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Who is Johnson & Associates?

If you're receiving this news brief for the first time, you're probably wondering who in the world is Johnson & Associates (J&A) and why am I receiving this information? We've been in operation since 1986 providing economic development, community development and executive search assistance on both a national and international level. Review our web site at www.jatoday.com and learn more about us and our products. And if you decide you don't want to receive any mailings ever again, just let us know and we'll **remove** your name immediately. But remember, if we remove your name, you won't be receiving notice of what may be the perfect position or program for you. If you are receiving duplicate e-mails, let us know which e-mail address you prefer we use. Keep JAToday coming! Please add us to your address book or approved sender list.

Greetings

We hope your year has gotten off to a prosperous start!

Chloe Johnson



Our second newsletter of the New Year showcases our current position posting in Athens, Texas. It is not too late to apply; you have until February 27th!

The City of Taylor chose their new City Manager. Working with Mayor Rod Hortenstine, Members of the Council and their outstanding Staff was truly a joy and delight for Susan and myself. It was especially enjoyable visiting with Council Member Don Hill. Mr. Hill was the former Mayor ten years ago when we placed their City Manager, Frank Salvato. We also worked with him when we did the search for their first Economic Development CEO, John Nelson. Thank You!

We hope you enjoy the interesting Life Strategies article we found.

Please call J&A today if you are interested in learning more about our executive recruitment services, communication skills services, or community & economic development services. We are here to serve you!

**Athens (TX) Economic Development Corporation
President/CEO**

Johnson & Associates is accepting resumes on behalf of the **Athens Economic Development Corporation** for the position of **President/CEO**.

Position Description

Plan, develop, market and manage all aspects and activities related to industrial/economic development, including business recruitment, existing industry retention and expansion and act as representative for the Athens EDC with local, county, regional and state organizations. Adhere to the legislative requirements and intended use of 4B Sales Tax for economic development and work under direction of the seven-member board of directors. Work independently and with minimal supervision.

Duties and Responsibilities

Business Recruitment:

- All activities related to recruitment of new industries to community: Respond to, and prepare proposals for industrial prospects in timely manner
- Host industry site visits, lead negotiation process, develop incentive packages for consideration and present to governmental entities

- Work closely with company representatives from initial proposal through operational start-up and then on-going as existing industry
- Work with city administration and departments on economic development issues, such as infrastructure, incentives, grant preparation and administration.
- Support city and other community organizations in other business attraction efforts

Existing Industry Programs:

- Identify needs and develop programs to support existing industry and encourage local expansion of jobs, annual payroll and capital investment
- Identify local workforce issues and work with industry, local and state entities to develop programs to meet needs
- Meet on a regular basis with existing industries and maintain relationships to assure first hand knowledge of potential issues, expansions, etc. Work closely with local and corporate officials to resolve problems and concerns related to local operation

Marketing/Strategic Plan:

- Develop and implement marketing initiatives
- Work with outside firms to develop marketing materials and collateral materials
- Represent city and EDC at seminars, tradeshow and other economic development functions and activities
- Market directly to site location consultants, industrial brokers and industry officials to bring new jobs and capital investment to city
- Develop and update EDC website, community profiles and other demographic information
- Work with EDC and city volunteer committees in developing and implementing strategic plan for economic development

Public Relations:

- Actively represent EDC before city council, civic organizations, county and regional organizations
- Establish and maintain relationships with local civic and government officials and organizations, members of local industries, public and higher education, regional organizations, Texas Department of Economic Development & Tourism and other state organizations to foster positive image for EDC and community
- Serve on board of directors of various local, county and regional organizations to further economic development opportunities
- Present programs to civic, educational and other organizations to update and educate audiences on economic development issues and legislative changes

Administrative:

- Preparation of annual budget based on historical and strategic information with assistance of Budget Committee
- Prepare all necessary monthly and annual reports related to EDC, industry incentives and work with city staff on required local and state reports
- Manage database of business contacts and prospect activity
- Complete all office, clerical duties as required in two person office

Salary

\$80,000+/- DOQ

Preferred Requirements

- Bachelor's degree from an accredited four year college, plus 5 years experience in economic development or related experience
- Certified Economic Developer or Economic Development Finance Professional
- Excellent interpersonal, organizational and team building skills
- Experience in developing projects from initial contact, proposal submission, site visits, negotiating incentives through start up and ongoing existing industry support
- Knowledge of financial packaging and grant and loan programs
- Ability to work with area, regional and state economic development partners

Area Information

Just 75 miles southeast of Dallas/Fort Worth and thirty-five miles west of Tyler on State highways 19 and 31 and U.S. Highway 175; and is the seat of Henderson County. With a population of an estimated 11,297, Athens combines the charm of a small southern town with many amenities offered by larger cities. With its rolling hills, lakes and streams, Athens is a favorite getaway for picnics, country walks, fishing and boating, scuba diving or just plain relaxing.

Application Process

Cover letter, resume and at least four references should be directed to Johnson & Associates; c/o Athens EDC Search; 8308 Tecumseh Drive; Austin, TX 78753-5745 or johnson@jatoday.com. Resume packages will be accepted until **Friday, February 27, 2009**, or until the position is filled. References should include a supervisor, a subordinate and peers. Candidates desiring to provide a video showing communication and presentation skills may contact Johnson & Associates at 512.339.9000 for specifics and a how-to checklist. Submitting a video, which is OPTIONAL, allows the selection committee an opportunity to review communication skills that are impossible to fully showcase on a resume. The Athens EDC is an Equal Opportunity Employer valuing diversity at all levels of its workplace. Applicants for this position selected as finalists may be subject to a background investigation prior to final interview. Information from your resume may be subject to release to the public in the final stages of the search process.

*In accordance with the Texas Public Information Act,
please note that resumes may be subject to public disclosure.*

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City of Taylor, TX Selects New City Manager

Johnson & Associates would like to congratulate the Taylor City Council on selecting their new City Manager.

On Friday, February 20, 2009, an offer was made to and accepted by Mr. Jim Dunaway. Mr. Dunaway has served the City of Taylor as Assistant City Manager since February 2006, the last several months as interim City Manager. Prior to 2006, he was the Director of Public Works, City of Taylor.

Mr. Dunaway holds a Bachelor's degree from Sam Houston State University as well as a Master's degree from the University of Texas at Tyler. He has served 15 years combined as City Manager for the Texas cities of Elgin, Corsicana and Jacksonville.

When accepting, Mr Dunaway said, "Words cannot accurately express my excitement surrounding this appointment. The City Council's confidence in appointing me as Taylor's City Manager is certainly gratifying and I very much look forward to being a part of the great future facing Taylor."

Our best wishes go out to Jim and his wife, Sandy as they embark on their new endeavor. Our thanks to the Taylor City Council for allowing J&A to conduct their City Manager Executive Search.

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Armillary, Inc.

In December 2008, the Loudoun County (Virginia) Visitors Association awarded **Armillary Inc.** with a contract for developing more than 100 spherical images of conference facilities, guest rooms, Bed and Breakfast businesses and other related entities to showcase specific tourist attractions throughout the county. Armillary was chosen because of the quality of their work.

If your city is seeking to showcase various aspects of your community to attract visitors, new businesses or new residents then you might want to consider how J&A's partner, **Armillary Inc.**, might be able to help you update your website with powerful visual communications.

Visual communications through spherical imaging can support not only towns (like Pflugerville, TX, Canton, GA, Woodstock, GA) but also individual businesses, just like yours! So get on board to updating your websites through the use of spherical imaging technology. Contact J&A today or visit www.armillaryinc.com and see samples of this technology in action!

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10 Life Strategies

*At **J&A** and **HRGroup**, we like to share interesting articles, even if they aren't written by us.*

We found this great article from Life Coach Ann Daly who included it in her "Get Clear" e-newsletter at www.ann Daly.com. It was written by one of her life coach students and we knew you'd want to read:

1. Define your brand. If others define it for you, it's usually not accurate.
2. Make sure what you do fits into your brand strategy. In life, as in products, if something is off brand, it usually doesn't work.
3. It's okay to daydream and fantasize. One never knows when a fantasy can take root and become a reality.
4. Practice courage in the small things so that courage will be there for the big things.
5. Eliminate the "Yeah, buts . . ."

6. Surround yourself with positive people and positive things. Negativity can grow like weeds, but if you have enough positivity around, it's much harder to take root.
7. It doesn't hurt to ask for something. Most of the time people are willing to do something if you've asked for it. Even if they aren't, you've grown by asking.
8. The answers are always inside, although sometimes it takes a guide to help you find them.
9. There is no such thing as a totally quiet mind. One can, however, learn to turn the tsunami into gentle waves.
10. Take the time to celebrate achievements, large and small. Sometimes the smallest step can be the beginning (or the end) of the longest journey.

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Upcoming Events

Mark your calendars now to attend the **Texas Community Development Institute (CDI)** in The Woodlands on March 2-6, 2009. Find more information at www.lonestar.edu or email them at cdi@lonestar.edu

Cultivate New Business Contacts at SEDC's Meet the Consultants

Remember to attend SEDC's **Meet the Consultants** meeting in Dallas, Texas on Tuesday, March 24, 2009. This year's program will feature a networking breakfast; a full day of panel discussions featuring 15 site location consultants; and an evening reception with top Dallas site location consultants. More detailed information can be found online at www.sedc.org.

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**Johnson & Associates, A Full Service
Community Economic Development Provider.
We deal in futures yours!**

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