

The Authority

The **Future** Of **Workforce Development**

By Dr. Patrick Huddie

The strategic efforts of the Economic Development Authority include increasing the number and quality of jobs in Howard County. At 2.5%, we are proud to have one of the lowest unemployment rates in the State of Maryland. Over 86,000 potential employees live in Howard County but commute to jobs outside the county. If the right training were available to residents, they could find well paid jobs closer to home and growing companies could find experienced employees matching their job needs.



An appropriately skilled workforce has become a key issue for the Authority. We are working in partnership with local agencies and educational institutions to identify the needs of businesses and develop the training resources for prospective workers. In 1997 the Workforce Preparedness Committee was formed to survey employer needs and catalogue training institutions. Today, the Workforce Committee is exploring how to enhance the delivery of training to the employed, underemployed, and unemployed.

Howard Community College (HCC) is a key player in workforce development. The college's Business Training Center and Advanced Technology Center provide customized training for local employers. HCC recently launched the Commission on the Future. Dick Story, executive director of the Authority, and Chuck Ecker head the Commission's taskforce on Workforce and Economic Development. The taskforce is studying how the college can serve the local economy by supporting a workforce that is both suited to the county's economic strengths and responds to the demographic and technology-driven changes in society today. The training resources offered by HCC influence the types of business that choose to locate or expand in Howard County. The Authority is positioned to respond to growing business needs and continue to make Howard County **Where Business Works**.

Dr. Patrick Huddie is vice-chair of the Board of Directors for the Authority. He also chairs the Howard Community College's Commission on the Future.

GRACE

*W.R. Grace moves to Howard County
pg. 6*



*12 business sites under construction in Howard County
pg. 4-5*



*Magellan Behavioral Health Services expands Columbia office
pg. 6*

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Message From The Chair

As we look to future developments in 1999, the Authority will continue the tremendous advancements already made for the business community in Howard County. Implementing the Authority's Strategic Economic Development Plan, a number of new initiatives were introduced and records were set for job and wage growth in 1998. The Authority continues to pursue prospects, both internally and externally, that will yield similar results. With the help of the Authority, several companies have either expanded or relocated their corporate or regional headquarters to Howard County. Some of these companies and their projects are highlighted throughout the newsletter. The commitment that these businesses make to Howard County is a result of the resources available within the county.

The Authority has established an ambitious framework for the future. 1999 is already exciting for us as we continue to work to establish a High-Technology Incubator and focus our marketing efforts on targeted industries. Additionally, this year the Authority will be expanding an already impressive list of private investors. Our accomplishments are a direct result of the relationships the Authority has developed with businesses and organizations in Howard County and the region. The cooperation of local and regional partners with the Authority in 1999 will continue to make Howard County **Where Business Works.**



Celebrating The Stars

The Authority's Equal Business Opportunity (EBO) Committee hosted the 5th Annual EBO Awards on February 18th at The Johns Hopkins Applied Physics Laboratory Kossiakoff Center. The master of ceremonies for the evening was WMAR Channel 2 news anchor Terry Owens. Corporate sponsors for the event included The Columbia Bank and The Ryland Group. The EBO Committee hosts the awards program to recognize outstanding leaders and achievements in the areas of equal business opportunity. The following individuals received EBO Awards:

Outstanding Business Achievement

Malynda Hawes Madzel – Custom Telemarketing Services, Inc.

Outstanding Individual Achievement

Carolyn West Price – IMPACT Marketing and Public Relations, Inc.

Outstanding Individual Commitment

Robert L. Wallace – The BiTH Group

Outstanding Company Commitment

Jerry Schneider – Thulman Eastern Corporation



Donni Dingman
Bell Atlantic - Maryland

Congratulations!

The Authority board, along with the staff and committees would like to congratulate:

- Donni Dingman**, Bell Atlantic Maryland, Inc.
- Shirley Burrill**, Leadership Howard County
- Julie Mercer**, Columbia Consulting Group
- Hanna Jeffreys**, Voice For Success, Inc.

for being named to



A Closer Look At The EDA Board

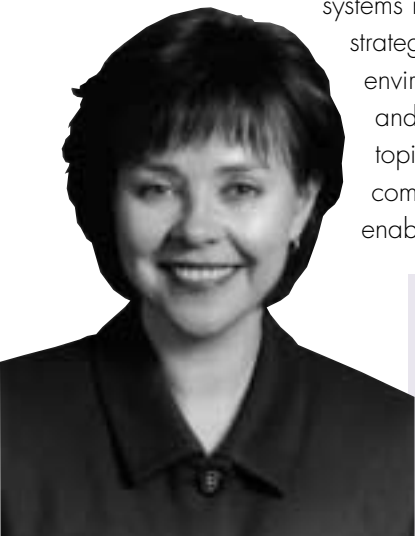


Last year the Authority welcomed four new board members to our team. We would like to share a closer look at each new member. In this issue we will profile Shirley Collier and Dave Forester. Our Board of Directors is comprised of business professionals that enhance the efforts of the Authority. Shirley and Dave are sure to bring added experience, talent, and enthusiasm to the EDA Board!

Shirley Collier

Since 1975 Shirley Collier has worked in the university, government, computer consulting and financial services industries in a variety of technical and managerial positions. Currently Shirley is the president of Paragon Computer Services, Inc. Paragon is a systems integration firm, specializing in providing consultation to small and mid-sized businesses in the

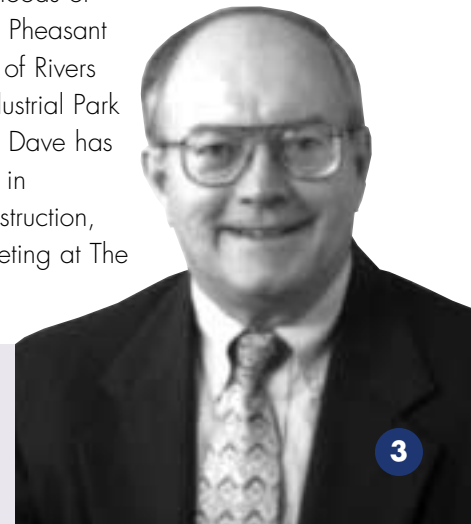
Mid-Atlantic region. Shirley's specialties are systems management, data security, and strategic planning for high growth environments. Shirley has published and spoken extensively on such topics as business automation, computer management, and web enabling corporations.



Shirley Collier founded "Computer Mania", a free computer symposium for girls in the public school system to foster confidence in technology, mathematics, and science.

David Forester

David Forester is vice president and senior development director of the Howard Research and Development Corporation, an affiliate of The Rouse Company. Dave is a member of senior management developing Columbia. His specialties are in large-scale mixed-use land development projects including residential neighborhoods and employment centers. He has been directly involved with such projects as Kendall Ridge, the neighborhoods of Pointers Run, Huntington and Pheasant Ridge, and the development of Rivers Corporate Park, Corridor Industrial Park and Hillcroft Executive Park. Dave has over 20 years of experience in programming, planning, construction, public processing, and marketing at The Rouse Company.



Dave Forester serves as an adjunct professor in urban affairs at Union College and Vassar College.

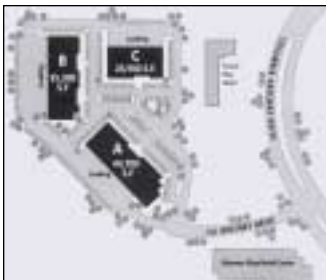
WHERE BUSINESS WORKS



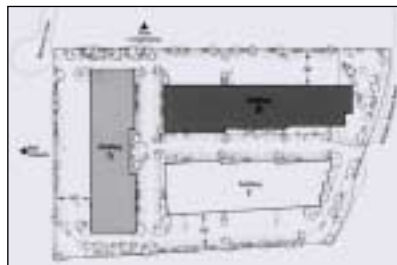
Park Square



Troy Hill Commerce Center



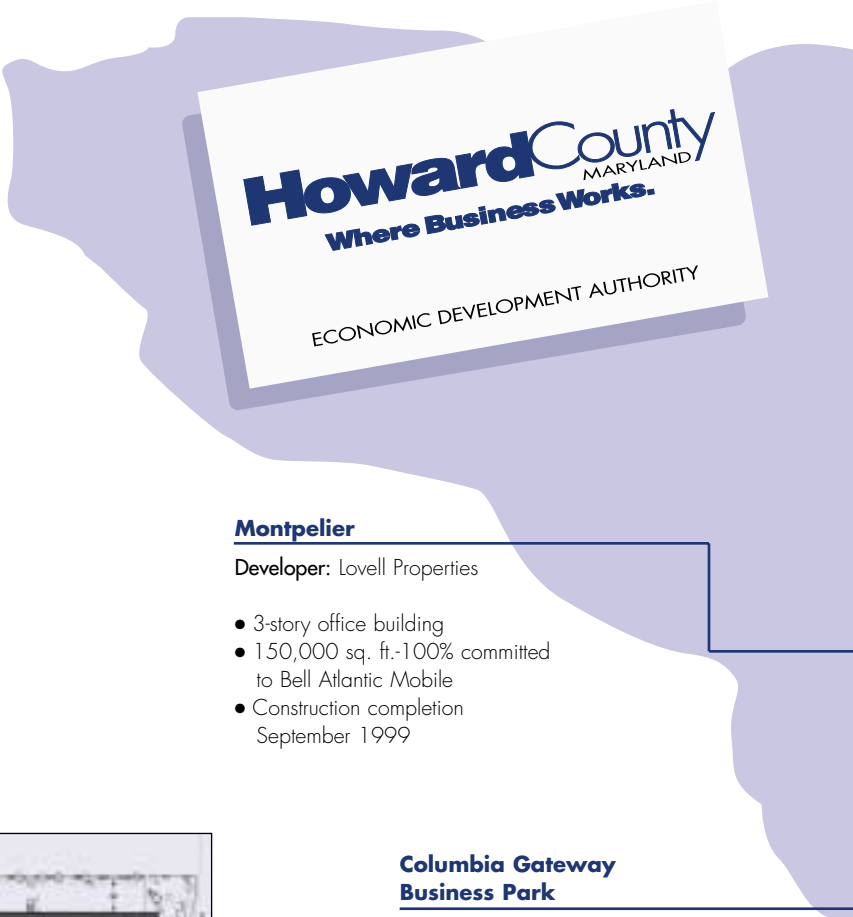
Eli Whitney Drive



Whiskey Bottom Trade Center



Woodlands II



Montpelier

Developer: Lovell Properties

- 3-story office building
- 150,000 sq. ft.-100% committed to Bell Atlantic Mobile
- Construction completion September 1999

Columbia Gateway Business Park

Developer: ORIX Real Estate Equities, Inc.

- 5-story Class A office building
- 250,000 sq. ft. office space
- Lead Tenant: MICROS, committed to 200,000 sq. ft.
- Construction completion March 2000

Vacancy Rates – Fourth Quarter 1998

Industrial/Flex
 3,441,770 sq/ft available
 9.96% vacant

Office
 350,018 sq/ft available
 5.73% vacant

Woodlands II

Developer: COPT

- 4-story office building
- 110,000 sq. ft. building, 30% committed
- Lead Tenant: Magellan Behavioral Health
- Construction completion April 1999

Park Square

Developer: The Rouse Company

- 6-story Class A office building
- 100,000 sq. ft. office space
- Construction completion: First Quarter 1999
- Lead Tenants: Amerix Corp., Legg Mason, Morrison-Knudson, The Washington Post
- 100% committed

Colgate Ridge Tech Center 2

Developer: Creaney & Smith

- 3 story office building
- 40,000 sq.ft. building under construction
- Construction completion: May 1999
- Lead Tenant: InfoSys

Columbia Corporate Park 3

Developer: Merritt

- 5-story building, 150,000 sq. ft.
- 80% committed
- Tenants: Kemper Insurance, University of Phoenix, Unum Life Insurance, Computer Horizons Corp.
- Construction completion March 1999

Westridge Corporate Center

Developer: Abrams Development Group

- 4 building office complex
- 3 buildings completed totaling 141,500 sq.ft.
- 50,000 sq.ft., 3-story building to be completed by March 1999
- Lead Tenant: Aerotek

Troy Hill Commerce Center

Developer: Manekin

- Phase I: Two warehouses totaling 540,000 sq. ft.
- 93% leased
 - Tenants include: Northrop Gruman, Felmor Corp., Pet Valu International
- Phase II: Two warehouses totaling 155,000 sq. ft.
- Construction underway

Stayton Station

Developer: Lee Organization

- 96,000 sq. ft. industrial/warehouse building
- Construction completed October 1999
- 100% leased
- Tenants: Kawneer, Ace Worldwide Moving & Storage

Eli Whitney Drive

Developer: Manekin

- 3 research and design flex buildings under construction
- 106,900 sq. ft. of rentable space, 2 buildings 100% leased
- Construction completion in the First Quarter 1999
- Lead Tenant: Corvis Corporation

Lynn Bluff

Developer: The Michael Companies, Inc.

- 110,000 sq. ft. industrial building under construction
- 7,500 sq. ft. bays with loading dock and drive-in access
- Location: south of Freestate Business Park

Whiskey Bottom Trade Center

Developer: The Michael Companies, Inc.

- 3 building distribution complex totaling 189,000 sq. ft.
- Warehouse A: 63,000 sq.ft. construction completed
- Lead Tenant: Global Industries
- Warehouse B: 63,000 sq. ft. currently under construction

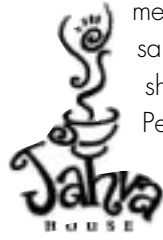
On The Move

W.R. Grace & Co., a \$1.5 billion business and one of the world's best known chemical companies, will move its corporate headquarters to Columbia from Boca Raton, Florida. The move should be completed by the end of the year. Over 35 employees from Grace's Boca Raton headquarters will move to Columbia. Grace currently has 385 employees in Howard County through one of three business divisions, Grace Davison. Grace has over 100 clients worldwide.

OSSUR, an Icelandic company that markets and distributes prosthetic devices, is bringing its U.S. headquarters here from California. This new headquarters will distribute products to OSSUR's North American customers. The company was attracted by the county's close proximity to the BWI airport as well as a time zone that allows for same day business with the corporate headquarters.

Felmor Corporation, a paint distributor, has signed a lease for 181,000 square feet of space at Troy Hill Commerce Center. The lease is the 5th largest industrial deal in the Baltimore/Washington Corridor in 1998. The company will bring 100 employees to the county. The Howard County location was selected because it provides the company with growth opportunities.

Something's Brewing In Ellicott City – Jahva House



Jahva House, a unique gourmet café, opened last year in historic Ellicott City. Their unique menu features home-made breads and pastries as well as a variety of sandwiches and salads. Jahva House also supports local artists by showcasing and selling their work. This café will inspire the artist in everyone! Periodicals, books, and sketchpads are available for customers as well. Devon and Kristin Potler, owners of Jahva House, received assistance from Jim Rouse Entrepreneurial Fund in order to realize their art inspired café. In the future Jahva House will expand to include signature coffees, teas and other related merchandise. Jahva House also offers personalized catering and carry-out.

Magellan Behavioral Health Services Expands To Woodlands II

Woodlands II, a 106,000 square foot office building in the Gateway Center, is currently under construction for lead tenant Magellan Behavioral Health. Additionally, Magellan's parent company, Magellan Health Services, Inc., will be relocating to Columbia from Atlanta. Magellan Behavioral Health, Inc. is a \$1.5 billion specialty managed care organization with more than 9,500 employees in offices across the United States and Canada. Magellan plans to create 600 new jobs in the county. The Authority worked with the State of Maryland to provide an incentives package that included training money, job creation tax credit, and financial support from the Sunny Day Fund.



Maryland Corner – Maryland Business Is BLIS

Maryland's Business License Information System (BLIS) has been operational since September 1998. This Internet-based system helps new and existing business owners determine the types of State permits and licenses that a business needs. In the past business owners had to make numerous telephone calls and possibly hire a consultant to determine the licenses needed.

BLIS is accessible at www.blis.state.md.us and with the information you supply BLIS will create a list of permits and licenses that you may need to obtain. Additionally, BLIS will connect you with electronic application forms so that you can apply for licenses/permits from your computer. To date the BLIS site has had more than 7,500 customers and over 200,000 hits.

"The Authority helped create 4,813 new jobs in 1998."

New & Expanding Business In Howard County:

January 1998 - December 1998*

Company	New Square Footage	Net # Of New Employees	Business Type
Aerotek	93,500	500	Human resources services for technical professions
Corvis Corporation	143,125	240	Fiber optics R&D/manufacturing
Felmor Corporation	180,600	100	Paint distribution
Fidelity First Financial Corp.	11,000	80	Home mortgage services
Fieldstone Mortgage	13,014	60	Home mortgage services
FMAS	5,625	31	Medical information services for Medicare
Grace Davison	0	150	Chemicals research
InfoSys	10,000	n/a	Information systems
InfoVista Corp.	3,000	17	Information technology services
Inserts East	11,474	5	Bindery operations
Irvine Access Floors	62,100	15	Computer access flooring
Kawneer	36,000	15	Floor and frame manufacturer
Lettering Unlimited	6,500	15	Custom silkscreening & lettering
Liberty Lending Corporation	10,591	50	Lending institution
Loft Seeds	63,000	n/a	Grass seed manufacturer and distributor
Mail Marketing Systems	21,536	16	Mail marketing services
Marlo Industries	12,500	42	Industrial cleaning supplies
MICROS Systems, Inc.	200,000	690	Computer and information systems for hospitality industry
Midwest Copier Exchange	5,000	2	Wholesale copier distribution
MTH Electric Trains	80,000	10	Toy train manufacturer
North Bay Distributors	54,000	30	Distribution
Ossur USA, Inc.	5,000	6	Medical prosthetic devices
Paperboard X-Press	23,000	n/a	Recycled paperboard
Pasco	19,665	2	Plumbing supply firm
Pet Valu	38,420	n/a	Pet food and supplies distribution
Pharmaco	5,900	25	Pharmaceutical and medical testing
RABATech	0	25	Information technology consulting
Robert Half International	4,000	10	Financial and high tech staffing services
Saval Foods	28,000	69	Food distribution
Schmidt Baking Company	65,000	n/a	Baked goods
Smelkinson SYSCO Food Services, Inc.	0	150	Food service distributor
Soil Safe, Inc.	24,000	0	Recycles contaminated soil
The Advantage Group	37,482	1	Storage and repair of restaurant equipment
ATC Telecommunications	6,564	0	Software development & telecommunications
The Wine Source, LLC	20,000	12	Wine wholesaler
Washington Tile Distributors	27,587	7	Tile distributors
Wyle Electronics	10,054	38	Electronics

*Representative Sample

Business Resource Center **Seminars & Programs**

For more information please call 410-313-6550.

Developing Your First Business Plan (Two Night Course)

February 16 & 17 6:45 - 9:45 pm \$60 in advance, \$70 at the door
March 16 & 17 6:45 - 9:45 pm

First Steps To Starting Your Own Business

March 10 8:30 - 11:30 pm \$15 in advance, \$20 at the door

Strategic Business Planning

March 24 6:00 - 9:00 pm \$45 per person
\$40 for Howard County Chamber members

Mark Your **Calendars**

Business Appreciation Week
March 22 - 26

Techfest in Howard County
March 25, The Great Room at
Historic Savage Mill
7:30 - 9:30 am

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Helpful **Phone Numbers**

Howard County Economic Development Authority	410-313-6500
Business Resource Center	410-313-6550
Howard County Technology Network	410-313-6554
Jim Rouse Entrepreneurial Fund	410-313-6530
Maryland Small Business Development Center	410-313-6552
Service Corps of Retired Executives (SCORE)	410-313-6550

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