she added, including the abdomen, love handles, back fat, inner and outer thighs, arms, double chin, underarms and more. ■

The Sculpting Spa LLC is located in Jackson Plaza at 377 W. Jackson St., Suite 15, Cookeville. Hours of operation are 8 a.m.-5 p.m. Monday-Friday and Saturdays by appointment only. For more information, call (931) 854-9110, email info@thesculptingspa.net or visit www.thesculptingspa.net.



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Reference: 1. Data on file. ZELTIQ Aesthetics, Inc.

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Williams Wholesale expands UC reach; opens McMinnville location

LIZ ENGEL | UCBJ Editor

COOKEVILLE – One of Cookeville’s most iconic retailers has expanded in the Upper Cumberland – after seeing a void in a Warren County market just begging to be filled.

Williams Wholesale Supply, established in 1939, celebrated the grand opening of its new McMinnville location in March, and response – including most recently, walk-in traffic – has thus far met expectations.

The storefront, located at 1830 Beersheba Springs Highway, fills a once-vacant space – a former Foodland grocery store that closed three years ago – but it also fills a gap following the recent closure of Don’s Supply Co., another plumbing and hardware store.

Williams Wholesale McMinnville will be primarily a plumbing and electrical outlet but will likely carry items like HVAC supplies, too.

“We’re listening to contractors, taking



Williams Wholesale Supply recently opened new McMinnville location to help fill UC needs.

suggestions,” said David Uselton, McMinnville store manager. “For HVAC supplies, they have nowhere else to go in this town, they have to go to Murfreesboro or Cookeville or Tullahoma.

“Every (store here) tries to stock

a little bit of something as far as plumbing and electric goes, but contractors would still have to go from place to place to try and fill an order,” Uselton, a Rock Island resident, added. “Some of the contractors down here that were already dealing with

Williams Wholesale in Cookeville had been asking about putting a store here. Opening here makes us a local company; it helps keeps business in the community.”

Williams Wholesale Supply has been a Cookeville landmark for nearly 80 years – the company won an UCBJ Ovation Award in 2014 for Favorite Retail Establishment, and is largely known for its massive indoor lighting showroom. It originally opened on the square downtown and has operated via its South Jefferson Avenue location since the 1960s. In 2005, a Williams Wholesale branch opened in Nashville, and in 2009, another followed in Columbia; this is its first secondary locale in the UC.

“I think it’s going to be a profitable location. Word’s gotten out,” Uselton said. “Just being open a few weeks, business is picking up, and the walk-in trade is getting better every day.” ■

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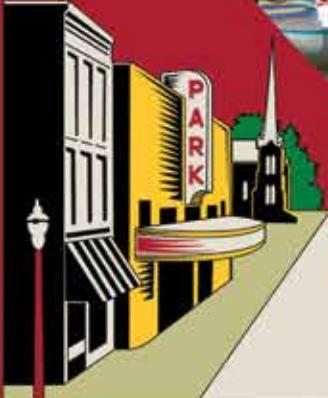




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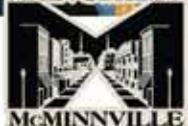


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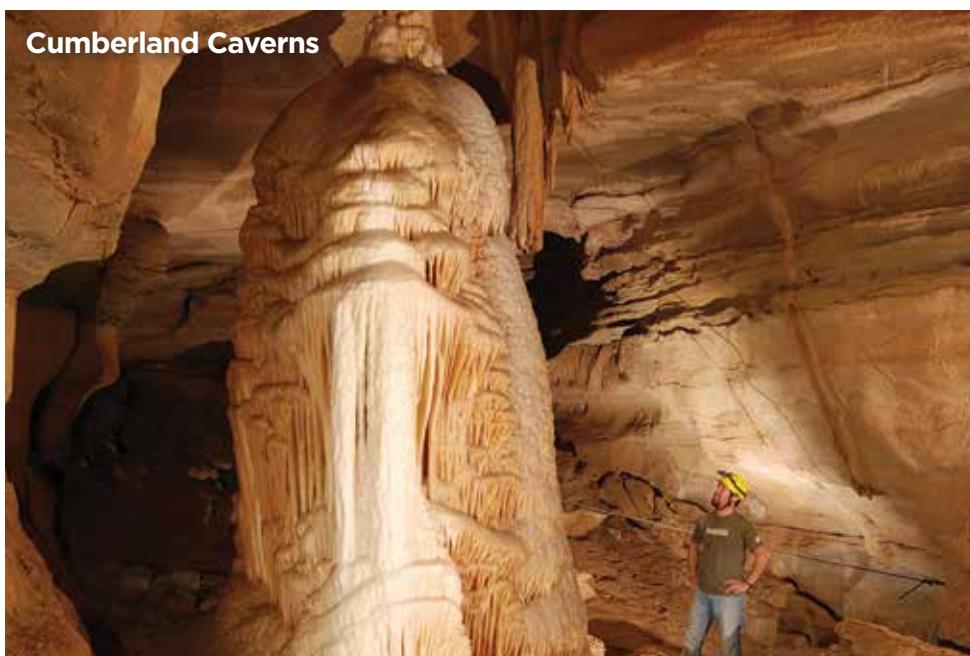
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**BUILDER
PROFILE****HD HOMES FINDS ITS NICHE**

LIZ ENGEL | UCBJ Editor

COOKEVILLE – Best friends turned business partners, Seth Hudson and Matt Davidson have been in the residential building business in



Seth Hudson

Cookeville for over a decade, ever since they founded their firm HD Homes back in 2005.

These days, it's no longer spec houses – but higher-end custom ones, tailored specifically for each client. And Hudson, who initially got into construction after he and his wife built their own home, and Davidson, a CPA whose work with a previous firm had been in the construction field, have certainly



Matt Davidson



HD Homes specializes in custom residential builds in the \$300,000-\$500,000 range.

found their place – their homes range in the \$300,000-\$500,000 range – and are among several young builders in the region helping keep pace with latest trends.

HD Homes has been a regular in the Parade of Homes, an annual weekend-long event hosted by the Upper Cumberland Home Builders Association that showcases inspirational new builds to the public. They helped build the first two homes at Mustard Seed Ranch in 2009 and headed a recent Habitat Builders Blitz – in which a Habitat for Humanity home is finished in a week – in 2014. And while their clientele favor the custom homes, they're taking steps to diversify, too, including expanding into the multi-family market, which is experiencing an endless hot streak in Putnam County.

“We try to build every home like it's our own, from the details to the financials,” Davidson said. “We've just found our niche.”

Hudson and Davidson, both Cookeville natives, first became friends in middle school – in eighth grade – and although they went their separate ways in their college years, they stayed in touch. Hudson started building locally around 2002-03 and Davidson landed a job in Nashville as a CPA. But when the opportunity came in 2005 to work together, the rest, as they say, is history.

“We hadn't planned (on working together), but it just made sense for everybody,” Hudson said. “Matt added manpower and could handle the financials, and I could be more operational. These days, we really run out own separate jobs, but it just depends on what's going on.”

HD's first development was in Algood; 12 homes in a neighborhood

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called Haven Hill. In the early days, it was mostly spec builds with a smattering of custom homes in between. But the latter is where the pair ultimately landed – there was a demand, and the phone just kept ringing.

“We really enjoyed doing something different,” Hudson added. “It wasn’t the same cookie cutter thing over and over. And Matt and I have the patience for it. It can be difficult to do a custom home sometimes.”

“We’ve done contemporary, rustic...Craftsman style was really popular for a while, but the trend now is going back to a more modern, straight-line construction,” Davidson said. “Shiplap’s big right now, and so are porches, outdoor living areas, like a modern type farmhouse.”

Hudson and Matt Davidson have also recently made moves to diversify, too. They started HD Properties in 2012, and their first investment was partial ownership in a 44-unit multi-family duplex in Algood. They



Outdoor living spaces, like this two-story screened in patio, are among most requested items in a custom home.

said they’re looking for other similar opportunities.

“(Matt’s) got three kids and I’ve got four, so we were looking for more long term,” Hudson said.

For now, the housing market’s strong; there’s more than enough work to go around, they said. HD Homes

commissions roughly five or six builds a year – each home takes on average eight months to complete – and they can afford to be selective with the projects they choose.

Currently, they’ve got three homes in various stages inside Cookeville city, a rarity given the lack of lots. All are

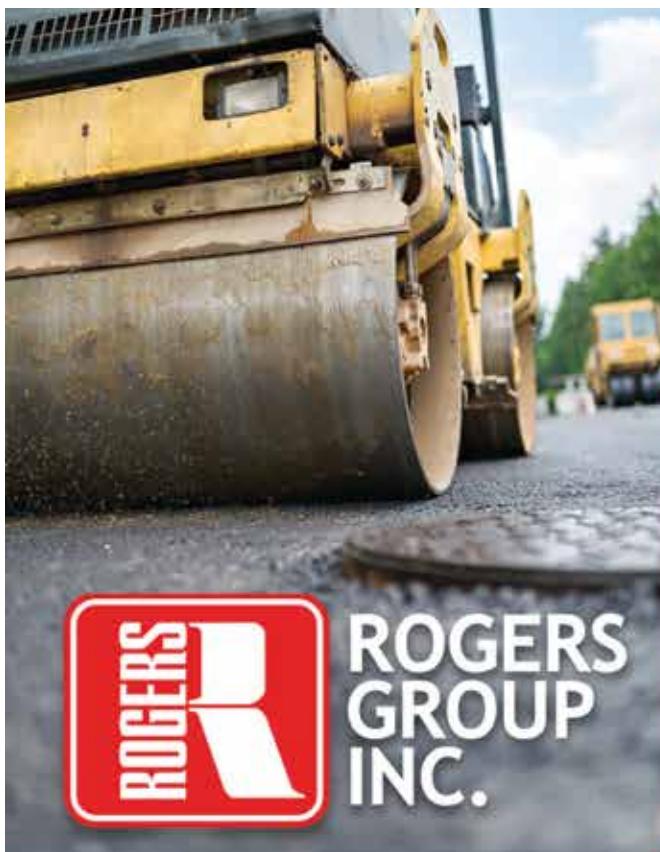
within a mile and a half. And another townhome development on Whitson Avenue is slated to begin soon. They’re returning to the Parade when it returns in August after a hiatus in 2015. It’s a great opportunity to show off their work.

“It’s got to be in the right location and the right size,” Hudson said. “It needs to be pretty centrally located for us, because we are there every day. And unless it was just a perfect situation, we’re probably booked out until next year.”

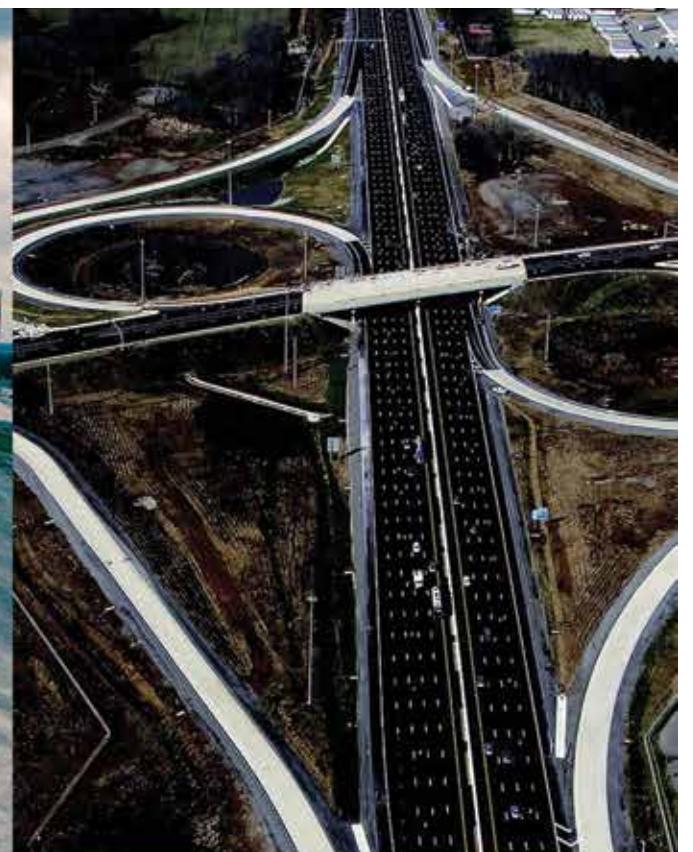
And as far as what’s next? Only the market knows.

“We definitely want to stay in residential,” Davidson said. “We like working with homeowners. At the end of the day, our ultimate goal is to make the homeowner happy. So they feel they have value in something.”

“Home building can be stressful. I think that’s why we’ve been successful,” Hudson added. “We try to make it where it’s not a nightmare. That’s our job, to make it as smooth and seamless as it can be.” ■



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QUARRY

New Tennessee Tech parking plan includes garage

LIZ ENGEL | UCBJ Editor

COOKEVILLE – Parking is often a top concern on college campuses, but a new, two-phase plan proposed at Tennessee Tech University aims to address that issue – and includes a long-forementioned, but costly, parking garage.

University officials presented a plan in March during an open campus forum event. Boil down its glossier points and it means the construction of more than 1,600 spaces. While the first phase includes a bulk of those new spots – about 1,057 in a west perimeter lot – the second phase includes the construction of a parking garage, although its exact location has yet to be determined.

Phase one will cost an estimated \$14.25 million. A designer could be assigned to the project as soon as July, and design should start by early September.

The garage in phase two would cost around \$12 million and add more than 600 spaces. Cost wise, that's nearly four times the per-space price to add an equivalent surface spot. Officials say project planning and design would begin in July 2017; construction is slated to begin in 2019.

While the university has not ID'd an exact location for the garage, one possible site is the surface lot behind the library.

Tech officials and outside consultants have been working on a parking plan for nearly two years; the matter is more urgent now considering the pending addition of new \$85.5 million, 150,000-square-foot science building. Its construction will eliminate more than 850 spaces.

Claire Stinson, Tech's vice president of planning and finance, said Tech needs an additional 1,300 spaces to accommodate its enrollment goals, per a parking study. The university

has roughly 5,400 spaces currently; the school is at 90 percent parking capacity.

Also discussed: Tech's plans to hike parking fees to cover construction, maintenance and operational costs. The fees will vary by zone with built-in increases over the years. Inner zones will vary between \$205-155 annually initially. Perimeter parking, meanwhile, will cost \$113 per year, a substantial increase considering current fees run \$50 annually for faculty and administrative staff, \$20 for clerical and support staff and \$20 for students. The garage, when completed, would carry an initial parking fee of \$400 a year.

The proposed plan also calls for modifications on North Dixie Avenue, an area of "extremely high vehicle/pedestrian conflict," officials say. The university recommends reducing it from four lanes to two with a center median and buffered bike lanes. ■

FROM JACKSON | 12

65, retails for \$499. There's also an Orion 25, 35, 45, 55 and 85 available.

Ian Stewart, customer service manager at Jackson Kayak, says they'll sell an estimated 15,000 and 20,000 units this year. But it's possible that number could hit 30K. He attributes the increase to brand recognition. While still lacking locally – one of the company's largest Orion dealers, for example, is in Texas – it's increasing nationwide.

Leach said Orion production will likely be move from Iris Drive to the new warehouse by the end of the year; previously, its line had been "tucked in a corner" there. After, Iris Drive will likely be relegated to storage, he said. But since there's more space there now, they're pushing to increase Orion's production capacity by roughly 60 percent. Leach said they'll ramp up from about 75 to 120 coolers a week.

"We saw a need in the market," he said. "People are very familiar with our kayaks and the quality that goes with them, and now the name Orion is associated with it, too. People are really excited about them." ■

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FROM BAREFOOT | 9

people who remember (or aspire to learn) old-time ways,” Poppen said. “Home grown food, living simply, that kind of thing. There’s a cultural divide now. Most people don’t eat farm-fresh vegetables. They eat stuff from the stores...like canned green beans because they’re easier to prepare. It’s about getting people into the right headspace.”

Count Chris Morina among those people. A chef and New Jersey native who’s worked in Atlanta and San Francisco, he came to Long Hungry Creek as an intern to learn more farming, to connect at the root of the source. He says he will “definitely” cook at the pop-up restaurant if plans pan out.

“I just felt very disconnected,” Morina said. “When I was working in Atlanta, we sourced (our food) from people like Jeff. But in San Francisco,

we got (our fish) mailed in from Japan, stuff like that. That transition really bothered me, getting things in plastic bags rather than out of bushels. That’s what I aspire to do, to know where my food comes from and the people growing it, rather than just unpacking a box.”

Poppen says he originally bought the pop-up building, and the building located next door, as a means to store vegetables and the like. The site also plays host to a farmer’s market on Saturdays. He said they’ll gear up for that season later in May.

“I think it’s great we’ll have them both in the same place,” Rossi said. “For years, Jeff has talked about this fantasy of having a restaurant here. So, I was just like, ‘we’re going to do that.’ I think it’s going to be great.” ■

Anyone interested in following the pop-up restaurant should follow the Barefoot Farmer on Facebook, Twitter, Instagram or at <http://barefootfarmer.org>.



Jeff Poppen, aka the Barefoot Farmer, plans to use this space on Highway 56 as a “pop up” restaurant, where others can come cook excess food from his 250-acre biodynamic farm. Photos/Liz Engel



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FROM RECALL | 1

Routine changes to the city's charter are not required to be put before the voters for approval, but the council can decide to put certain changes before the voters in referendum. As the changes were being readied for submission to the Tennessee General Assembly because Crossville operates under a special charter that requires approval by the state legislature, provisions for a term limit referendum were proposed by councilman Pete Souza, something he said his supporters wanted.

In addition, in January 2014, Souza had proposed a non-binding confidence vote be put on the ballot for all the council members. Souza said at the time that he would resign if at least 50 percent of the voters did not vote confidence in him.

Since there is no provision in state law for such a confidence vote to be placed on the ballot, city officials looked at options, coming up with some model charter recall language. Souza proposed that a recall provision be added to the charter so that

council members could be removed from office. The addition of a recall referendum proposal to the charter changes was approved in February 2014 with four out of five city council members at the time voting in favor.

Both the charter changes of adding a two-term limit for council members to the charter and the addition of the recall provision were approved by a majority of Crossville voters in the November 2014 election.

The term limit allows all council members elected starting with the upcoming November 2016 ballot to serve only two consecutive terms on council. They could also serve two additional terms as mayor. A candidate would have to sit out two years before running again and could then serve two more consecutive terms after that.

There's high hurdles involved in the recall. Thirty-three percent of registered voters must sign the recall petition just to get the matter on a ballot. That number currently totals 2,225 based on the number of registered city voters, both residents and property owners. In

the last city election only about 2,300 votes were cast.

Once the election commission certifies enough signatures have been gathered and the recall question can be placed on the ballot, the council member in question is notified and has 10 days in which to resign. If they do so, the matter will not go to vote. If the council member decides not to resign, the question is placed on the ballot and a 66 percent yes vote is required to remove the official from office.

Crossville's November ballot already includes two council seats up for vote. The terms of Souza and Jesse Kerley are up for election. Based on information given to the election commission by recall proponent Howard Burnette – who is working on behalf of a group called Crossville Citizens for Good Government – his goal is to have the necessary signatures on petitions to get the recall of both council members Danny Wyatt and Pam Harris on the November ballot as well.

Burnette said Crossville voters have a chance to “take back city hall.” He’s pushing for Wyatt and Harris’s replacement based on their efforts to suspend and replace Rutherford, who had served as city manager since 2013 but was removed from office in April, and because they “have failed to support...the Horizon Initiative... thus not acting in the best interest of the citizens which (they) swore an oath to represent.” Additionally, they have eliminated the monthly council workshops, which limits public access, he said. They’ve also moved to hear public comment after a council vote – not before.

“It is serious business when public servants break their oaths of office,” Burnette said. “There is a pattern of abuse by these two council members. They disregard what is in the best interest of ‘we the people.’”

Harris and Wyatt were given an opportunity to respond to Burnette’s allegations. Harris said she’s never personally met Burnette and says he’s never contacted her about any of his concerns. She said he and a small, select group “have been grossly misinformed.”

“You can be certain that this group does not represent all 11,000-plus citizens of the City of Crossville,” she told the UCBJ in an email. “But rather than waste everyone’s time trying to defend myself against these inaccurate allegations, I am going to have faith that the truth will be revealed and justice will prevail. Rest assured that I will continue to do my very best to fairly represent all the citizens of Crossville and not just this select group.”

Wyatt declined to comment for this story.

Per the charter, if a council member leaves office, he/she shall be replaced within 60 days by a vote of the remaining council members. That replacement would serve until the next city or county general election. If council had a tie vote that remains unbroken for 60 days, then the mayor will appoint a person to fill the vacancy.

Any council member removed from office by a recall election must wait two years before being eligible to again hold a council seat. ■



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FROM LABOR | 1

Association of Home Builders, 60 percent of members surveyed experienced delays in completing projects, 18 percent had to turn projects down and 9 percent lost or cancelled sales because they had too few workers. Delays and production logjams hurt the housing recovery, Melanie Chadwell, head of the Home Builders Association of the Upper Cumberland (HBAUC), said, increasing building cost and making housing more expensive for consumers.

But, it's also an "ample opportunity" for young students willing to learn the trade, she said. As a group, the HBAUC gives money to five different high school programs in the region to promote trades classes and more. It's also had an endowment at Nashville State Community College in the past.

"It is a big deal," she said. "If kids are willing to work hard, you can have a really good career."

Area post-secondary schools, like the Tennessee College of Applied Technology Livingston and Crossville,

offer programs like building construction technology, which teaches fundamentals in carpentry, electrical, plumbing and brick laying. TCAT McMinnville has industrial electricity, where students learn the industrial, commercial and residential wiring trade.



While a construction-related degree at the Cookeville Higher Education campus, formerly Nashville State, may be phased away – architectural, civil and construction engineering technology, due to lack of interest – officials at Volunteer State Community College in Livingston are considering adding a new construction management program at the Overton County-based campus.

President Jerry Faulkner said he and TCAT Livingston Director Dr. Myra West met with several industry folks about the shortage in December – and got the message loud and clear.

"Construction has been mostly an on-the-job-training type of endeavor, where a person comes in at the lowest level and acquires skills by watching and doing," Faulkner said. "That's been the pattern of the past, but construction is so much more complicated and so much more sophisticated. Folks need employees with a skill set that goes beyond just the building trades. They need people who are capable of being supervisors and/or project managers. They need people who are well schooled in the appropriate codes and appropriate OSHA safety measures. They need folks with technical skills, some compute skills, to be able to use software designed to help estimate the cost of a job, plan for materials, project scheduling. And they need people who can read and interpret blueprints, pretty complex blueprints in some cases, if you're talking about commercial building.

"So those are the kinds of thing we're looking to integrate into a construction management program."

Vol State officials are early in the research process – there's very few such programs, Faulkner said, at

community colleges in Tennessee – and implementation would require Tennessee Board of Regents approval, so it could be at least a year before there's a construction management curriculum in place.

"I'm a big proponent, if you don't have to reinvent the wheel, than save yourself the time and effort," Faulkner said. "Once we complete the research phase, we'll want to bring back what we've learned to the contractors and home builders in the Upper Cumberland and get their feedback."

While a labor shortage is not unique to the construction – Faulkner said other areas like computer information technology, industrial maintenance and mechatronics also need workers, it's just another area where a workforce needs more sophisticated skills.

"I think the key is to appeal to those persons who are good at working with their hands and that are good at problem solving, and put them in a position where they can have pride in what it is they do," he said, "a pride in workmanship and what they can accomplish." ■

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FROM BIZBUZZ | 11

During a recent initial discovery meeting in Fentress, for example, TDECD officials met with county representatives and regional staff in a two-hour meeting to discuss the best plan of action. The team also explored sites that showcase existing workforce, education and quality of life in each county, like Sgt. Alvin C. Historic State Park.

Each county website will be finalized by October.

Habitat breaks ground on largest Putnam development

COOKEVILLE – Ground broke in early April on the first home in West End Place, a new 52-home development that will ultimately measure as Putnam County Habitat for Humanity’s largest.

The UCBJ last wrote about the project in July. The 16-plus acre tract is located across the street from West End Park in Cookeville and will take years to come to fruition. Phase 1 includes preparing seven lots for construction. Phase 2 will include nine more. Phases 3 and 4 will



A rendering of a home in the West End Place development, now underway.

follow.

The first home was scheduled to be built in a little over a week during Habitat’s annual Builder’s Blitz, in which local contractors, sub-contractors and suppliers partner together. The project was led by Andy Hammock of Andy Hammock Construction. The homeowner is Christina Strode and her children, LaShea and Ryker.

PCHFH purchased the West End Place property in 2014 from the Tennessee Tech Foundation. The current cost estimate for the project – not including the homes themselves – is roughly \$1.3 million. Total costs will top \$5 million.

‘Shoppes’ public hearing set

COOKEVILLE – A public hearing that could be critical in deciding the next step for a massive retail project on Interstate Drive has been set.

The proposed development, The Shoppes at Eagle Point, aims to bring to town several new-to-Cookeville tenants including Publix, Ulta, Ross and more. But its construction will require the filling in of 3.26 acres of wetlands, 2.7 acres of which are considered “exceptional Tennessee waters,” a cause for which an earlier public hearing on the proposal was canceled before.

The local Sierra Club filed a petition for declaratory order last year, requiring all work on the Browning Development permit cease. The environmental group has objected to the developers justification in filling in the wetlands. Attorney Brian Paddock said they did not satisfy two requirements: that there’s no alternative sites for the project, and, two, that it’s a necessity both socially and economically.

That petition has since been dismissed.

The project applicant, Nashville-based Browning Development Solutions, proposes to compensate for the loss of wetland both onsite and off, including acquiring 35 acres within the nearby Falling Water watershed.

Anyone wishing to comment and/or object to the project can attend a public hearing scheduled for 5 p.m. Tuesday, May 3, at the Tennessee Department of Environment and Conservation Cookeville office, located at 1221 S. Willow Ave.

The Shoppes, as proposed, would include 265,000-square-feet of retail that’s expected to generate more than

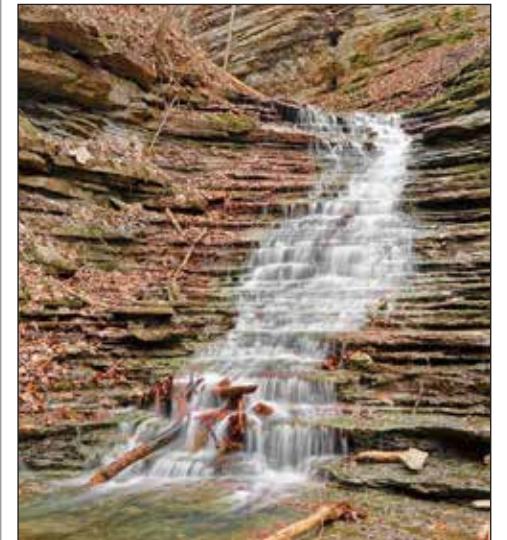
600 new jobs and \$2.4 million annually in local tax revenue.

Winding Stairs reopened for spring season

LAFAYETT – A new park in Macon County has reopened for the spring season – but for now, the area is only available for weekend visitation.

The Winding Stairs Nature Trails and Park, located 2 miles from the Lafayette city square at 655 Nature Trail Way, is open from 8 a.m.-7 p.m. Saturdays and Sunday only, City Mayor Richard Driver told the Macon County Chronicle.

Some of the trails at the park are also off limits because they are too dangerous to use right now, he said.



Winding Stairs is considered a natural landmark in Lafayette. It was recently permanently dedicated as a park. Photo/Luke Owen Images

When the city of Lafayette recently purchased 113 acres for an industrial park, it designed 35 – of which include the natural stairs – as a permanent park. Last year, the Macon County Arts Council received \$4,850 for Winding Stairs. The park opened in June 2015

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and features woods, hillsides, bluffs, natural springs and a deeply entrenched stream gorge. Erosion from the stream has created small drops with the vertical walls of the bordering cherry limestone, creating the stairs.

The city is applying for additional grant money for trail work and plans also call for bathrooms and an observation deck, Driver said.

Sparta grocer calls it quits

SPARTA – A Piggly Wiggly grocery store that had once served as Kroger's replacement in White County has suffered a similar fate.

The business, which opened in October 2014 on Mose Drive, shuttered on April 2, joining a laundry list of related businesses, including Kroger and Food Lion, to have called it quits in Sparta in recent years.

Kroger closed in March 2014 after more than 80 years in business due to lack of business. There's no word on a replacement tenant. The retail strip includes Dollar Tree, Panda Garden Buffet and Royal Liquors, the city's first package store, which opened in April.

New CAO named at Cumberland Medical Center

CROSSVILLE – Covenant Health has tapped David Bunch as its new



David Bunch

president and chief administrative officer at Cumberland Medical Center in Crossville. He succeeded Jeremy

Biggs, whom Covenant recently named president and CAO of Methodist Medical Center in Oak Ridge. Bunch assumed his role

April 25.

Bunch most recently served as chief executive officer of Community Health System's Heritage Medical Center in Shelbyville and has more than 12 years of experience as a hospital chief executive officer.

During his tenure at Heritage Medical Center, Bunch had operational and administrative responsibilities for the 60-bed hospital, including strategic planning and physician recruitment. He successfully recruited a number of physicians to the facility, improved operational performance by over \$1 million and significantly increased overall patient satisfaction scores. The facility was recognized by The Joint Commission as a top performer in core measures for three consecutive years.

Bunch had similar success as CEO at other hospital facilities including Jefferson Memorial Hospital, where he increased earnings and streamlined operations, improved patient and physician satisfaction scores, and received national recognition for excellence from Thomson Reuters and Becker's Hospital Review.

"The opportunity to work alongside the outstanding physicians and team members of Cumberland Medical Center is an honor. My belief in patient care and service excellence will blend well with the culture of Cumberland Medical Center and Covenant Health," Bunch said.

Biggs has served as CAO of Cumberland Medical Center for the past two years and helped transition the hospital into the Covenant Health System following its 2013 takeover. His appointment at Methodist Medical Center was effective April 1.

Covenant leaders say Bunch will help lead new initiatives such as a \$6.3 million emergency room expansion and new collaborations in cardiac care. Cumberland Medical Center recently celebrated its 65th anniversary.

"David's focus on quality, operational efficiency, collaboration, and building positive relationships is consistent with our strategic goals for all of Covenant Health," said Mike Belbeck, executive vice president of operations. "David will be an effective leader for Cumberland Medical Center as the hospital prepares for an exciting future."

CCA names new warden for Hartsville prison



Blair Leibach

HARTSVILLE – Hartsville's new Corrections Corporation of America (CCA) prison is up and running and with a new leader at the helm.

Blair J. Leibach was named warden at the Trousdale Turner Correctional

Center in March. Most recently, he served as warden at the CCA-managed Metro-Davidson County Detention Facility in Nashville.

Leibach replaces Todd Thomas, who was named warden at Trousdale in March 2015; he was transferred to Metro-Davidson.

"Thomas has successfully overseen some of the most critical phases of facility start-up at Trousdale-Turner," CCA said in release. "As we get past those phases, this marks an opportune time for longer-term planning. To that end, Leibach brings with him multiple years of experience managing Tennessee state inmates. At the same time, these transfers enable CCA to apply Thomas' expertise and experience at our Metro facility, where he has familiarity from having previously served in other capacities. This represents one of the strengths of CCA, in that we have a deep bench of experienced corrections professionals from which to draw upon."

SEE BIZBUZZ | 26

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FROM ARC | 1

industrial adhesives, and Mueller Refrigeration both celebrated recent expansions; Corrections Corporation of America (CCA) is running full steam ahead at its 2,552-bed medium-security male prison; and moves are being made to make even more land shovel-ready.

While ARC Automotive Inc., the newest tenant, is making a smaller-scale investment – \$3 million and 66 jobs – it puts Trousdale County on the map in automotive and adds to Tennessee’s tally. The state now boasts more than 900 automotive manufacturers and suppliers.

ARC, specifically, makes automotive airbag inflators. It expects to begin production in May.

“We’ve got a lot of positive things going on,” said Charly Lyons, executive director of the Four Lake Regional Industrial Development Authority, an economic agency that focuses on the Macon, Smith, Sumner, Wilson and Trousdale County areas, and owner of the PowerCom site. His group is even phasing in a new name, the Tennessee Central Economic

Authority, to better market itself internally and externally.

“This is a first step for us,” he said. “Trousdale County, as far as I know, didn’t have anyone serving the automotive industry, and there’s a Nissan plant in Smyrna, a GM plant in Spring Hill...they have a tendency to work in clusters sometimes.”

SCARECROW LANDS

ARC, or Project Scarecrow, announced its Hartsville plans in May 2014. The project’s start date was since delayed due to changing market conditions – and after a myriad of recalls and safety concerns, a move to develop alternative propellants, the material used to kickstart the chemical reaction needed to fill an airbag. But construction is now nearly complete on the first of two buildings in a multi-phase plan. Cookeville’s J&S Construction and Bouton Engineering were contracted to provide initial professional services.

ARC chose PowerCom because it was strategically located between existing sites in Knoxville and Morgantown, Kentucky. The company also considered



PowerCom: A proposed master plan for the PowerCom Industrial Center. Photo/Liz Engel

Arizona and Virginia in the U.S.

“We want build a legacy in Hartsville,” said Tim Frazier, who joined the ARC team in January and will serve as plant manager. “My previous experience manufacturing propellants and explosives was in facility that’s been around since the beginning of World War II, so it’s in their DNA. We want to get to that point here... where we’re recognized as a good employer, a good community citizen, involved in helping make the community better.”

He said they will test a new propellant at the Hartsville site. How quickly ARC expands depends on further capital and equipment, much of which is built-to-order. They’re immediately staffing around four to 10 process associates and two to three maintenance technicians. It could take eight to 10 months to ramp up



Pictured are, from left, Charly Lyons, executive director, Four Lake Regional Industrial Development/Tennessee Central Economic Authority; Timothy Frazier, ARC Automotive plant manager; and Wolfgang Roeder, business development consultant, Tennessee Department of Economic and Community Development.

fully.

“We’ll start with those two buildings, where we’ll make the initial propellants, send them off for testing and to customers so we can make sure we’re meeting their expectations, and then it’s a pretty rapid growth curve from there,” Frazier said. “We’ll look to maximize our current throughput with the buildings

SEE ARC | 26



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Cookeville's first microbrewery opening soon

LIZ ENGEL | UCBJ Editor

COOKEVILLE – Craft beer drinkers, rejoice. A microbrewery is finally opening in Cookeville, marking a first for the city – and the Upper Cumberland alike.

Red Silo Brewing Company, a startup nearly two years in the making, is aiming for an end of May debut. It will be Cookeville's first brewery – opening nearly six years after the founding of Calfkiller Brewing Company in nearby Sparta. But Red Silo also plans to operate the UC's first taproom operation, where customers can sit and sample their craft concoctions, listen to music and hang.

It will also update a city corner long considered an eyesore on Cookeville's West Side. Red Silo proprietors are currently renovating a 4,700-square-foot space at Cedar Avenue and First Street, next door to Father Tom's Pub, a former auto body shop in a historic commercial center.

"It's just going to be a fun hangout place, where we can sell our wares, get to know the community and help support the community," said Elijah Thomen, one of four owners involved and Red Silo's chief marketing officer. "A lot of people are excited to see us come in because they know we're going to dress up that area and bring in a lot of people. Craft breweries always bring in tourists."

In addition to Thomen, owners include Jim Helton, chief operating officer, who will serve as head brewer; Mark Van der Bleek, a chemical



Equipment is delivered to Red Silo Brewing Company's new Cookeville location pushing to open in May.

engineer, Red Silo's chief executive officer; and Rich Winkle. Thomen said they all connected via home brewing, a common thread in most craft beer operations. All played a big role in pushing a local law change that helped pave the way for their business.

Red Silo will use a five-barrel system; Thomen said they purchased used equipment from a now defunct California brewery. Before opening to the public, they sponsored and served at events like the Cummins Falls Marathon (Feb. 27) and the Kiwanis Cookeville Children's Museum's Gangster Gala (March 12).

"Right now we have about 30 recipes that we're pretty solid with, so we'll keep those rotated out," he said. "Compared to Calfkiller, ours is going to be slightly bigger, but we'll still have a small batch (mentality). We're

a microbrewery, so we can produce a lot of beers and keep the taps moving. People always want to try something new."

Thomen said Red Silo will distribute locally to area restaurants soon after

its opening. There are plans, too, to venture statewide, eventually canning their product for sale.

Red Silo received financing from Progressive Savings Bank. While he declined to share their estimates for sales, Putnam County is a prime market. Thomen said a friend, Manny Edwards, is looking to open a similar operation, Jig Head Brewing Company, in Baxter. It's almost guaranteed more will follow.

"We have definitely paved the way for other breweries to come in," Thomen said. "Craft breweries are a destination. And when there's several breweries open, there will be business opportunities for other people, like food trucks and brew tours. We're going to have a great time." ■

For more information about Red Silo Brewing Company, visit www.redsilo.beer (Thomen said they were the first to operate under a new ".beer" domain name) or follow their progress on <http://www.facebook.com/Redsilobrewing>.

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FROM **ACADEMY** | 3

underway” meeting its hiring targets. At the Cookeville-Putnam County Chamber annual meeting in February, officials said they had already added 324 team members from seven Upper Cumberland counties, about 60 percent who hail from Cookeville/Putnam. More than a dozen employees are Tennessee Tech alumni. More jobs are available; individuals interested can visit www.academy.com/careers to apply.

Academy Sports + Outdoors is considered a low price leader on

products like casual and athletic footwear and apparel; golf; field & stream and camping; patio, barbecue, recreation and leisure; and sports and fitness equipment and gear. The company is headquartered in Katy, with a distribution facility there as well as a second distribution center in Jeffersonville, Georgia.

Overall, Academy has 210 stores in 15 states. It currently operates 11 stores in Tennessee. It’s also planning a store in the proposed Shoppes at Eagle Pointe development along Interstate Drive in Cookeville, according to site plans. ■

FROM **BIZBUZZ** | 23

Trousdale Turner Correctional Center, a \$140 million project, officially opened in mid-December in the heart of the PowerCom Industrial Center following a multi-year delay in light of the recession.

Leibach joined CCA in 2007 as assistant warden of programs at

South Central Correctional Facility in Clifton, Tenn., where he later became assistant warden of operations. Before joining CCA, Leibach spent 21 years with the Illinois Department of Corrections, where he started as a correctional officer and later held multiple management positions, including warden and assistant warden. ■

FROM **ARC** | 24

and equipment we have, but kicking in phase two, building more buildings, procuring more equipment, staffing up more people.”

Lyons said their site selection was unique in at least one way. The property – which measures 50 acres – has a number of features that other prospects may have considered a challenge – wetlands, for example, and several large, concrete structures once used by TVA, mothballed buildings that’d be cost prohibitive to remove.

But ARC will use those as an advantage. The very nature of the production necessitates buffer zones.

“They looked at this site differently,” Lyons said. “They needed a lot of land, and land can be expensive, so they’re using the environment to their advantage. They have a design that uses wetlands, and the stream, and the buildings as barriers and buffers.”

POWERCOM CONTINUED

Together, CCA and ARC consume more than a third of PowerCom property – so work is ongoing to

make sure more sites are shovel ready, removing deficient structures and initiating site clean up. Lyons said Macon and Smith counties, in particular, are also in the process of looking for land. Four Lake/Tennessee Central has completed a feasibility study to gauge future use of an existing Cumberland River terminal dock. Past improvements included dual-feed power and waterline extensions, natural gas lines, security fencing and sewer.

“We’re doing everything we can to be prepared,” Lyons said.

And, another key, hopefully for 2016, construction on a new industrial access road within PowerCom. Tennessee Central has committed \$600,000 for engineering and construction, and TDOT’s share exceeds \$1.6 million.

“The existing roads were primarily built all by TVA, and those roads were built mainly for construction and internal access,” Lyons said. “They weren’t built for public traffic.”

Lyons said a contract should be let in June. TDOT has already staked the road’s centerlines, etc. He’s hoping construction could start soon after, although that’s yet to be determined. ■

PAID ADVERTISEMENT

Cravens & Company Advisors recently announced Christopher Peterson of Peterson Wealth Advisory joined its team as a lead advisor and director of retirement. Peterson is a certified financial planner and has been providing fiduciary, fee-only advice to families, businesses and non-profit organizations in Crossville and several other states since 2008. Prior to establishing Peterson Wealth Advisory LLC, Peterson was a financial advisor with Merrill Lynch in Melbourne, Fla.

Peterson received his bachelor’s degree in business administration from Central Washington University, specializing in finance. In 2011, he earned the Certified Financial Planner™ designation, the recognized standard for competent

Cravens & Co. welcomes new lead advisor, director of retirement

and ethical personal financial planning.

Peterson grew up on a farm in Ellensburg, Wash. His personal involvement and experiences in multiple family-owned businesses contributed early on to his work ethic and financial management. At a young age, Peterson began



exploring different ways to enhance his earnings. While still in middle school, he learned how to read the stock tables and to research investments. Using summer job money, he bought his first stock in his early teens. After working in the family business, Peterson decided to pursue what he truly enjoyed – helping people

make confident and wise financial decisions.

Since 2013, Peterson and his wife April have lived in Crossville along with their three daughters. He is active in his church, a Crossville Rotary board member and a Tennessee Master Gardener. In his new role, Peterson will combine his own experience with the expertise and resources of the Cravens & Co. team to provide clients with strategies for their future.

Since 1996, Cravens & Co. has been serving the specialized needs of family businesses and their owners, professionals and retirees. It provides wealth management, investment advisory, financial planning and family office services. For more information, visit www.cravensco.com.

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UC takes early year sales tax hit

UPPER CUMBERLAND – State sales tax collections took an early year hit in the Upper Cumberland. February's report showed a 2.9-percent year-over-year decrease, dampening a strong holiday shopping season that saw a nearly double-digit improvement.

Nine counties saw decreases for the month, including Putnam and Cumberland, the region's two largest collectors. State sales tax collections were down 6.0 and 1.5 percent in those counties, respectively. Decreases were also reported in Van Buren (-30.6), Pickett (-19.0), DeKalb (-8.9), Smith (-7.5), Cumberland (-1.5), Jackson (-1.5) and Fentress (-1.1).

Two counties, Overton and White, were

bright spots in February. Collections there were up 6.3 and 11.9 percent, the largest gains for the month. Collections also improved in Cannon (4.0), Clay (6.1) and Macon (0.5).

Statewide, collections were up slightly, 3.6 percent. Despite the poor report, the Upper Cumberland is still keeping pace with the rest of Tennessee. Quarterly, the UC is up 7.2 percent, versus the state's 7.4. Annual numbers are also close, 6.5 percent for the region, versus 6.6 for Tennessee.

Collections, considered just one measure of economic activity, are based on state sales taxes; local option taxes are excluded. Data lags by one month; for example, February numbers reflect January activity.

COUNTY	FEBRUARY 2016	YEAR PRIOR	% CHANGE
Cannon	\$297,438	\$285,990	4.0
Clay	\$180,535	\$170,168	6.1
Cumberland	\$3,161,380	\$3,209,843	-1.5
DeKalb	\$698,247	\$766,254	-8.9
Fentress	\$586,367	\$592,968	-1.1
Jackson	\$137,171	\$139,329	-1.5
Macon	\$896,493	\$892,177	0.5
Overton	\$734,606	\$690,747	6.3
Pickett	\$120,119	\$148,249	-19.0
Putnam	\$6,658,693	\$7,085,411	-6.0
Smith	\$711,628	\$760,680	-7.5
Van Buren	\$55,475	\$79,887	-30.6
Warren	\$1,828,746	\$1,862,983	-1.8
White	\$1,108,504	\$990,555	11.9
UCDD	\$17,175,402	\$17,684,241	-2.9
TN	\$579,441,000	\$559,291,000	3.6

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

BUSINESS LICENSES

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

PUTNAM COUNTY

submitted by County Clerk Wayne Nabors

1Shot Athletics, athletic training and mentoring, 431 W. Fourth St., Apartment 3, Cookeville, TN 38501, Jermaine McElwain

AAA Taxi Cab, taxi cab service, 572 W. Broad St., Cookeville, TN 38501, Bobby Flannigan Jr./Tammy L. Peters

Absolute Lawncare, lawn care service, 1031 Nottingham Drive, Cookeville, TN 38501, Richard Upton

Addo, staffing and recruiting service, 312-C E. Broad St., Cookeville, TN 38501, Addo Inc.

Anderson Cabinet LLC, cabinet construction, 3225 Thoroughbred Drive, Hermitage, TN 37076, Forest C. Anderson/Mark Leland

A.S.A.P. Movers, moving and hauling services, 4276 Burgess Falls Road, Cookeville, TN 38506, Joshua Skipper

Brandon Lee Dillon, residential construction, 4514 Greenfield Drive, Cookeville, TN 38501, Brandon Lee Dillon

Brenda's Cleaning Services, cleaning service, 721-B Bradley Drive, Gainesboro, TN 38562, Brenda Blaeser

Charles Blalock & Sons Inc., highway and bridge construction, 409 Roberts Henderson Road, Sevierville, TN 37862, Charles Blalock & Sons Inc.

Concrete Plus, construction, 319 Cubb Hollow Road, Cookeville, TN 38506, Jimmy Phann

Curt Cooper Lawn Care, lawn care service, 2600 Pine Valley Road, Cookeville, TN 38501, Curtis R. Cooper

Countrywide Building Services, cleaning service, 377 W. Jackson St., Cookeville, TN 38501, Countrywide Building Services

Discovery Depot, toys, games, books and candy, 889-E S. Jefferson Ave., Cookeville, TN 38501, Kenneth Hargis

DJ's Lawncare & Services, lawn care and services, 2517 Amber Meadows Road, Cookeville, TN 38506, Danny Norris/Jonathan Hutto

Elite Home Builders LLC, construction, 1163 Fawn Drive, Cookeville, TN 38501, Elite Home Builders LLC

Elite Pools LLC, swimming pool construction, 3145 Mirandy Road, Algood, TN 38506, James D. Sullivan/Brendon Johnson

Enagra Properties, rent, lease or selling real estate, 1557 Edgefield Court, Cookeville, TN 38506, Norman Egegne

Fenix Lawn Care, lawn care services, 4972 Hickey Ridge Road, Baxter, TN 38544, Gerardo Garcia Magallanes

Free Bird Bail Bonds, bail bonding service, 528 E. Spring St., Cookeville, TN 38501, Ronnie Carter

G3 Targets LLC, target sales, 6739 Nashville Highway, Baxter, TN 38544, Barry Wilson/Ronnie Wilson

Garrett's Groundscape, lawn mowing service, 200 Duke Road, Cookeville, TN 38501, Jerry Garrett

H & C Masonry, masonry construction, 3498 Spence Lane, Cookeville, TN 38501, Chris Hargis

Handyman Services, handyman construction services, 901 N. Chestnut St., Lot C, Monterey, TN 38574, Fernando Trejo

Hepburn Construction, construction, 625 Falls Road, Monterey, TN 38574, Joel Hepburn

J I Mountain Properties, home rental properties, 1015 Dowell St., Cookeville, TN 38501, Jeremy Mountain

Jackson Enterprises Inc., construction, 204-A S. Maple St., Lebanon, TN 37087, Jackson Enterprises Inc.

J N B Business Solutions, tax services, 3145 Mirandy Road, Algood, TN 38506, John N. Boswell

Jet's Pizza of Cookeville, pizza restaurant, 410 W. Jackson St., Suite A, Cookeville, TN 38501, Cookeville Pizza LLC

Joanna Stafford/Creative Cuts, hair salon, 16 W. Spring St., Cookeville, TN 38501, Joanna Stafford

Jones Avon Shop & More, miscellaneous sales, 4628 W. Broad St., Cookeville, TN 38501, Gregory P. Jones

Kaboodle, miscellaneous sales, 1620 Brotherton Drive, Cookeville, TN 38506, W. Kirk Evans

Long's Lawn Care, lawn care service, 1375 Brotherton Drive, Cookeville, TN 38506, Brad C. Long

Maddie's, restaurant, 715 W. Spring St., Cookeville, TN 38501, Brenda S. Fox/Danny J. Fox

Matthew's Home Design, home design service, 7828 Platinum Circle, Baxter, TN 38544, Matthew Cummins

Munoz Remodeling, remodeling construction, 285 E. 13th St., Apartment 6, Cookeville, TN 38501, Jose A. Munoz Sanchez

Mayan Living Skills Inc., teaching skills for disabled, 420-1 N. Washington Ave., Cookeville, TN 38501, Lourdes Sepulveda

Quinn's Mobile Detailing, auto detailing, 4005 Baxter Road, Baxter, TN 38544, Quinn Hogan

Rare Earth Greenhouse, nursery, 809 Oaklawn Court, Cookeville, TN 38501, Catherine Archer

S and S Coatings, painting contractor, 377 W. Jackson St., Cookeville, TN 38501, Steven Horn

Sepulvedas Tax Services LLC, tax preparations, 420 N. Washington Ave., Suite 1, Cookeville, TN 38501, Lourdes Sepulveda

Sew Unique Designs, custom clothing designs, 305 E. Price Ave., Monterey, TN 38574, Tiffany R. Caldwell

Showcase Glass & Mirror, residential glass and mirror glazing, 1548 Dyer Creek Road, Cookeville, TN 38501, Joseph Case/Jordan Case

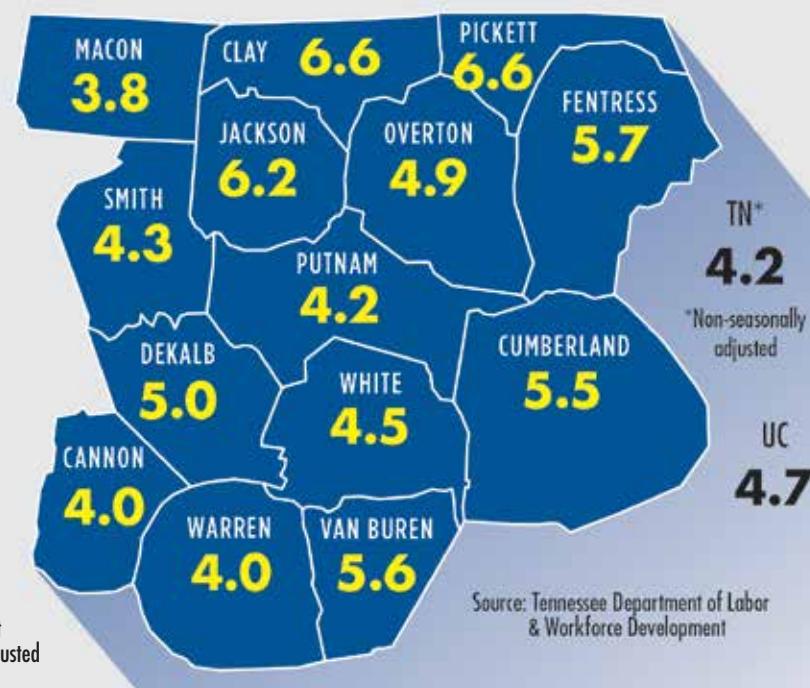
Simply Spatial, consulting and solutions, 3912 Birchwood Court, Cookeville, TN 38501, Travis Smith

Splendor Hair Studio, hair salon, 740 S. Willow Ave., Suite 20, Cookeville, TN 38501, Jordan Melton

Southern Charm Fabrics, fabric sales, 3730 Westpoint Drive, Cookeville, TN 38501, Megan D. Green

Soundlink Entertainment, event planning and ticket sales, 2613 Lakeland Drive, Cookeville, TN 38506, Samuel Buttram/Michael Hurd

UPPER CUMBERLAND UNEMPLOYMENT DATA MARCH 2016



Steel Fab Inc., fabricate and erect steel, 336 N. Royal St., Jackson, TN 38301, Steel Fab Inc.

Tenn Tex Automotive Inc., wholesale automotive parts sales, 1800 Tenn Tex Drive, Cookeville, TN 38501, Tenn Tex Automotive Inc.

Tennessee Partners, cleaning service, 1615 Brown Ave., Cookeville, TN 38501, Furman Dadd

Tipton Builders Inc., swimming pool construction, 5708 N. Broadway, Knoxville, TN 37918, Tipton Builders Inc.

Tri-Star Real Estate & Auction Co., real estate and auction, 370-C Reagan St., Cookeville, TN 38501, Tri-Star Real Estate & Auction Company LLC

Twins Roofing & Repair, roofing construction, 2218 Old Gainesboro Road, Cookeville, TN 38501, Michael Wheeler

Upper Cumberland MMA, martial arts, 1225 Shag Rag Road, Suite 8, Cookeville, TN 38506, Michael Bartlett

Vida Saludable, samples and training, 1460 N.

Washington Ave., Cookeville, TN 38501, Jaime Fuentes/Luis Jaime Chavez

Volvi Audio Inc., speakers and parts sales, 6100 Nashville Highway, Baxter, TN 38544, Gregory A. Roberts/Laurie L. Roberts

Wilburn Thacker, electrical construction, 123 Savely Drive, Hendersonville, TN 37075, Wilburn Thacker

COMMERCIAL BUILDING PERMITS: MARCH 2016

CITY OF COOKEVILLE/PUTNAM COUNTY

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

Friedheim Investments LLC/J&S Construction Co. Inc., remodel commercial, 350 S. Lowe Ave., \$355,000

Graves Edward/Cornerstone Builders Inc., remodel commercial, 17 S. Jefferson Ave., \$100,000

Roland Properties LLC/ Holloway & Sons Construction, remodel commercial, 2300 W. Jackson St., \$10,000

Billy G. Smith/Bob Vick & Associates, remodel commercial, 611 S. Willow Ave., Suite D/E, \$25,000

South Willow Properties LLC/J&S Construction Co. Inc., remodel commercial, 1843 Foreman Drive, \$550,000

Richard Gentry/G&G Construction Co., new multifamily, 1870 N. Whitney Ave., 1-10, \$946,080

Cookeville Housing Authority/Elk Mountain Construction, demolition, 284 W. Stevens St., \$50; 250 W. Stevens St., \$50; 311 Polly Drive, \$50; 331 Hargis Drive, \$50

Friedheim Investments LLC/J&S Construction Co. Inc., demolition, 350 S. Lowe Ave., \$50

Gentry Ricky Glyn/Tennessee Tech University, demolition, 227 W. Seventh St., \$50

John Short, commercial-structures/warehouses/shops/additions/alterations, 1024 Shag Rag Road, \$25,000; 1024 Shag Rag Road E19, \$25,000; 1024 Shag Rag Road F19, \$25,000; 1024 Shag Rag Road G19, \$25,000

Bruce Miller/Kenny Smith, commercial-structures/warehouses/shops/additions/alterations, 3421 Glade Creek Road, \$150,000

CITY OF CROSSVILLE/CUMBERLAND COUNTY

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

Highland Construction Inc., building-commercial, business renovation, 1364 Interstate Drive, \$35,000

Walton Spencer, building-commercial, deck addition, 287 E. Highway 70, \$2,560

York Constructions LLC, commercial, utility-tower, 650 Creston Road, \$50,976

Action Heating and Cooling, mechanical, mechanical renovations and addition to business, 2712 N. Main St., \$0

Action Heating and Cooling, plumbing-city, plumbing renovations and addition to business, 2712 N. Main St., \$0

Action Heating and Cooling, mechanical, mechanical business, 232 North Side Lane, \$0

Tobler Heating & Air, mechanical, mechanical Weigel's, 1023 West Ave., \$0

Rodney Braden General Contractor, building-commercial, renovation of business, 151 Highland Square, \$99,972

Big Orange Plumbing, plumbing-city, plumbing renovation of business, 151 Highland Square, \$0

Sizzling Events

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



MAY

7th - **Cumberland Run Car Show** - around the Courthouse Square

20th - 21st - **Highway 52 Yard Sale** - Garage Sales Multiple Counties.

28th - **Memorial Day Celebration** - Mitchell Creek Marina - mitchellcreekmarina.com

JUNE

4th **Kids Day** - Mitchell Creek Marina - mitchellcreekmarina.com

11th **Marina Day** - Mitchell Creek Marina - mitchellcreekmarina.com

8th - 12th - **Clay County Fair** - Family Fun at the Fairgrounds

JULY

3rd - **Rock the Dock** - Mitchell Creek Marina - mitchellcreekmarina.com

4th - **Shake the Lake** - Fireworks - Willow Grove Marina - www.willowgrove.com

8th - 10th - **200th Anniversary Celebration Freehills Community**

9th - **Lions Club Truck Pull** - Recreation Complex Fairgrounds

23rd - **Christmas in July** - Mitchell Creek Marina - mitchellcreekmarina.com

29th - 30th - **Homecoming Days** - around the Courthouse Square

Duck Race - Cow Patty Contest - Cake Walk - Music and more!

30th - **Boat in Movie Night** - Mitchell Creek Marina - mitchellcreekmarina.com

AUGUST

13th **Live Music** - Mitchell Creek Marina - mitchellcreekmarina.com

Enjoy a band or karaoke on the docks

20th - **Boat in Movie Night** - Mitchell Creek Marina - mitchellcreekmarina.com

27th - **Live Music** - Mitchell Creek Marina - www.mitchellcreekmarina.com



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