

A Salute to Women in Business

The McKenzie Banner • McKenzie, Tennessee • Est. 1870

Tuesday, October 30, 2018



October is National Women in Business Month, and the McKenzie Banner is proud to honor those women who have made a difference in local businesses. No matter what field, women have an influential presence in business – as business owners, professionals and employees, they make invaluable contributions to their jobs. These business women work hard in their careers, paving the way for future leaders in all areas. We celebrate these women for their contributions and successes.

October Celebrates Women's Business Ownership Act

BY DR. TERRY NEESE

The National Women's Business Council (NWBC) is celebrating the anniversary of the passage of HR5050, the Women's Business Ownership Act. The passage of this legislation, and its resulting impact on women business owners, would not have been possible without some incredible, tenacious women that I am fortunate to have worked with. This week in particular has me reminiscing on the 1986 White House Conference on Small Business and how that set the stage for H.R. 5050. For me, on August 16, 1986 the Conference opened a door I didn't realize was closed. The biggest lesson we learned was that organizing, educating, and cultivating partnerships is paramount.

HR 5050 was historic – it only



took 103 days from introduction to passage. On October 25, 1988, President Ronald Reagan signed H.R. 5050, making it the law of the land. This unprecedented piece of legislation gave women

business owners in the United States critical resources to build their enterprises and succeed in their respective fields.

To so many women around the country, including myself, H.R. 5050 was not just another piece of legislation. It was the basis on which women gain success in business. So many women start with nothing more than a great idea. It takes an incredible amount of hard work and perseverance to turn an idea into a thriving business. The group of women who strategized, working day and night to advocate for this legislation, made their mark on history, and gave women a path to follow. When you empower a woman to succeed, the nation succeeds – and the incredible women who advocated for H.R. 5050 did just that.

Throughout my career I have had the opportunity to scale my

business, Terry Neese Personnel Services, was lucky enough to have been appointed to numerous councils and Boards including NWBC and NAWBO, and founded the Institute for Economic Empowerment of Women (IEEW). Thirty years after the passage of H.R. 5050, I can still tell you that what the 1986 White House Conference on Small Business taught us holds true. Like all entrepreneurs, women want a level playing field because they can play and win on any field, at any time. Understanding the barriers to opportunity, whether that is access to capital or access to information and finding strong partners in each other is crucial to success. Thanks to H.R. 5050, women in business have excelled, continually reaching new heights, not only in the United States, but also around the world.

Sandi Stafford Roditis

Sandi Stafford Roditis has been a real estate agent for 21 years. She carries on her late father's legacy by overseeing the daily operations of the real estate business that bears his name. She loves helping couples find the perfect home to start or grow their family. Family comes first in Sandi's life. She and Sgt. Major Spiros Roditis, have been married for 25 years and have two children, Ellie and Stafford. She is an active member of McKenzie First Baptist Church and the Rotary Club. Sandi is a graduate of McKenzie High School and the University of Tennessee at Martin.

NICKY JOE STAFFORD
REAL ESTATE & AUCTION COMPANY
Finding Hearts a Home

P: 731.352.2761 • E: stafford@stafford-realestate.com
15928 N. Highland Drive, McKenzie • www.stafford-realestate.com

Tessa O'Brien

Tessa O'Brien is the owner of Belles on Broadway in downtown McKenzie. This unique floral boutique is one of a kind. Tessa has poured her heart and soul into restoring the historic building on Broadway back to its original glory.

"It was a life-long dream of mine to become an entrepreneur and it brings me such joy to share that dream with this wonderful community."

– Tessa O'Brien

Belles on Broadway

FLORAL BOUTIQUE

55 BROADWAY ST. • MCKENZIE, TN
731.352.7106

Check us out on Facebook & Instagram

Emily Young

Emily (daughter of the late Coy and Louise Rich) has lived in McKenzie her entire life. She graduated from McKenzie High School in 1971 and completed Office Occupations at Tennessee Vocational Technical School in 1972. An additional education accomplishment includes receiving her BS at Bethel University in 2012. Emily is married to Bobby Young and has two sons, Nick and Nathan and four grandchildren, Abbie, Noah, Parker and Eli. Emily began her career with McKenzie Banking Company in 1972 and has completed her 46th year with the Bank. While employed, her education continued by attending the Tennessee Bankers Association (TBA) School of Banking in 1979-1980. She has held the positions of Bookkeeper, Assistant Cashier, Assistant Vice President, Vice President and currently holds the office of Senior Vice President and Chief Financial Officer. Emily has served as the McKenzie Office Branch Manager since 2002. Outside of her responsibilities at the Bank, Emily has also served her community in various capacities to include; former treasurer of McKenzie Babe Ruth, Treasurer of McKenzie Touchdown Club 1997-2002, Trustee of McKenzie Regional Hospital 2012-2018 and appointed Trustee of the McKenzie Memorial Library in 2015 and currently holds the office of Treasurer. It is with great pride and appreciation that McKenzie Banking Company has the opportunity to honor Emily Rich Young during National Business Women Month for her many contributions to both the community of McKenzie and to McKenzie Banking Company.

MBC
MCKENZIE BANKING COMPANY

676 N Main St, McKenzie, TN 38201 • 731-352-2262 | 15345 Highland Ave, McKenzie, TN 38201 • ATM
731-352-2262 | bankmbc.com | "Investing in those things that will outlive us."

Cindy Gaylord

Cindy is the co-owner, manager, and the backbone of Bobby Gee's Diner. All our staff and myself offer our thanks to Cindy and appreciate everything she does.

Over 30 years experience in the restaurant industry, she knew the hard work and dedication it would take to open and operate a restaurant together with her husband.

She loves working side-by-side with her husband. She says "they met late in life and want to spend as much time as they can together."

Bobby Gee's DINER

131 S. Main Street • McKenzie (Near Fred's)
DINE IN OR CARRY OUT 731-352-5059

Misty Walker

Misty Walker has been employed with Be Ce Enterprises, d/b/a SUBWAY for over 20 years. She is currently the regional manager, assisting managers at 8 other Subway locations. Her organizational skills, her drive to succeed, her care for her employees and making sure her customers are satisfied are just a few of Misty's best qualities. We are blessed to have her on our team.

SUBWAY

15697 HIGHLAND DRIVE • MCKENZIE, TENN.

Debra Cobb

The Credit Union motto is People Helping People. Debra Cobb lives this creed every day. There are countless members she has helped in their finances and personally with her advice and encouragement. Debra's vision has helped the credit union grow and succeed. She was instrumental in serving Carroll County with credit union services by opening a new building location in 2005. This office has continued to grow under her leadership. She is vital to the credit union movement and the community she serves. Debra, the credit union family appreciates you.

JOHNSONVILLE TVA
EMPLOYEES CREDIT UNION

20405 East Main St., Huntingdon, TN 38344
731-986-2245

WOMEN IN BUSINESS



Strategies to Create a Better Work-life Balance

Parents with responsibilities at work and at home commonly struggle to find balance between these two often conflicting sets of obligations. Surveys have indicated that working professionals who work less are more likely to be happy with their work-life balance than those who burn the midnight oil at work, but for many adults, working less is not always an option.

A 2012 report from New Zealand's Ministry of Social Development found that the percentage of working professionals who were very satisfied or satisfied with their work-life balance declined as their hours worked increased. Canada's General Social Survey discovered similar results, noting that, while the majority of working parents were satisfied with their work-life balance, those who were not most frequently cited their dissatisfaction at not having enough time for family life as the main culprit behind their discontent.

Creating a better work-life balance is an ongoing commitment, and even working parents

who employ the following strategies may find they need to periodically tweak their routines so they can fulfill their obligations at home and at the office.

Schedule family time. Since working professionals unhappy with their work-life balance often cite lack of family time as the reason for that dissatisfaction, finding time for family may be the key to changing that outlook. Schedule time for family just as you schedule the rest of your daily commitments. Listing family dinners or activities in your daily schedule will ensure you don't mistakenly schedule other activities during family time.

Employ technology where possible. Some working parents may feel as though technology has made it harder than ever to leave work at the office. But while smartphones, tablets and other devices may mean you're never too far away from work, technology also can be used to create more time with loved ones. Employ an app such as FaceTime to eat lunch with your spouse or chat with your children each day. Such interac-

tions may not be as enjoyable as face-to-face interactions, but building them into your day can help you stay in touch with family and provide a welcome respite from busy workdays.

Use your vacation days. A recent study from Project: Time Off, a national movement aimed at highlighting the important role that time off from work can play in the lives of professionals, 55 percent of Americans did not use their full allotment of vacation days in 2015. That translated to 658 million unused vacation days, 222 million of which could not be carried over into 2016. Professionals who want to create a better work-life balance can examine their vacation day usage and resolve to use them all if they are not already. Parents can use vacation days on national holidays when schools are closed so they can squeeze in family time even when they are not going on trips.

Parents who put their minds to it can create a more fulfilling work-life balance.

Women in STEM

Despite the widely held notion that men exceed the number of women in Science, Technology, Engineering and Math fields, data indicates that there isn't actually much disparity among the sexes. According to the National Science Foundation, women equal men in terms of bachelor's

degrees awarded in most of the fields of STEM, including biosciences, social sciences, mathematics, and physical sciences. The only STEM fields in which men still outnumber women are computer science and engineering. Women are just as capable as men to meet the demands of STEM careers.

Raw IQ tests from the British Psychological Society have indicated that women and men frequently score equally well, with some studies suggesting women have the edge. In terms of mathematics prowess, girls score a mere 3 percent lower than their male counterparts on the math portion of the Scholastic Aptitude Test, according to the College Board.

Take a Cue From Successful Women

Women had another successful year in 2015. According to the Fortune 500 list, 2015 tied the record set for the highest number of female CEOs in America's largest companies by revenue. Twenty-four women, including Mary Barra of General Motors, Meg Whitman of Hewlett-Packard and Ginny Rometty of IBM, made the list.

Although women make up 45 percent of the labor force and only 5 percent head Fortune 500 companies, women are making greater strides than ever before. For example, in 1998, just one woman led a Fortune 500 company, according to Pew Research Center.

Certain traits could help propel successful women to the top. Here's a look at some of the ways female professionals can overcome professional hurdles and make their mark.

• Be passionate about what you do. Women who maintain passion about their careers are more likely to overcome any challenges and stand out in the workplace. If your profession is not stoking any passion, explore alternate career opportunities.

• Recognize your strengths. Today's professionals are less likely than their predecessors to stick with one company or line of work for their entire working lives. But just because you change jobs or career paths does not mean your past experience is useless. Successful women know what they do best, whether it's public speaking, writing or making sales pitches. Apply those strengths when looking for a new job or career.

• Know when to ask for help. Even the most accomplished women have limitations. Asking for help when you need it can help you overcome those limitations. To be good at what you do, you first have to learn



from others. Sometimes the smartest way to overcome an obstacle is having several hands on deck to provide a boost. Thinking that the work is better left to you alone could be a mistake. Enlist help when you need it and never hesitate to ask for another perspective.

• Make time for exercise. A sluggish body can make for a sluggish mind. Successful people need to be sharp, and exercise can help them maintain their mental focus. According to John J. Ratey, Ph.D., a clinical associate professor of psychiatry at Harvard Medical School, muscles send hormones rushing to the brain where they mix with a substance called brain-derived neurotrophic factor, or BDNF. BDNF plays a role in brain cell growth and learning. Without it, brains can't absorb new information or grow and learn. Exercise also helps relieve stress, which can make resolutions easier to see and make

tasks less overwhelming.

• Go easy on yourself. While many successful people strive for perfection, achieving perfection is unlikely, if not impossible. Successful people often admit to being their own worst critics, but don't beat yourself up if you endure some trial and error. Mistakes can be a great teacher, so use any you make to your advantage.

• Don't be afraid to take risks. Successful women are not afraid to take risks. Many may have decided they don't fit a specific mold and want to affect change. However, calculated risks are different from reckless decisions, and it is important to recognize the difference. A calculated risk may involve starting your own business after learning the ropes in a specific field and testing the waters. Reckless behavior would be opening that business with no relevant experience.

Thank you for your continued support of this newspaper.

Kay Wilkinson and Amanda Hopper

Kay Wilkinson and Amanda Hopper have managed Tennessee Check Advance LLC for the past 22 years. The mother daughter team have met many wonderful people from McKenzie and the surrounding areas. When you walk into Tennessee Check Advance you are met with a warm and friendly atmosphere. We appreciate all your business and look forward to serving you in the future.


SERVICES OFFERED:

- Pay Day Loans
- Cash Checks, Tax, Payroll, Government, Insurance & More
- Money Orders
- Prepaid Visa Cards
- Copy, Fax, & Email Services
- Bill Pay Services, AT&T, Dish, Direct, Verizon, MasterCard, Visa & more

REQUIREMENTS FOR PAY DAY LOANS:

- Recent 30 Day Bank Statement
- Proof of Income Drivers License or Photo ID

(No Paper Check Needed for Payday Loans)



TENNESSEE CHECK ADVANCE, LLC

15325 Highland Drive
McKenzie, TN 38201

Phone: 731-352-2900
Fax: 731-352-2934

Saluting Working Women

Amber Sam and Jenny Hastings

Jenny Hastings is the office manager at Carroll Insurance and has worked in insurance since 2003. She is also a commercial lines CSR and specializes in servicing commercial accounts. Jenny resides in Paris with her husband Ryan and has three children.

Amber Sam is the agency's personal lines producer and has worked in insurance since 2010. She resides in McKenzie with her husband Brad and two daughters.

Carroll Insurance is a branch office of Westan Insurance Group and has been affiliated with them since 2001. The agency writes all lines of personal and commercial insurance, specializing in farms.

Ask Jenny or Amber about the convenient new Carroll Insurance mobile app.



CARROLL INSURANCE AGENCY


49 Broadway • McKenzie • 731-352-5307
A Westan Insurance Group Company




Susan Bradberry



Susan founded Premier Realty Group in 2009 in Huntingdon. She has continued to grow the company, adding offices in McKenzie and Paris. She is a native to the area and a graduate of Gleason High School and UT-Martin. In 2006 she was named Rookie of the Year by the Tennessee Valley Association of Realtors. She has received a Top Producer Award each year since then, consistently at or near the top in home sales in our region. Susan sums up the philosophy of the firm in one word, "service." She has served on various community committees and also supports many local activities and agencies including the Paris & Henry County Healthcare Foundation, Habitat for Humanity and the Dixie Carter Performing Arts Center.



Dr. Krista Martin, DC, FASA



Providing Natural, Safe, and Effective Care for You and Your Family

Pre-conception: Fertility Acupuncture, Nutrition Counseling

Prenatal: Back Pain, Sciatica Relief without Medications, Prevention of In-Utero Constraint with Webster Technique, Pelvic Alignment for Optimal Labor and Childbirth

Post Partum Care: Pain Relief from Ligament Laxity, Acupuncture for Hormone Balance

Babies/Children: Colic, Reflux, Ear Infection Help, Scoliosis Prevention

Dr. Krista Martin is an ICPA Certified Webster Technique Practitioner practicing in Huntingdon, TN. She attended Purdue University and Southern Indiana University and graduated in 2007. She graduated from Logan University with her Doctorate of Chiropractic in 2010. After practicing in Mt. Juliet and the Nashville area, Dr. Krista relocated to Carroll County and founded Southern Chiropractic & Acupuncture with her husband, Dr. Brock Martin in 2012. She has built her practice around caring for women and children. Her main goals are to help women have healthy and successful pregnancies with the help of natural and effective chiropractic care and acupuncture.

Dr. Krista Martin is Rotary Club President and is highly involved in numerous city and county organizations to promote our area. She is an active triathlete and is currently training to compete in the 2019 Ironman Chattanooga 70.3. She is the best mom in the world to our two year old son, Steele Kurtz Martin :)

- Dr. Brock Martin

**159 Court Square,
Huntingdon, TN 38344**

www.southern-chiropractic.com

Call 731-535-3205 for a FREE Consultation with Dr. Krista

WOMEN IN BUSINESS

Be Safe, Healthy and Happy in The Workplace While Pregnant

Congratulations, you are pregnant. The next several months are certain to include many changes as you prepare for the arrival of your child. Whether you have been pregnant before or are about to become a mom for the first time, each experience is unique. And while dealing with the unexpected is part of being pregnant, pregnant women should expect their employers to treat them fairly as they continue to work.

The first thing pregnant working women should know is that they have the right to work while pregnant. In the United States, it has been illegal to discriminate against pregnant women in the workplace since 1978, when the Pregnancy Discrimination Act was passed. Canadian women also have similar rights under the Canadian Human Rights Act. But in spite of those laws, some employers may be less receptive to their female employees' pregnancies, with some insisting they harbor good intentions, such as the woman's safety. Businesses cannot fire employees for being pregnant, and many courts have ruled that decisions about the safety of the woman and fetus are up to the employer and her doctor, not her boss. On the same token, a company cannot refuse to hire a person simply because she's pregnant.

While pregnancy is a natural occurrence and one female bodies can accommodate, in some instances, work requirements



may threaten the safety or the health of the fetus. Therefore, employers are under a duty to accommodate female workers who may need to modify their duties due to their pregnancies. This can be a collaborative discussion, with both the employer and employee coming to a solution that works best for them. It is the employer's responsibility to accommodate pregnant employees by removing barriers that may limit those employees' ability to do their jobs. Each instance should be looked at individually.

Under the Family and Medical Leave Act, women in the

United States are entitled to 12 weeks maternity leave. Women can choose to use a portion of that maternity leave even before their children are born if physical limitations are making it challenging for them to continue working. Women should put their health and the safety of their unborn children ahead of their responsibilities at work. In addition, women should not hesitate to speak with their employers about their comfort levels while pregnant. If an issue arises, speak with your boss, who deserves the benefit of the doubt.

In some instances, breastfeeding also is protected by law at job sites or at the office. It is best for women to familiarize themselves with breastfeeding policies ahead of time so they can make the proper accommodations.

Pregnant women should discuss with their doctors which work activities are permissible and which should be avoided at particular times in the pregnancy. Every effort should be made to avoid toxic substances, and pregnant women should not lift heavy items or engage in any potentially risky physical activity. For more information about workplace rights, visit the Equal Employment Opportunity Commission at www.eeoc.gov or the Canadian Human Rights Commission at www.chrc-ccdp.ca.

How Young Women Can Land the Right Internship

Internships provide great opportunities for young women to get their professional feet wet. While classroom lessons provide theoretical senses of what a profession might be like, an internship gives an actual sense, shedding light on how a particular business or industry operates.

In its Class of 2015 Student Survey, the National Association of Colleges and Employers found that women (65.8 percent) were slightly more likely to have had an internship than men (64.6 percent). Competition for internships can be steep, and young women who want to set themselves apart from the field can employ various strategies as they search for internships.

• Learn the recruiting schedule. Some professions may recruit interns year-round, while others may only look for interns during particular times of the year. Speak with your academic advisor or someone in your college or university's career placement department to determine when opportunities in your field are most likely to be available, and make sure your materials (i.e., résumé and portfolio) are ready when that recruiting season begins.

• Don't limit yourself. Cast

a wide net when searching for an internship. If you want to be an investment banker, landing an internship that allows you to work alongside investment bankers may be ideal. However, limiting yourself to only those opportunities may be prohibitive, and you may end up with nothing. Maintain an open mind when pursuing internships. Even if you don't land your dream internship, another opportunity may provide lots of hands-on experience while also allowing you to get your foot in the door.

• Tell the truth. Embellishing your résumé might help you get an interview, but chances are the interviewer will learn pretty quickly if your purported skills are authentic. Internship programs are designed for students with little or no experience who might one day turn into valued employees. If a company suspects an internship candidate of embellishing her skills and experience now, that candidate might never get her foot back in the door. Tell the truth and express your excitement at any opportunity that allows you to apply classroom lessons in real world settings.

• Don't accept just any internship. Not every internship is worth the effort. While in-



terns may be asked to perform some menial tasks during their internships, the right opportunities afford interns the chance to get professional experience and interact with working professionals. If an opportunity is largely or exclusively clerical, you might be better off continuing your search or volunteering with a firm.

Young women looking for internships can take various steps to ensure they land the most beneficial opportunities available to them.

Job Hunting Tips for Young Women

Young women preparing to enter the workforce may discover a job market that's difficult to crack. Getting a foot in the door in your desired field is not always easy, but young women looking to land that first job out of college can consider the following tips to help them take that all-important first step toward a rewarding career.

• Decide on a path. Blindly searching for work or any old job is a recipe for an aimless search that likely won't land you a job you enjoy. Choose what it is that you want to do and who you hope to do it for, and then you can proceed with a more refined search that does not include you spending time pursuing positions you don't want.

• Don't be afraid to seek advice. Once you determine some companies you may want to work for, don't be afraid to seek advice from people who already work for those companies. Even if such businesses don't have any current openings, you might be able to schedule in-

formational meetings. Treat such meetings like you would a job interview, asking questions about the industry and what you can do to get your foot in the door. Once such meetings have concluded, send a handwritten thank-you note to the person who took time out of their day to give you the informational meeting.

• Learn from each job interview. Many people, especially young people just starting out, go through many job interviews before finally landing a job. Each interview is not just an opportunity to land a job or hone your interviewing skills, but also a chance to learn what employers are looking for. Many interviews for entry-level jobs are similar regardless of the industry, so make note of your responses that went over well and those that might need a little more work.

• Be prepared to explain why you should be hired. Job seekers should be able to explain both their enthusiasm for the job and why they are right for

that job. Keep your description of your capabilities concise, but don't be afraid to confidently state why you are the best possible candidate.

• Look for volunteering opportunities. After you have targeted a field you want to work in, you may find that there are few paying opportunities within that field. But you might be able to volunteer or even pursue an internship if you only recently graduated from college. Volunteering or accepting an unpaid internship is a great way to start making some contacts and gaining some legitimate experience, and working for free might just indicate to prospective employers that you are serious about pursuing a particular career and not just landing a job.

Young women may be met with a difficult job market upon graduating from college. But there are ways to make job hunts easier and land the job of your dreams.

Tips for Mothers Returning From Maternity Leave

Returning to work after several months of maternity leave is a difficult yet manageable transition working mothers must make.

Returning from maternity leave can be challenging for any mother, but it can be especially difficult for first-time mothers, many of whom spend the vast majority of their maternity leaves with newborn babies in hand. While the challenge of returning from maternity leave can be considerable, working mothers can take steps to ensure the transition goes as smoothly as possible.

• Find trustworthy child care. Mothers' biggest concerns when returning from maternity leave tend to center around child care. It can be quite a nerve-wracking leap to leave a young child in someone else's care for the first time, but working parents must find someone to care for their children while they are at work. Start looking as soon as possible, asking physicians, family members, friends, and neighbors for recommendations. Insist on references from any potential caregivers, and don't hesitate to find a new care provider if your initial choice does not pan out.

• Adjust your breastfeeding schedule. As the end of maternity leave nears, mothers can adjust their breastfeeding schedules so babies grow accustomed to nursing during hours when their mothers will be home and not at the office. Some companies have on-site child care, and mothers who can take advantage of such programs should establish an on-site breastfeeding schedule and let their bosses know at which points during the day they will be visiting the on-site child care facility to be breastfed.

• Inquire about telecommuting. The idea of telecom-



muting might have been a topic better broached before you went on maternity leave, but it's never too late to inquire. Some companies embrace telecommuting while others are more hesitant to allow employees to work from home. Find out which category your company falls into, or if bosses are willing to meet you in the middle ground and enable you to work from home one or two days per week. Telecommuting can make the transition back to work a little easier, and it can save you substantial amounts of money on child care as well.

• Address any uncomfortable feelings. Returning from maternity leave often stirs feelings of guilt or sadness. If you develop such feelings, speak openly about them with your significant other and/or speak to fellow working mothers who can often offer support and share their own

stories about returning from maternity leave.

• Cut back on your commitments. Before you became a mother, you might have been the type of employee who was never afraid to take on a new project no matter how much was already on your plate. Now you may have to make adjustments. Avoid taking on any additional work as you get used to being a working mother. Once you grow accustomed to your new schedule and being both a professional and a mother, then you can start taking on additional commitments if you feel you can swing it.

Returning from maternity leave is a challenge working mothers must face. But those who start to think about their transitions back to the office sooner rather than later will be better prepared to handle such a unique experience.

AT247



Angie Martin

Angie Martin has been a valued employee of Espey Gin Co. in McLemoresville since 1986. She is in charge of all the paper work involved in ginning cotton for farmers, as well as being the spokesperson who can tell you all about cotton and its uses. She is well-known to children and adults as a tour guide for the operation of the gin.

We thank you, Angie, for all you do to make our business run smoothly!

Espey Gin Company, Inc.
McLemoresville, TN 38235 • 731-986-5349



The store opened in November 2000. It started off with only 20 booths. Now we have 57,000 sq ft and around 300 booths. We have been voted the Best in Carroll County for the Best Antique Mall for 8 years. We have approximately 300 devoted vendors that have helped grow this business to what it is today.

Also, we have the valuable customers that keep this business going from day to day along with our staff of workers. We have everything from primitives, painted furniture, Dixie Belle Paint, candles, glassware, new items and you may even find some junk.

My momma was a big part of our team for years and will be dearly missed. Love ya Momma 9-28-18
A special thanks to my husband, Eddie, for being in my life and business.

Sandi Gibbons

McKenzie Antique Mall

Antiques • Collectibles • Crafts • Glassware

14890 Highland, McKenzie, TN 38201 • Store: 731-352-9344 • Home: 731-648-2004
WEDNESDAY-SATURDAY 10 A.M.-5 P.M. • SUNDAY 1-5 P.M. • CLOSED MONDAY & TUESDAY

A1247

We proudly salute our ladies!

Teresa Washburn
Brittany Washburn Martin

Janna Pratt
Meg Mann

And our recently retired veterans:
Ramona Washburn, Linda Bolton and Carol Lemonds

Thank you for all your hard work!



P: 731.352.3323 • E: banner@mckenziebanner.com • 3 Banner Row, McKenzie, Tenn. 38201
www.mckenziebanner.com • www.loveyourpromo.com Serving Carroll, Henry & Weakley Counties in Tennessee!

LAURA KEETON

ATTORNEY AT LAW



Laura A. Keeton is the go-to person for a number of different organizations and activities. She primarily practices family law with her father and brother in the family law firm. A graduate of Hollow Rock-Bruceton Schools, University of Memphis and University of Tennessee Law School and the youngest member of the firm, she wears many hats. In addition to her duties as one of a small number of female attorneys in Carroll County, she also serves as City Judge for Hollow Rock, McKenzie City Attorney, Gleason City Attorney, president of Carroll County Fair Board, board member of West Tennessee Legal Services, past president of Tennessee Municipal Attorneys Association and is a member of Bruceton Women's Club, among others. She is an avid horsewoman, dog lover and loves to travel, stateside and abroad.



KEETON LAW OFFICES

20240 EAST MAIN, P.O. Box 647, HUNTINGDON, TN 38344 • 1-800-986-4444

A1102

WOMEN IN BUSINESS

5 Effective Ways to Alleviate Stress

Stress affects everyone at some point in their lives and does not discriminate based on gender, nationality, ethnicity, economic status, or age. The American Institute of Stress says job-related stress costs businesses millions of dollars each year due to unanticipated absences. In fact, work is the foremost source of stress for many adults.



Although not all stress is bad and stress responses can motivate people to perform more effectively, repeated stress is a problem. The National Institute of Mental Health says routine stress that becomes chronic can suppress immune system functions, disrupt digestion, adversely affect sleep, and cause abnormal changes in reproductive systems. People who have chronic stress are often prone to frequent and severe viral infections, like colds and the flu.

Repetitive stress may be the most difficult to recognize because it often becomes a part of daily life. Managing stress and anxiety involves finding techniques that work for each individual. While not every approach works for everyone, the following are five effective means to managing stress.

• **Exercise:** The American Psychological Association says research continues to confirm the benefits of exercise in regard to combatting stress. Regular exercise has long-term benefits, but even a 20-minute exercise session

during a stressful time can produce an immediate effect that lasts a few hours.

• **Deep breathing:** Mindful breathing can be effective and only takes 10 minutes. Men and women battling stress can sit in a comfortable position with their eyes closed and imagine themselves in a relaxing place while slowly breathing in and out.

• **Take a break:** Removing oneself from a stressful situation for a little while can be helpful. A brief break of 15 to 20 minutes can provide a sense of calm.

• **Cognitive-behavioral therapy:** Harvard Medical School defines cognitive-behavioral therapy, or CBT, as a process of changing unhealthy

thinking in order to change emotions. Therapists will identify negative thinking patterns and help patients learn to automatically replace them with healthy or positive thoughts.

• **Support network:** Simply having someone to talk to can help tame stress. People should surround themselves with others they trust who are good listeners. These can be friends, family members or professional therapists. Talking oneself through stressful situations can provide relief.

Stress is a growing problem that can adversely affect one's health in various ways. Relieving stress involves identifying the stressor and taking a proactive approach before symptoms of stress worsen.

Fitness Tips for Busy Moms

Working mothers have a lot on their plates. In addition to the responsibilities that come with raising a family, working moms also must focus on their careers.

Many mothers find that managing such hectic balancing acts leaves little time for physical fitness. But there are ways for working moms to stay physically fit even as they juggle their commitments to career and family.

• **Work out in the early morning.** Working out in the early morning, when the kids are still asleep and the office has yet to open, is a great way for busy working mothers to get their daily exercise. Designate a room in your home where you can spend time each morning doing some light strength training before hitting the treadmill or elliptical machine. The United States Department of Health and Human Services recommends that adults get at least 150 minutes of moderate aerobic activity or 75 minutes of vigorous aerobic activity each week, and women who get up just 45 minutes earlier each morning can meet those requirements and then some. An added benefit to working out in the early morning is that many people who follow such regimens insist they have more energy throughout the rest of the day.

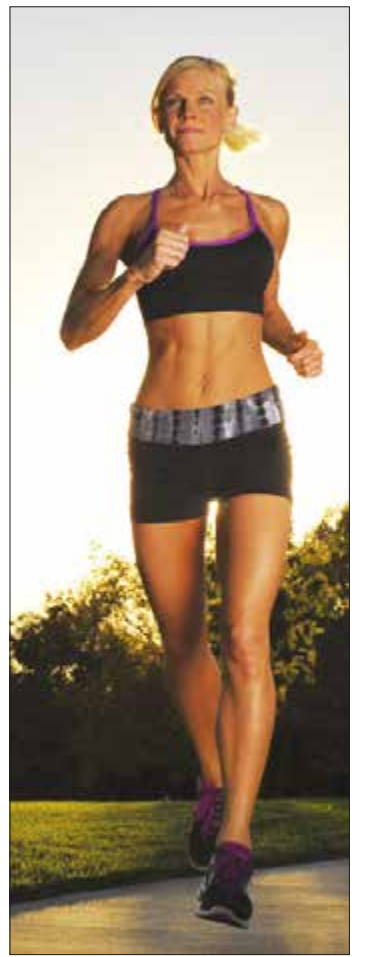
• **Exercise with the kids.** Working mothers looking to find time for exercise can turn part of family time into a time

to exercise with their children. Play in the yard with youngsters while dinner is cooking or go for nightly post-meal walks. Exercising with kids is a great way for mothers to get their daily exercise while also instilling a love of physical activity in their children.

• **Have a backup plan on hand.** Working out at a gym can be motivational, as many mothers want to make sure their monthly membership fees aren't going to waste. But there will inevitably be days when working mothers can't get to the gym. Prepare for such days by purchasing home workout DVDs you can play while the kids are doing their homework or after they have gone to bed.

• **Look for gyms with childcare.** Many gyms now offer on-site childcare to parents of young children who can't stay home alone while their folks are at the gym. Gyms that offer on-site childcare may prove more reliable and even less expensive than hiring a sitter, and some gyms even offer fitness programs to youngsters, helping to ensure kids get the daily exercise they need as well.

• **Exercise during lunch breaks.** If possible, squeeze in your daily exercise during lunch breaks. Take advantage of on-site exercise facilities if your company offers them. If not, take your lunch outside and then go for a walk around the campus or a nearby park rather than eating at your desk. Finding time to exercise is a



common dilemma for working mothers. But there are some creative ways for moms to stay fit without affecting their commitments to work and family.

Thanks to These Hard-Working Ladies for All They Do!

Joyce Hayes,
Heather Moore,
Lindsey Cobb,
Michelle Vinson

Phipps PHARMACY
"The Cure For The Common Drug Store"

McKENZIE
205-B Hospital Dr., McKenzie, TN 38201

Marcy McKinney

Merchants Outlet Mall and Flea Market opened for business in Jan of 2010 by Mr. Ben Gaines Jr., a local businessman and entrepreneur. MOMs was an overnight sensation and experienced immediate success. Sadly, in December 2013, Mr. Gaines passed way. Ben's long time manager and friend Marcy McKinney and her husband Phillip purchased MOMs and the business continued to prosper and grow. In June of 2016, Marcy and Phillip made a long term commitment to the vendors, customers and the community to purchase the 60,000 sq ft facility that they now call home...MOMs.

Marcy is a native of Tennessee, with her humble roots beginning in Gleason. She began her career in retail marketing over 30 years ago. Together she and her husband of 20 years have 4 children and are now the proud grandparents of 7 grandchildren, all of which reside in Carroll County.

Marcy is a firm believer in the power of positive thinking and moving forward through any and all challenges to attain your goals. We are indeed fortunate to have a successful business woman like Marcy, among our midst here in McKenzie. She has successfully created an earning opportunity for members of our community to supplement their families income by creating a successful venue for vendors to sell their wares.

Through Marcy's leadership MOMs has created employment opportunities for five full time employees as well as 6 part time positions filled by local high school and college students.

Merchants Outlet Mall has indeed been blessed into success through their dedicated employees, committed vendors, loyal customers and business owners Marcy and Phillip McKinney.

Together they all have worked towards making MOMs, "The Greatest Shopping Experience Ever"!

15380 N. HIGHLAND (HWY 79), McKENZIE, TENN. 38201
731-352-9095

The City of McKenzie is very appreciative of the great work our women in government do for our community.

Saluting the Working Women in Government:

Jill Holland • Jennifer Waldrup
Brenda Berryman • Sandy Bradberry • Elaine Brown
Debbie Churchwell • Monica Heath

McKENZIE POLICE DEPARTMENT

The City of McKenzie is very appreciative of the great work our women in the Police Department and Animal Control do for our community.

Saluting the Working Women in Animal Control:

Cindy Hess

Saluting the Working Women in the Police Department:

Jasmin Powell, *Police Officer*
Carol Barker, *Dispatcher*
Teresa Johnson, *Dispatcher*
Breanna Gant, *Dispatcher*
Emily Sublett, *Dispatcher*
Kathy Clark, *Dispatcher*

FSB INSURANCE
A Division of Sunstar Insurance Group

Micki Cunningham

Micki Cunningham is a Producer with FSB Insurance and is a Certified Work Comp Advisor (CWCA). She holds a BS in Organizational Management from Bethel University. Micki has been in the insurance business for 13 years and has a broad client base ranging from banks, financial firms, retail, contractors, manufacturing, farmers and personal lines. Her passion is tirelessly protecting the interest of her clients.

Micki resides in McKenzie, Tenn., and is a believer in supporting local business, from sponsoring school events and sports to shopping in local, small-town businesses. While away from the office, she enjoys camping, watching her kids play football and soccer, and being at the lake with her husband Steve and 5 children.

O: 731-352-2424 • F: 888-415-6423 • 15715 Highland Drive, McKenzie

Saluting Working Woman

Rita Woodson

Celebrating 25 Years as an Independent Agent Representing Aflac in the Tri-County Area

Woodson & Associates

15140 Highland Ave., Suite 17 • P.O. Box 756, McKenzie, TN 38201
731.352.0606 office • 731.352.4767 fax • 888.966.3766 toll free

aflac.com