

WHAT IS REALLY
GOING ON IN THE
PAULDING CHAMBER



November 15, 2013

Mr. Paul Callahan
Georgia Time Systems, LLC
418 Red Mountain Road
Dallas, GA 30157

Dear Paul:

The Executive Committee has expressed concern regarding your ability to lead the Chamber as its Chairman in 2014. I have discussed these concerns with you on several occasions over the past few months. Specifically, these concerns include the lack of time you will have to devote to the Chamber and the role of Chamber Chairman while developing your small business next year; your lack of leadership and follow-up with regard to the Nominating Committee and that critical process which is now long overdue; and your lack of participation and engagement in many Chamber events and Committees. On the latter point, you did not attend the Cobb EMC Power Breakfast on October 15th and the Georgia Power Luncheon on November 7th both of which I previously asked you to attend. In addition, you have not made an effort to be engaged in the Governmental Affairs and the Education and Workforce Development Committees, two critical committees that the Chair-Elect should be involved in.

In addition to the above, your recent vote in both the November 2013 Executive Committee and Chamber Board Meetings not to support the further development of the Paulding Northwest Atlanta Airport is in direct opposition to the Chamber's strong support of this vital and future economic engine for the County. The concern is that if you are personally opposed to the airport expansion and the Chamber strongly supports the airport expansion, how will you be able to effectively lead this organization? You simply will not be able to.

With this letter I am informing you that the Executive Committee recently met and voted to remove you from the Executive Committee, as the Chair of the Nominating Committee, and as Vice Chairman/Chair-Elect in 2014. You are invited to remain on the Board of Directors to fulfill your term, which runs through 2014.

Respectfully,

A handwritten signature in cursive script that reads "Don Barbour".

Don Barbour
2013 Chairman
Paulding Chamber of Commerce

455 Jimmy Campbell Pkwy
Dallas, GA 30132

December 3, 2013

Mr. Barbour,

Thank you for the letter expressing concerns of your opinion of my inability to lead the Paulding Chamber as Chairman 2014 and for speaking to the Executive Committee about me. I would like to address each and every concern that you have.

As I have told you numerous times during our conversations, my small business is not a new business being developed. Georgia Time Systems was founded in 2007 and is well-established and even made it through the economic downturn when a lot of small businesses failed. I have an employee that is capable of taking care of business that requires someone to be out of town, therefore allowing me the time and opportunity to serve in full capacity as the Chamber Chairman 2014 beginning in January 2014. You were very aware of this as we discussed it on several occasions.

To address the issue of the Nominating Committee and my so-called lack of follow up, I took the initiative and set up the first Nominating Committee meeting on August 22 at 3:00pm in the Kenneth Rogers Room of the Chamber, and at that meeting, we discussed 10 different people as possibilities for board members. When I shared that list of individuals with you and Carolyn, to my surprise, she let me know that she was very upset that we had the meeting without you or her present. Furthermore, you, Carolyn and I met later to discuss each of the nominees and she was not receptive to any of them. At that same meeting, she told us who she wanted to be nominated. I felt at that point that there was no need for another meeting since Carolyn had already decided who she wanted nominated, regardless of the committee's recommendations. Carolyn serves at the leisure of the Board of Directors, not the other way around.

In regards to missing the October 15th Cobb EMC breakfast, I had a doctor's appointment and was not able to attend. I did contact Amy and let her know in advance. As for the November 7th Georgia Power luncheon, I was out of town on business training an employee so that I would be ready to serve in January 2014 when my term was set to begin. As I told you in several meetings and in several conversations we had on this topic, I was getting everything put into place so that I would be able to perform my duties as Paulding Chamber Chairman 2014.

To speak of the two committees that I supposedly have not been engaged with, I have touched base with Ford Thigpen on a regular basis about the Governmental Affairs Committee. I had planned on attending both the Governmental Affairs and the Education and Workforce Development meetings in December so that I could get a jump on these for 2014 as my term was set to begin in January 2014.

Then there is the matter of the airport expansion. Since I am a taxpaying citizen of Paulding County (which you are not), I think that I deserve the right to have an opinion or to be in opposition of something that I do not agree with, nor believe in. As I said in the Executive Committee meeting, I am NOT against future development of the airport. However, with that being said, I am completely against commercial flights coming into the Paulding Northwest Regional Atlanta Airport (Silver Comet Field). After meeting

with Brett Smith privately and asking him questions about the 5 year, 10 year, and overall projection for the airport, Propeller's goal is NOT to stay at two flights per week. It is to grow the airport as large as possible over the next 20 years. Ultimately, the goal is to have a million people flying in and out per year. Instead of being in support of small business, the Chamber has decided to support something that they hope will one day be there. Just one more point, Carolyn Wright made it very clear to me in a meeting that I could not have a personal opinion that did not support the Chamber's opinion about the airport if I was going to be the Chamber Chairman.

Now that I have addressed all of the issues that were in your letter, I would like to speak to you about the message that removing me from this position sends to all of the small businesses in the Chamber and possible future Chamber members. There are only a few small business owners that sit on the Board of Directors of the Paulding Chamber. One of my goals, given the opportunity, was to engage the small business community in new and innovative ways to bring more small business owners into leadership roles in the Paulding Chamber. Right now, "big business" and their money run the Chamber. The driving force is how much money a company will give to the Chamber. This is NOT how the Chamber should be operated.

I see some very disturbing problems within the Chamber. Membership has continued to decline rapidly. Retention rates are very low. The way the retention rates are calculated now are skewed by having multiple employees from the same company show multiple memberships when each company should only show one. Carolyn Wright has not had a performance review in two, possibly three years. This year, she has asked for a raise. How would you consider giving someone a raise based on performance if there are absolutely no performance markers in place? Looking at the numbers over the past two years, I can say that there has been a sharp DECREASE in performance, not an increase. If you are going to operate the Chamber based on money given and the number of members, you have to base her salary and her pay raise on that.

Frankly, I think you are making a politically motivated and big business driven decision not having me as your Chairman of the Paulding Chamber 2014. Furthermore, you are stifling the voice of small business in the Paulding Chamber. I hope that in your search for a new Chairman, you will find someone in the small business community that is a resident of Paulding County to fill this role to try and balance a very unbalanced Board of Directors (small business vs. big business) as well as approximately 75% of the Paulding Chamber Board of Directors do not live in Paulding County therefore can not vote in Paulding County but HEAVILY INFLUENCE matters that go on within the county.

My intentions are not to bring harm to the Paulding Chamber or to regain my seat on the Executive Committee or as upcoming Chairman. It is only to bring awareness to the Chamber Membership and potential members so they can make an informed decision about their affiliation with the Paulding Chamber.

Respectfully,
Paul J. Callahan

A handwritten signature in black ink, appearing to read 'PJC', with a long horizontal flourish extending to the right.