

A Helpful Guide to  
Beginning a Business  
in Terrell County



Compiled and Provided by the  
The Terrell County Chamber of Commerce

# Welcome

Our economic system is based upon free enterprise and the right of each person to take the chance, follow the dream and open a business. The information enclosed in this document has been compiled to answer many of the questions that arise when a person begins to think about opening a business.

Owning and operating a business is hard work. It takes dedication, patience, and an assortment of skills and money. The Terrell County Chamber of Commerce has worked to gather this information and are supportive of your desire to follow your dream. Take time to read the material. Knowing how to handle the many details of going into business and knowing yourself is very instrumental in the success of your business.

This information may lead to additional questions. No matter what the question, do not hesitate to find the answer. There is help available to help find the answers. Please call the Chamber of Commerce office and our staff can help identify the best resource to assist you.

We ask your help in identifying additional topics that should be included in this guide. The more information we can provide, the better we can assist you and the others who will follow.

We commend you and look forward to working with you. Please give us a call if you have additional questions.

Sincerely,

*Gina H. Webb*

Executive Director  
Terrell County Chamber of Commerce

*Note: The contents of this publication are presented for informational purposes only and should not be considered in any way legal or professional assistance. We suggest you seek the advice and counsel of a licensed professional when dealing with legal and financial matters. This information is subject to errors and changes and should be further researched for updates and accuracy.*



# WHAT IS AN ENTREPRENEUR?

- Someone who organizes and maintains a business venture
- Someone who takes on the risk and does what he/she wants in order to make a profit
- Someone who can coordinate the resources available to meet a need

How can you become an entrepreneur? How can you start your own business? The Terrell County Chamber of Commerce has designed this booklet to simplify transition into the role of an entrepreneur. The ABC's of Starting a Business in Terrell County will make establishing your own business easier by giving you "one stop shopping" for the information you will need. The Terrell County Chamber of Commerce is determined to promote economic growth and development. We believe this begins with you. By giving you the proper tools, we can help build a strong economic foundation. We hope this booklet will be of assistance. In order to receive the maximum benefits of the information contained in this booklet, we suggest you treat this booklet as you would a workbook. Start at the beginning and work through the end, making notes along the way.

# IS ENTREPRENEURSHIP FOR YOU?

There is no way to eliminate all the risks associated with starting a small business. You can improve your chances of success with good planning and preparation. A good starting place is to evaluate your strengths and weaknesses as the owner and manager of a small business. Carefully consider each of the following questions.

- Are you a self-starter? It will be up to you- not someone else telling you to develop projects, organize your time, and follow through on details.
- How well do you get along with different personalities? Business owners need to develop working relationships with a variety of people including customers. Vendors, staff, bankers, and professionals such as lawyers, accountants or consultants. Can you deal with demanding client, an unreliable vendor, or unreliable staff person?
- How good are you at making decisions? Small business owners are required to make decisions constantly, often quickly, under pressure, and independently.
- Do you have the physical and emotional stamina to run a business? Business ownership can be challenging, fun and exciting. But it's also a lot of work. Can you face 12- hour work days, six or seven days a week if necessary?
- How well do you plan and organize? Research indicates that many business failures could have been avoided through better planning. Good organization of financials, inventory, schedules, and production can help avoid many pitfalls.
- Is your drive strong enough to maintain your motivation? Running a business can wear you down. Some business owners feel burned out by having to carry all the responsibility on their shoulders. Strong motivation can make the business succeed and will help you survive slowdowns as well as periods of burnout.
- How will the business affect your family? The first few years of business startup can be hard on family life. The strain of an unsupportive spouse may be hard to balance against the demands of starting a business. There also may be financial difficulties until the business becomes profitable, which could take months or years. You may have to adjust to a lower standard of living or put family assets at risk.

# ONE YEAR CHECKLIST FOR ENTREPRENEURS

Starting your own business is not something to be rushed into. Careful, advanced planning can ensure the success of your venture. Below is a suggested one-year plan.

## ONE YEAR BEFORE START-UP

- Refine your ideas in writing. Determine exactly where you want to go.
- Decide what business you want to start. Be specific in your business definition.
- Assess the impact on your family and personal life. How will this affect your relationships? Will your family support the use of finances and time?
- Begin research. You must determine if there is a need for your product. This research can be performed by students, professionals, or even on your own.
- Build your personal skills by taking formal management/business courses. Contact Darton College, Albany State University, Georgia Southwestern State University, Albany Technical College, or Small Business Development Center for options.
- Contact the Small Business Development Center for assistance in writing a business plan and other business start up services.
- Contact the Georgia Department of Labor for information on educational seminars on labor/safety issues.

## SIX MONTHS BEFORE START UP

- Determine the focus of your business. What do you want to specialize in? It is easier to excel at one area than at many.
- Start writing your business plan.
- Define your target markets. Who is your intended clientele? Who should you aim your advertising toward?
- Research business and trade organizations. Most areas of business have agencies and organizations set up to facilitate business. Take advantage of what these groups have to offer.
- Start looking for the best location for your business. Do you need little or lots of space? Would your business be better suited downtown or in a rural part of the county? Is a storefront location needed or can you work from your home? Location can make or break a business. Conduct the search on your own or contact a real estate agent.

## FOUR MONTHS BEFORE START-UP

- Name your business. Be careful in deciding on a name and be aware that someone may already be using the name. Have a few back-up ideas. You can check to see if a name is being used by contacting the Georgia Office of the Secretary of State, this list will provide you with businesses that are incorporated.

- Make a final selection of the business location. Make sure that the location you choose is within your budget and also fits into your business plan. Cheaper rent may cost you more in the long run. Remember: Location, Location, Location.
- Select outside advisors/mentors. This will be a very hectic time. It will be beneficial to have people you can call on to listen to your ideas, problems, and plans and provide feedback. These people should be able to provide you with guidance, constructive criticism, and feedback. They should be people experienced and knowledgeable in business.
- Set up a network of mentors. Select people who can help you by giving you insight and ideas.
- Choose your business' legal form. Will you be a partnership, sole proprietorship, or corporation? Legal form should be chosen very carefully as it can impact your business in many ways.
- Set up bookkeeping, accounting, and office systems. How are you going to operate your office? If you are going to keep your own books, make sure your skills are adequate. Will you need to hire a bookkeeper/bookkeeping firm?
- Seek outside demographic information on your targeted customer base. Gather secondary information such as; population, household spending, age, gender, race, income, education, etc..
- Continue working on your business plan.

### THREE MONTHS BEFORE START-UP

- Prepare your marketing plan. How are you going to market your product and how much will it cost? Are you going to use publicity? Are you going to use paid advertisement? You must decide how you will go about introducing your business to the public.
- Get your business license. (See occupational tax)
- Review non-financial objectives (public image, legal questions). How do you want the public to see your business? Are you a family establishment or geared more toward adults? What form is your business taking? Do you have all legal documents needed?
- Prepare preliminary balance sheet. Contact the SBDC for assistance.
- Secure necessary financing. Whether through a private lender or through other sources, you must obtain the necessary amount of start-up capital.
- Secure insurance coverage. (See labor/safety)
- Determine advertising, promotion, and public relations strategies.
- Order opening inventories. Talk to your suppliers for estimated opening needs.
- Complete improvements to your facility.
- Start your hiring process. (See Labor/Safety)
- Refine your business plan.

### ONE MONTH BEFORE START-UP

- Fine tune cash flow budget.

- Prepare for your grand opening. The Terrell County Chamber of Commerce can be of assistance in planning your events. Be creative but practical.
- Set up your office, display areas, etc. Have everything exactly as you want it. The last few days before opening are not the time to do this. The look of your store or office sets the tone for your business. You should put thought and time into it.
- Review your final checklist.
- Hire your staff. (See Labor/Safety)
- Make sure everything works. It is better to find out that your equipment does not work in advance. In that case, you can make any necessary repairs and be ready to open your doors on time.
- Implement marketing, promotion, and opening plans. This will be a good time to start advertising in local newspapers, radio, and television if your budget permits. Remember: Word of mouth is your most powerful publicity! It's also the least expensive. Spread the word.

#### START-UP AND AFTER

- Budget your time. As a new business owner your time will be precious. Schedule your time wisely. It is important to get the maximum out of the time you have available. You might consider reading some time management materials or speaking with someone who you think manages time wisely.
- Continuously update your product/service. What is good about your product? Make it better. What doesn't work with your product? Eliminate the problem as much as possible. If people patronize your business for the original product, an improved product can only increase that.
- LISTEN to your customers, advisors, and vendors. The customers are your cash flow. It is important to gather their opinions and put them to use. Their ideas can be helpful in updating your product. LISTEN to your advisors. You asked them to advise you for a reason. Let them guide you.
- LISTEN to your vendors. These vendors have been in the business much longer than you have. They can possibly provide you with money-saving or moneymaking ideas.
- Check cash flow budget against actual performance
- Maintain good communications with your bankers and vendors. By keeping the lines of communication open you are helping yourself. Should you need their help in the future, you will be more likely to receive it.
- Continue to improve the 5 C's of credit (Character, Collateral, Capacity, Capital, and Condition)
- Work with investors. Make sure you are in contact with them. Make sure that you understand the conditions of your repayment. When are payments due? Make sure you fulfill all obligations to investors. You may need to call them again someday.
- Check cost of living budget. If you are drawing money from the company for living expenses, be sure to take only what is necessary. Stick tightly to your budget.



- **CONSIDER DELAYING YOUR OFFICIAL GRAND OPENING/RIBBON CUTTING UNTIL YOU'VE BEEN IN BUSINESS FOR A COUPLE OF WEEKS.** If you do, you can make sure that you've worked the "bugs" out and that all is running smoothly.



# THE BUSINESS PLAN

A business plan precisely defines your business, identifies your goals, and serves as your firm's resume. The basic components include a current and pro forma balance sheet, an income statement, and a cash flow analysis. It helps you allocate resources properly, handle unforeseen complications, and make good business decisions. Because it provides specific and organized information about your company and how you will repay borrowed money, a good business plan is a crucial part of any loan application. Additionally, it informs sales personnel, suppliers, and others about your operations and goals.

The following outline of a typical business plan can serve as a guide. You can adapt it to your specific business. Breaking down the plan into several components will help make drafting it a more manageable task.

## Introduction

- Give a detailed description of the business and its goals.
- Discuss the ownership of the business and the legal structure.
- List the skills and experience you bring to the business.
- Discuss the advantages you and your business have over your competitors.

## Description of Business

- Define your business.
- Focus on the Four P's (Product, Price, Promotion, and Place)

## Marketing Summary

- Discuss the products/services offered.
- Identify the customer demand for your product/service.
- Identify your market, its size and locations.
- Explain how your product/service will be advertised and marketed.
- Explain the pricing strategy.

## Financial Management

- Explain your source and the amount of initial equity capital.
- Develop a monthly operating budget for the first year.
- Develop an expected return on investment & monthly cash flow for the first year.
- Provide projected income statements and balance sheets for a two year period.
- Discuss your breakeven point.
- Explain your personal balance sheet and method of compensation.
- Discuss who will maintain your accounting records and how they will be kept.
- Provide "what if" statements that address alternative approaches to any problem that may develop.

## Operations

- Explain how the business will be managed on a day-to-day basis.
- Discuss hiring and personnel procedures.
- Discuss insurance, lease or rent agreements, and issues pertinent to your business.

- Account for the equipment necessary to produce your products or services.
- Account for production and delivery of products and services.

### Concluding Statement

- Summarize your business goals and objectives and express your commitment to the success of your business.
- Once you have completed your business plan, review it with a friend or business person.
- When you feel comfortable with the content and structure make an appointment to review and discuss it with your lender. The business plan is a flexible document that should change as your business grows.

SOURCE: [www.sba.gov](http://www.sba.gov)

Additional Resources Available through the Southwest Georgia Regional Development Center: [www.swgrdc.org](http://www.swgrdc.org)



# FEASIBILITY & MARKETING STRATEGY

## Is your Business Idea Feasible?

Answer the following questions regarding your idea. Give complete, well thought out answers to these questions. If you are unsure about or answer no to any of the following questions, then you should rethink your idea.

- What type of business do you plan to start?
- What kind of product do you plan to offer?
- Will your product satisfy a need yet unfilled?
- Will your product have a competitive edge based on price, location, quality or selection?

## Research Your Markets

It is recommended that you research the potential market demand for your product or service. First, determine what questions you need answered. The following are ideas on where to find the information you need.

### Primary Data

- Your Experience
- Experiences of people you know
- Survey potential customers to determine their wants/needs. Observe similar businesses
- Interview these business owners
- Interview suppliers, vendors, bankers

### Secondary Data

- Visit your public library
- Contact trade associations (i.e. trade shows and trade journals)
- Contact the SBDC and the Terrell County Chamber of Commerce. See the Resource Guide for contact information.
- Use various search engines on the Internet. (Yahoo, Google, MSN, Lycos, Alta Vista, etc.)

## Marketing Your Business

In order to properly market your product, you need to answer the following questions. This information can be used to help you develop your marketing plan. Contact the SBDC for more information on constructing this plan.

- Who are my customers? (This determines your target market)
- Where are they?
- How many are there? (This indicates your market size)
- What are their needs?
- Who are my competitors?
- How does my competition do it? (One method of marketing/dealing with competition is the end-run strategy. In this strategy you adopt your competitors' strategy with the intention of making it better.)

- How can I reach them? (The distribution of your product is very important. Where your product is located can affect how well it sells.)
- How much will they pay? (The pricing of your product is also very important. You must take into consideration what your competitors charge.)
- What are the market trends? (What are people buying? It is important to be aware of what market trends are. This relates back to knowing your customers' needs. Try to distinguish between trends and fads.)
- What are the technological trends? (One obvious answer to this question is the Internet. Will you be using technology? How can it be used to help your business? Do you need to advertise on the Internet? Do you need a network of computers for your business? If you are a business related to technology, is it imperative that you stay abreast of any changes?)







# DEMOGRAPHIC INFORMATION

A variety of free demographic information is available on the Internet or through the local chamber of commerce office. This information breaks down population by different categories such as age, sex, race, income and education. It can be used to help identify the number of people who may use your business or services.

# PROCUREMENT

## DOING BUSINESS WITH THE GOVERNMENT

Through the Governor's Small Business Center, learn how to become a registered vendor with the State of Georgia and its many agencies. Visit the Governor's Small Business Center website for more information, a list of current bid opportunities and to register online. Georgia Tech Procurement Assistance Center in Albany provides free seminars dealing with Federal procurement as well as free consulting to help small business navigate the system.

[www.edi.gatech.edu/gtpac](http://www.edi.gatech.edu/gtpac)

Albany Office 430-4189

Source: Governor's Small Business Center - [www.doas.state.ga.us](http://www.doas.state.ga.us)

# LEGAL ASPECTS OF STARTING A BUSINESS

Deciding what form of legal entity your business will take is an important decision. This will have an impact on the future of your business including your protection under the law, and the rules and regulations (for example, federal and state taxes) that will apply to you. It is recommended that before you enter into any of these four forms of business that you contact an attorney, CPA, or other qualified individual. Speaking with someone informed about the legal entities of business will reduce the risk of mistakes in the business setup. You can probably do the necessary paperwork and procedures yourself, but it makes sense to leave it up to the professionals. Also, contact the Small Business Development Center for more information.

THERE ARE FOUR BASIC FORMS THAT A NEW BUSINESS CAN TAKE:

- Sole Proprietorship
- Partnership (General or Limited)
- Corporation (C or S)
- Limited Liability Company (LLC)

A sole proprietorship is usually owned and operated by one person. Under the law, it is not actually considered a legal entity. It is instead considered an extension of the person who owns the business. This individual has sole ownership of assets, but is also solely liable for the debts of the business.

A partnership can be formed in two ways. A general partnership is comprised of two or more individuals who join to start a business. Each person has proportional ownership of the business assets and proportional liability for business debts. Each person also has authority in running this business. A partnership agreement can be drawn up to alter each person's particular liability. However, despite this document, creditors may collect from each and every member of the partnership (this may include personal assets).

A limited partnership is made up of one or more general partners as well as one or more limited partners. Limited partners contribute capital and share in profits/losses. These limited partners, however, take no part in the running of the business and are not held liable for the organization's debts. Whether taking part in a general or limited partnership, it is advisable that you draw up a partnership agreement. This document will detail each partner's rights and their responsibilities. Partnerships are required to file both federal and state income tax. While the partnership is not typically taxed, each partner profits or losses for the partnership on his/her personal tax returns.

A corporation is an entity, which must be approved by the state of Georgia through the Office of the Secretary of State. A corporation must file federal, state, and local taxes on its operations. One advantage to a corporation is the protection from liability afforded to shareholders. However, when an organization is small, creditors may require personal guarantees of predominate owners. Another advantage to the corporation is the ease of raising capital through the sale of common or preferred stock. A disadvantage of the corporation is that the

organization's income will essentially be taxed twice (once for the business and again on the shareholders personal income tax after collecting dividends).

There are two types of corporations: C and S.

The C corporations have their own tax identification numbers and pay their own taxes. The S corporation is the opposite. It is not taxed as if it is a corporation at all. Instead it is taxed similarly to a partnership. Its gains or losses are reflected on the personal income tax of the shareholder. The S corporation does provide protection from liability to its shareholders. (The distinctions between S and C corporations can be complicated. It is very important that you consult with someone who is knowledgeable on the subject before making a decision.)

In order to incorporate your business, contact the Office of the Secretary of State. You will then reserve your corporation name. The incorporation process must be completed within 90 days. The Office of the Secretary of State will instruct you in the completion of all documents needed. You will be required to pay an incorporation fee every year by April 1.

The Office of the Secretary of State  
315 West Tower  
2 Martin Luther King Jr., Drive  
Atlanta, Georgia 30334  
(404)-656-2817  
[www.sos.state.ga.us](http://www.sos.state.ga.us)

This incorporation process includes publishing your intent to incorporate in the local newspaper's legal publication. Newspapers do charge for this service. To publish your intent to incorporate, contact:

The Dawson News  
139 West Lee Street  
P.O. Box 35  
Dawson, GA 39842  
229-995-2175

An attorney can usually perform the necessary procedures for you for several hundred dollars. How much it will cost depends on the attorney and your business.

The limited liability company (LLC) is one that is owned by two or more persons known as members. It is a mixture of other forms of organization. This form combines some of the partnerships, corporations, and S corporation's best features. Similarly to a corporation, you must reserve a name and file the articles of incorporation. You and your fellow members should write an operating agreement to control the conduct of the business.

An LLC shields the personal assets of members as if they were shareholders in a corporation. It also eliminates double taxation. Because an LLC is a somewhat new organizational form, it is unclear how the partnership tax rules will apply. You may not be able to conduct inter-state trade as an LLC. Many state and foreign governments have not yet approved this form. In addition an LLC may not have a perpetual life. While this form of organization is gaining popularity,

you must take great care in the establishment of an LLC to insure pass-through tax treatment.



# LICENSING AND PERMIT INFORMATION

## Business License

If you plan to operate a business in the state of Georgia, you must obtain a city or county business license. You should discuss the details of your situation with the license department. The fees for a business license vary based on your type and size of business.

If your business will be located within the Dawson City limits:

City of Dawson  
101 S. Main St.  
P.O. Box 190  
Dawson, GA 39842  
229-995-4444

If your business will be located within the Bronwood City limits:

City of Bronwood  
102 Main St.  
P.O. Box 56  
Bronwood, GA 39826  
229-995-5708

If your business will be located within the Parrott City limits:

City of Parrott  
102 N. College St.  
P.O. Box 38  
Parrott, GA 39877  
229-623-2635

If your business will be located within the Sasser City limits:

Town of Sasser  
118 E. Main St.  
P.O. Box 10  
Sasser, GA 39885  
229-698-6614

If your business will be located outside the city limits but within Terrell County:

Terrell County Code Enforcement  
Martha Ann Coe  
125 Jefferson St. SE  
P.O. Box 792  
Dawson, GA 39842  
229-995-4410

# ZONING

Once you have chosen a tentative location for your business, contact the zoning department to determine the permitted uses of that location. There might be special restrictions on that area. **DO NOT INVEST ANY MONEY IN A LOCATION UNTIL ZONING HAS BEEN THOROUGHLY RESEARCHED!**

The Office of Zoning Administration can help you determine if your location and type of business are in compliance with ordinances. You will be required to submit your business plan to the zoning office to determine if the business complies/can be adapted to comply with the following:

1. Current zoning classification
2. Building Setbacks
3. Off Street parking availability and service entrance requirements
4. Buffer yards or required screening
5. Lot area minimum
6. Sign regulations

Sign permits are required for erecting and placing any mounted or freestanding signs. Applications are filed through the zoning office. For specific information about signage, contact the Zoning Administrator, Martha Ann Coe at 229-995-4410.

# BUILDING CONSTRUCTION & RENOVATION

A building permit must be obtained for both new construction and renovations of and additions to existing buildings. Before you may construct a new facility or renovate an existing one, you must have this permit. Once you have obtained a building permit, complied with the regulations pertaining to the area you are in, and construction is complete, your facility will be inspected. You will then apply for a Certificate of Occupancy. Without this certificate, it is illegal for your business to reside in the facility.

Building Inspection Department  
Terrell County Board of Commissioners  
P.O. Box 525  
955 Forrester Drive  
Dawson, GA 39842  
229-995-4476



# HEALTH PERMITS

If your business is to involve food processing, handling, storage, or distribution, you must obtain permits from the Terrell County Health Department, which handles the permits for the entire county and city. If you are unsure if your business needs a permit, contact the Health Department.

Terrell County Health Department  
969 Forrester Drive  
Dawson, GA 39842  
229-995-2188

# TRADE NAME REGISTRATION

In the State of Georgia, every person, firm, or partnership that conducts business has two options regarding trade name registration:

1. The business name must include the last name of the individual owner of the business.
2. If using a fictitious name (one not including the last name of the individual owner), the fictitious name must be registered in the office of the clerk of Superior Court of the county where the business is located. A corporation or limited liability company will not need to file this registration, as it will already be registered with the office of the Secretary of State. The fee for trade name registration is approximately \$10.00.

The Clerk's office will provide any paperwork that needs to be completed. Similar to publishing your intent to incorporate a business, you must publish a notice of your trade name registration in the local newspapers. You must also file the required affidavit. Notice of the filing of the trade name registration must be published once a week for two weeks in the legal section of the publication. Prices range \$10 to \$40. In order to run legal advertisement, contact:

The Dawson News  
P.O. Box 35  
139 W. Lee St.  
Dawson, GA 39842  
(229) 995-2175

Failure to register a trade name will not nullify contracts signed by the unregistered entity. The court, however, is authorized to assess court costs against the parties who have failed to register the trade name or partnership name at the time an action is filed. Thus the trade name registration prevents a company from having to pay all court costs in an action by or against a company. If you have a question as to whether your business needs to register a trade name, contact the Clerk's office.

Clerk of Superior Court  
P.O. Box 189  
Dawson, GA 39842  
(229) 995-2631

## **Federal Licensing**

Most new small businesses will not require any type of federal licensing to conduct business, unless you will be engaged in one of the following activities:

- Rendering investment advice
- Making alcohol products
- Making tobacco products
- Preparing meat products
- Making or dealing in firearms

In addition, you would need a federal permit to start a large operation such as a television station, radio station, common carrier, or producer of drugs or biological products. The aforementioned businesses are all heavily governmentally regulated. For information on federal licensing for these types of businesses, contact:

The U.S. Department of Alcohol, Tobacco, and Firearms

2600 Century Parkway Suite 3430

Atlanta, GA 30345

(404) 679-5130

The U.S. Federal Drug Administration

60 8<sup>th</sup> Street

Atlanta, GA 30309

(404) 347-4265

The U.S. Federal Communications Commission

3575 Kroger Boulevard

Duluth, Georgia 30096

(888) 225-5322

## **State Licensing**

Many licensing regulations should be considered when establishing a business or practicing certain regulated occupations in Georgia. Contact the Secretary of State's office for a listing of all occupations that require state licensing. You can find a complete list of occupations requiring state licenses later on in this guide. Before applying, you would be well advised to check the current licensing regulations through the office of the Secretary of State, the county and the city.

For information, contact:

Georgia Secretary of State

Licensing Boards Division

166 Pryor Street SW

Atlanta, GA 30303

(404) 656-3900 [www.sos.state.ga.us](http://www.sos.state.ga.us)

\*\*The Office of the Secretary of State offers a time saving booklet entitled "Consolidated Registration Information for Businesses." This book is more familiarly known as the Blue Book. This packet includes request forms for governmental departments and agencies that will be instrumental in starting your business. In addition this book contains important phone numbers, addresses, and Internet addresses of offices and departments essential to your business. See the Resource Directory for the list of forms included in this booklet.



# TAXES

## STATE OF GEORGIA

### Sales and Use Taxes

Every business that sells tangible personal property, such as merchandise, to customers is required to obtain a seller's permit. This is issued from the state sales tax agency. (There are some businesses, however, that are exempt from this requirement.) Typically, a separate permit must be obtained for every business in which property subject to sales tax is sold. If selling to a retailer, wholesalers and manufacturers usually do not have to collect sales tax on the goods they sell. This, however, is contingent on whether the retailer has a valid seller's permit and can provide you with a "resale certificate".

Similarly, retailers are not required to pay sales tax on items you purchase for resale. You may purchase blank resale certificates at office supply stores. If state law requires that your business collect sales and use tax, you must keep detailed records of your gross receipts from sales/rentals. These records must include all sales/rentals whether or not you believe them to be taxable. Your records must also include evidence of all deductions you claim on sales/use tax returns. In addition you must record the total purchase price of all tangible personal property acquired for sale, lease, or consumption. Sales tax forms must be filed monthly. The taxes must also be paid on a monthly basis. You can contact the Georgia Department of Revenue to petition for special permission to pay/file quarterly.

Contact:

Georgia Department of Revenue  
1105 D West Broad Avenue  
Albany, GA 31701  
229-430-4241

### State Excise Taxes

In addition to federal excise tax, you may be responsible for collecting state excise tax as well. The categories are comparable to the federal categories. Alcoholic beverages, tobacco products, motor carriers, and trucks with more than two axles are included in the taxed categories. You should contact the Georgia Department of Revenue for complete information.

For information on state excise taxes, contact:

Georgia Department of Revenue  
1105 D W. Broad Avenue  
Albany, GA 31701  
229-430-4241  
[www.etax.dor.ga.gov](http://www.etax.dor.ga.gov)

### Estimated State Income Taxes

The State of Georgia also requires that you pay estimated state income taxes. The payment dates for estimated state tax are the same as those for federal payments. The Form 500ES should be completed for sole proprietorships or partnerships. A 9% per year penalty can be imposed for failure to file an estimated return or failure to pay the correct amount of tax.

## **FEDERAL**

### **Federal Excise Taxes**

There are some forms of business on which the U.S. government requires additional taxation. This will be a tax that you are responsible for collecting. This tax does not come out of your pocket. Typically it is added to the sale price of your product or service. Form 720. Quarterly Federal Excise Tax Return is used to file most federal excise taxes. Federal excise taxes can be broken into nine general categories of products and services.

They are:

- Motor vehicle use tax (vehicles greater than 55,000 lbs. gross weight)
- Retailers tax (certain types of fuels)
- Retail excise tax on the sales of the following: Heavy trucks/trailers, tires and tubes, recreation equipment (e.g. fishing/hunting supplies), firearms and ammunition
- Air transportation tax (if you are transporting people by air, you have to collect this tax)
- Communications taxes (e.g. on telephone or teletype services)
- Wagering taxes
- Taxes on U.S. mined coal
- Environmental taxes (imposed on petroleum products, various chemicals, and hazardous wastes)
- Alcohol, firearms, ammunition, and tobacco taxes

Be sure to contact the IRS for complete information on federal excise taxes.

Internal Revenue Service

235 W. Roosevelt Ave

Suite 250

Albany, GA 31701

229-430-8401

800-829-3676

[www.irs.gov](http://www.irs.gov)

### **Federal Income Taxes**

The amount and way you will pay federal income taxes will be dependent on the legal form in which your business is organized.

For a sole Proprietor or a member of a Partnership: In either of these arrangements you will be required to make estimated federal income tax payments and federal self-employment tax payments in advance. These individual payments are due in four installments. These payment deadlines are April 15, June 15, September 15 and 28, January 15 for one whose tax year is the calendar year. Any amount left unpaid will be due April 15th of the following year. The Form 1040-ES is used to file these taxes, 90% of your estimated tax must be paid during the course of the year.

For a corporation: The corporation is responsible for paying estimated corporate taxes if it has taxable income. These taxes can be due as soon as the fourth month of the corporation's first tax year. The proper form for filing these taxes is the Form I 120-W. You must deposit these payments in a bank licensed to accept federal tax payments. The corporation will be issued a coupon book. These coupons will carry the corporation's tax ID number and are to be used with all federal tax payment deposits.

All forms necessary to file any of the estimated taxes mentioned above are available at your local IRS office. A coupon book will be mailed to you upon receipt of your Form SS- 4 (the form filed requesting a tax ID number).

For more information, contact:

Internal Revenue Service

235 W. Roosevelt

Suite 450

Albany, GA 31701

229-430-8401

800-829-3676

### **Employer Taxes**

There are taxes that as an employer you are responsible for both withholding from employee wages as well as paying yourself. For more complete information on employer taxes, see Labor and Safety Regulation Information on page 28.

### **Federal Tax Identification Numbers**

Your federal tax identification number is the number used to file your taxes. It acts in a similar capacity to your social security number on your personal income taxes. In fact, if you are a sole proprietorship you will probably use your social security number. In partnerships and corporations you will need a Federal Tax ID number. To determine whether you need a Tax ID number, contact the Internal Revenue Service. There is a form in the BLUE BOOK (see page 36) that you may fill out and mail in for more information.

Internal Revenue Service

235 W. Roosevelt Avenue

Suite 450

Albany, GA 31701

229-430-8401

800-829-3676

# UTILITIES

## Establishing Water, Sewer, and Garbage Service

To establish water, sewer, and garbage service in an existing location within the Cities of Dawson, Bronwood, Parrott, or Sasser, you must contact the respective City Hall. You will be required to fill out the appropriate paperwork and pay a deposit.

To establish water, sewer, and garbage service out the city limits, you must contact the Lee County Board of Commissioners. You will be required to fill out the appropriate paperwork and pay a deposit.

## Establishing Electrical Service

Lee County has two electrical service providers: Sumter EMC and Georgia Power. The specific address for your business will determine the service provider. Each company has their own application process.

### **SUMTER EMC**

1120 Felder St.  
Americus, GA 31709  
229-924-8041

### **GEORGIA POWER**

423 C. Main Street  
Dawson, GA 39842  
888-660-5890

## **Establishing Telephone Service**

Windstream provides telephone service for the Terrell County area. To establish service with Windstream, call 1-800-843-9214.

## **LABOR & SAFETY REGULATION INFORMATION**

### **Educating Yourself on Labor/Safety Issues**

The Georgia Department of Labor is available to provide consultation to new businesses in the state. The local and state departments offer educational seminars and presentations throughout the year. These classes cover a wide range of labor-related topics such as labor laws, labor issues, prevailing wages, unemployment insurance, benefits, and employment services. It would be advisable to contact the local Georgia Department of Labor (GDOL) office regarding these classes. These seminars are intended to provide you with all the information you need to prepare you for the employment aspects of running a business. You should begin these classes up to one year before your intended start-up. At these seminars you will be provided with a section of the instructional workbook. After attending a certain number of these seminars, you will have the entire workbook. The Georgia Department of labor can help walk you through all of your employment and labor problems.

Georgia Department of Labor  
1608 S. Slappey Blvd.  
Albany, GA 31701  
229-430-5010

### **OSHA**

The issuing and enforcing of occupational and safety health regulations is handled by the United States Department of Labor. The Occupational Safety and Health Administration (OSHA) is the federal agency, which administers these policies. The requirements put forth by OSHA include posting notices to employees and maintaining accurate records of employee injuries. OSHA will provide you with information on all requirements as well as related publications. OSHA policies and regulations must be posted in the workspace where all employees may see.

In addition to OSHA the US government also supports the Employment Standards Administration, Mine Safety and Health Administration, Veterans Employment and Training Service and the Pension and Welfare Benefits Administration. Each of these departments is designed to protect both the employer and employee. Similar to OSHA, each issues and enforces a unique set of requirements and regulations.

Occupational Safety and Health Administration  
U.S. Department of Labor  
1375 Peachtree Street N.E.  
Suite 587  
Atlanta, Georgia  
(404) 374-3573  
[www.osha.gov](http://www.osha.gov)



# **EMPLOYER TAX RESPONSIBILITIES**

## **Income Taxes**

Businesses with employees must pay employer taxes and withhold employee taxes for both the State and Federal governments. These should be deposited in any Federal Reserve Bank. You will be given a coupon book to accompany your deposits. These deposits are required monthly or quarterly. The IRS and the Georgia Department of Revenue (both with offices in Albany) will determine your time of payment. You will be required to withhold Social Security and Medicare taxes. In addition to this withholding, the employer must pay a matching amount. You should consult the current year tax calendar for present percentages.

Georgia Department of Labor

P.O. Box 3450

1608 S. Slappey Blvd

Albany, GA 31706

## **Unemployment Insurance Taxes**

State and Federal Unemployment Insurance Tax is the employer's responsibility. This is not withheld from employee wages. Consult the Employer's Tax Guide for more information on the various taxes that you will be required to pay. The Employer's Tax Guide is a booklet designed to help you with all aspects of taxation. Contact the Georgia Department of Labor and Revenue to receive the Employer's Tax Guide and other relevant information.

If you are a sole proprietor without employees, you are not required to pay withholding. You are however required to pay self-employment tax. Contact the Internal Revenue Service for complete details.

## **Workers' Compensation Insurance**

Workers' Compensation insurance is required of any business with three or more employees. The rates vary with the business type and the risk level. For more information, contact the State Board of Workers' Compensation. Workers Compensation is purchased from a licensed insurance agent. Look in the phone book yellow pages for a complete listing.

State Board of Workers' Compensation

(404) 656-3875

[www.sbwc.georgia.gov](http://www.sbwc.georgia.gov)

P.O. Box 4649

235 Roosevelt Ave. Suite 203

Albany, GA 31701

(229)- 430-4280

# DRUG FREE WORKPLACE

Your Business can become eligible for 7.5% discount on your Workers' Compensation Insurance Premiums. This is possible through the DRUGS DON'T WORK PROGRAM. Contact the Terrell County Chamber of Commerce or visit the Georgia Chamber of Commerce website listed below for more information on this program.

Drugs Don't Work

Terrell County Chamber of Commerce

211 West Lee Street

P.O. Box 405

Dawson, GA 39842

229-995-2011

Georgia Chamber of Commerce

Atlanta, Georgia

[www.gachamber.com/affilitates/drugs](http://www.gachamber.com/affilitates/drugs)

## **APPLICATION, HIRING, & TERMINATION PROCESS**

There are basic ground rules to hiring and firing employees. There are legal requirements to acquiring or terminating employees. If handled incorrectly, personnel issues can result in legal problems. These legal problems can be large enough to lose/or adversely affect your business. It is important to make sure all your bases are covered. In addition to the do's and don'ts listed below, contact the Georgia Department of Labor for more information on correct hiring and firing policies.

### **Application and Hiring**

#### **DON'T:**

- Ask obvious questions. Do not ask questions regarding sex, age, race, etc. or anything related to these areas. This is illegal and considered discrimination. Some applicants may believe that all gathered information is used. It is for this reason that you should not ask these questions. It is best to avoid these topics so as to eliminate possibility of legal problems.
- Write on the job application form. Any notes taken during interviews should be made on photocopies or other paper. This allows you to preserve the original application without marring it for your permanent records.

#### **DO:**

- Limit your interview questions to job duties. There is no reason to ask questions that do not apply to the responsibilities of the position. You may ask if an applicant has any barriers to completing the duties. Do not ask questions like "Do you have children?" or "Are you married?" Small talk is acceptable if the interviewer is careful. Do not venture into conversation that might produce seemingly discriminatory information.
- Make sure all company procedures follow employment statutes. Have your advisors or attorney review your system for application, hiring, and termination before you begin hiring and periodically thereafter.
- **EDUCATE YOURSELF!!!!** The best way to prevent problems is to be familiar with the law. When you are in doubt about any issue concerning labor or safety, contact the Georgia Department of Labor.

### **TERMINATION**

#### **DO's:**

- Review company policies. If you have not yet developed company policies regarding application, hiring, and termination, call the GDOL. Make a checklist of your procedures. Make sure that you have followed the rules in the firing process. If you have not completed your checklist, **YOU SHOULD NOT TERMINATE THE EMPLOYEE YET.** Take care to finish all steps in the process to alleviate any questions and possible legal repercussions.
- Have a stated code of expected employee behavior. Many employers face problems due

to unclear expectations of conduct. It is easier to prove reasons for termination if such a code is in place. This documentation will be helpful if you are faced with paying restitution because it will show that you had sufficient cause to terminate the employee.

- Conduct an exit interview. This allows you to tie up any loose ends. Final paychecks can be issued, and company property (e.g. keys, paperwork, and files) can be returned. Ask the employee what he/she liked or disliked about your company. Ask for feedback on aspects of your company of which this person has knowledge. This person might be a bit more forthcoming with problems or constructive criticisms than someone who still works there.
- Keep termination of an employee between you (management) and the employee. The fired employee will appreciate your discretion in this matter. Termination should not be discussed with other employees. Privacy can help you avoid harsh feelings and legal repercussions.
- Have employees sign a release. If you are offering the fired employee severance pay or anything else of value, have him/her sign a release of liability to the company. This may protect you in case of legal action.

### **Where to Find Your Labor Force**

There are many resources through which one can find employees. The first things that typically come to mind are the classified advertisements in local newspapers. You can place ads in these publications for week long and even month long periods. Contact the publication you wish to use for more specific information. The Georgia Department of Labor is an agency that can assist you in finding employees. For more information on how the GDOL can help you, call (229) 430-5010.

# FINANCING INFORMATION

When starting a business, one important consideration is where to obtain capital to back your venture. Most start-up businesses require a capital contribution by the entrepreneur, usually 20%. The remaining financing may be available from local banks or may require private investors. There are several Small Business Administration loan guarantee programs available to businesses, all of which require bank participation. These loan programs are based on food credit and financial criteria.

- **SBA Low Doc.** This program provides financing for small businesses through guaranteeing a percentage of the bank's loans to the business. The maximum loan is \$150,000 and not more than an 80% guarantee. The loan is administered by the bank and is termed "Low Doc" because documentation has been greatly reduced and red tape is at a minimum. Eligible expenditures are for land and building, machinery and equipment, inventory, and working capital.
- **SBA Guaranteed Loan Program 7(A).** This program provides financing to small businesses through guaranteeing a percentage of the bank's loan to the business. Eligible expenditures are for land and building, machinery and equipment, working capital, and some restructure of existing debt. The maximum SBA will guarantee \$2,000,000 and not more than 75% of the total loan.
- **SBA 504 Loan Program.** This program provides financing for small business through a low interest, fixed rate, long-term loan. The Small Business Administration takes a second lien position behind the bank. Eligible expenditures are for land and building, long-life machinery and equipment. The minimum SBA will finance is \$125,000, and the maximum is \$1,500,000. Job creation is a requirement of the program.

While each of these programs has specific requirements for eligibility, there are certain standards that must be met for all loan programs. A loan applicant must be of good character; show the ability to operate a small business successfully, and have a reasonable amount of his/her own resources to invest to withstand possible losses. In addition, the following will likely be required:

- Credit Report
- Collateral adequate to secure the debt. List of collateral and its value
- Appraisals required on real property used as collateral
- Personal guarantees required of those persons (or companies with 20% ownership)
- Secondary collateral may be required
- Personal financial statements & financial statements of business (if applicable)

## **How To Apply**

You must first seek financing from a bank or other private source. If that is available at reasonable terms, the SBA cannot make the loan. Take your business plan to your banker and discuss your financial requirements with him/her. His/her involvement is essential. Then, call the Small Business Development Center (229-420-1144)

# INTERNATIONAL TRADE

International Trade can be difficult, but also can provide tremendous opportunities. Most start-up businesses will not be participating in international trade. However, if you choose to export or import goods, the following contact may provide you with valuable information. The U.S. Export Assistance Center can provide you access to all federal exporting resources.

United States Export Assistance Center

Marquis Tower-Suite 200

285 Peachtree Center Ave. NE

Atlanta, GA 30303-1229

(404) 657-1900

## RESOURCE DIRECTORY

When starting a business it is important to have a diverse base of information sources. One way to insure success is through education. The more you know about your field, the better off your business will be. The following is a list of potential resources for information.

### TERRELL COUNTY

- City of Dawson: Main number is (229) 995-4444
- City of Bronwood: 229-995-5708
- City of Parrott: 229-623-2635
- City of Sasser: 229-698-6614
- Albany Technical College: Located at 1704 S. Slappey Blvd.  
Phone Number (229) 430-3500
- Georgia Department of Labor: Albany Office- Located at 1608 S Slappey Blvd.  
Phone Number (912) 389-4254
- Georgia Tech Economic Development Office: Located at 125 Pine Ave.  
Phone Number (229) 430-4188
- University of Georgia Small Business Development Center: Offers a wide range of free business consulting services for potential business owners including assistance in starting a business, obtaining financing, and developing marketing and managerial plans. Located at 230 S. Jackson Suite 333  
Phone Number (229) 420-1144
- Terrell County Chamber of Commerce: Promotes economic growth in the county through a variety of programs and services. Can serve as your connection to the existing economic and political community. Located at 211 West Lee Street, Dawson, Phone Number (229)995-2011 or [www.terrellcountygeorgia.org](http://www.terrellcountygeorgia.org)

## OTHER WEB BASED RESOURCES FOR ENTREPRENEURS

CCH- Business Owner's Toolkit Website: [www.toolkit.cch.com](http://www.toolkit.cch.com)

Kauffman Foundations Resources for Entrepreneurs: [www.entreworld.org](http://www.entreworld.org)

PriceWaterhouseCooper- Vision to Reality: [www.pwcglobal.com](http://www.pwcglobal.com)

The Wall Street Journal Center for Entrepreneurs: [www.stattup.wsj.com](http://www.stattup.wsj.com)

Microsoft Small Business Solutions: [www.bcentral.com](http://www.bcentral.com)

The Office of the Secretary of State's BLUE BOOK provides postage paid response cards so you may access the following forms or agencies:

- Business Incorporation Forms
  - Professional and Occupational Licensing Forms
  - State Tax Application
  - Internal Revenue Service Forms
  - Georgia Department of Industry, Trade and Tourism
  - U.S. Small Business Administration
  - UGA Small Business Development Centers
  - Georgia Tech Services for Business and Technology
  - Governor's Office of Consumer Affairs
  - U.S. General Services Administration
  - Georgia Department of Labor
  - U.S. Department of Labor
  - Georgia Department of Consumer Affairs- Office of Business and Economic Assistance
  - U.S. Export Assistance Center
  - Georgia Department of Insurance
  - Georgia Department of Agriculture
- Also available through this booklet are various books and publications on starting a business and entrepreneurship.



## GLOSSARY OF TERMS

**Assets** - Resources, owned or controlled by a company, that have future benefits. These benefits must be quantifiable in monetary terms.

**Balance Sheet** - A list of a company's assets, liabilities, and owner's equity at a particular point in time.

**Break Even** - The unit volume where total revenue equals total cost; there is neither profit nor loss.

**Capacity** - The amount of goods or work that can be produced by a company given its level of equipment, labor, and facilities.

**Capital** - The funds necessary to establish or operate a business.

**Cash Flow** - The movement of money into and out of a company; actual income received and actual payments made out.

**Cash Flow Statement** - A presentation of the cash inflows and outflows for a particular period of time. These flows are grouped into major categories of cash from operations, cash investing activities, and cash-financing activities.

**Collateral** - Assets pledged in return for loans.

**Conventional Financing** - Financing from established lenders, such as banks, rather than from investors; debt financing.

**Debt Financing** - Raising money for a business by borrowing, often in the form of bank loans. (See Conventional Financing above)

**Debt Service** - Money being paid out on a loan; the amount necessary to keep a loan from going into default.

**Disbursements** - Money paid out.

**Equity** - Shares of stock in a company; ownership interest in a company.

**Expenses** - Outflows of resources to generate revenues.

**Fixed Costs** - Those costs that are not responsive to changes in volume over the relevant range of time.

**GDOL** — Georgia Department of Labor.

**Income Statement** - A matching of a company's accomplishments (i.e. sales) with effort (expenses from operations) during a particular period of time. (Revenues - Expenses = Net Income)

**Leasehold Improvements** - The changes made to a rented store, office or plant, to suit the tenant and make the location more appropriate for the conduct of the tenant's business.

**Letter of Intent** - A letter or other document by a customer indicating the customer's intention to buy from a company.

**Liabilities** - Commitments to payout assets (typically cash) to or render services for creditors.

**Licensing** - The granting or permission by one company to another to use its products, trademark, or name in a limited, particular manner.

**Liquidity** - The ability to turn assets into cash quickly and easily.

**Market Share** - The percentage of the total available customer base captured by a company.

**Net Worth** - The total ownership interest in a company, represented by the excess of the total amount of assets minus the total amount of liabilities.

**Partnership** - A legal relationship of two or more individuals to run a company.

**Profit Margin** - The amount of money earned after the cost of goods or all operating expenses are deducted; usually expressed in percentage terms.

**Pro Forma Statements** - A financial statements detailing management's predictions.

**Receipts** - Funds coming into the company; the actual money paid to the company for its products or services; not necessarily the same as a company's actual receipts.

**SBA** — Small Business Administration

**SBDC** — Small Business Development Center

**Sole Proprietorship** - Company owned and managed by one person.

**Variable Costs** - Those costs that are directly responsive to changes in volume over the relevant range of time.

**Venture Capitalists** - Individuals or firms who invest money in new enterprises.

**Working Capital** - The cash available to the company for the ongoing operations of the business.



# STATE ISSUED LICENSES

State Board of Accountancy  
Certified Public Accountant  
Registered Public Accountant  
Foreign Accountant  
Accounting Firms  
State Boards of Architects  
Architects  
Interior Designers  
Georgia Athlete Agent Commission  
Athlete Agents  
Board of Athletic Trainers  
Athletic Trainers  
Georgia Auctioneer Commission  
Auctioneers  
Auctioneer Corporations  
Non-resident auctioneers  
Non-resident corporations  
State Board of Barbers  
Master Barbers  
Teachers  
Apprentice  
Schools  
Shops  
State Board of Chiropractic Examiners  
Chiropractors  
Construction Industry Licensing  
Boards Conditioned Air Contractors  
Electrical Contractors  
Low Voltage Contractors  
Master Plumbers  
Journeyman Plumbers  
Utility Contractors  
Utility Manager  
Utility Foreman  
State Board of Cosmetology  
Master Cosmetology  
Teachers  
Instructor Trainee  
Esthetician  
Apprentice  
Schools  
Shops  
Manicurists  
Composite Board of Professional  
Counselors, Social Workers and  
Marriage Therapists  
Professional Counselor  
Associate Professional  
Counselor

Master Social Worker  
Clinical Social Worker  
Marriage and Family Therapist  
Assoc. Marriage and Family Therapist  
Georgia Board of Dentistry  
Dentists  
Dental Hygienists  
Board of Examiners of  
Licensed Dieticians  
Dieticians  
State Board of Professional  
Engineers and Land Surveyors  
Professional Engineer  
Engineer-in-Training  
Land Surveyor  
Land Surveyor-In-Training  
State Board of Registration  
For Foresters  
Foresters  
State Board of Funeral Service  
Funeral Director  
Embalmer  
Establishment  
Apprenticeship  
State Board of Registration for  
Professional Geologists  
Professional Geologist  
State Board of Hearing Aid  
Dealers/Dispensers  
Hearing Aid Dealer Hearing Aid Dispenser  
State Board of Landscape Architects  
Landscape Architects  
State Board for the Certification of  
Librarians  
Librarian  
Composite State Board of Medical  
Examiners  
Acupuncture  
Paramedic  
Cardiac Technician Teacher  
Institutional & Provisional  
Physician (MD & DO)  
Osteopath Respiratory  
Therapist  
State Board of Nursing Homes  
Administrators  
Nursing Home  
Administrator in Training  
Occupational Therapy  
Occupational Therapist  
Occupational Therapist Assistant

State Board of Dispensing Opticians  
Opticians  
State Board of Examiners in Optometry  
Optometrists  
State Board of Pharmacy  
Pharmacists Intern  
Retail Pharmacy  
Hospital pharmacy  
Wholesaler Manufacturer  
Research Approvals  
Pharmacy Schools  
Nuclear Pharmacists  
Pharmacy Clinics  
Nuclear Pharmacies  
Prison Clinic Pharmacies  
State Board of Physical Therapy  
Physical Therapists  
Physical Therapy Assistants  
State Board of Podiatry Examiners  
Podiatrists  
Board of Examiners of Licensed  
Practical Nurses  
Licensed Practical Nurses  
Board of Private Detectives and  
Security Agents  
Private Detectives  
Employees  
Private Security Guards  
Private Detective Businesses  
Private Security Businesses  
Weapon Permits  
Training Instructors  
Classroom Firearms  
Classroom & Firearms  
State Board of Examiners  
Of Psychologists  
Psychologists  
Georgia Board of Nurses  
Registered Nurses  
Licensed Undergraduate Nurses  
Advanced Practice  
State Board of Examiners for  
Speech Language Pathology and  
Audiology  
Speech Language Pathologists  
Audiologists  
Speech Language Pathology Aide  
Paid Clinical Experience  
Fellow  
State Board of Registration of  
Used Motor Vehicle Dealers and

Used Motor Vehicle Parts Dealers  
Used Motor Vehicle Dealers  
Used Motor Vehicle Parts Dealers  
Used Motor Vehicle Dismantlers  
Salvage Yard Dealers Rebuilders  
Salvage Pool Operators  
State Board of Veterinary Medicine  
Veterinarians  
Faculty Licensee  
Animal Technicians  
State Board of Water and  
Wastewater Treatment Plant and  
Operator and Laboratory Analysis  
Public Water Supply System  
Operator (Class I, II, III, IV)  
Biological Wastewater Treatment System  
Operator (Class I, II, III, IV)  
Industrial Wastewater Treatment System  
Operator  
Water or Wastewater Lab. Operator  
Wastewater Collection System Operator