



October 2007

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E2 = Formula for the Future: Energy & Education

Energy and education are vital issues for Tennessee manufacturers.

The 2007 Manufacturing Summit will provide valuable insights about how to overcome energy challenges and adopt educational strategies that better prepare our industry for the future.

This elite gathering of manufacturers from across the state will be held Wednesday, October 10, 2007, from 9:00 am – 3:00 pm (Central Time) at the Doubletree Hotel, 315 4th Avenue North, Nashville. Registration, including lunch, is \$125 a person. To register, go to www.tnchamber.org or call the Chamber at 615-256-5141.

Moderated by Geoff Cromer, Vice President - Operations, U.S. Primary Metals, Alcoa and chairman of the Tennessee Chamber Manufacturing Committee, the event will kick off with broad overviews and outlooks on energy and education.

Tom Kilgore, chief executive officer and president, TVA, will look at the challenges

the national and our state face in energy and possible solutions and alternatives.

Sandy Boyd, vice president of Advocacy and Outreach, Achieve, Inc., a non-profit organization created by the nation's governors and business leaders to help states raise academic standards and achievement, will discuss national and state efforts to raise high school graduation standards, to keep America competitive and to provide employers with the workforce they need.

Commissioner Reagan Farr, Tennessee Department of Revenue, will discuss new incentives available for Tennessee manufacturers.

Commissioner Matt Kisber, Tennessee Department of Economic and Community Development, will discuss the role of a skilled workforce in building Tennessee's economy and its jobs creation.

Looking more closely at energy challenges and solutions as they face facilities operating in Tennessee will be David

Ozment, Director of Regulated Utilities for Wal-Mart Stores, Inc., who will give a high-level energy perspective and how Tennessee compares in the Southeast. He will be joined by Rick Starkweather, ScottMadden, Inc., discussing what works and what doesn't work in the supply chain and Byron Harris, General Mills, Inc., who will offer a perspective from a Tennessee shop floor.

On the education side, Commissioner Jim Neeley, Tennessee Department of Labor and Workforce Development, will discuss training and workforce initiatives and incentives for manufacturers and Margaret Horn, Office of the Governor, will discuss the American Diploma Project and how it will lead to higher graduation standards for high school students. She will also discuss with the results of the surveys completed by the business community this summer, identifying what students need to know to have a chance to be successful in the workplace.

Arbitration Fairness Act Of 2007 Could Hinder Future Arbitration

Robert Arrington ★ Wilson Worley Moore Gamble & Stout

Arbitration agreements have become a more and more popular tool used by employers to limit the risks associated with run-a-way juries. Recent legislation, however, introduced by Sen. Russ Feingold (D-WI) and U.S. Rep. Hank Johnson (D-GA), would preclude agreements to arbitrate employment and consumer disputes made in advance of such a dispute arising. Under

the Arbitration Fairness Act ("AFA"), such disputes could only be arbitrated if the employer and employee agree to submit to arbitration after the dispute arises.

With respect to employment claims, the AFA would deprive employers of a very real and important option of being able to manage the cost of dispute resolution for themselves and for their

employees. Moreover, as drafted, the legislation is so paternalistic that it would prevent a corporation from agreeing, even with a highly compensated executive officer, for the arbitration of statutory employment disputes, in advance of such a dispute arising.

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Published by the
Tennessee Chamber of
Commerce & Industry



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2004 Workers' Comp Reform: The Future is Now

Deborah K. Woolley ★ President

It's tough to make predictions, especially about the future.

- Yogi Berra

Labor and Workforce Commissioner Jim Neeley is not in the crystal ball business, but there have been a few times the past couple years when he wished he were.

One of the key advocates on the Governor's team who worked with the business community in 2004 to pass workers' comp reform, Commissioner Neeley often found himself on the hot seat with both new friends and old friends.

As the former head of the AFL-CIO (which often had him walking and working in tandem with plaintiff lawyers), those old friends not only opposed the legislation, they often personally opposed their long-time friend. And, a lot of his new – and suspicious – friends on the business side of the issue waited what seemed like only a week after the bill became law to start hounding him about when they would start realizing the savings he had promised.

He knew he was right, but the waiting wasn't easy.

The Tennessee Department of Commerce and Insurance issued August 29 its report on market conditions in Tennessee for worker's comp insurance. The report is long, complex and comprehensive, and its news is good. Because of the lag time in claims information, this is the first report that indicates the actual savings employers have realized as a result of the 2004 reform. While there are many factors that indicate positive results from the reforms, perhaps one of the best indicators is premium savings.

In 2004, the year the reforms were passed, premium savings are estimated at \$20 million. In 2005, savings grew to \$100 million and in 2006, premium savings were \$139 million; totaling \$259 million.

I wish I had an answer to that because I'm tired of answering that question.

- Yogi Berra

"I feel vindicated," Neeley says.

"My real feelings from the beginning were that I knew the reforms would have an impact," he said. "But people kept asking when.

"We knew what was causing the high costs, so we knew where the hot buttons were. We addressed those hot buttons in the reform package and then we added a few more – like the Independent Medical Examiner. It all worked."

You've got to be very careful if you don't know where you're going, because you might not get there.

- Yogi Berra

The Department of Commerce and Insurance reports many improvements, including fewer employers being placed in the assigned risk pool, a profitable voluntary market that has seen 13 new companies enter it since December 2006, medical costs trending down, abundant reinsurance catastrophic capacity and a favorable state experience when compared to the national picture.

We all know, as does the Commissioner, that the workers' comp system isn't perfect and that we must constantly monitor it for improvements, respond to changing conditions and thwart challenges that would threaten it. But it is far better today than it was at the start of 2004. The true winner, in the end, is the Tennessee worker – all of us who work for a living and want an availability of jobs and opportunities.

As a result of the reforms and the changing market in Tennessee, Neeley says that the rate-recommending entity, NCCI (National Council on Compensation Insurance), will recommend to the Department of Commerce and Insurance an overall reduction of 7.3 percent in Tennessee, with the manufacturing reduction being 10.6 percent.

"I am happy," the Commissioner said. "I knew and believed all along that the reforms would create a future major impact, but people kept asking when, when, when. It has happened now. The workers' comp climate and jobs climate in Tennessee are looking a lot better."

The future isn't what it used to be.

- Yogi Berra

The slide presentation of the Department of Commerce and Insurance's full report on "Overview of the Tennessee Overview of the Tennessee Workers' Compensation Market Conditions" can be seen on the Chamber's web site at www.tnchamber.org.



Tennessee Chamber of Commerce & Industry

Rural Areas Deserve Growth Opportunities

Commissioner Matt Kisber ★ Department of Economic and Community Development

On Sept. 13, Gov. Phil Bredesen spoke to more than 750 people at the Nashville Convention Center and gave a very simple, but eloquent message: not everyone has shared in Tennessee's economic growth.

Since entering office, Bredesen has spoken repeatedly about the challenges of creating jobs in rural areas of Tennessee. Our state has created more than 108,000 new jobs and attracted \$13.4 billion in new capital investment as well as 30 new corporate headquarters during the Governor's first term. Tennessee has used reasonable and prudent investment incentives to grow the base of business taxpayers and that approach has paid dividends. Our state has experienced 17 straight quarters of growth in business tax collections with an average quarterly growth rate of more than 12 percent.

But our urban and suburban counties have largely benefited. According to the U.S. Department of Commerce, Williamson, Davidson, Shelby, Hamilton and Wilson counties have experienced the strongest growth in per capita income over the last four years, but in rural Tennessee counties like

Hancock, Lake, Wayne, Johnson and Lauderdale, income growth has stagnated.

A fiscally sound approach

That's why I'm glad to see Bredesen announce the launch of the Rural Opportunity Initiative, a program designed to focus on removing barriers to job creation in rural Tennessee with an approach that is fiscally sound. Tennessee already offers companies who expand or locate here an opportunity to receive a credit on their tax liability if they invest new capital and create new jobs. It's part of a program called the Jobs Tax Credit. The more companies invest and the more jobs they create, the greater their future tax liability is reduced. In other words, Tennessee is not using current taxpayer dollars to incentivize job creation, but offsetting future tax liability by business owners to attract investment, usually over a 15-year period.

Many growing Tennessee companies have already taken advantage of the Jobs Tax Credit. The problem is the vast majority of economic development projects qualifying for the Jobs Tax Credit come from about six Tennessee counties.

What ROI will do is offer an additional tax credit over a 3-year or 5-year period if the company invests in a rural Tennessee county where unemployment and poverty levels have been historically high. The return on this investment will be more vibrant rural communities in Tennessee where young people have a good reason to do well in school and make a life for themselves in their hometowns.

In addition, the Governor highlighted the Rural Opportunity Fund, a \$12 million pool of public and private dollars aimed at providing important growth capital for rural Tennessee companies.

Still, site selection experts caution us companies won't take advantage if they can't attract an educated local workforce committed to lifelong learning and developing new, competitive skills. Incentives work when partnered with a rural community committed to providing a productive, competitive workforce as well.

Matt Kisber, a former member of the State House of Representatives, has served as the commissioner of Economic and Community Development since 2003.

IRS and HUD to Air Web cast on Expanded Renewal Community and Empowerment Zone Tax Incentives

The Internal Revenue Service (IRS) and U.S. Department of Housing and Urban Development (HUD) are sponsoring a Web cast October 11, 2 - 4 p.m. EST, that will provide an overview of tax incentives for Renewal Communities (RCs) and Empowerment Zones (EZs) and updates on changes to these incentives. A panel of IRS experts will address employment credits, work opportunity tax credits (WOTC), commercial revitalization deductions (CRD), increased Section 179 deductions, and other incentives worth billions of dollars.

Register by October 5, 2007, at OCRTaxCredit@hud.gov. RealPlayer is required for viewing the Web cast at <http://www.hud.gov/webcasts/schedule>.

The Web cast has been in the planning stages since President Bush signed the law providing immediate increases in tax incentives for employers in Renewal Communities, Empowerment Zones, and rural renewal counties.

The estimated \$11 billion in Federal tax incentives include increased deductions, accelerated depreciation, low-interest loans through facility bonds, tax savings on capital gains, and employment tax credits

directed towards employers, investors, business owners, and stockholders that hire local residents, upgrade equipment needs, and build or rehabilitate commercial property in Renewal Communities and Empowerment Zones designated by HUD from nominations submitted by State and local governments. These tax incentives can help business people save money, finance equipment upgrades, and build or rehabilitate commercial property in Renewal Communities and Empowerment Zones.

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Webcast

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The Work Opportunity Tax Credit has recently been expanded to provide even greater

savings to employers who hire residents of Renewal Communities or Empowerment Zones. For additional information, go to IRS Partner Headliners 209: Work Opportunity Tax Credits Expanded to Promote Tax Incentives for

Economically Distressed Areas and IRS PUB 954, Tax Incentives for Distressed Communities, at <http://www.irs.gov/publications/p954/index.html>.

Arbitration Fairness

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The promoters of the AFA claims that “[m]andatory arbitration undermines the development of public law for civil and consumer rights, because there is no meaningful judicial review of arbitrator’s decisions. With the knowledge that their rulings will not be seriously examined by a court applying current law, arbitrators enjoy near complete freedom to ignore the law and even their own rules.” There is no evidence to support this contention. It is true that judicial review of an arbitrator’s decisions is quite limited. Under existing law, however, when an arbitrator completely disregards the law, his or her award can be overturned. The fear of an arbitrator disregarding the law is largely unfounded; and even if it were true, such a pattern of arbitral behavior would be as risky to employers as to employees, and no one would want to opt for arbitrations. In fact, the rosters of neutrals maintained by providers like the American Arbitration Association (“AAA”) consists largely of experienced employment lawyers, many of whom have represented employees as well as employers, who know the employment laws and apply them rigorously.

Further, the “cure” sought by the AFA is far more draconian than necessary to remedy the ill its backers say they want to fix. If lawmakers are concerned about appealing arbitrators’ awards, they could simply amend the Federal Arbitration Act to provide for enhanced judicial review of arbitration decisions in certain categories of cases. In fact, the Supreme Court will hear a case this fall regarding allowing parties to contract for enhanced judicial review of arbitration decisions. Prohibiting all pre-dispute Arbitration Agreements is a far more drastic solution than the “problem.”

Backers of the AFA also argue that arbitration is too expensive for consumers and employees to use, that arbitrators are likely to be biased towards the employer, and that employees are somehow waiving some of

their remedies that could be granted to them by a jury. But courts routinely strike down employment arbitration agreements if they think the agreements are unconscionable. In employment cases, this means the agreement must (a) provide for genuine neutrals and not “employer only” selected rosters, (b) provide for meaningful discovery, (c) give the individual claimant his or her full range of remedies, (d) not impose barriers to bringing claims that discourage employees from asserting their rights, such as shortened periods of limitations and fees set so high as to make it a hardship on the claimant to file his or her case, and (e) require a written opinion. Thus, as a practical matter, an employer who wishes to effectively enact a dispute resolution plan for its employees must agree to pay the whole cost, and use a neutral administrator such as the AAA, whose employment rules require all of the foregoing. In consumer cases, most credit card issuers provide their agreements that the creditor will pay for the arbitrator, and in some cases, will advance the filing fee if the consumer wishes to make a claim.

We have drafted Employee Dispute Resolution Programs (“EDRP’s”) for several clients, and we believe that, if handled correctly, arbitration is a confidential way of resolving disputes that is less expensive than most employment litigation. The AAA provides for the selection of conscientious neutrals for the arbitration of disputes. Further the AAA Employment Rules require that the cost of arbitration, other than the initial filing fee of not more than \$125, is paid by the employer.

Therefore, arbitration is not too expensive for consumers or employees. It is our guess that this legislation is being driven by plaintiffs’ lawyers who are upset that they can’t hold the threat of a runaway jury over an employer in settlement negotiations. In fact, the first group who jumped up to praise the Feingold bill was the National Employment Lawyers Association, an organization who refuses to admit lawyers who represent employers. The reasons advanced for the proposed legislation are just not sufficient for depriving parties of

the ability to agree to settle their disputes in a confidential forum as opposed to court.

If you wish to contact your Senators and Representatives regarding your opposition to the AFA, now would be an excellent time to do so. Fax your letter to:

The Honorable Bob Corker
United States Senator
Fax: 292-228-0566

The Honorable Lamar Alexander
United States Senator
Fax: 202-228-3398

The Honorable David Davis
Member of Congress
Fax: 202-225-5714

The Honorable John J. Duncan
Member of Congress
Fax: 202-225-6440

The Honorable Zack Wamp
Member of Congress
Fax: 202-225-3494

The Honorable Lincoln Davis
Member of Congress
Fax: 202-225-6831

The Honorable Jim Cooper
Member of Congress
Fax: 202-226-1035

The Honorable Bart Gordon
Member of Congress
Fax: 202-225-6887

The Honorable Marsha Blackburn
Member of Congress
Fax: 202-225-3004

The Honorable John Tanner
Member of Congress
Fax: 202-225-1765

The Honorable Steve Cohen
Member of Congress
Fax: 202-225-5663

Robert Arrington is an attorney with Wilson Worley Moore Gamble & Stout, in Kingsport. He can be reached at (423) 723-0400 or by email at RArrington@wwmgs.com



Tennessee Chamber of Commerce & Industry

Congratulations!

Tennessee Chamber of Commerce & Industry 2007 Environmental Award Winners

Environmental Excellence

(More Than 250 Employees)
BWXT Y-12, LLC

Air Quality

(Less than 250 Employees)
Vikase Corporation

(More than 250 Employees)
DENSO Manufacturing Tennessee, Inc.

Hazardous Waste Management

(Less than 250 Employees)
Eaton Inoac Company – Livingston

(More than 250 Employees)
Peterbilt Motors

Solid Waste Management

(Less than 250 Employees)
Pull-A-Part, Inc.

(More than 250 Employees)
JTEKT Automotive Tennessee - Vonore

2007 Environmental Certificate of Excellence Winners

Environmental Excellence

(Less than 250 Employees)
Eaton Inoac Company - Livingston
Pull-A-Part, Inc.

Air Quality

(Less than 250 Employees)
Eaton Inoac Company - Livingston
Pull-A-Part, Inc.

(More than 250 Employees)
BWXT Y-12, LLC
Packaging Corporation of America
The Valero Memphis Refinery

Water Quality

(Less than 250 Employees)
Pull-A-Part, Inc.
(More than 250 Employees)
Midwestern Gas Transmission – ONEOK,
Partner, Inc.

Hazardous Waste Management

(Less than 250 Employees)
Pull-A-Part, Inc.
(More than 250 Employees)
DENSO Manufacturing Tennessee, Inc.
BWXT Y-12, LLC

Solid Waste Management

(Less than 250 Employees)
Eaton Inoac Company - Livingston
(More than 250 Employees)
BWXT Y-12, LLC
DTR Tennessee, Inc. - Tazewell
Nissan North America – Decherd Plant
The Goodyear Tire & Rubber Company,
Union City Plant



Federal Labor Issues Update

The U.S. Chamber of Commerce is working on, and monitoring, the following labor law legislation and regulatory issues. The plethora of issues only underscores why the business community cannot relax its collective guard at any time.

Supervisory Status

“The Re-empowerment of Skilled and Professional Employees and Construction Tradesworkers Act” (RESPECT Act) would amend the National Labor Relations Act to modify the definition of supervisor. The bill would delete the words, “assign” and “responsibility to direct” from the NLR’s definition of “supervisor.” In addition, the bill would require that, to be classified as a supervisor, an employee must spend the majority of his or her worktime in a supervisory capacity.

Blacklisting

Sen. Byron Dorgan (D-ND) has included a blacklisting provision in S. 606, “The Honest Leadership and Accountability in Contracting Act”, which would consider a contractor’s record unsatisfactory if the contractor has a pattern of failing to comply with tax, labor and employment, environmental, antitrust, and consumer protection laws.

Family and Medical Leave Act

“The Family and Medical Leave Expansion Act”, among other things, would: create a grant program that supports states or political subdivisions thereof providing income replacement to new parents for not less than 6 weeks during any 12 month period; lower the threshold for size of companies covered from 50 or more employees to 25 or more employees; add domestic violence as a cause for taking leave under FMLA—applies to private sector as well as federal employees; and create employee entitlement to a total of 24 hours of leave during any 12 month period under FMLA for a parent to “participate in an academic activity of son or daughter...”

On the regulatory front, the Department of Labor issued a request for information regarding problems employers have had complying with the FMLA regulations. On June 27th, the Department of Labor issued a lengthy analysis of the more than 15,000 comments submitted. The areas of concern include unscheduled intermittent leave, notice, medical certification, the interplay between the FMLA and the American with Disabilities Act, and defining a serious

health condition. The report may act as an intermediate step toward issuing an interim rule.

The House’s version of the Department of Defense Authorization bill (H.R.1585) was amended with a provision which would extend the Family and Medical Leave Act to families of those called for military operations during deployment.

“The Military Family Support Act” would create two programs for military family caregivers. One would apply to federal employees, the other to private sector employees. The private sector program would encourage employers to voluntarily create programs for those who are designated as caregivers to use accrued annual or sick leave, leave bank benefits, or other approved forms of leave to execute their responsibilities in caring for dependents.

The Family Leave Insurance Act of 2007

“The Family Leave Insurance Act of 2007” would create a federal insurance fund, similar to that used to provide unemployment benefits, to provide eight weeks of paid family and medical leave to private and federal employees who take time off for reasons permitted by FMLA. Employees and employers would pay shared premiums into an insurance fund that would then finance paid family and medical leave for workers.

The Healthy Families Act

Senator Kennedy (D-MA) and Representative DeLauro (D-CT) reintroduced “The Healthy Families Act of 2007” (S. 910/H.R. 1542) on March 15, 2007. The bill would require: employers with 15 or more employees who work 30 or more hours a week to provide seven paid sick days to care for themselves and their family’s medical needs; and pro rated coverage for part time employees. It also provides a right of private action for employees to sue their employer. The benefit could be used for sickness or sickness of child, parent, family member or anyone “whose close association with the employee is the equivalent of a family relationship.”

Leave Mandate for Volunteer Firefighters

“The Volunteer Firefighter and EMS Personnel Job Protection Act” would protect volunteer’s paid jobs for up to 14 days a year when they take leave to help in national emergencies or major disasters. Employers would not have to pay volunteers during such leaves, but could not fire, demote, or otherwise discriminate against an

employee for time spent responding to a presidential declared disaster or emergency.

Comparable Worth and Equal Pay

“The Paycheck Fairness Act” would significantly limit defenses to Equal Pay Act claims; permit unlimited punitive and compensatory damages to be awarded; make it easier to bring class action suits; and will require the Labor Department to develop “guidelines” for employers to use in setting compensation. It would also prohibit employees from sharing salary information.

“The Women’s Equality Amendment” proposes a constitutional amendment that states “Equality of rights under the law shall not be denied or abridged by the United States or by any State on account of sex.” That sentence would subject legal claims of sex discrimination to the same strict scrutiny given by courts to allegations of racial discrimination.

“The Fair Pay Act of 2007” would amend the Fair Labor Standards Act to require employers to provide equal pay for unequal jobs that involve comparable skill, effort, responsibility, and working conditions. The bill would prohibit employers from reducing other employees’ wages in order to achieve pay equity and would require employers to disclose job categories and pay scales as needed to enforce the law.

Statute of Limitations

“The 2007 Civil Rights Pay Fairness Act” would amend Title VII to extend the period for filing EEOC charges from 180 days to 360 days, and from 300 days to 480 days in those states that have a fair employment agency. The bill would impose a “paycheck rule” so that the statute of limitations could be reset each time a paycheck were received based on past compensation decisions that are intentionally discriminatory.

The “Lilly Ledbetter Fair Pay Act” would amend several federal employment discrimination statutes to specify that the statute of limitations resets each time a paycheck is issued that might reflect a discriminatory decision made in the past. The bill would apply to both intentional discrimination and disparate impact claims and appears to broaden the class of individuals eligible to bring suit.

Discrimination based on Sexual Orientation

“The Employment Non-Discrimination Act of 2007”

Tennessee Chamber of Commerce & Industry

would prohibit employers from making decisions about hiring, firing, promoting or compensating an employee based on sexual orientation or gender identity. The bill states that it shall not be construed to require equal benefits for same-sex couples, but it erodes ERISA preemption to permit states to impose such a mandate.

WARN Act Expansion

“The Federal Oversight, Reform and Enforcement of the WARN Act” would give the U.S. Department of Labor (DOL) and state attorneys general the authority to

enforce the WARN Act. It would increase penalties to double back pay plus benefits, lowers the threshold for plant closing to 25, reduces the employer size to 50 employees, and lowers the layoff trigger to 100. The notification period would go to 90 days.

Domestic Violence Bill

“The Survivor’s Empowerment and Economic Security Act” would guarantee an employee time off from work to obtain legal assistance and to attend court proceedings related to domestic violence.

Unemployment Insurance

“The Worker Empowerment Act of 2007” would replace 50 percent of lost wages compared to the worker’s previous employment up to \$10,000 per year. That benefit would be available for two years.

Salting

“The Truth in Employment Act of 2007” would amend the National Labor Relations Act to include language that would prevent the practice of “salting” where union organizers, particularly in construction, apply for jobs with full disclosure that they intend to organize that workplace.

Upcoming Seminars and Programs

DATE	SEMINAR	LOCATION
October 9, 2007	Employment Law Update	Knoxville
October 10, 2007	2007 Manufacturing Summit	Nashville
October 11, 2007	Employment Law Update	Nashville
October 16-17, 2007	10 Hour OSHA	Jackson
October 18, 2007	Creating an Effective Safety Program	Morristown
October 23, 2007	Employment Law Update	Chattanooga
October 24, 2007	Complying with Air Quality Regulations	Jackson
October 30, 2007	Requirements of TOSHA	Kingsport
November 8, 2007	Requirements of TOSHA	Chattanooga
November 13-16, 2007	30 Hour OSHA	Middle Tennessee
November 14, 2007	Security Summit	Nashville
November 28, 2007	Requirements of TOSHA	Dyersburg
December 4, 2007	TOSHA 101	Chattanooga
December 6, 2007	TOSHA 101	Knoxville



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