

ATLANTA BUSINESS CHRONICLE

COVER STORY

AN EXTRA PERK

Black Coffee Co. started on a whim. Now the startup is working to expand both its physical presence and its mission of getting more Black people into the coffee industry.

BY ERIC MANDEL, 12A-13A



BLACK COFFEE CO.

TRANSPORTATION

City Council starting e-bike rebate program

As an incentive, Atlanta residents could get back up to \$2,000 from their energy-efficient purchase.

TYLER WILKINS, 10A



RESTAURANTS

Chef shares more details about food hall eatery

Hector Santiago is opening La Metro at Ponce City Market, which will serve tapas and Spanish small plates.

CHRIS FUHRMEISTER, 14A

HOTELS

Investment group closes \$1B fund

Noble remains focused on acquiring, developing select-service and extended-stay hotels in the Sunbelt.

AMY WENK, 16A

ATLANTA BUSINESS CHRONICLE

January 12-18, 2024
Vol. 45, No. 27, \$3.00 • 40 Pages
621 North Ave. NE, Suite B-100
Atlanta, GA 30308



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BIZHUB

The topics that defined the week in business

POWER MOVES



PIETER UITTENBOGAARD

New gig: Executive vice president of growth and strategy at Fusion Connect

Old gig: EVP of strategy and marketing at Fusion Connect for six months; 11 years at Microsoft

Start date: January 2024

Replacing: Mario DeRiggi, chief revenue officer, who is retiring

What we are watching: He will report directly to CEO Brian Crotty. The cloud communications company also hired two new sales executives.



EDWARD "TED" GILLESPIE

New gig: Partner at Kutak Rock

Current gig: Attorney focused on new markets

tax credit transactions and real estate financing and acquisition

Start date: Jan. 1

What we are watching: The law firm has more than 550 attorneys and 19 offices across the country, including one in Buckhead. Gillespie has experience in real estate transactions, zoning and government compliance.



CRAIG PORTWOOD

New gig: Executive director of Extra Special People Inc. Athens

Previous gig: Associate vice president of alumni and main campus operations at Georgia Military College in Milledgeville

Start date: Jan. 22

Replacing: Laura Hope Whitaker, now CEO

What we are watching: He will be the first new executive director in Athens in 19 years. ESP works with people with disabilities and their families.

BIG NUMBER

\$373,000

The typical expected home value in Atlanta this year, about 7% higher than the U.S. average. The average mortgage payment for an Atlanta homebuyer should reach \$2,701.

Source: Zillow Group Inc.



BYRON E. SMALL | ABC

AN AFFORDABLE DOWNTOWN

One question lingers over the future of Downtown: Is there enough demand for housing?

New data from real estate analyst Haddow & Co. suggests the answer is yes. A bigger question is how much longer the district will remain an affordable alternative to other parts of intown. The average monthly rent for Downtown apartment properties has risen 27% over the past two years, according to Haddow & Co. That perspective might get lost amid current U.S. oversupply in the multifamily property sector. But there is reason to think once that corrects, Downtown rents will begin rising.

Consider Ascent Peachtree, a relatively new Downtown tower that was posting rental rates that averaged almost \$3,000 per month in the first quarter of 2023, according to Haddow & Co. By the third quarter, rates had plummeted on average by about \$300 per month, Haddow & Co. said. Even so, that still beats many Midtown high-rises, which typically feature some of the highest rates in the city, Haddow & Co. reports.

If rent growth rebounds, it could bolster the case for further apartment construction. One project to watch this dynamic play out this year and into 2025 is the remaking of South Downtown.

A venture led by Atlanta tech entrepreneur David Cummings is stepping in to buy the former Newport RE South Downtown portfolio that was headed to foreclosure. The new venture aims to control and revive those historic

Housing demand: Rental rates at Ascent Peachtree, a 29-story apartment tower, had reached a record for Downtown in early 2023 before declining later that year.

properties into a walkable startup community interwoven with new low-rise housing.

Ladson Haddow, managing partner with Haddow & Co., said, "Having a local investor and entrepreneur with a long-term investment horizon tackle this property assemblage should benefit the area greatly."

How might the city support that effort with urban planning and economic development policies? Months ago, between Newport's efforts collapsing and Cummings stepping up, Mayor Andre Dickens had fretted that South Downtown had been disinvested in for too long, according to emails obtained by the Chronicle through an open request with his office. The mayor described how the city was aiming to reach more local housing developers and spur South Downtown activity with tax credits.

In a statement to the Chronicle, the mayor's spokesperson Michael Smith cited Dickens' decision to purchase Downtown's 2 Peachtree for affordable housing revitalization. That move sent a strong signal to the market that the city is "committed to creating a strong, vibrant Downtown," Smith said.

— Douglas Sams

QUOTABLE



"You should expect us to continue to find ways in which to invest heavily in our hometown."

MIT SHAH, CEO of Noble Investment Group, which closed a \$1 billion fund. More on page 16A.



"A lot of people are setting budgets now. The labor force strength is the strongest it's been since January 2021."

ZACK FRITZ, an economist at Associated Builders and Contractors



Atlanta Business Chronicle is a publication of:
621 North Avenue NE, Suite B-100, Atlanta, GA 30308
Whitney Shaw, CEO
Ray Shaw, Chairman (1989-2009)

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POSTMASTER: Send address changes to Atlanta Business Chronicle, 621 North Avenue NE, Suite B-100, Atlanta, GA. 30308.

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BIZHUB

The topics that defined the week in business



THE INSIDER

By Byron E. Small | Photographer, bsmall@bizjournals.com



As part of Martin Luther King Jr.'s birthday, we spotlight Operation Hope, an Atlanta organization focused on providing opportunities for underserved communities. See page 12A for similar coverage.

HOPE GLOBAL FORUMS

Making capital work

CEOs and execs from around the U.S. attended last month's 2023 Hope Global Forums at the Hyatt Regency Hotel. This year's aim was to "make the case for optimism."

Left: Carol Tomé, CEO of UPS, with John Hope Bryant, founder, chairman & CEO of Operation Hope Inc.



Ed Bastian, CEO of Delta Air Lines Inc., in conversation with Hope Bryant.



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REAL ESTATE NEWS

By Savannah Sicurella | Reporter

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FUTURE MERGES WITH PAST

FIRST LOCATIONS OF TECH ECOSYSTEM OPEN

Latest effort in South Downtown moves ahead

Tech companies filling buildings dating back to the Civil War is one big allegory for Atlanta's past merging with innovation for the future.

And future is certainly the word to use: over the next 40 years, a venture led by Atlanta entrepreneurs Cummings and Jon Birdsong wants to transform 10 city blocks into a startup ecosystem.

The first pop-up space opened less than a month after the initial project was pitched. It's located in the former Newport RE marketing center at 170 Mitchell St.

Two other locations are planned in the near future. Space in the former Sylvan Hotel, part of Hotel Row on Mitchell Street, will open in December.

Another will open in the Liquid Carbonics building on Nelson Street at a date yet to be determined.

The entrepreneurs' plan is the latest effort in taking hold of a



BYRON E. SMALL | ABC

portfolio assembled by German real estate firm Newport, which invested at least \$155 million into acquiring and restoring over 50 buildings and surface lots that make up Atlanta's first commercial district, including Hotel Row, 222 Mitchell and properties along Broad and Peachtree streets.

Newport stopped funding the redevelopment this year after a

David Cummings is CEO of Atlanta Ventures.

historic rise in interest rates and a pullback from lenders jolted the U.S. commercial property sector.

In July, Atlanta real estate company Braden Fellman Group went under contract to take over the portfolio, but the deal collapsed in October.

Cummings and Birdsong, partners in Atlanta Ventures, are hoping to replicate the success of

Atlanta Tech Village, a Buckhead entrepreneurship center that has nurtured more than 300 startups, including unicorns Calendly and Salesloft.

The former Newport portfolio will likely cost tens of millions of dollars to acquire.

"It's taking an unpolished jewel and seeing what it can be," Cummings told the Chronicle.

► DEEPER DIVE

Q4 2023 OFFICE STATS

Compared with Q3 2023

- AVAILABILITY RATE: 32.0%
Q3: 30.7%
- NET ABSORPTION: -1.1 MILLION SF
Q3: -424,100
- UNDER CONSTRUCTION: 2.04 SF
Q3: 2.3 million
- DIRECT LEASE RATE: \$30.79
Q3: 30.53
- CLASS A LEASE RATE: \$32.99
Q3: 32.83

Source: CBRE

SUBURBAN OFFICE

NEW LANDLORD WANTS COMPETITIVE COMPLEX

Four decades-old office buildings in Sandy Springs have been acquired at a steep discount by an Atlanta firm hoping to offer competitive rents, a strategy other firms will likely follow this year.

Affiliates of Insignia LLC took title to 30 acres of a commercial property tied to a \$60 million loan from Wells Fargo Bank, according to Fulton County property deeds. Insignia paid \$34.5 million for the note.

"Right now, we're trying to get our arms around the property," said Insignia Managing Director Chaz Lazarian. "With the low acquisition basis, we think we can compete in the marketplace, including sublease space. We think it's a great asset."

The combined vacancy of the four buildings part of Embassy Row is 55%. Two of its largest tenants are Newell Brands and American InterContinental University, a for-profit university.

Insignia acquired the properties through a deed in lieu of foreclosure, a process that allows the landlord to



TIM GLOVER VIA THE WILBERT GROUP

Several companies fill the five-building Embassy Row along GA 400 and I-285.

hand over a property to another entity instead of beginning the foreclosure process. It's less costly and arduous than a foreclosure. Earlier this month, the W Hotel Atlanta Downtown also transferred to a new owner through a deed in lieu of foreclosure.

► TRANSACTIONS

LARGEST OFFICE DEALS OF THE QUARTER

- **U.S. General Services Administration**
Size: 94,610 square feet
Where: 2233 SE Lake Park Dr.
Behind the deal: Julie Rayfield, Tom Mazzucca and Erik Weiss with Savills represented GSA.
- **GE Vernova**
Size: 77,160 square feet
Where: 600 Galleria Pkwy.
Behind the deal: Glenn Dyke, Sam Holmes, Brent Woodruff and John Shlesinger with CBRE represented GE Vernova. Adam Viente and Jeff Bellamy with Jones Lang LaSalle (JLL) represented the landlord.

- **OneTrust LLC**
Size: 73,500 square feet
Where: Fourth Ward Offices
Behind the deal: David Rubenstein, John Flack, Bo Keatley and Cory Hall of Savills represented OneTrust. Aileen Almassy with Cushman & Wakefield leases Fourth Ward on behalf of the landlord.

REAL ESTATE NEWS

SPOTLIGHT: COMMERCIAL REAL ESTATE FORECAST



Industry leaders talk trends, challenges

High interest rates. Rising costs. Economic uncertainty. ¶ It may be a new year, but many of the trends and challenges remain for metro Atlanta's commercial real estate market. ¶ Atlanta Business Chronicle asked CRE leaders to share their insights for 2024 and beyond, as well as what areas their organizations are keeping an eye on this year. ¶ Their responses have been edited for clarity and space.

BY MELANIE LASOFF LEVS • MLEVS@BIZJOURNALS.COM



ALLISON GRIFFIN BITTEL
senior managing director at Savills

Trends: "The commercial real estate landscape in metro Atlanta is marked by a continued distress among office landlords, although this impact is notably uneven across various sectors. Significantly, there's a distinct 'flight-to-quality' trend, where buildings [with] top-tier amenities are outshining others in market performance.

"Moreover, buildings grappling with impending loan maturities are facing increased foreclosure risks. This is a consequence of the current economic climate marked by rising interest rates, more stringent loan-underwriting standards, and a shift in lender and investor sentiments — particularly a reduced appetite for office space investments."

Hot and up-and-coming areas: "The Old Fourth Ward, especially adjacent to the Eastside BeltLine, continues to be the epicenter of commercial real estate activity in metro Atlanta. In 2024, this trend is expected to persist, given the area's soaring rental rates and its appeal as a vibrant, dynamic hub."



AMY FINGERHUT
senior vice president of advisory and transaction services, retail, at CBRE

Trends: "Retail users [are] shrinking their footprints, mainly to lessen their overhead costs and occupancy costs. We've begun to see some big-box users move into smaller footprints. If they shrink their footprint, they don't have to carry as much inventory, which will lower their expenses.

"When it comes to restaurants, there are a few trends that worry me. We're seeing a lot of repetition. For example, there are so many new breakfast concepts opening. They just can't all survive. Eatertainment is another one. As the economy slows and people begin to spend less on experiences, eatertainment could be the first hit.

"A third trend I'm following is what I call 'resimercial,' or commercial space built within a residential project, like ground-floor retail below a high-rise apartment. The thinking today seems to be that all new projects need some sort of commercial spaces within them, but I don't believe this is sustainable."



GREGG METCALF
executive vice president with JLL

Challenges: "From an office perspective, the rise of hybrid work and evolving office requirements present a challenge of repurposing surplus office space. To address this shift, CRE professionals are focusing on creative adaptive reuse projects, exploring alternative uses for underutilized office properties, and incorporating flexible and amenity-rich spaces to attract tenants."

Hot, up-and-coming areas: "The 'hottest' areas for commercial real estate development in metro Atlanta are those with an urban edge: versatile, mixed-use developments. Midtown stands out, with a notable increase in completed projects since 2021. Additionally, developments like The Works in the Chattahoochee Avenue corridor, The Battery in the northwest and Avalon in Alpharetta generate considerable excitement as urban-edge oasis destinations."



HEIDI SWYGERT

vice president, project and development services at JLL

Biggest projects for 2024: “We’re excited to be working on Truist’s new Class-A office building in The Battery, which is one of the largest projects currently underway in Atlanta. The 250,000-square-foot building will be home to approximately 1,000 teammates. JLL is involved in managing the interior buildout and the ground-up construction. Truist made the strategic decision to relocate from Buckhead to Cobb County. This move underscores the trend we’re seeing of companies recognizing the importance of occupying office space in high-energy, mixed-use environments. The building’s core and shell will deliver fall 2024, with the interiors delivering summer 2025.”



DONALD WASHINGTON JR.

founding principal of Bolster Real Estate Partners

Trends: Mixed-use developments, the integration of residential, commercial and entertainment spaces into single developments; sustainability and green initiatives [such as] environmentally friendly designs, LEED certifications and energy-efficient buildings; adapting to remote work, which has resulted in a 64% year-over-year decline in commercial real estate investment and an 18.2% office vacancy rate, the highest in 30 years; office-to-residential, the Biden Administration’s new multi-billion-dollar plan to repurpose vacant office spaces into affordable, energy-efficient housing.

Hot, up-and-coming area: “We are considering emerging areas such as the West End due to its moderate affordability, growing middle class and transit-oriented development opportunities.”

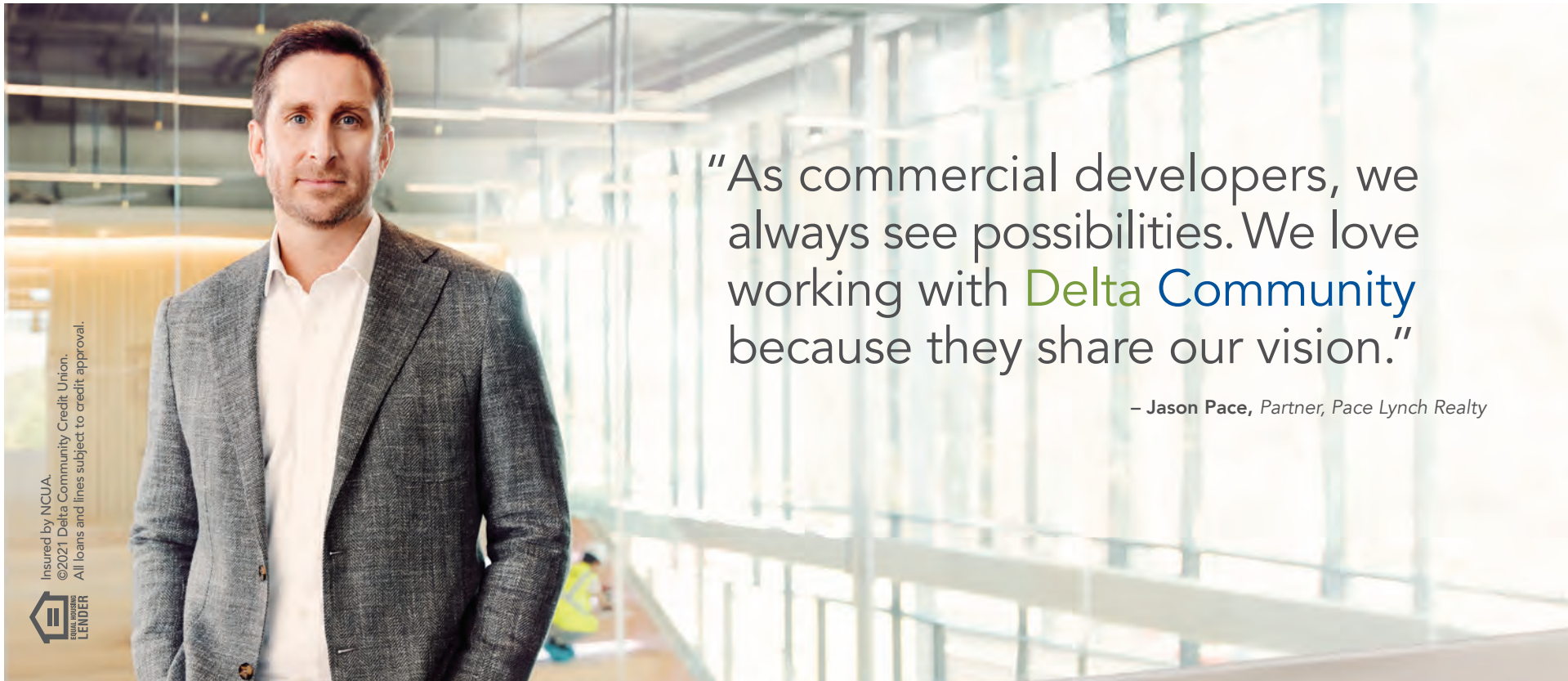


RYAN WOODS

associate principal with Beck Architecture

Biggest projects for 2024: “We are currently putting the finishing touches on the 184 Forsyth rapid housing project for the City of Atlanta. This was a fast-paced project where we repurposed shipping containers donated by the state of Georgia and converted them into 40 units of housing for the previously unhoused around the Garnett MARTA station.

“We started the design in September 2023 and are wrapping up construction now, with an official opening this month. This project has been incredibly challenging but equally rewarding. Moving forward, we hope to capitalize on the success of that project and help with more in the coming years.”



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– Jason Pace, Partner, Pace Lynch Realty

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CIVIC ATLANTA

By Crystal Edmonson | Sr. Editor, Community Engagement and Live Journalism

BATTLE FOR THE BRAIN

COMPETITION TO DELIVER FUN, FUNDS FOR ALZHEIMER'S

With less than three weeks until the annual Battle of the Brain lip sync competition Feb. 1, the nonprofit Daughters Against Alzheimer's has raised more than \$900,000 of its \$1.5 million goal.

"We never rest on our laurels," said Susan Watson, co-founder of Daughters Against Alzheimer's. "We raise our goal every year."

It surpassed its \$1 million goal last year.

Proceeds from the event will go to Emory University's Goizueta Alzheimer's Disease Research Center, specifically to fund research and development of early diagnostics.

Some studies show changes in the brain can begin 20 years before symptoms are evident.

Alzheimer's affects 6.7 million Americans and their families, including Watson's and fellow co-founder Michelle Rooks'.

"I think because Battle for the Brain has such a fun nature to it, for people who are too heartbroken to face the disease with traditional fundraising ways [such as a gala], it really gives them a safe, fun community where they can actually join in and make a difference," Rooks told Atlanta Business Chronicle.

This year's lip sync competition will include 250 performers from companies including Morgan Stanley, Miller Zell and Delta Air Lines Inc.

The event is scheduled to take place at the Coca-Cola Roxy at The Battery Atlanta in Cobb County.



CASEY SYKES

A lip sync team from Morgan Stanley impersonates everyone from ZZ Top to Prince to Stevie Wonder during last year's event.

ON LEADERSHIP



BIOLYTE

Biolyte CEO Jesslyn Rollins attending a trade show to market the company's medical grade hydration beverage.

FOUNDER'S BEVERAGE FINDING ITS NICHE

Biolyte CEO competing in crowded hydration market

When you go to the pharmacy to pick up your medicine, Jesslyn Rollins says she hopes you'll leave room in your basket for something else: Biolyte.

"If you've got a [stomach] bug or a flu bug, we're going to make sure that Biolyte is extremely visible in that pharmacy," said Rollins, CEO of Biolyte.

The Atlanta-based company is competing against household names including Gatorade, Powerade and Pedialyte.

But in 2024, it is focusing on its niche.

"We are going to lean heavily on our medical roots," Rollins said as the company enters its seventh year.

Biolyte was founded in 2017 as

a solution for severe dehydration. Rollins' mother was battling breast cancer and could not endure her treatment without receiving electrolytes. Her father, Dr. Luther "Trey" Rollins, a board-certified anesthesiologist, used his experience making intravenous (IV) bags to create a drinkable electrolyte beverage. It helped her mother to be able to continue her treatment and beat breast cancer.

By that measure, Biolyte was a success. But the family knew little about business, Jesslyn said during an interview for the podcast "On Leadership with Atlanta Business Chronicle."

"Dad is a physician, mom is a dedicated mom, and I was coming out of the University of Georgia with a major in communications and theater, so when it comes to building a beverage brand we had no frame of reference," Rollins said.

What she did have was persistence.

"We are going to lean heavily on our medical roots."

JESSLYN ROLLINS, CEO of Biolyte, as part of the "On Leadership with Atlanta Business Chronicle" podcast. Biolyte is entering its seventh year.

In the early days of the company, Rollins would drive to Atlanta-area schools and sell Biolyte drinks to football players out of the back of her Toyota Highlander.

Then came a contract with Kroger.




The company's revenue grew from \$157,000 in 2017 to a projected \$25 million for 2023.

Demand for hydration beverages has grown in recent years, from people looking for a post-workout boost to those recovering after a night of partying.

In 2022, the global electrolyte drinks market had an estimated value of \$33 billion. By 2032, it is expected to grow to \$59 billion.

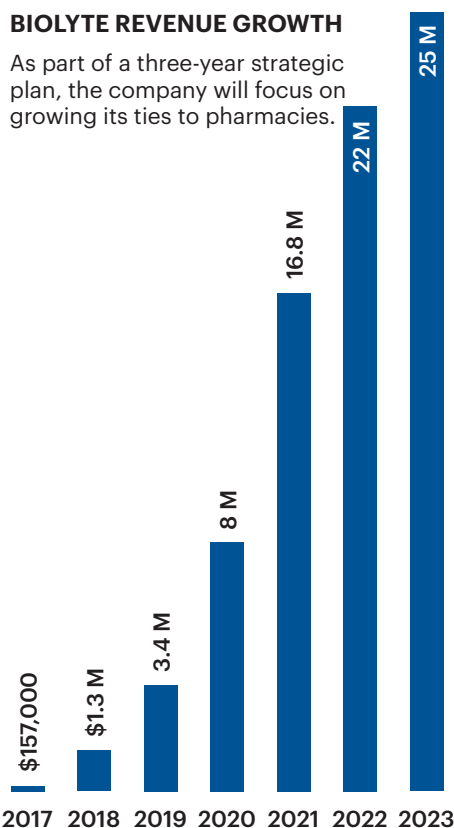
Major corporations have a stake in the industry including Atlanta-based Coca-Cola Co. (Powerade), PepsiCo (Gatorade), Abbott (Pedialyte), The Vita Coco Company (Vita Coco and Runa) and The Kraft Heinz Company (MioFit).

While their formulas vary, hydration beverages typically aim

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BIOLYTE REVENUE GROWTH

As part of a three-year strategic plan, the company will focus on growing its ties to pharmacies.



to replace the electrolytes sodium, potassium and magnesium.

Rollins said Biolyte is considered a “medical-grade” hydration beverage.

“This is like a sports drink on steroids,” she explained. “You would have to drink close to seven sports drinks to equal the electrolytes in Biolyte.”

As part of a three-year strategic plan, the company will focus on growing its ties to pharmacies and helping to treat patients with extreme dehydration.

To listen to past episodes of “On Leadership with Atlanta Business Chronicle,” log onto the Chronicle website or scan the QR code. You can also comment on episodes via email at onleadership@bizjournals.com. The podcast is part of the WABE Studios Podcast Network.



▶ BY THE NUMBERS

\$1 Trillion

The projected health care costs associated with Alzheimer’s disease treatment by 2050. Those costs do not include loss in productivity, diminished quality of life and the expense of unpaid family caregiving.

\$412,936

The total lifetime cost of care for a patient with dementia estimated in 2022 dollars, with 70% of those costs borne by the family caregivers in the form of unpaid caregiving and out-of-pocket expenses for items ranging from home health support to medications.

Source: American Journal of Managed Care

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GROWTH & TRANSPORTATION

By Tyler Wilkins | Reporter

CLIMATE FRIENDLY

Want an e-bike? Atlanta might help you pay for it.

City Council sets aside funds for a rebate program

On a Friday morning, Bennett Foster needed to get his son to school.

Foster's son rarely rides a bike, and he was too tired to do it that morning. The father put his kid on an e-bike, which got them to school in less than 10 minutes. Meanwhile, parents waited in idle cars to drop off their children.

"It's almost like a secret how efficient these things are," said Foster, director of innovation and partnerships for Atlanta Regional Commission's Mobility Services Group.

Foster is playing a part in trying to boost the use of e-bikes among Atlanta residents. On Monday, Atlanta City Council set aside \$1 million for that



BYRON E. SMALL

The City Council's e-bike program can help hundreds of residents pay for these electric vehicles, which could help with climate and traffic congestion issues.

purpose. Atlanta Regional Commission will administer a rebate program, with 75% of the discounts reserved for indi-

viduals earning at or below \$54,000 per year.

The program aims to expand access

to climate-friendly transportation modes in Atlanta, a city "synonymous with traffic congestion," said City Councilmember Matt Westmoreland. He introduced legislation to study the incentive in 2022 after discussing rebates in other cities during a lunch with Propel ATL executive director Rebecca Serna.

"Atlanta is the poster child for sprawl, and the vast majority of our residents transport themselves in single-occupancy rides," Westmoreland told Atlanta Business Chronicle. "Any extent to which we can make a dent in that will help us from a climate and economic resiliency perspective."

City of Atlanta residents aged 18 and older will be eligible for the rebates, which will tentatively be available starting in spring 2024 and awarded on a quarterly basis through a lottery

CONTINUED ON NEXT PAGE

2024 ECONOMIC OUTLOOK

ATLANTA BUSINESS CHRONICLE

Thursday, January 18, 2024 | 11:30 a.m. - 1:00 p.m. | Piedmont Driving Club

Please join Atlanta Business Chronicle and Georgia Banking Company as we kick off the year with key insights and intelligence to empower business owners and individuals to maximize growth and profitability in these uncertain economic times. Our expert panelists will take a forward-looking approach to the 2024 economy in exploring what to expect at a macro level, and areas of anticipated growth and retraction by industry. Business owners, leaders and individuals will want to attend to learn about actionable steps to take now to prepare for what's ahead and maximize opportunities in the coming year.

KEYNOTE SPEAKER



Dr. Raphael W. Bostic
President and CEO, Federal Reserve Bank of Atlanta

FEATURED PANELISTS



Marietta Edmunds Zakas
President and CEO, Mueller Water Products, Inc.



Bartow Morgan
CEO, Georgia Banking Company



Sara Beth Prendeville
President, Brown & Co. Jewelers



Jonathan Rodbell
Co-Founder, Atlanta Property Group

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CONTINUED FROM PREVIOUS PAGE

system. Recipients will receive a code to use at qualifying bike shops, which will be repaid through the program.

Income-qualified residents will be eligible to receive a \$1,500 rebate for a standard e-bike and \$2,000 for a cargo e-bike. Rebates for other residents will be set at \$500 for a standard e-bike and \$1,000 for a cargo e-bike.

E-bikes tend to be priced anywhere from \$1,000 to \$6,000, Foster said. The annual cost to power an e-bike is less than \$15, significantly cheaper than the cost of fuel for a car.

Propel ATL will conduct outreach to raise awareness of the rebate program, focusing on Southwest and Southside neighborhoods. The nonprofit advocates for safer bicycling and pedestrian infrastructure, which will be important to pair with the rebate program, Westmoreland said.

► THEY SAID IT

“As more people continue to move here, we’ve got to figure out ways to move people around the region not in the car.”



MATT WESTMORELAND,
Atlanta City Councilmember

“E-bikes increase access to transit by making it easier and faster to reach a train station or bus stop,” said Serna in a statement in a news release. “And a cargo e-bike can be used to haul kids safely to school or run errands, making it possible for a family to own just one car.”

About 800 to 1,000 bikes are expected to be purchased through the program. Foster and Westmoreland see value in expanding it in the future to cover rebates for additional residents in Atlanta and other communities in the region.

Boston; Tampa, Florida; and Raleigh, North Carolina are a few of the major cities to distribute e-bike incentives in recent years.

Denver’s \$3 million program has put 7,600 e-bikes on the road, reducing the vehicle miles traveled by 165,000 per week and avoiding about 3,000 metric tons of carbon dioxide emissions per year, according to ARC.

► BIG NUMBERS

33.4M

The miles traveled by vehicles on Fulton County roads in 2022, according to Atlanta Regional Commission.

\$12,879

How much the average Fulton County household spends on annual transportation costs, according to a KB Advisory Group affordability study. Most residents in metro Atlanta commute to work and make other trips by car, which comes with lofty fuel and maintenance expenses.

DATA CRUNCH

COMMUTE TIMES ARE ON THE RISE



BYRON E. SMALL | ABC

The average commute time in Atlanta reached more than 30 minutes in 2022.

As companies limit remote work, Atlanta employees spend more time reaching the office than they did a few years ago.

The average commute time reached 30.9 minutes in 2022, about a minute longer than the previous year, according to recently released U.S. Census data analyzed by Atlanta Regional Commission. The region recorded a high of 32.5 minute in 2019, after which the rate dropped as residents spent more time at home and less time on the roads.

The rise in commute times coincide with an ongoing stream of return-to-office mandates. About 21% of residents in the

11-county region reported working from home in 2022, compared to 24.2% in 2021, according to the Census data. The counties with the highest percentage of remote workers are Forsyth, Fulton and Cobb.

Census data is not available yet to indicate if commute times increased in 2023. But employers are increasingly pushing their workforces to come into the physical workplace more often. United Parcel Service Inc. recently became the largest Georgia public company to require most of its corporate employees to work from the office five days a week.



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Atlanta has long held a unique position in the country as a leader in the discussion of efforts related to Diversity, Equity and Inclusion. As part of the celebration of Martin Luther King Jr.'s birthday, we are highlighting a minority-owned company that's working to fill a gap in an underrepresented industry.

MORE THAN A GRIND

The Black Coffee Co. is expanding, and it wants to bring a new demographic into the multi-billion-dollar sector

BY ERIC MANDEL | emandel@bizjournals.com

Leonard Lightfoot was a late bloomer when it came to coffee. He didn't start drinking it until after he co-founded a company focused on the \$100-plus-billion industry. And then more after he had kids.

But that consumption also started alongside his research into the beverage's origins. An electrical engineer by trade, he was fascinated by the ways it can be grown and harvested. Coffee's origin is said to stem to the 15th century, in forests of the Ethiopian plateau.

He has sourced beans from Burundi and countries where there's opportunity to impact local economies. He's learned how different brew methods yield different flavor profiles.

"It can be so different than just the office coffee," he said. "It's all about the experience."

It's that experience that led Lightfoot and a quartet of his childhood friends to launch Black Coffee Co., an unexpected entrepreneurial journey that's in expansion mode thanks in part to a meeting with rapper Killer Mike – and one they hope to pass along to a new generation of Black Atlantans.

"Black people have small representation in the coffee industry," Lightfoot said. "Our opportunity is to increase those numbers. Not necessarily baristas but the technical side. From roasting to equipment manufacturing and repair [to] marketing."

A coffee company is born

In 2015, Lightfoot, Jamin Butler, Branden Cole, Gino Jones and Christopher Bolden, all high school and college friends, took a trip to the Motown Museum in Detroit. That's where they learned about the parents of Berry Gordy.

The Gordy's created an investment fund, with \$10 monthly contributions from its family members. Berry made a pitch to the family and earned approval for an \$800 loan, which he used to launch the Motown record label.

The visit inspired the friends to form their



Black people have small representation in the coffee industry. Our opportunity is to increase those numbers. Not necessarily baristas but the technical side, from roasting to equipment manufacturing and repair [to] marketing.

Leonard Lightfoot, co-founder of Black Coffee Co.

own investment club. They pooled together \$50 per month and put it in the stock market. It worked.

"We were early investors in Tesla," said Lightfoot, who also works for the Department of Defense.

The next step was to use the model to start a business. But what?

The answer came on a conference call when they realized they were all drinking coffee. Could that work?

"It started as a joke," Lightfoot said.

Until they did research. The global specialty coffee market is estimated to grow to \$51 billion in 2030, according to Grand View Research. That's just a piece of the overall global coffee segment, which Coherent Market Insights valued at \$127 billion in 2022.

It's also an industry that, despite its African roots, is disproportionately white, according to organizations like the Coffee Coalition for Racial Equity which highlight the scarcity of Black faces beyond entry-level positions.

Three months after the conference call, in February of 2018, the friends went public with a website and social media handles.

Their first product wasn't coffee. It was a mug that read "Woke." In another three months, they'd figured out roasters and started to sell coffee online.

Their success caught the attention of Michael Render, aka Killer Mike, a political activist who was in the midst of cofounding Greenwood, a financial services company created for Black and Latino customers.

Black Coffee Co. participated in a pop-up event in front of the Killer Mike's SWAG Shop on June 19 – Juneteenth – 2020. It went well, and Render reached out via Instagram to see if they wanted to open a coffee shop inside a multi-use building in Lakewood Heights.

"We spent the next nine months building it out," Lightfoot said.

The more-than-2,000-square-foot flagship



1. The flagship Black Coffee Co. is located at 1800 Jonesboro Rd. SE on Atlanta's Southside.

2. Black Coffee's first product wasn't coffee. It was a mug that read "Woke."

3. Founders of Black Coffee Co. are a group of high school and college friends, from left: Jamin Butler; Branden Cole; Leonard Lightfoot; Gino Jones; and Christopher Bolden.



1



3

PHOTOS COURTESY OF BLACK COFFEE CO.

At a glance:
Georgia's coffee industry

8,000+
Coffee shops in Georgia

\$92M
Expected 2023 revenue in the coffee market, according to Statista

190+
Coffee shops in Atlanta

shop opened Juneteenth 2021. The company sources its coffee beans from fair trade, single-source farms from across the globe, and host community events and a Black Coffee festival that highlights its three primary values: entrepreneurship; financial freedom; and community empowerment.

Growth plans

The Black Coffee Co. will soon be adding some wheels to its operation.

The founders filed an offering statement with the Securities and Exchange Commission outlining a revenue sharing loan for between \$50,000 to \$100,000. They've already surpassed the minimum threshold.

They intend to use the funds to buy a mobile coffee truck and hire more staff. Lightfoot said the company has been in conversations about opening a second location.

"We are trying to expand operations and reach," Lightfoot said.

The company said its revenues more than tripled – from about \$74,000 to more than \$277,000 – between 2021 and 2022. The goal is for sales to top \$1 million by the end of 2024.

In the filing, the company wrote it anticipates needing access to credit in order to support its growth.

"Although interest rates are low, it is still a difficult environment for obtaining credit on favorable terms," according to the filing.

Ensuring these kinds of companies have capital to grow is not only the right thing to do, it is also critical to the overall GDP, said John Hope Bryant, CEO of Operation Hope Inc., which provides financial literacy and economic empowerment tools for youth and adults. He pointed to a 2017 study by Prosperity Now and the Institute for Policy Studies that forecast the median wealth for Black Americans would fall to \$0 by 2053 if the racial wealth gap isn't addressed.

"If Black and brown people are not brought into the economy in 30 years, the whole nation's in trouble," Hope Bryant said. "We will be speaking Mandarin within 15 years. We have got to realize we're better together."

Lightfoot said Black Coffee Co. also wants to be part of that solution, and is in the process of incorporating the Black Coffee Community Empowerment & Economic Development (CEED) Foundation. Its initiatives would focus on workforce development – training high schoolers about roasting and the mechanical side of coffee industry. The aim is to also work with banks to provide financial literacy for the community. They hope to provide new opportunities for other startups, too.

"One of our primary customers are other entrepreneurs," he said. "They use [our shop] as a co-working space. We have an opportunity to provide them resources."



RESTAURANTS

By Chris Fuhrmeister | Digital Editor

NEW DETAILS

Ponce City Market's next high-profile restaurant

Chef releases name and other information about new venture

Atlanta chef Hector Santiago released details on his next restaurant opening.



Hector Santiago

Santiago is set to open La Metro inside Ponce City Market's Central Food Hall this summer. Atlanta Business Chronicle on Dec. 12 reported Santiago's new venture. La Metro, which signed a lease for the space that housed the recently closed Biltong Bar, will serve tapas and pintxos, Spanish and Basque small plates, in a



Hector Santiago's new La Metro will move into the space in Ponce City Market that recently housed Biltong Bar. The fast-casual restaurant will serve tapas and small plates, as well as seasonal items.

BYRON E. SMALL | ABC

CONTINUED ON NEXT PAGE

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CONTINUED FROM PREVIOUS PAGE

fast-casual setting, Santiago said.

The chef announced a few menu items diners can expect at the restaurant. Pintxos include artichoke spread with bread and almonds and montaditos (bite-size sandwiches). There will be tapas such as patatas bravas (crispy potatoes), croquetas, endive with anchovies, garlic-crust little gems lettuce, and hongos a la plancha

(grilled mushrooms), according to the announcement.

Santiago intends to serve some larger plates, as well. These, called raciones, will include bocadillos (sandwiches), canelones (stuffed pasta rolls), lamb with olives, fidua (paella made with pasta) and seasonal paella, per the announcement.

La Metro's bar menu is expected to feature a variety of Spanish, Portuguese and American beverages. The cocktail

list will include a daiquiri amontillado with sherry, rum, sour orange and caster sugar; negroni with rum, vermouth and amaro; and Brandy O.F. with Spanish brandy, citrus, demerara and bitters.

Santiago is an acclaimed chef who has operated restaurants in Atlanta since 2001. A native of Puerto Rico, he has received multiple semifinalist nominations for James Beard Foundation awards.

His first Ponce City Market restaurant, Latino sandwich shop El Super Pan, was one of the original tenants inside the Central Food Hall when it debuted in 2015.

He expanded El Super Pan with a location at The Battery Atlanta in Cobb County in 2018.

Santiago also has El Burro Pollo, a chicken burrito concept, at the Collective Food Hall at CODA in Midtown.

BRIEFS

A FEW MORE MORSELS

NOW OPEN

Crooked Culture Brewing is now pouring craft beers at City Center of Cumming. Owners Patrick Leonard and Nick Estes opened the brewery, which serves a range of craft styles created by Leonard and head brewer Geoff Gardner, last month. The brewery also has games and other entertainment. Crooked Culture frequently partners with local restaurants.

CLOSING TIME

Nick's Westside, the casual Brady Avenue restaurant from Atlanta chef Nick Leahy, has closed. Leahy sold the restaurant for an undisclosed price, Steven Josovitz of The Shumacher Group announced. Josovitz, who represented Leahy in the transaction, declined to name the restaurateur taking over the space. Leahy announced the launch of a consulting company called Harvest Hospitality and a forthcoming Johns Creek butcher shop called Vice Kitchen, which he expects to open in February.



JOANN VITELLI

Nick Leahy has closed Nick's Westside and launched a consulting company. He also will open a butcher shop.

► BIG NUMBER

\$2.5M

The average expected net capital expenditure for Japan-based restaurant chain Kura Sushi's 12 to 14 new U.S. restaurants scheduled to open this year.

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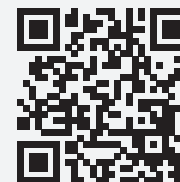
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HOSPITALITY & BUSINESS TRAVEL

By Amy Wenk | Reporter

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ALPHARETTA

HOTEL OWNER EXPANDS PORTFOLIO

The owner of the centerpiece hotel at Alpharetta's Avalon development is expanding its portfolio in the affluent area.

An affiliate of Crescent Real Estate LLC acquired the 107-key Home2 Suites by Hilton Alpharetta hotel, according to Fulton County property records. The Fort Worth, Texas-based company paid \$21.3 million for the hotel, the records show.

The deal closed Dec. 19. Columbus, Georgia-based RAM Hotels was the seller.

Crescent has owned Hotel at Avalon, the upscale lodging and conference center at the 86-acre project off GA-400, since 2020. The Home2 Suites is less than a mile away.

Alpharetta has become a hub for upscale housing, retail and large corporations. Crescent said it was drawn to the job center and believes it will benefit from a lack of new hotel rooms in the area.

"The prospect of owning two assets that are direct beneficiaries of Avalon and its substantial demand generation was an opportunity that we did not want to miss out on," Jason Anderson, co-CEO of Crescent, said in a release.

Home2 Suites is an extended-stay brand from Hilton Worldwide Holdings Inc. The first Atlanta location launched in 2015 in Downtown. The Alpharetta hotel opened in 2019, according to Crescent. Another Home2 Suites is in the works in Buckhead near Piedmont Atlanta Hospital.

New hotel development has slowed amid a challenging financing environment and high construction costs. But, hotel transaction activity could pick up this year if interest rates begin to drop, Tim Dick, executive vice president with CBRE Hotels, said in a December interview.

NOBLE INVESTMENT CLOSES \$1 BILLION FUND

Its CEO said he sees opportunity in the current economic cycle

Noble Investment Group closed a \$1 billion fund during one of the "most opportunistic" economic times in the Atlanta hotel investor's 31-year history, said CEO Mit Shah.

It's Noble's fifth and largest real estate fund to date. It closed Dec. 28 with 25 investors, a mix of public state pension plans, corporate pensions, endowments, foundations, insurance companies and wealth management funds. That includes \$150 million from Host Hotels & Resorts, which announced a joint venture with Noble in 2022.

Noble remains focused on acquiring and developing select-service and extended-stay hotels, especially in Sunbelt markets. Since 2021, the company has completed \$2 billion of new investments.

Noble sees opportunity in the current economic cycle. While hotels are performing well, billions in hotel loans are coming due when interest rates are high and it's difficult to refinance. At the same time, many hotels put off renovations during the pandemic and need capital to upgrade their properties.

"Our best investments came after the great financial crisis [of 2008], and it was because of the exact same thing," Shah said.

Consider that the W Hotel Atlanta Downtown was just acquired by Colorado-based Stonebridge Hospitality Management at a steep discount, allowing the property to avoid a public foreclosure auction.



NOBLE INVESTMENT GROUP

Mit Shah, Noble Investment Group's CEO, founded the company in 1993 when he was in his 20s.

About 20% of Noble's new fund is already committed.

In August 2022, Noble acquired a 14-hotel portfolio that included the Renaissance Raleigh North Hills hotel in North Carolina.

Late last year, the company started construction on a 153-room Tempo by Hilton hotel in Savannah's historic district, which will feature a rooftop bar with views of the Savannah River.

Shah founded Noble in 1993 when he was in his 20s. The company has since invested more than \$6 billion, including about \$1 billion in Atlanta. Its portfolio is approaching 100 hotels across the country, Shah said.

▶ THEY SAID IT

"The magnitude of loan maturities combined with record amounts of past-due renovations have created a generational investment opportunity for Noble to acquire income-producing hotels, recapitalize owners, and add value both operationally and physically."

BEN BRUNT, managing principal and chief investment officer at Noble Investment Group

Out of 1.6 million Delta Air Lines flights in 2023, 85% were considered on time.



DELTA AIR LINES INC.

IN FLIGHT

DELTA AGAIN RANKED MOST ON-TIME AIRLINE IN NORTH AMERICA

Delta Air Lines Inc. was the most on-time airline in North America in 2023, according to aviation analytics platform Cirium. Out of 1.6 million Delta flights, 85% reached the airport within 15 minutes of their scheduled arrival time, says Cirium.

It's the third year in a row Delta has

earned the top spot. Delta was also ranked fourth globally for its on-time rankings. Bogota, Columbia-based Avianca Airlines was the top rated worldwide.

Cirium also ranked the most on-time airports, with Minneapolis-St. Paul International Airport first globally.

Hartsfield-Jackson Atlanta International Airport didn't make the list.

The Wall Street Journal recently named Atlanta's airport as one of the "10 best large U.S. airports," based on factors such as on-time flights, short waits and amenities.

— Reporter J.D. Duggan contributed



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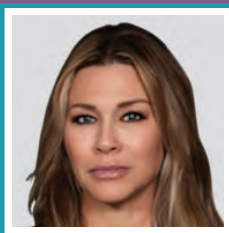
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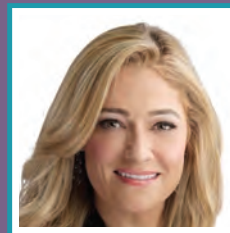
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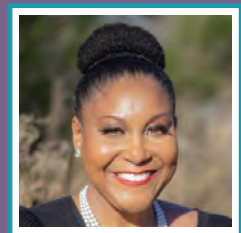
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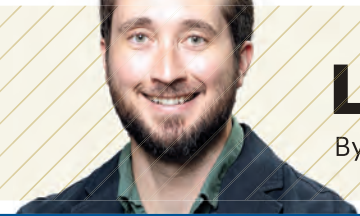
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LUXURY LIVING

By Chris Fuhrmeister | Digital Editor

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FOR SALE

A SLICE OF TUXEDO PARK HISTORY ON THE MARKET

Home was once owned by neighborhood founder

A historic Tuxedo Park mansion once owned by the neighborhood's founder is on the market.

The mansion and two guest houses are priced at \$11.5 million, according to a listing by Ansley Real Estate Christie's International. Katie McGuirk is the list agent.

Originally built for Charles Black, who developed Tuxedo Park in the early 1900s, the mansion was modernized through a renovation by Atlanta-based luxury homebuilder Ladisic Fine Homes and architecture firm Wolf Design Group Inc. With nearly 13,000 square feet, the mansion and guest houses have nine bedrooms and 12 bathrooms.

The property is also available for lease. The monthly rent is priced at \$45,000.

Valley 225 Land Co LLC bought the 3.2-acre estate for about \$5.2 million in August 2021, according to Fulton County property records.

The estate features a circular driveway and three gated entrances. Outdoor amenities include a heated saltwater pool, terrace with a fireplace and grill



DOUG SINDELAR, COURTESY OF ANSLEY REAL ESTATE CHRISTIE'S INTERNATIONAL

area, arbor and fountain. There is a dedicated dog run, as well as padel, pickleball and basketball courts and a putting green.

The interior design includes hardwood floors and decora-

The mansion and its two guest houses total 13,000 square feet.

tive door frames. The centerpiece of the main house is a gourmet kitchen designed by Atlanta-based Studio Entourage. It includes a large marble island, La Cornue range, butler's kitchen

► BIG NUMBER

\$45,000

The monthly rent offered for this property.

and views to a two-story family room and modern bar. The main level also has a dining room with custom iron doors, fireside living room, office and two wine cellars.

The primary bedroom suite is upstairs and outfitted with two room-sized walk-in closets, a jewel box double shower, dual vanities, soaking tub and Waterworks fixtures. The second level has five additional bedrooms and a game room with a bar and vaulted ceilings off of the outdoor terrace.

The estate has a six-car garage, whole-house water filtration system and advanced technology integration, such as indoor and outdoor speakers controlled by a Control4 system.

Tuxedo Park is one of Atlanta's most affluent neighborhoods.

There were 23 home sales in the neighborhood with a median price of about \$2.5 million during the 12 months ending on Nov. 30, according to First Multiple Listing Service data. The median sale price across the city of Atlanta during that time was \$414,000.



ROB KNIGHT

The house has five bedrooms and eight bathrooms. It spans a little less than 9,100 square feet.

SOLD

PROMINENT ATLANTA LAWYER BUYS BUCKHEAD HOUSE

A newly constructed house in Buckhead's Chastain Park sold late last month for about \$5.6 million.

Seth and Ana Bader were the buyers, according to Fulton County property deeds. Seth Bader is an attorney and partner at Atlanta-based Bader Scott Injury Lawyers.

The house was listed in June for about \$5.9 million.

The Baders bought the house from an affiliate of Atlanta-based luxury homebuilder Siegel Construction & Design, which completed construction last year. Ben Hirsh of Hirsh Real Estate - Buckhead.com was the list agent and represented both parties in the transaction.

The house has five bedrooms and

eight bathrooms. It spans a little less than 9,100 square feet, according to a listing by Hirsh Real Estate.

An oversized steel and glass front door opens to an entry hall. Inside are large, open rooms and high ceilings. Design elements include radius corners, arched openings, and oversized windows.

The kitchen has large, stone-topped island and un-lacquered brass fixtures. There is an open breakfast area and a scullery with cabinets and counter space for countertop appliances. Additional kitchen amenities include a large pantry, wet bar and wine storage wall.

The main-level primary bedroom suite has a marble bathroom and two

walk-in closets. Upstairs, there are four bedroom suites and a large bonus room.

The lower terrace level has a finished daylight recreation room with access to a private patio in the level, walk-out backyard. A saltwater infinity pool and spa surrounded by a stone terrace and patio is the main outdoor feature. Other amenities include an outdoor living room covered by a cypress wood ceiling with a fireplace and built-in grilling station.

The house has a three-car garage and large motor court. Inside the garage entryway is a mud room, powder room accessible to the pool, home management office and main-level laundry room.



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AMY WENK

Amy Wenk, awenk@bizjournals.com, is a writer for Inno, which covers innovation and startups in Atlanta. Follow along on Twitter @Atlantainno

EXPANSION

New development: Georgia Tech's next major expansion will feature over 1,000 apartments and dormitories, according to plans filed with the state. The university also envisions 250,000 square feet of office and a 300-room hotel at its future "Arts Square" project, according to the filing. It could be complete by 2034. The project would span 7 acres at Marietta Street and North Avenue. It could total 2.5 million square feet, according to a rezoning application filed late last year.

RETURN TO OFFICE

'Limited exceptions': UPS Inc. is the largest public company in Georgia to withdraw its hybrid work policy. The shipping giant will require corporate employees to return to the office five days a week beginning on March 4, according to an internal memo. The decision will affect thousands of workers based on UPS campuses.

the
Beat

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The land purchased by Amazon Data Services Inc. could be used for a data center project.

COURTESY OF AMAZON

AMAZON SUBSIDIARY BUYS LAND CLUSTER

An

Amazon subsidiary bought 430 acres in Covington, according to property records.

Amazon Data Services Inc. paid \$36 million for the property about 40 miles east of Downtown Atlanta on Interstate-20, the records show. It assembled the site in three separate transactions that closed Dec. 22.

Amazon is investing where other developments are clustering. Just west of its site is Cinelease Studios, a large media campus. About 10 miles away is the planned \$5 billion Rivian Automotive Inc. factory and Meta Platform Inc.'s massive data center campus. I-20 has been called one of the country's most affordable high-tech corridors, according to a 2023 report.

A spokesperson for Amazon Web Services, the company's cloud computing platform, confirmed the purchase to Atlanta Business Chronicle but did not disclose what the company is planning. A source with knowledge of the deal said it could be a data center project but that no formal plans have been submitted.

"We are constantly evaluating new locations based on customer demand," said the Amazon Web Services spokesperson.

In 2022, the site was pitched for 4 million square feet of warehouse and manufacturing buildings, according to a filing with the state's Developments of Regional Impact program. That could show the potential scale of development.

"If Amazon is choosing to come to Covington, we look forward to working with them in the future," said Serra Hall, executive director of the Newton County Industrial Development Authority.

Development surge

The deal comes as metro Atlanta sees a surge of data center development, with its inventory growing 91% since 2020, according to CBRE. Much of the demand today is propelled by the need to expand AI systems and infrastructure.

Companies are targeting Georgia for data center expansions because of its ample supply of power, Pat Lynch, executive managing director and global head of CBRE Data Center

Solutions, said in a recent interview.

"It's a big advantage," he said, adding that a few years ago more companies began to see Georgia as an alternative to data center hubs such as Virginia.

Billions in data centers

Amazon Data Services is investing in other markets.

In early 2023, the subsidiary acquired nearly 400 acres in New Albany, Ohio for \$117 million, according to the Chronicle's sister publication Columbus Business First. Later in the year, Amazon said it would invest \$3.5 billion in New Albany by 2030, constructing at least five data centers.

Overall, Amazon has said it will pour almost \$8 billion into Central Ohio data centers, according to Columbus Business First.

Last year in Virginia, Amazon Data Services was buying up aging office buildings and tearing them down for data centers, according to the Washington Business Journal. Amazon Web Services said in 2023 it would invest another \$35 billion in Virginia data centers by 2040.

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Kat Reynolds, Manager, Community Relations, Veritiv

Maury Wolfe, Vice President, Corporate Responsibility and Social Impact, Cox Enterprises

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FASTEST-GROWING LAW FIRMS BY ATTORNEYS

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Firm Website	Address Phone	Percent change in number of attorneys ¹	Number of attorneys in Atlanta ²	Total Atlanta staff	Number of attorneys worldwide	Number of offices worldwide	Partial listing of areas of specialty	Atlanta managing partner(s)	Year est. in Atlanta
1 Stites & Harbison PLLC stites.com	303 Peachtree St. N.E., #2800 Atlanta, GA 30308 404-739-8800	228.6%	23	36	186	11	business litigation, professional and product liability litigation, creditors' rights and bankruptcy, real estate, banking, business services, construction, trusts and estates	Harold (Hal) Gill Jr.	1973
2 Squire Patton Boggs squirepb.com	1201 W. Peachtree St., #3150 Atlanta, GA 30309 678-272-3200	107.7%	27	45	1,500	44	corporate finance, mergers and acquisitions, private equity, regulatory, litigation and commercial disputes, class action, privacy and data protection	Petrina McDaniel	2018
3 Barnes & Thornburg LLP btlaw.com	3340 Peachtree Rd. N.E., #2900 Atlanta, GA 30326 404-846-1693	65.6%	53	90	785	23	corporate/mergers and acquisitions, entertainment, intellectual property, labor and employment, litigation, environmental, healthcare	John Koenig	2009
4 Akerman LLP akerman.com	999 Peachtree St. N.E., #1700 Atlanta, GA 30309 404-733-9800	55.6%	28	15	748	24	real estate/real estate finance, litigation, corporate, labor and employment, healthcare, government affairs and public policy	Jason Lichtstein	2018
5 Polsinelli P.C. polsinelli.com	1201 W. Peachtree St., #1100 Atlanta, GA 30309 404-253-6000	40%	35	62	977	22	corporate, health care, real estate, white collar and internal investigations, intellectual property, labor and employment, complex litigation	Leslie Spasser	2014
6 Morris, Manning & Martin LLP mmlaw.com	3343 Peachtree Rd. N.E., #1600 Atlanta, GA 30326 404-233-7000	19.6%	171	285	201	4	real estate, technology, litigation, healthcare, lending, private equity/M&A, environmental	Simon Malko	1976
7 Holland & Knight LLP hklaw.com	1180 W. Peachtree St., #1800 Atlanta, GA 30309 404-817-8500	17.9%	66	127	2,078	34	commercial litigation, class actions, labor and employment, public finance/economic development, real estate, mergers and acquisitions, government advocacy	Woody Vaughan	1994
8 Arnall Golden Gregory LLP agg.com	171 17th St. N.W., #2100 Atlanta, GA 30363 404-873-8500	11.8%	171	278	198	2	healthcare, real estate, corporate and finance, litigation, fintech, government investigations, intellectual property	Sean Fogarty	1949
9 Berman Fink Van Horn P.C. bfvlaw.com	3475 Piedmont Rd., #1640 Atlanta, GA 30305 404-261-7711	10%	22	32	22	1	business and real estate litigation; noncompete/trade secrets; mergers and acquisitions; labor and employment; general corporate	Charles Van Horn	1997
10 O'Kelley & Sorohan Attorneys at Law LLC okelleyandsorohan.com	2170 Satellite Blvd., #375 Duluth, GA 30097 770-497-1880	7.7%	56	185	57	31	residential real estate, commercial real estate, builder services, litigation, default	Joe O'Kelley Jr. Diedra Sorohan	2001

¹ Only those firms with 20 or more attorneys in Atlanta were considered for this listing.
² All figures are current as of November 2023.

SOURCES: Atlanta Business Chronicle research and the firms

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ATLANTA'S 50 LARGEST LAW FIRMS

RANKED BY NUMBER OF ATTORNEYS IN ATLANTA

Firm Website / Prior rank	Address Phone	Number of attorneys in Atlanta	Total Atlanta staff	Number of attorneys worldwide	Number of offices worldwide	Partial listing of areas of specialty	Atlanta managing partner(s)	Year est. in Atlanta
1 Alston & Bird LLP alston.com ①	1201 W. Peachtree St., #4900 Atlanta, GA 30309 404-881-7000	362	784	953	13	complex commercial litigation, corporate/ M&A and finance, intellectual property, financial services, tax, real estate, restructuring, employment, healthcare, public policy, environmental	Janine Brown	1893
2 King & Spalding LLP kslaw.com ②	1180 Peachtree St. N.E., Atlanta, GA 30309 404-572-4600	337	739	1,377	23	corporate, finance and investments; government matters; trials and global disputes	Joshua Kamin	1885
3 Kilpatrick Townsend & Stockton LLP kilpatricktownsend.com ⑤	1100 Peachtree St. N.E., #2800 Atlanta, GA 30309 404-815-6500	217	NA	630	22	corporate, finance, real estate, intellectual property, litigation	Burleigh Singleton	1874
4 Troutman Pepper Hamilton Sanders LLP troutman.com ③	600 Peachtree St. N.E., #3000 Atlanta, GA 30308 404-885-3000	213	542	1,086	23	energy, financial services, health sciences, insurance, private equity	Charles Palmer	1897
5 Nelson Mullins Riley & Scarborough LLP nelsonmullins.com ⑥	201 17th St. N.W., #1700 Atlanta, GA 30363 404-322-6000	179	276	986	33	corporate and securities, product liability, healthcare, banking and finance, business litigation, education, international, intellectual property	Michael Hollingsworth	1992
6 Arnall Golden Gregory LLP agg.com ⑦	171 17th St. N.W., #2100 Atlanta, GA 30363 404-873-8500	171	278	198	2	healthcare, real estate, corporate and finance, litigation, fintech, government investigations, intellectual property	Sean Fogarty	1949
6 Morris, Manning & Martin LLP mmmlaw.com ④	3343 Peachtree Rd. N.E., #1600 Atlanta, GA 30326 404-233-7000	171	285	201	4	real estate, technology, litigation, healthcare, lending, private equity/M&A, environmental	Simon Malko	1976
8 Swift, Currie, McGhee & Hiers LLP swiftcurrie.com ⑨	1420 Peachtree St. N.E., #800 Atlanta, GA 30309 404-874-8800	163	332	174	2	general civil litigation, workers' compensation, property and coverage, products liability, professional liability, medical malpractice	Mike Rosetti	1965
9 Eversheds Sutherland (US) LLP us.eversheds-sutherland.com ⑧	999 Peachtree St. N.E., #2300 Atlanta, GA 30309 404-853-8000	139	297	3,000	73	corporate, tax, financial services, finance, energy, intellectual property, litigation, real estate	Mark Wasserman	1924
10 Jones Day jonesday.com ⑪	1221 Peachtree St. N.E., #400 Atlanta, GA 30361-3053 404-521-3939	136	206	2,548	40	business and tort litigation, mergers and acquisitions, banking and finance, capital markets, intellectual property, labor and employment, cybersecurity	Aldo LaFiandra	1989
11 Smith, Gambrell & Russell LLP sgrlaw.com ⑩	1105 W. Peachtree St. N.E., #1000 Atlanta, GA 30309 404-815-3500	125	230	NA	14	aviation, construction, corporate, energy, environmental, employment, financial services, intellectual property	Stephen Forte	1893
12 Greenberg Traurig LLP gtlaw.com ⑬	3333 Piedmont Rd. N.E., #2500 Atlanta, GA 30305 678-553-2100	115	312	2,633	47	litigation, corporate and securities, entertainment, products liability, labor and employment, banking and finance, bankruptcy, intellectual property	Richard Valladares Theodore Blum Ernest Greer	1998
13 Taylor English Duma LLP taylorench.com ⑪	1600 Parkwood Cir., #200 Atlanta, GA 30339 770-434-6868	112	172	160	23	commercial litigation, labor and employment, intellectual property, mergers and acquisitions, real estate, leisure and hospitality	Marc Taylor	2005
14 BakerHostetler LLP bakerlaw.com ⑯	1170 Peachtree St., #2400 Atlanta, GA 30309 404-459-0050	106	162	1,051	17	healthcare, corporate, intellectual property, litigation, real estate, tax, labor and employment, immigration, digital assets and data management	Joann Jones	2014
15 Seyfarth Shaw LLP seyfarth.com ⑮	1075 Peachtree St. N.E., #2500 Atlanta, GA 30309 404-885-1500	96	255	953	18	labor and employment, real estate and real estate finance, litigation, immigration, corporate and finance, executive compensation	Steven Kennedy	1996
16 Hall Booth Smith P.C. hallboothsmith.com ⑭	191 Peachtree St. N.E., #2900 Atlanta, GA 30303 404-954-5000	92	232	361	30	medical malpractice, professional negligence, general liability, insurance coverage, workers' compensation, transportation, corporate transactional	John Hall Alexander Booth Rush Smith	1989
17 Drew Eckl & Farnham LLP deflaw.com ⑰	303 Peachtree St. N.E., #3500 Atlanta, GA 30308 404-885-1400	90	180	207	4	workers' compensation defense, general liability defense, commercial transportation defense, corporate and transactional law, insurance coverage	Joseph Chancey	1983
18 Freeman Mathis & Gary LLP fmglaw.com ⑱	100 Galleria Pkwy., #1600 Atlanta, GA 30339 770-818-0000	79	205	326	33	appellate advocacy, labor and employment, professional liability/errors and omissions, tort and catastrophic loss, data security	Benton Mathis Jr.	1997
19 Bryan Cave Leighton Paisner LLP bcllaw.com ⑲	1201 W. Peachtree St., 14th Fl. Atlanta, GA 30309 404-572-6600	69	121	1,277	31	corporate and private equity, advertising and unfair competition, antitrust, banking and finance, intellectual property, litigation and dispute resolution	Eric Schroeder	1909
20 Holland & Knight LLP hklaw.com ⑳	1180 W. Peachtree St., #1800 Atlanta, GA 30309 404-817-8500	66	127	2,078	34	commercial litigation, class actions, labor and employment, public finance/economic development, real estate, mergers and acquisitions, government advocacy	Woody Vaughan	1994
21 Weinberg Wheeler Hudgins Gunn & Dial LLC wwhgd.com ㉑	3344 Peachtree Rd. N.E., #2400 Atlanta, GA 30326 404-876-2700	60	130	102	6	commercial litigation, construction and real estate, healthcare and medical malpractice, bankruptcy, product and premises liability	Rick Sager Johnny Krawcheck	1999
22 Baker Donelson bakerdonelson.com ㉒	3414 Peachtree Rd. N.E., Monarch Plaza, #1500 Atlanta, GA 30326 404-577-6000	57	111	658	23	labor and employment, bankruptcy and restructuring, commercial real estate, complex torts, corporate mergers and acquisitions, global business, healthcare regulatory and litigation	Gary Barnes	2001
23 DLA Piper dlapiper.com ㉓	1201 W. Peachtree St. N.W., #2900 Atlanta, GA 30309 404-736-7800	56	98	4,979	90	mergers and acquisitions, private equity, venture capital, litigation, real estate, construction law, intellectual property, franchise	Gerry Williams	2006
23 O'Kelley & Sorohan Attorneys at Law LLC okelleyandsorohan.com ㉔	2170 Satellite Blvd., #375 Duluth, GA 30097 770-497-1880	56	185	57	31	residential real estate, commercial real estate, builder services, litigation, default	Joe O'Kelley Jr. Diedra Sorohan	2001
25 Barnes & Thornburg LLP btlaw.com ㉕	3340 Peachtree Rd. N.E., #2900 Atlanta, GA 30326 404-846-1693	53	90	785	23	corporate/mergers and acquisitions, entertainment, intellectual property, labor and employment, litigation, environmental, healthcare	John Koenig	2009

¹ All figures are current as of November 2023.
NA - Not available or not applicable

SOURCES: Atlanta Business Chronicle research and the firms

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ATLANTA'S 50 LARGEST LAW FIRMS

RANKED BY NUMBER OF ATTORNEYS IN ATLANTA

Firm Website / Prior rank	Address Phone	Number of attorneys in Atlanta	Total Atlanta staff	Number of attorneys worldwide	Number of offices worldwide	Partial listing of areas of specialty	Atlanta managing partner(s)	Year est. in Atlanta
26 Parker, Hudson, Rainer & Dobbs LLP phrd.com 26	303 Peachtree St. N.E., #3600 Atlanta, GA 30308 404-523-5300	53	96	58	3	healthcare; commercial finance, bankruptcy and creditor rights; litigation; real estate; corporate and tax	Harrison Roberts	1981
27 Chamberlain Hrdlicka chamberlainlaw.com 27	191 Peachtree St. N.E., 46th Floor Atlanta, GA 30303 404-659-1410	52	98	165	4	tax controversy, international tax, corporate, estate planning, real estate, construction and litigation	Stephanie Friese Aron Scott Augustine	1984
28 Hawkins Parnell & Young hpylaw.com 28	303 Peachtree St. N.E., #4000 Atlanta, GA 30308 404-614-7400	51	100	158	18	product liability litigation, toxic tort and environmental litigation, labor and employment, commercial litigation, professional liability, appellate	Peter York	1963
29 Dentons US LLP dentons.com 29	303 Peachtree St. N.E., #5300 Atlanta, GA 30308 404-527-4000	50	NA	6,500	160	corporate, real estate/finance, litigation, public policy, environmental, employment, healthcare	Daniel Beale	1974
30 Weissman PC weissman.law 24	3500 Lenox Rd., One Alliance Center, 4th Floor Atlanta, GA 30326 404-926-4500	49	153	50	18	commercial real estate, residential real estate, litigation	Tonia Sellers	1991
30 Womble Bond Dickinson (US) LLP wombledonbdickinson.com 34	271 17th St. N.W., #2400 Atlanta, GA 30363 404-872-7000	49	84	1,142	32	banking/finance, corporate/M&A, IP/patent, real estate, litigation, privacy/cybersecurity	Joel Pieper	1993
32 Moore Ingram Johnson & Steele LLP mij.com 30	326 Roswell St., #100 Marietta, GA 30060 770-429-1499	45	115	88	8	insurance defense, business litigation, workers' compensation defense, commercial real estate and zoning, corporate	William Johnson	1984
32 Ogletree Deakins ogletree.com 32	191 Peachtree St. N.E., #4800 Atlanta, GA 30303 404-881-1300	45	74	1,007	55	labor and employment	Patrick Clark	1977
34 Miller & Martin PLLC millermartin.com 38	1180 W. Peachtree St. N.W., #2100 Atlanta, GA 30309 404-962-6100	39	57	118	4	corporate, litigation, real estate, commercial transactions, international, mergers and acquisitions, intellectual property, labor and employment	Michael Marshall	1998
35 FisherBroyles LLP fisherbroyles.com 28	945 E. Paces Ferry Rd., #2000 Atlanta, GA 30326 866-211-5914	37	NA	NA	1	intellectual property, technology, finance, mergers and acquisitions, litigation, leveraged ESOPs	James Fisher Kevin Broyles	2002
35 McGuireWoods LLP mcguirewoods.com 41	1075 Peachtree St. N.E., #3500 Atlanta, GA 30309 404-443-5500	37	66	999	21	corporate, commercial and financial services litigation, finance, real estate, tax, labor and employment, insurance recovery, healthcare	Christopher Greene	1998
37 Gregory, Doyle, Calhoun & Rogers LLC gdclaw.com 38	49 Atlanta St., Marietta, GA 30064 770-422-1776	35	53	35	2	education, business transactions and corporate, real estate and government, tax trust and estates, litigation	H. Scott Gregory Jr.	2008
37 Littler littler.com 41	3424 Peachtree Rd. N.E., #1200 Atlanta, GA 30326 404-233-0330	35	62	1,867	106	labor and employment	Bradley Strawn	1996
37 Polsinelli P.C. polsinelli.com *	1201 W. Peachtree St., #1100 Atlanta, GA 30309 404-253-6000	35	62	977	22	corporate, health care, real estate, white collar and internal investigations, intellectual property, labor and employment, complex litigation	Leslie Spasser	2014
40 Mozley Finlayson & Loggins LLP mflaw.com 36	1050 Crown Pointe Pkwy., #1500 Atlanta, GA 30338 404-256-0700	34	62	35	4	aviation litigation, trucking litigation, construction litigation, real estate, labor and employment, insurance coverage	Deborah Cameron	1977
40 Smith, Currie & Hancock LLP smithcurrie.com *	245 Peachtree Center Ave., 2700 Marquis One Tower Atlanta, GA 30303 404-521-3800	34	72	80	NA	construction law, government contract law	Eric Nelson	1965
42 Bondurant Mixson & Elmore LLP bmelaw.com 37	1201 W. Peachtree St., #3900 Atlanta, GA 30309 404-881-4100	33	60	33	1	antitrust litigation, appellate litigation, business litigation, class actions, false claims act, RICO, state and local government litigation	NA	1977
42 Meunier Carlin & Curfman LLC mcciplaw.com 40	999 Peachtree St. N.E., #1300 Atlanta, GA 30309 404-645-7700	33	88	35	3	intellectual property	Meredith Struby	2010
44 Burr & Forman LLP burr.com 44	171 17th St. N.W., #1100 Atlanta, GA 30363 404-815-3000	31	52	362	20	financial services, manufacturing, bankruptcy/restructuring, food and beverage, commercial real estate, commercial litigation	Erich Durlacher	1995
45 Bradley Arant Boult Cummings LLP bradley.com *	1230 Peachtree St. N.E., Promenade Tower Atlanta, GA 30309 404-868-2100	30	43	650	11	corporate and securities, litigation, banking and financial services, construction, healthcare, real estate, franchise, labor and employment	Sidney Welch	2023
45 FordHarrison LLP fordharrison.com 46	271 17th St. N.W., #1900 Atlanta, GA 30363 404-888-3800	30	76	156	26	employment law, employment litigation, business immigration, labor relations, employee benefits	Jeff Mokotoff	1978
47 Akerman LLP akerman.com *	999 Peachtree St. N.E., #1700 Atlanta, GA 30309 404-733-9800	28	15	748	24	real estate/real estate finance, litigation, corporate, labor and employment, healthcare, government affairs and public policy	Jason Lichtstein	2018
47 Ballard Spahr LLP ballardspahr.com 41	999 Peachtree St. N.E., #1600 Atlanta, GA 30309 678-420-9300	28	57	608	15	intellectual property, finance, business and transactions, litigation, real estate	Richard Miller	2008
47 Constangy, Brooks, Smith & Prophete LLP constangy.com 46	230 Peachtree St. N.W., #2400 Atlanta, GA 30303 404-525-8622	28	90	216	22	labor and employment law, data privacy and cybersecurity	Neil Wasser	1946
50 Squire Patton Boggs squirepb.com 45	1201 W. Peachtree St., #3150 Atlanta, GA 30309 678-272-3200	27	45	1,500	44	corporate finance, mergers and acquisitions, private equity, regulatory, litigation and commercial disputes, class action, privacy and data protection	Petrina McDaniel	2018

¹ All figures are current as of November 2023.
NA - Not available or not applicable
* Not ranked or not relevant

SOURCES: Atlanta Business Chronicle research and the firms

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PLAYBOOK

Hospitality, food service some of the most in-demand jobs in the new year

BY ANDY MEDICI
amedici@bizjournals.com

The labor market was nothing short of a roller coaster in 2023, and the ride in 2024 could be just as adventurous.

While there have been signs of a cooling labor market, with total job openings dropping, workers in general aren't willing to make concessions on pay and wellbeing, even as employers seek to regain the upper hand when it comes to hiring. There are still more jobs than workers willing to take them.

"While the job market has cooled, the spirit of The Great Resignation is still very much alive. Job openings are receiving a flood of applications, but in an uncertain economy, hiring managers are not willing to take risks, which is slowing down hiring processes and creating anxiety in job seekers," said Lexi Clarke, chief people officer at Payscale, in a statement announcing the company's 2023 End-Of-Year Report. "Job coaches made our list of hot jobs for the first time this year, proving just how prevalent the frustration is as workers consult experts to navigate career transition challenges."

Some jobs remain more in-demand than others.

Job openings are higher in the accommodation and food-services industries, as well as in health care and recreation-oriented activities. Openings are fewer in manufacturing, retail and real estate.

Payscale calculated the jobs that are most in-demand by how much wage growth those jobs saw in 2023. The top 10 are:

- ▶ **Assistant manager, customer service:** 24% wage growth
- ▶ **Hair stylist:** 22% wage growth

- ▶ **Master plumber:** 21% wage growth
- ▶ **Automotive body repairer:** 21% wage growth
- ▶ **Job coach:** 21% wage growth
- ▶ **Audio/visual technician:** 20% wage growth
- ▶ **Animator:** 19% wage growth
- ▶ **Fitness coach:** 19% wage growth
- ▶ **Roofer:** 19% wage growth

▶ **General manager: 18% wage growth**
As for the jobs that workers are most interested in quitting, those are jobs that could command higher pay or better work-life balance elsewhere, or jobs that were performed remotely during the pandemic but whose companies now are requiring more in-office time, Payscale said. Health-care jobs are a prime

example of this, with patient-care technician, phlebotomist and registered emergency room nurse all ranking high on Payscale's survey of how likely employees are to be seeking a new job. Jobs traditionally considered blue-collar work – such as forklift operator, welder and line cook – are also among the jobs workers are most interested in quitting.



GETTY IMAGES

Workers in certain industries could be on the move for new jobs in 2024.

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Firm Website	Address Phone	Three-year percent change in Atlanta office revenue	Number of attorneys in Atlanta	Total Atlanta staff	Number of attorneys worldwide	Number of offices worldwide	Partial listing of areas of specialty	Atlanta managing partner(s)	Year est. in Atlanta
1 Freeman Mathis & Gary LLP fmglaw.com	100 Galleria Pkwy., #1600 Atlanta, GA 30339 770-818-0000	126%	79	205	326	33	appellate advocacy, labor and employment, professional liability/errors and omissions, tort and catastrophic loss, data security	Benton Mathis Jr.	1997
2 Arnall Golden Gregory LLP agg.com	171 17th St. N.W., #2100 Atlanta, GA 30363 404-873-8500	20%	171	278	198	2	healthcare, real estate, corporate and finance, litigation, fintech, government investigations, intellectual property	Sean Fogarty	1949
2 Chamberlain Hrdlicka chamberlainlaw.com	191 Peachtree St. N.E., 46th Floor Atlanta, GA 30303 404-659-1410	20%	52	98	165	4	tax controversy, international tax, corporate, estate planning, real estate, construction and litigation	Stephanie Friese Aron Scott Augustine	1984
4 Bryan Cave Leighton Paisner LLP bclplaw.com	1201 W. Peachtree St., 14th Fl. Atlanta, GA 30309 404-572-6600	18%	69	121	1,277	31	corporate and private equity, advertising and unfair competition, antitrust, banking and finance, intellectual property, litigation and dispute resolution	Eric Schroeder	1909
5 Berman Fink Van Horn P.C. bfvlaw.com	3475 Piedmont Rd., #1640 Atlanta, GA 30305 404-261-7711	15%	22	32	22	1	business and real estate litigation; noncompetes/trade secrets; mergers and acquisitions; labor and employment; general corporate	Charles Van Horn	1997
5 Morris, Manning & Martin LLP mmmlaw.com	3343 Peachtree Rd. N.E., #1600 Atlanta, GA 30326 404-233-7000	15%	171	285	201	4	real estate, technology, litigation, healthcare, lending, private equity/M&A, environmental	Simon Malko	1976
7 Gregory, Doyle, Calhoun & Rogers LLC gdclaw.com	49 Atlanta St., Marietta, GA 30064 770-422-1776	8.5%	35	53	35	2	education, business transactions and corporate, real estate and government, tax trust and estates, litigation	H. Scott Gregory Jr.	2008
8 Mozley Finlayson & Loggins LLP mflaw.com	1050 Crown Pointe Pkwy., #1500 Atlanta, GA 30338 404-256-0700	5%	34	62	35	4	aviation litigation, trucking litigation, construction litigation, real estate, labor and employment, insurance coverage	Deborah Cameron	1977
9 Greenberg Traurig LLP gtlaw.com	3333 Piedmont Rd. N.E., #2500 Atlanta, GA 30305 678-553-2100	3%	115	312	2,633	47	litigation, corporate and securities, entertainment, products liability, labor and employment, banking and finance, bankruptcy, intellectual property	Richard Valladares Theodore Blum Ernest Greer	1998

¹ Only those firms with 20 or more attorneys in Atlanta were considered for this listing.
² All figures are current as of November 2023.

SOURCES: Atlanta Business Chronicle research and the firms

It is not the intent of this list to endorse the participants or to imply that the listing of a firm indicates its quality. All information is based on responses to Atlanta Business Chronicle surveys. Please send corrections or additions to Patsy Conn at pconn@bizjournals.com.



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PLAYBOOK

Layoffs stay constant despite high-profile job cuts

BY ANDY MEDICI
amedici@bizjournals.com

The number of people laid off in the United States hasn't changed much over the past few months, a sign that recession worries and a broader workforce cutback are overblown, economists say.

Through the end of November 2023, the number of workers laid off from their jobs or fired remained at about 1%, even as the overall number dropped from about 1.6 million to 1.5 million, according to data from the Bureau of Labor Statistics. The industry that saw the biggest increase in layoffs was information, which doubled from a rate of 0.5% to 1%. About 32,000 information industry workers were laid off in November, up from 15,000 in October 2023.

Other industries saw steep drops in layoffs in November, including durable-goods manufacturing, education and health services, and professional and business services, which saw layoffs over the summer as Big Four accounting firms cut staff.

"There's no evidence employers are more eager to shed workers, either in tech or anywhere else," said Rachel Sederberg, senior economist at labor analytics firm Lightcast, in a statement. "The layoffs that are being reported in the media still look like one-off events as companies review their year-end balance sheets."

Ernst & Young made the decision to lay off more than 100 partners across the United States, according to a December report by The Wall Street Journal. The EY layoffs are focused on the U.S. consulting and strategy side of the London-based firm, and they come after the company announced it would cut 3,000 workers in April.

Fellow Big Four accounting giant KPMG LLP said in June it would shed 5% of its U.S. workforce after a 2% cut earlier in 2023. That translates into thousands of employees at the company, which had just under 40,000 workers at the end of fiscal year 2022. Those cuts at KPMG followed layoffs by Deloitte LLP, with reports of up to 1,200 positions on its chopping block.

Iconic toy maker Hasbro Inc. said it would cut 900 jobs globally after previously announcing it would eliminate 1,000 full-time jobs earlier in 2023. Music-streaming service Spotify Technology SA announced a 17% cut to its staff. In tech, an estimated 1,183 companies laid off 261,997 workers, according to Layoffs.fyi, a layoff tracker.



GETTY IMAGES

Big-name companies spent 2023 cutting workforces. A Lightcast economist says there is little evidence this year's labor market will be turbulent.

There is little evidence the 2024 labor market will be turbulent, and the Federal Reserve may be inclined to lower interest rates, Sederberg said.

"As 2023 came to an end, we saw healthy consumer spending, as well as disinflation in key places, like automotive prices," she said. "The Fed should have plenty of room to lower interest rates this year, opening the door for fluctuations in the housing market – a move that could make workers even more mobile."

And while job openings dropped dramatically in October, they stayed about the same – at 8.8 million – in November. That's down from a historic high of 12 million job openings in March 2022, according to the Bureau of Labor Statistics.

Meanwhile, the so-called "quit rate," or the number of employees voluntarily leaving their jobs (often for a new job), remained at 2.2%, down from the historic highs that ushered in what experts called the Great Resignation and drove up wages for many workers.

The returning equilibrium of the labor market also means pay raises won't be as big in 2024 as they were during the pandemic. Overall, companies are planning for salary increases of 4% in 2024, according to the latest Salary Budget Planning Survey by WTW, formerly known as Willis Towers Watson. That's down from the 4.4% increase seen in 2023, although still above the 3.1% increase in 2021 and before the Covid-19 pandemic.



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PLAYBOOK

Workplace inflexibility causing a ‘mismatch’ for employee wellbeing

BY MARQ BURNETT
mburnett@bizjournals.com

Considering many employees’ expectations about remote work flexibility, it’s no surprise many have found themselves “mismatched” as companies have called workers back to the office on a more frequent basis.

Last week, Atlanta Business Chronicle viewed an internal memo sent by UPS Inc. stating that corporate employees will be required to return to the office five days a week beginning on March 4. The decision will affect thousands of workers based on UPS campuses, including its global headquarters in Sandy Springs, according to the Chronicle’s Tyler Wilkins.

UPS will allow a “limited” number of positions previously approved for remote status to continue to work from home, according to the memo.

New data shows the return-to-office issue isn’t quite as simple as it seems.

Last year was defined by companies ramping up enforcement of hybrid policies – with some utilizing a mix of perks and potential penalties. Much of the same is expected for 2024 as CEO sentiments about the return to office are shifting.

That has left some employees coming back to the office more often but wishing they still had the same capability to work from home as they did during the pandemic.

That “mismatch” can have a significant effect on employees, according to the State of Work-Life Wellness report from Gympass, a corporate wellness platform.

The stakes are also high for companies because of potential impacts on retention and productivity, among other potential consequences.

The results of the survey found no clear answer to the popular question about the “best place to work” in the post-pandemic era.

Instead, it found similar rates of wellbeing across fully remote, hybrid and in-office workers. Instead, the key came down to individual preference – something experts have regularly noted.

The report compared mismatched employees with matched employees who were working in their preferred setting and found working in a preferred environment boosts personal wellness and productivity.

Mismatched employees were twice as likely to report they are struggling compared to matched employees and were twice as likely to report being



UPS

UPS is calling employees back to work five days a week starting March 1. The stakes are high on these types of requirements because of the potential impacts on retention and productivity, among other possible consequences.

unhappy with their employer.

They were also more likely to have higher stress levels, lower emotional wellbeing and more sleep loss from work stress.

Cesar Carvalho, co-founder and CEO of Gympass, said the workplace mismatch problem underscores a larger issue: that “wellbeing is unique to each individual.”

“Flexibility is a crucial consideration as companies navigate the return-to-office landscape,” Carvalho said.

That flexibility could come in the form of policies that allow employees some latitude to operate in their preferred setting – but some of the companies that have called workers

back were already operating in that environment.

When it’s not possible, companies can address those mismatches through other means, such as programs targeted to boost wellbeing.

The report also found an increasing emphasis on wellbeing among employees. The percentage of employees who said wellbeing is equally important to salary rose from 83% to 93% over the past year. The percentage of workers who said they’d consider leaving a company that doesn’t focus on wellbeing also rose 10 percentage points over the past year, to 87%.

The report also revealed a

disconnect between company leaders and employees, with 91% of company leaders saying they can take time for their wellbeing, compared to just 66% of non-managers saying the same.

Carvalho said managers who feel good about their own wellbeing shouldn’t assume the rest of their teams do. That blind spot that can have significant consequences.

“Leaders must ensure that employees, especially non-managers and those early in their careers, have the same time, resources and flexibility to take care of themselves,” Carvalho said. “Wellness is not a seniority perk; it’s the most important thing to keep your employees healthy, productive and engaged at work.”

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Tara Ravi

Parker, Hudson, Rainer & Dobbs LLP
Partner

Parker, Hudson, Rainer & Dobbs LLP is pleased to announce that healthcare attorney Tara Ravi has been admitted to the partnership as of January 1, 2024.

A unique background in healthcare that includes clinical, academic and regulatory experience has made Tara Ravi a well-rounded counselor to healthcare organizations embarking on transactional growth plans or facing reimbursement or regulatory challenges. Clients rely on Tara to navigate through complex regulatory issues such as Medicare, Medicaid and managed care compliance, reimbursement and enrollment as well as federal and state licensure. She also helps healthcare organizations poised for expansion, with a special focus on solutions for efficient multi-jurisdictional growth across complex state and federal regulatory and reimbursement frameworks. Tara is recognized by The Best Lawyers in America for Health Care Law and Qui Tam Law. She earned her J.D. from Emory University School of Law and her B.A. at Emory University.



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LAW | PROMOTION

Matthew M. Weiss

Parker, Hudson, Rainer & Dobbs LLP
Partner

Parker, Hudson, Rainer & Dobbs LLP is pleased to announce that bankruptcy attorney Matthew M. Weiss has been admitted to the partnership as of January 1, 2024.

Matt Weiss helps creditors and insurers successfully navigate bankruptcy and restructuring matters, with a focus on creditors' rights and insolvency-related litigation in bankruptcy, federal and state courts. His experience includes all phases of Chapter 7 and 11 bankruptcies, representing secured and unsecured creditors, debtors, insurance companies and other parties-in-interest. Matt was selected as one of Secured Finance Network's 40 Under 40 in 2023 and is recognized by The Best Lawyers in America: Ones to Watch for Bankruptcy and Creditor Debtor Rights/Insolvency and Reorganization Law. He earned his J.D. at the University of Georgia School of Law and his B.A. at the University of Georgia.



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LAW | PROMOTION

Wes Pickard

Parker, Hudson, Rainer & Dobbs LLP
Partner

Parker, Hudson, Rainer & Dobbs LLP is pleased to announce that real estate attorney Wes Pickard has been admitted to the partnership as of January 1, 2024.

Wes Pickard concentrates his practice on commercial real estate law, with an emphasis on developer, owner, and borrower representation. He has handled numerous commercial real estate transactions, including commercial leases in all asset classes, construction and permanent financing, acquisitions and dispositions, mezzanine financing, and equity investment. Wes is recognized by The Best Lawyers in America: Ones to Watch for Real Estate Law. He earned his J.D. from Emory University School of Law and his B.A. at Emory University.



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FULTON COUNTY

MOTR Staffing Inc., 3379 Peachtree Rd. #555, Atlanta 30326, \$10,322, (withholding), GED 5732/474, 12/18/23.
JuiceheadsATL, 2591 Piedmont Rd. #1110, Atlanta 30324, \$37,673, (sales), GED 5732/481, 12/18/23.

▶ Occupational Tax Certificates

COBB COUNTY

AAI Flight Services Inc., 1755 The Exchange, Atlanta 30339, aircraft servicing.
CARXOOM LLC, 875 Cobb Dr., Marietta 30060, auto dealer.
LS Automotive LLC, 1375 Jamerson Rd., Marietta 30066, auto repair or mobile.
Automotive Blessing II LLC, 3195 Austell Rd., Marietta 30008, auto repair shop.
Guardian Transmission/E&M Transmission LLC, 2150 Post Oak Tritt Rd. #100, Marietta 30062, auto repair shop.
Home Base Barbershop LLC, 455 Pat Mell Rd. #124, Marietta 30060, barber shop.
Lucky Nails Kennesaw Spa LLC, 3960 Mary Eliza Trace #200, Marietta 30064, beauty shop.
Diva Nail Spa/Diva Spring Nail Spa Atlanta LLC, 50 Ernest Barrett Pkwy., Marietta 30066, beauty shop.

Step In Hope LLC, 2083 Tweed Dr., Acworth 30101, book publisher.
ESISAI Inc., 613 Montview Ct., Marietta 30060, business management.
Soul Snatcher Collection LLC, 440 W. Ernest Barrett Pkwy. #23-1012, Kennesaw 30144, clothing or retail.
DATO Technologies Inc., 1690 Stone Village Ln. #121, Kennesaw 30152, computer programming services.
Quick Food Mart/MASR Enterprise Inc., 2543 Bells Ferry Rd., Marietta 30066, convenience store or retail.
AWB Body Butter/JLWJ Enterprise LLC, 4582 Rugosa Way, Austell 30106, cosmetics.
Chasing Balanced Wellness LLC, 3151 Stillhouse Creek Dr. #4214, Atlanta 30339, counseling.
Tiny Tot University LLC, 3022 Crest Ridge Cir., Marietta 30060, day care.
Suncoast Learning Systems/A Plus Online LLC, 2083 Tweed Dr., Acworth 30101, education consultant.
Flowers of Marietta/Fabulous Florals, 1100 Johnson Ferry Rd. #250, Marietta 30068, florist.
Buzz Tint, 63 Ernest Barrett Pkwy., Marietta 30066, glass tinting contractor.
Diversified Construction Resources Inc., 2716 Macby Ave., Marietta 30066, handy man.
Nova Private Home Care LLC, 2250 Shadtree Ct., Marietta 30062, health services.
DMW Classic Interiors, 3809 Berrybridge Way, Marietta 30067, interior design.

Engle Law LLC, 2126 Morgan Rd., Marietta 30066, lawyer.
Beverage Solutions Inc., 1349 Old Hwy. 41 #110, Marietta 30060, liquor manufacturer.
Center for Authentic Life & Relationship LLC, 1301 Shiloh Rd. #530, Kennesaw 30144, marriage and family therapist.
Acworth Wine & Spirits/J&J Acworth LLC, 3895 Cherokee St. #390, Kennesaw 30144, package store or items.
Heros Lawn Care of NW Atlanta/Sonora LLC, 2042 Old Forge Way, Marietta 30068, pest control service.
Bountigreens LLC, 946 E. Lake Landing, Marietta 30062, produce vendor.
Everything Green Properties LLC, 448 Westlake Dr., Marietta 30064, real estate and property management.
Infinite Build LLC, 1522 Ben King Rd., Kennesaw 30144, real estate and property management.
Rees Real Estate Advisors Inc., 2713 Paces Lookout Way, Atlanta 30339, real estate brokers.
U Movement Church Inc., 1528 Austell Rd., Marietta 30008, religious organization or non profit.
Liliana's Italian Restaurant LLC, 2595 Sandy Plains Rd. #107, Marietta 30066, restaurant.
El Solecito Mexican Grill/Grilly & Taste LLC, 511 Veterans Memorial Hwy., Mableton 30126, restaurant.
Q Korean BBQ & Revolving Sushi/Great Immanuel Inc., 440 Ernest Barrett Pkwy. #50, Kennesaw 30144, restaurant.

Whataburger #1490/Whataburger Restaurants LLC, 2955 Cobb Pkwy. #910, Atlanta 30339, restaurant.
HS&D Enterprises LLC, 2455 Paces Ferry Rd. #B, Atlanta 30339, restaurant.
Killer B's LLC, 163 Indian Trl., Marietta 30068, service broker.
Ellis Counseling LLC, 738 Woodlawn Dr., Marietta 30068, social worker.
Lost Creek Stables LLC, 4850 Due West Rd., Kennesaw 30152, stables or boarding or horses.
Pool Depot Inc., 4995 Moon Rd., Powder Springs 30127, swimming pool contractor.
Bebel Bronze Studio Inc., 1230 Powers Ferry Rd. #2, Marietta 30067, tanning salon.
Crickert Wireless/USA Cell Georgia Inc., 371 Pat Mell Rd. #300, Marietta 30060, telephone equipment sales or retail.
VIGI/Sharp Media LLC, 1607 Wildwood Rd., Marietta 30062, video or film production.
GWINNETT COUNTY
Hoyt Mahaley, 1318 Ewing Creek Dr., Dacula 30019, educational services.
Confection Artisan Bakery, 3330 Satellite Blvd. #2, Duluth 30096, manufacturing-bakery.
Cool Engraving, 3974 Maple Tree Ln., Loganville 30052, manufacturing-glass and clay products.
Smoke & Friends Restaurant, 755 Lawrenceville Suwanee Rd. #1210, Lawrenceville 30043, nonclassifiable.

Dreamz, 2125 Market St., Duluth 30096, nonclassifiable.
Triana Bookkeeping, 4241 Lantern Hill Dr., Dacula 30019, professional-accounting or bookkeeping.
TR Consulting Group LLC, 1820 Mcdowell Ct., Lawrenceville 30044, professional-consultants or public relations or management.
Sunton Management LLC, 3325 Cascade Fall Dr., Buford 30519, professional-consultants or public relations or management.
Anima Properties Inc. dba SC Event Hall, 6080 Lawrenceville Hwy. #B, Tucker 30084, real estate-office building and shopping center management.
BK One Stop, 2429 Lawrenceville Hwy. #D, Lawrenceville 30044, retail-food.
Peace Mountain Vending, 3180 Long Iron Dr., Lawrenceville 30044, retail-miscellaneous.
Endeavour, 1015 Ridgedale Dr., Lawrenceville 30043, service-business.
RCH Lease Monitoring Services, 2136 Hopkins Mill Ln., Duluth 30096, service-business.
The Artful Nest LLC, 2080 Indian Ivey Ln., Dacula 30019, service-entertainment.
Sugarloaf Nail Bar Salon, 4788 Sugarloaf Pkwy. #104, Lawrenceville 30044, service-salon.
Cindy Hair, 3330 Satellite Blvd., Duluth 30096, service-salon.

KJ Beauty Lounge, 3330 Deaton Trl., Buford 30519, service-salon.
VIP Nail & Spa, 3205 Woodward Crossing Blvd. #100, Buford 30519, service-salon.
Sheeca, 2880 Rusticwood Dr., Snellville 30078, service-to buildings.
TN Supplies LLC, 521 Padens Chase Ct., Lawrenceville 30044, wholesale-durable goods.
Pramukh Wholesalers Inc., 3147 Papyrus Palm Rd., Loganville 30052, wholesale-electrical equipment.
▶ Real Estate Transactions - Commercial
COBB COUNTY
Stacy Allen Boyd to NH 2672 Hickory Grove Road LLC and 2672 Hickory Grove Road LLC, P.O. Box 81612, Chamblee 30366; 2672 Hickory Grove Rd. NW #A/B/2704 Hickory Grove Rd. NW, Acworth 30101, Lot 26 ID 20002600880/2000 2600840/20002600140, \$4,150,000.
FULTON COUNTY
USVI 6095 Fulton Industrial Blvd LLC to IPCP 6095 Fulton Industrial LLC, 6095 Fulton Industrial Blvd. SW, Atlanta 30336, ID 14F0133 LL0311, \$14,300,000.
TEG Hammond LLC to MMAC PIX2 Atlanta Eye SPE LLC, 5995 Barfield Rd., Atlanta 30328, ID 17 0036 LL0797, \$14,255,189.

Concourse Acquisition & Development to LTF Real Estate Co. Inc., 2900 Corporate Place, Chanhassen, Minn. 55317; 5900 Peachtree Dunwoody Rd., Sandy Springs 30328, ID 17 0017 LL1103, \$13,600,000.
GF Dovetail Owner LLC to Dovetail Equity LLC, 1200 Foster St. NW, Atlanta 30318, ID 17 0150 LL0011, \$4,642,900.
TEG Roswell LLC to MMAC PIX2 Atlanta Eye SPE LLC, 11690 Alpharetta Hwy., Roswell 30076, ID 12 224005540647, \$2,787,893.
Banjo Fire LLC to Band of Coders LP, 692 Kirkwood Ave. SE, Atlanta 30316, ID 14 002000050648, \$1,380,000.
GWINNETT COUNTY
Sonrise Properties Meadow Church LLC to WE Investment Partners LLC, 2763 Meadow Church Rd., Duluth 30097, Sugarloaf ID 7-122-129, \$5,400,000.
Ozinus Scientific LLC to 270 SD Partners LLC, 270 Scientific Dr., Peachtree Corners 30092, ID 6-285-005A, \$5,145,000.
Georgia's Own Credit Union and Georgia Telco Credit Union to Normal Norcross LLC, 4830 Peachtree Industrial Blvd., Berkeley Lake 30071, Shops At Avalon Ridge ID 6-270-092, \$1,850,000.
▶ Real Estate Transactions - Residential
COBB COUNTY
Rhonda R. Small to Talmar Capital LLC, 3950 Hiram Lithia Springs Rd., Powder Springs 30127, Lot 893&894 ID 19089400160, \$2,703,700.

Peter Sanders and Laura A. Sanders to Steven M. Craig, 3660 Clubwood Trl., Marietta 30068, Lot 1111 Indian Hills Country Club ID 16111100460, \$1,950,000.
Toll Southeast LP Co. Inc. to Ryan Finnerty and Kasie Finnerty, 2956 Treeside Terr., Marietta 30066, Lot 26 Edgewood East ID 16002600410, \$1,259,800.
Marshall Mccloud and Sarah Mccloud to Alysse Daniels, 5110 Parkwood Oaks Ln., Mableton 30126, Lot 537 Vinings Estates ID 17053700260, \$999,000.
Ashton Atlanta Residential LLC to Tejal Dinubhai Patel and Dinubhai Patel, 4084 Rambleton Dr., Marietta 30062, Lot 248 Garrison Parc Subdivision ID 16024800490, \$981,100.
Lennar Georgia LLC to Amit Kumar and Ankita Sagar, 3954 Haygood Meadow Dr. SW, Marietta 30062, Lot 183 Haygood Meadow Subdivision ID 16018300840, \$921,300.
Kerley Family Homes LLC to Joshua Mcnair and Jill Mcnair, 763 Phil Haven Ln., Kennesaw 30152, Lot 277 Entrenchment Hill Subdivision ID 20027702230, \$899,600.
Lennar Georgia LLC to William Casto Clay and Jamal Casto Fareeha, 3990 Haygood Meadow Dr. SW, Marietta 30062, Lot 183 Haygood Meadow Subdivision ID 16018300820, \$881,900.
Bryan G. Ricks and Nichole D. Ricks to William Poole and Shawna Poole, 3720 Thunder Way NE, Marietta 30066, Lot 103 Highland Ridge Subdivision ID 16010300760, \$850,000.

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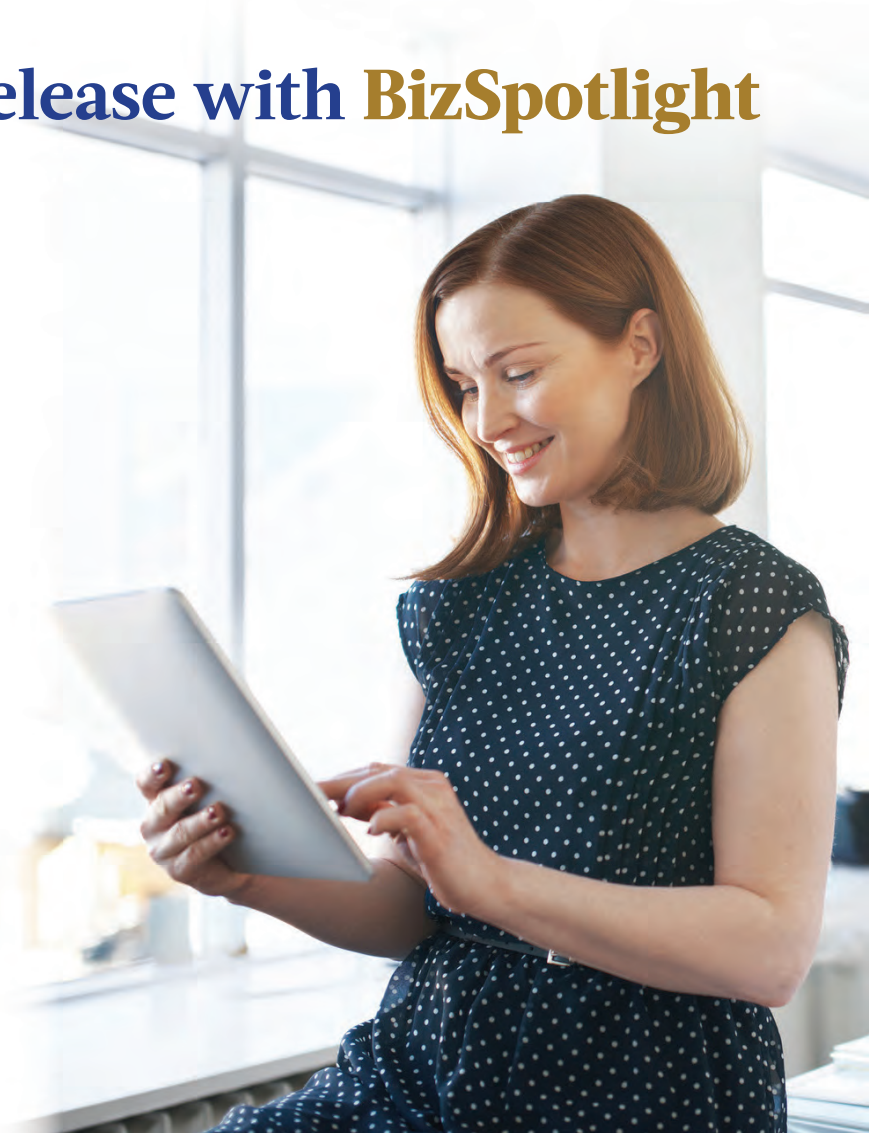
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<p>Sr. Engineer w/ McKinsey & Co. Inc. US (Atl, GA). Responsible for full stack devlpmnt of digital tech sols consisting of cloud native app devlpmnt, frontend user facing web apps devlpmnt, backend data processing, database schema designing, & data migration. Telecommuting permitted. Req's a Master's degree in Comp Sci, S/W Eng, or rel field, or foreign degree equiv & 3yrs of s/w devlpmnt exp. Email your resume to CO@mckinsey.com & refer to Job # 7340106.</p>	<p>Cardlytics Inc. seeks Software Engineers II in Atlanta, GA to participate in the development of new applications and features within an Agile environment. Apply @ www.jobpostingtoday.com Ref#14674</p>	<p>Software Engineer for Equifax Inc.in Atlanta,GA to develop strategic design and requirements as a major contributor to a projects' success for large revenue generating systems/products. Requires: Bachelor's degree in Computer Engineering, Computer Science (willing to accept foreign education equivalent) plus five (5) years of experience as a Software Engineer, or related occupation in software development or, alternatively, a Master's degree in Computer Engineering, Computer Science or related field (willing to accept foreign education equivalent) and three (3) years of experience as a Software Engineer, or related occupation in software development. Email resume to jobs.opportunities@equifax.com. Reference Position Number: 11335.</p>	<p>Stibo DX, Inc. in Atlanta, GA seeks a Site Reliability Engineer responsible for developing and designing state machines and operators in GO Lang to automate the build of infrastructure, application, configuration and security of Stibo DX software. Hybrid role with remote work from home within a reasonable commuting distance of Atlanta, GA permitted. Apply by sending your resume to stbo@stibodx.com.</p>
<p>LendingPoint LLC seeks candidates for a Senior Data Scientist position at its main office in Kennesaw, GA. Work from home Option available. A Bachelor's degree or its equivalent in computer or data science, mathematics, statistics, business, marketing or a related field. A combination of bachelor or graduate level degree or coursework that is deemed equivalent to a U.S. Bachelor's degree in analytics, mathematics, statistics or a related field is accepted. 2 years' experience in data analysis and advanced querying relational data systems using MySQL to ETL, and integrate data; visualizing/presenting data for stakeholders using Tableau, MS Excel, PowerPoint, general programming languages (SQL, Python) and data modeling concepts; developing concepts of operational data store, data warehouse; and advanced statistical analysis, data modeling and testing. Please email resumes to Ms. Jennifer Blair at talent@lendingpoint.com.</p>	<p>Marketing Specialist Research market conditions to determine potential sales of products. Gather information on competitors, prices, sales, and methods of marketing and distribution. Analyze buying trends, prices of products and budgets. Managing company's websites and social media accounts. Ensuring consistent branding across digital and traditional channels. Bachelors in marketing or communication is req. Mail resume to: K&F Enterprises Inc. Attn: R. Ali, 4800 Briarcliff Rd. NE Suite #2041, Atlanta, GA 30345</p>	<p>Business Development Manager Manage business development, marketing, and customer relation activities. Research market conditions and competitor information to determine potential sales of products. Develop/execute strategies to increase business profitability. Drive revenue growth and utilize forecasting to align business resources. Bachelors in economics. Mail resumes to: Gold-N-Diamonds Inc., Attn: S. Jivani, 75 John Portman Blvd NW, Suite 6N315, Atlanta, GA 30303.</p>	<p>Data Scientist for Equifax Inc. in Atlanta, GA to manage and design the Model Performance Monitoring (MPM) framework, focused on code and process automation, compatibility with Equifax data assets, leveraging big data capabilities and executing in Google Cloud Platform. Requires: Bachelor's degree in Information Quality, Computer Science, Statistics, Mathematics or related field (willing to accept foreign education equivalent) plus five (5) years of experience as a Data Scientist or related occupation with experience developing statistical solutions or, alternatively, a Master's degree in Information Quality, Computer Science, Statistics, Mathematics or related field (willing to accept foreign education equivalent) and three (3) years of experience as a Data Scientist or related occupation with experience developing statistical solutions. Email resume to jobs.opportunities@equifax.com. Reference Position Number: 11498.</p>
<p>Intercontinental Exchange Holdings, Inc. seeks Lead Engineer, Information Security Red Team in Atlanta, GA, to collab. w/ the Info Security Assurance group responsible for driving security improvements & testing through continuous assessment of global threat landscapes. Req'mts: Bachelor's or frgn equiv in Electronic Eng'g, Telecomm. Eng'g Technology, or a rel. fld & 5 yrs of progressively responsible exp: conducting regular penetration testing, red teaming, vulnerability scans & phishing engagements on co. systs, apps, & users; identifying & documenting vulnerabilities, exploits, & potential security weaknesses; devlp'g & implementing effective security measures; providing recommendations for improving the overall security posture of company. In the alternative, the bus. will accept a Master's or frgn equiv & 3 yrs of exp w/ above listed skills. Telecommuting &/or work from home may be permissible pursuant to company policies. When not telecommuting, must report to work site. Submit resume to recruitingresumes@ice.com & indicate job code AGK122123ABC in subject line.</p>	<p>Engagement Manager - Implementation positions avail w/ McKinsey & Co, Inc. US in Atlanta, GA. Dvlp relationships w/ clients; be expert in impl & delivering results. Req's Master's in Bus Admin, Fin, Econ, or non-bus adv degree, & 2 yrs of exp w/ a major top-tier int'l mgmt consulting firm as Assoc-Implementation or Consultant. Domestic & int'l travel typically required. Dest & freq impossible to predict. Email resume to CO@mckinsey.com and refer to AJC1213. Multiple positions.</p>	<p>Intercontinental Exchange Holdings, Inc. seeks Sr Business Analyst in Atlanta, GA, to collab. w/in Clearing Technology team responsible for defining the functionality of ICE's post-trade product & srvc offerings, principally in the futures & options mrkts. Req'mts: Bachelor's or frgn equiv in Econ, Fin., Eng'g or rel. fld & 5 yrs of progressively responsible exp: performing bus. analysis &/or QA in the context of SW product devlpmnt; using a combination of iterative devlpmnt methodologies incl Agile/Scrum, Rational Unified Process (RUP) & Waterfall techniques; leveraging methodologies incl Unified Modeling Language (UML); creating process flows ("as-is" & "to-be" diagrams) to outline bus. & technical processes & to identify gaps to derive req'mts; using Microsoft Visio for process-diagram capture; util'g MS Excel for data capture & analysis, incl use of pivot tables; & util'g PL/SQL. Telecommuting &/or work from home may be permissible pursuant to company policies. When not telecommuting, must report to work site. Submit resume to recruitingresumes@ice.com & indicate job code PT122123ABC in subject line.</p>	<p>Yanmar America Corporation seeks candidates for a Data and Infrastructure Manager position at its Atlanta office in GA. Hybrid work from home option available. U.S. Bachelor's degree or foreign equivalent in information technology, computer engineering or a related technical field. 5 years' progressive experience in using Oracle business Intelligence, Tableau, Power BI, Alteryx or Informatica Power Center and Microsoft Office 365 to create advanced analytics dashboards and technical design documents; using database platforms such as RDBMS (Oracle SQL, Microsoft SQL Server) or NoSQL (Mongo, Cassandra); serving in a technical role such as Data/QA analyst, ETL developer/engineer or software engineer in a manufacturing industry; and managing a team of on-site and remote resources. Travel required to Europe, South America, Asia, Japan 1 to 3 times a year. Each stay will last about 1 to 2 weeks. Please email resumes to Ms. Selena Galmon at selena_galmon@yanmar.com.</p>



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