Entrepreneurship for the People

Government Resources for researching, starting, and growing your business



LIBRARIES

Who is this guy?

• Tyler Martindale

- Business and Economics Librarian @ Auburn University Libraries
- tyler.martindale@auburn.edu
- (334) 844-2715
- libguides.auburn.edu/martindale



Today's Plan

• Business Research/Reference

• Planning, launching, growing a business

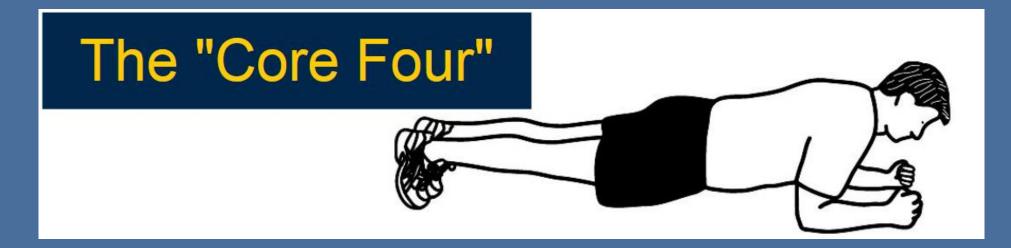


Just so we're on the same page -

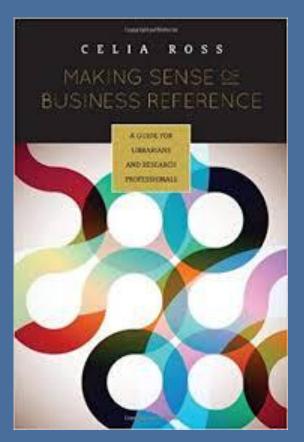
Government Documents are...

Business Research and/or Reference

Gov Docs can help learn about companies, industries, finances, and demographics



- Company Information
 - Who are the top executives at IBM?
- Industry Information
 - What is the average national wage for steel workers?
- Investing/Financial Information
 - What was the EBITDA for Walmart in 2018?
- Demographic Information
 - What is the average income for college-educated Hispanics in Auburn?



Company Information

- <u>Securities and Exchange</u> <u>Commission</u>
 - 10-K, 10-Q, S-1, etc
 - EDGAR (Electronic Data Gathering, Analysis, and Retrieval – 1984)
 - Public Companies Only



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BUSINESS DESCRIPTION

La Petite, founded in 1968, is the second largest privately held and one of the leading operators of for-profit preschool educational centers (commonly referred to as Academies) in the United States based on the number of centers operated. The Company provides center-based educational services and childcare to children between the ages of six weeks and 12 years. Management believes the Company differentiates itself through its superior educational programs, which were developed and are regularly enhanced by its curriculum department. The Company's focus on quality educational services allows it to capitalize on the increased awareness of the benefits of premium educational instruction for preschool and elementary school-age children. At its residential and employer-based Academies, the Company utilizes its proprietary Journey(R) curriculum with the intent of maximizing a child's cognitive, social, and physical development. The Company also operates Montessori schools that employ the Montessori method of teaching, a classical approach that features the programming of tasks with materials presented in a sequence dictated by each child's capabilities.

As of July 2, 2005, the Company operated 649 schools, including 590 residential Academies, 30 employer-based Academies and 29 Montessori schools located in 36 states and the District of Columbia. For the 52 weeks ended July 2, 2005, the Company had an average attendance of approximately 65,600 full and part-time children.

CURRICULUM

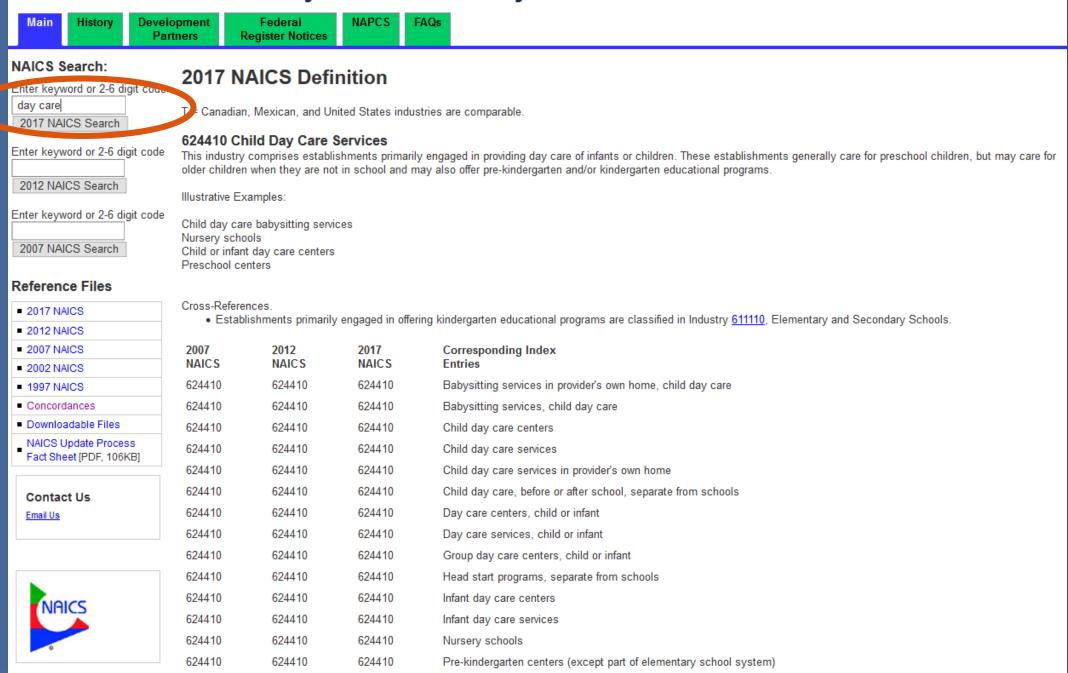
Residential and Employer-Based Academies. La Petite maintains a team of internal early childhood education experts who design curricula and program materials for each developmental age group that La Petite serves.

Industry Information

- NAICS Manual
- SIC Search
- Industry Statistics Portal
- Bureau of Economic Analysis
 - <u>Regional Economic Accounts</u> geographic distribution of economic activity and growth
 - <u>Industry Economic Accounts</u> detailed view of US producers and users, and production across industries
- **BLS Statistics by Industry**



North American Industry Classification System

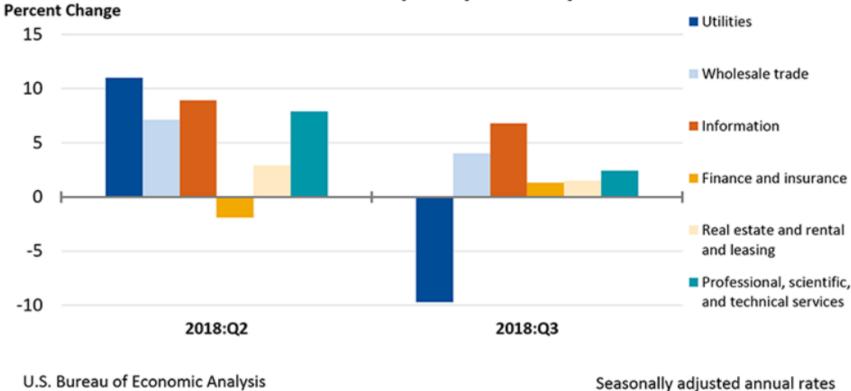




2012 NAICS: 624410 - Child day care services

Guide to All Census Bureau Data Sources for This Industry @

Source & Description	Frequency	Latest Data	Geography	Industry	
Annual Capital Expenditures Survey (ACES)	rvey (ACES) Annual 2017 unty Business Patterns Annual 2016		U.S.	Selected 2- thru 6-digits	
County Business Patterns (BP)			U.S., states, counties, metros, ZIP Codes, and island areas	Selected 2- thru 6-digits	
Statistics of U.S. Businesses (SUSB)	Annual	2016	U.S., states, metro areas, counties	Selected 2- thru 6-digits	
Economic Census (ECN)	Every 5 years	2012	U.S., states, counties, places, metros, ZIP Codes	2- thru 6-digits	
Survey of Business Owners (SBO)	Every 5 years	2012	U.S., states, counties, cities, metro areas	Selected 2- thru 6-digits	



Real Gross Output by Industry

- Real gross output for real estate and rental and leasing increased 1.5 percent in the third quarter, after increasing 2.9 percent in the second quarter. The third quarter increase was primarily attributed to housing.
- Professional, scientific, and technical services increased 2.4 percent, after increasing 7.9 percent. The third quarter increase was primarily attributed to computer systems design and related services.
- Wholesale trade increased 4.0 percent, after increasing 7.1 percent.

Financial Information

• SEC.gov

- Company Financials (10-Ks, etc)
- Mutual Funds
- Money Market Funds
- Exchange-traded Funds
- Variable Annuities

• Investor.gov

• Publications and Research

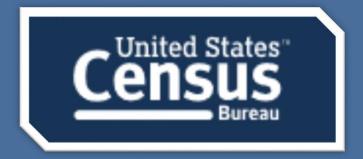


		_	0,100,020
	Entertainment - 2.0%	_	
	Activision Blizzard, Inc.	5,346,261	266,671
	Electronic Arts, Inc. (a)	2,137,483	179,698
	Netflix, Inc. (a)	3,053,574	873,719
	Take-Two Interactive Software, Inc. (a)	798,199	87,538
	The Walt Disney Co.	10,429,039	1,204,450
	Twenty-First Century Fox, Inc.:		
	Class A	7,391,366	365,651
	Class B	3,415,690	167,471
	Viacom, Inc. Class B (non-vtg.)	2,478,390	76,483
		_	3,221,681
	Interactive Media & Services - 4.4%	_	
	Alphabet, Inc.:		
UEI-QTLY-0119	Class A (a)	2,096,081	2,325,916
1.810737.114	Class C (a)	2,159,078	2,362,960
	Facebook, Inc. Class A (a)	16,911,494	2,377,925
	TripAdvisor, Inc. (a)(b)	717,309	45,951
	Twitter, Inc. (a)	5,048,553	158,777
		_	7,271,529
	Media - 1.3%	_	
Schedule of	CBS Corp. Class B	2,373,849	128,615
Showing Percentag	Charter Communications, Inc. Class A (a)	1,251,949	412,142
	Comcast Corp. Class A	32,063,801	1,250,809

Demographic Information

- US Census
 - American Factfinder
 - <u>County Business Patterns</u>
- Bureau of Labor Statistics
 - **BLS Statistics on Spending and Time Use**
- PolicyMap







Monthly Retail Trade

	Ontiny Rela	II IIau	5					
Ма	in About the Surveys	Get Forms	Historical Data	How the Data are Collect	ed Definitions	FAQs		
 Is ti Ge On T Adv Mo 	You In a Survey? his form legitimate? t help with your form This Page vance Monthly Retail hthly Retail	Advance Notice: Data of quality were m The January 2	collection and process ionitored throughout a	tail Trade Report – sing were delayed for the Jan and response rates were at o ly Sales for Retail Trade and	above normal levels		nber 22, 2018 through January 25, 2019. Processing and data 30 a.m., and available as:	
 QI Rela BL Ar W Ec Ec Ec Cl Nc Cl Nc Cl Nc Re 	About this Survey Information for Respondents	Th	e Annual Surv atistics for all 1	ey of Manufactures	s (ASM) provid	s (ASM) les sample estimates of ith one or more paid		-
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Subject Are	as Share on: 🗗 🕒 in Print: 🖨
SUBJECT AREASINFLATION & PRICESSPENDING & TIME USEUNEMPLOYMENTEMPLOYMENTPAY & BENEFITSPAY & BENEFITSPRODUCTIVITYWORKPLACE INJURIESINTERNATIONALREGIONAL OFFICESPROGRAMS A-Z	Overview of BLS Statistics on Spending and Time Use one BLS program produces data on consumer unit (household) spending, and one produces data on time use. Consumer Spending The Consumer Expenditure Survey measures the spending habits of U.S. consumers and includes data on their expenditures, income, and characteristics. Time Use The American Time Use Survey (ATUS) measures the amount of time people spend doing various activities, such as paid work, childcare, volunteering, and socializing.
MORE AT A GLANCE TABLES ANNOUNCEMENTS COMMISSIONER'S CORNER RESEARCH SPOTLIGHT ON STATISTICS	BLS Overviews Business Costs Demographic Data Employment Geography Industry Inflation and Prices International Data and Technical Cooperation Occupation Pay and Benefits Productivity Productivity Research Programs Spending and Time Use Unemployment Wages by Area and Occupation Women Workers Worker Safety and Health



Population and Housing

- Annual Population Estimates (2018 PEP, PEPANNRES)
- Demographic and Housing Estimates (2017 ACS, DP05)
- General Housing Characteristics (2017 ACS, DP04)
- General Demographic Characteristics (2010 Census, DP-1)

Poverty and Income

General Economic Characteristics (2017 ACS, DP03)

Age, Race, Sex and Education

- Selected Social Characteristics (2017 ACS, DP02)
- Educational Attainment (2017 ACS, S1501)

News and Notes

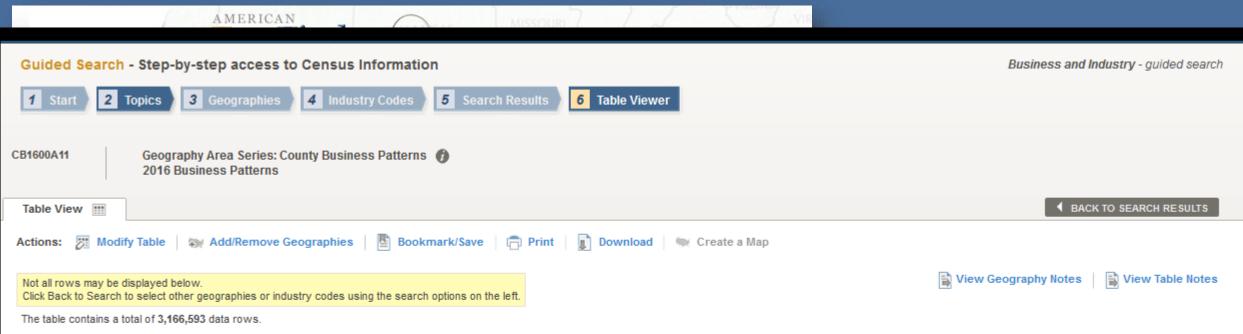
GET EMAIL UPDATES

American FactFinder provides access to data about the United States, Puerto Rico and the Island Areas. The data in American FactFinder come from several censuses and surveys. For more information see Using FactFinder and What We Provide.

Using American FactFinder

Learn about American FactFinder's functions and features.

February 14, 2019 Estimates are now available on American FactFinder for the nation, states and Puerto Rico



Release Date : 04/19/2018

NOTE: Data based on the 2016 County Business Patterns. CBP html tables and download files can be found at the County Business Patterns Website. For information on confidentiality protection, sampling error, nonsampling error, and definitions, see Survey Methodology.

Data in this table represent those available when this report was created; data may not be available for all NAICS industries or geographies. Excludes most government employees, railroad employees, and self-employed persons.

Versions of this	^ 1	Geographic area name	2012 NAICS code	Meaning of 2012 NAICS code	Year	Number of establishments		ay period including March 12 (number)	First-quarter payroll (\$1,000)	Annual payroll (\$1,000)
table are available for the following	1	Lee County, Alabama	624410	Child day care services	2016	25		485	1,534	6,616
years:		Ŧ								
2016 🕨	ž									
25 to 29 years			10,875	7.6						
30 to 34 years			8,672	6.2						
35 to 39 years			8,721	6.2			L			
40 to 44 years			8,540	6.1			\			
45 to 49 years			8,792	6.3			\			
50 to 54 years			8,354	6.0			k			
55 to 59 years			7,124	5.1			\			
60 to 64 years			6,243	4.5			\			
65 to 69 years			4,407	3.1			\			
70 to 74 years			3,120	2.2			k			
75 to 79 years			2,378	1.7			k			
80 to 84 years			1,514	1.1			\			
85 years and over	7		1,297	0.9			\			
				·			\			

Putting it into practice, a daycare example

Version 2.5 Overview How Tos Help & FAQs



primarily for small business owners who need key data for their business plan or to better understand their potential market. It presents data for a single type of business and geography at a time.



Regional Analyst Edition is built primarily for chambers of commerce and regional planning staff who need a broad portrait of the people and businesses in their service area. It presents data for all sectors of the economy and for a user-defined region made up of one or more areas.

Key Features

- Easy to use menus and Search tools to select the location you'd like to research and nearly all types of businesses
- Interactive maps to browse and download data about the selected area and type of businesses
- A customizable dashboard that includes time series and geographic comparison charts
- Interactive and downloadable reports (including charts) that can be easily incorporated into your research

Day Care Business

Census Business Builder: Small Business Edition - 2.5

Privacy Act Statement FAQs Send Feedback



Determine the Best Location for Your Business

1. What type of business do you want to research?

Select the type of business you want to research by either selecting it first from the "Most Popular" categories below (and the detailed list provided) or by using the Type of Business Search. (You must choose one type of business.)



or Search for your type of business

Q Industry Title, Keyword, or NAICS Code

2. Where are you considering locating the

business?

Select the location you want to research either clicking on the My Location button or by searching for it.

My Location

or

Q State, County, City/Town, or ZIP Code

Click "Go to Map" to browse the information about the potential customers and competitors for the location you are researching. (Note: You must choose a Type of Business and Location.)

Go To Map

Click "Create Report" to go straight to the report for your type of businesses and location. (Note: You must choose a Type of Business and Location.)

Create Report

Day Care Business

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You selected: Personal Services > Day Car

Clear Selections

Number of Establishments (U.S.): 74,344

ciccions

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Q Industry Title, Keyword, or NAICS Code



2012 NAICS: 6244 - Child day care services

GUIDE TO ALL DATA	Guide to All Census Bureau Data Sources for This Industry @								
SOURCES	Source & Description	Frequency	Latest Data	Geography	Industry				
ECONOMIC DATA IN AFF	Quarterly Financial Report (QFR)@	Quarterly	4Q 2018	U.S.	Selected 3 digits				
DEFINITION & COMPARABILITY	Quarterly Services Survey (QSS)	Quarterly	4Q 2018	U.S.	Selected Services 2- thru 4-digits				
	Quarterly Workforce Indicators (QWI)	Quarterly	4Q 2018	States, counties, metro areas	Selected 2- thru 4-digits				
2012 NAICS SEARCH Enter a NAICS code or Title	Annual Capital Expenditures Survey (ACES)	Annual	2017	U.S.	Selected 2- thru 6-digits				
	County Business Patterns (BP)	Annual	2016	U.S., states, counties, metros, ZIP Codes, and island areas	Selected 2- thru 6-digits				
RELATED INDUSTRIES 🔞	Nonemployer Statistics (NES)	Annual	2016	U.S., states, metro areas, counties	Selected 2- thru 6-digits				
Collapse list Expand list	Service Annual Survey (SAS)	Annual	2017	U.S.	Selected Services 3- thru 6-digits				
62 - Health care and social assistance 624 - Social assistance	Statistics of U.S. Businesses (SUSB)	Annual	2016	U.S., states, metro areas, counties	Selected 2- thru 6-digits				
 6244 - Child day care services 62441 - Child day care services 624410 - Child day care 	Economic Census (ECN)	Every 5 years	2012	U.S., states, counties, places, metros, ZIP Codes	2- thru 6-digits				
SELECTED VISUALIZATIONS	Economic Census of Island Areas (IA)	Every 5 years	2012	American Samoa, Commonwealth of the Northern Mariana Islands, Guam, Puerto Rico, and the US Virgin Islands	2-thru 5 digits				
	Survey of Business Owners (SBO)	Every 5 years	2012	U.S., states, counties, cities, metro areas	Selected 2- thru 6-digits				



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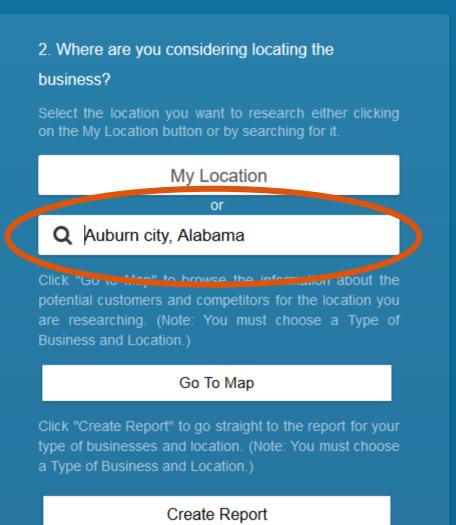
You selected: Personal Services > Day Care

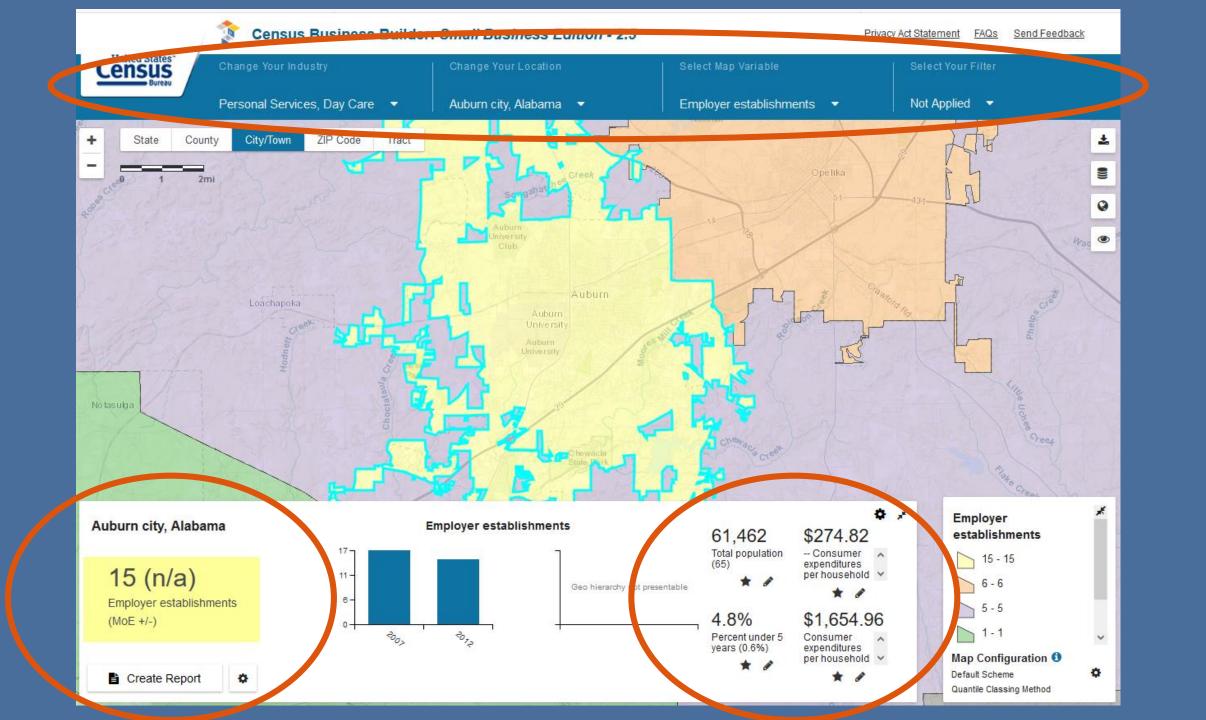
Clear Selections

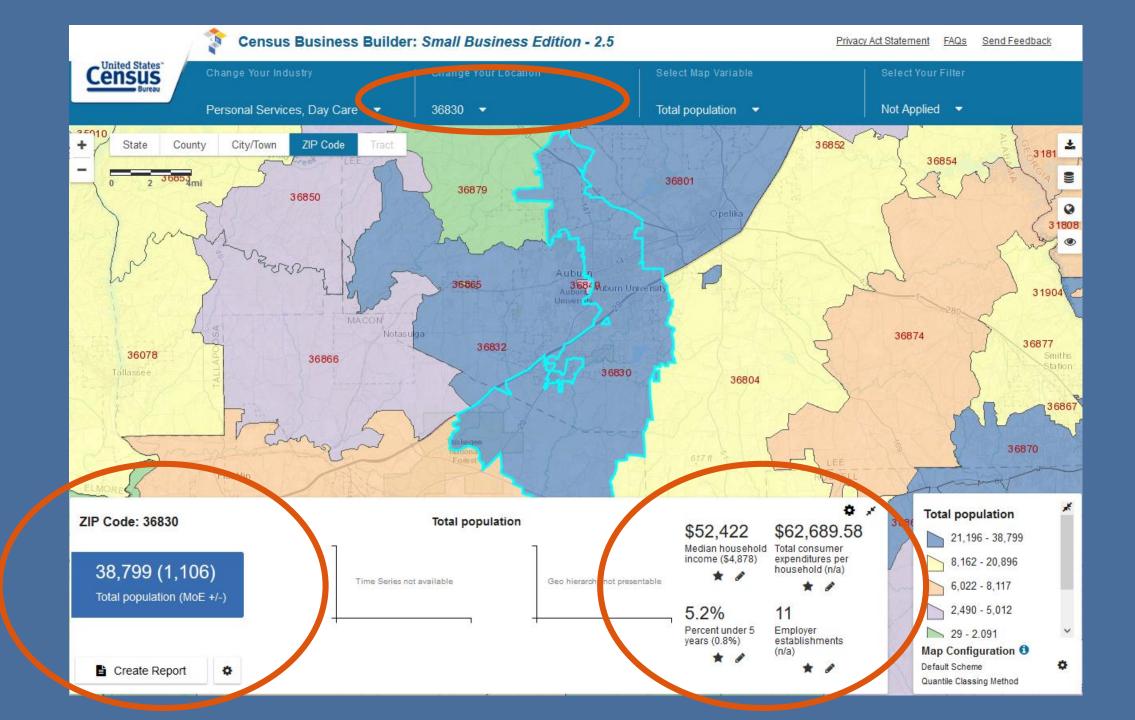
Number of Establishments (U.S.): 74,344

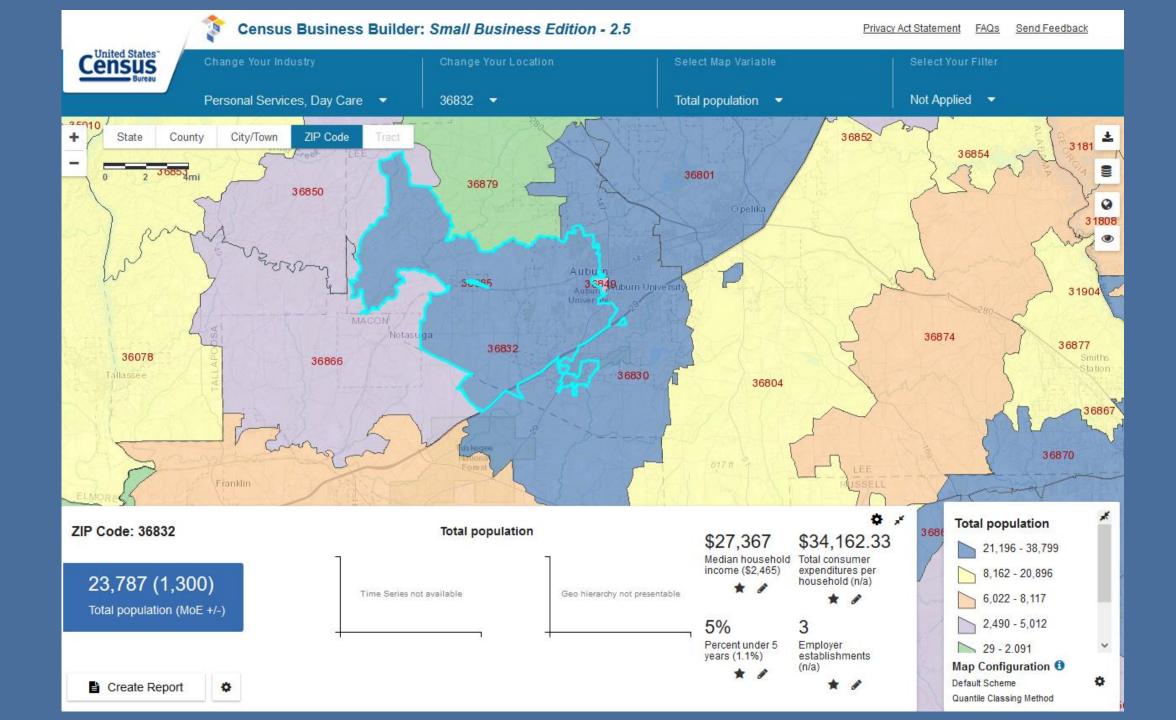
or Search for your type of business

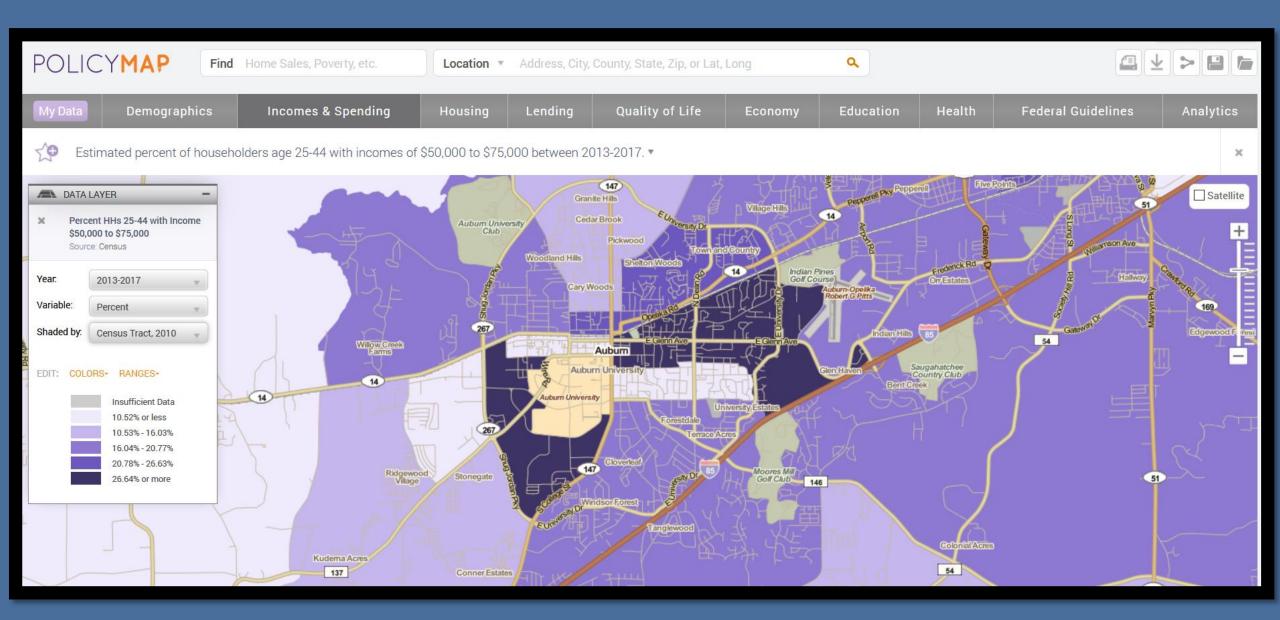
Q Industry Title, Keyword, or NAICS Code





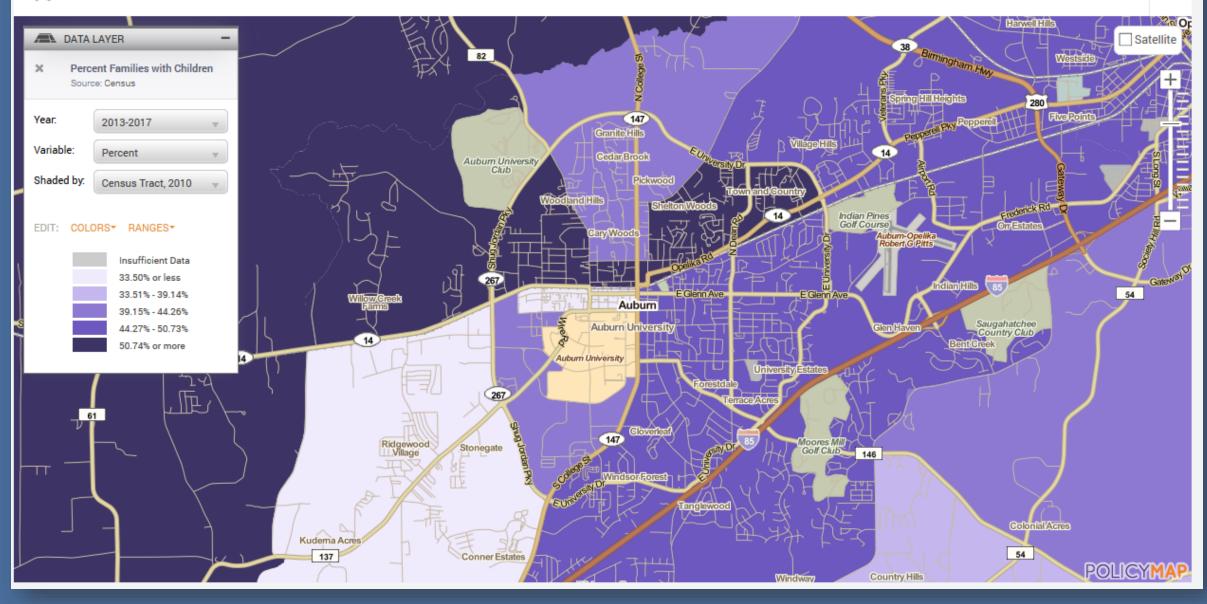








Estimated percent of all families that have children between 2013-2017.



×

Google Search – day care industry site:.gov

U.S. Small Business Administration

HOW TO START A QUALITY CHILD CARE BUSINESS

Management and Planning Series

How to Start a Quality Child Care Business replaces "Quality Child Care Makes Good Business Sense

Portions of this publication were reprinted with permission of authors: Kathy Modigliani, Marianne Reiff and Sylvia Jones, authors of "Opening Your Door to Children: How to Start a Family Day Care Program," Copyright 1987. All rights reserved. The material in this publication may not be reproduced or transmitted in any form or by any means -- electronic, mechanical, photocopying, recording or other -- without the prior written permission of the U.S. Small Business Administration.

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Google Search – *day care industry site:.gov*

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Entrepreneurship Fundamentals

- What product or service am I providing? What need does it fill?
- Who are my customers? Why will they purchase from me?
- How will I reach my customers?
- How will I fund the business?



Planning, Launching, Growing

These resources can help you organize your thoughts on starting a business and begin drafting your business plans, as well as providing checklists and other helpful information

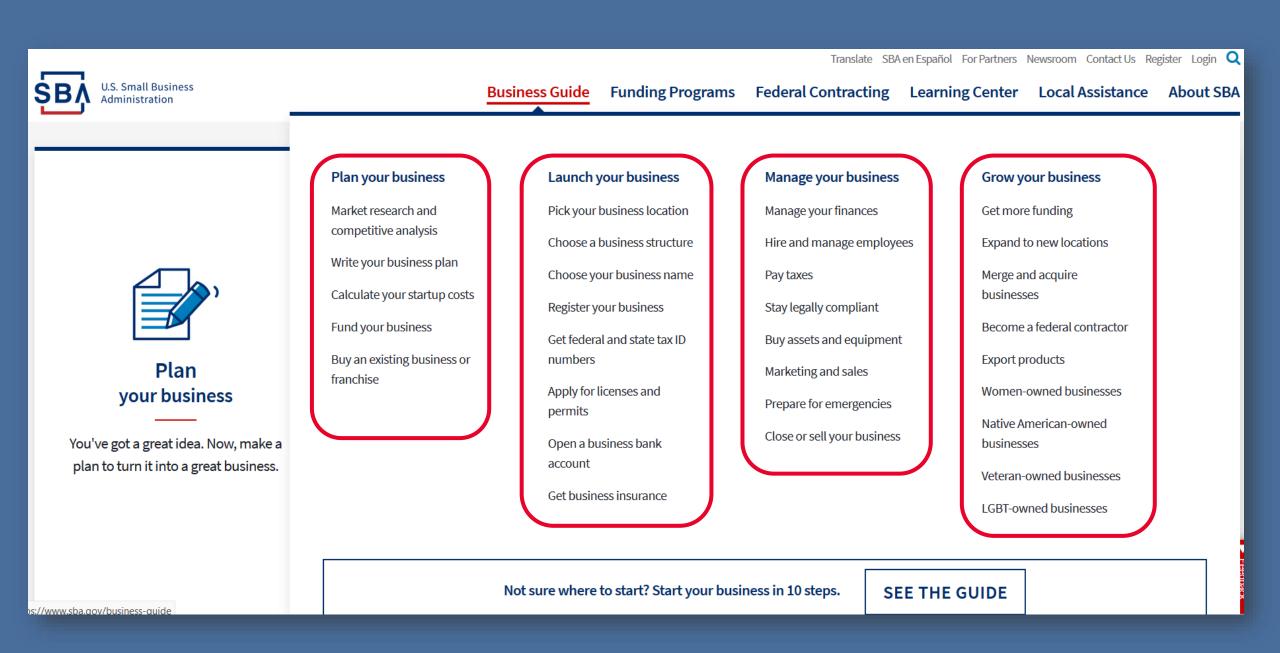


Small Business Adminstration @ sba.gov

• Has a little bit of everything. Definitely the place to start. <u>Alabama District Office in Birmingham</u>

- SBA's 10 Steps to Start a Business:
 - 1. Conduct market research
 - 2. Write a business plan
 - 3. Fund your business
 - 4. Pick your business location
 - 5. Choose a business structure

- 6. Choose your business name
- 7. Register your business
- 8. Get federal and state tax IDs
- 9. Apply for licenses and permits
- 10. Open a business bank account



Other Helpful Getting-Starting Resources

• <u>Small Business</u> <u>@ USA.gov</u>



• <u>SCORE</u>

- The <u>Service Corps of Retired Executives</u>
- Resource partner of the SBA



FOR THE LIFE OF YOUR BUSINESS

Alabama-specific

- <u>AtlasAlabama.gov</u> Alabama Department of Revenue
 - Alabama Small Business Commission (ASBC)
- <u>MadeinAlabama.com</u> Alabama Department of Commerce
 - Guide to doing business in Alabama
 - <u>Small Business Resource Guide</u>
 - Incubator Programs



MADE IN ALABAMA

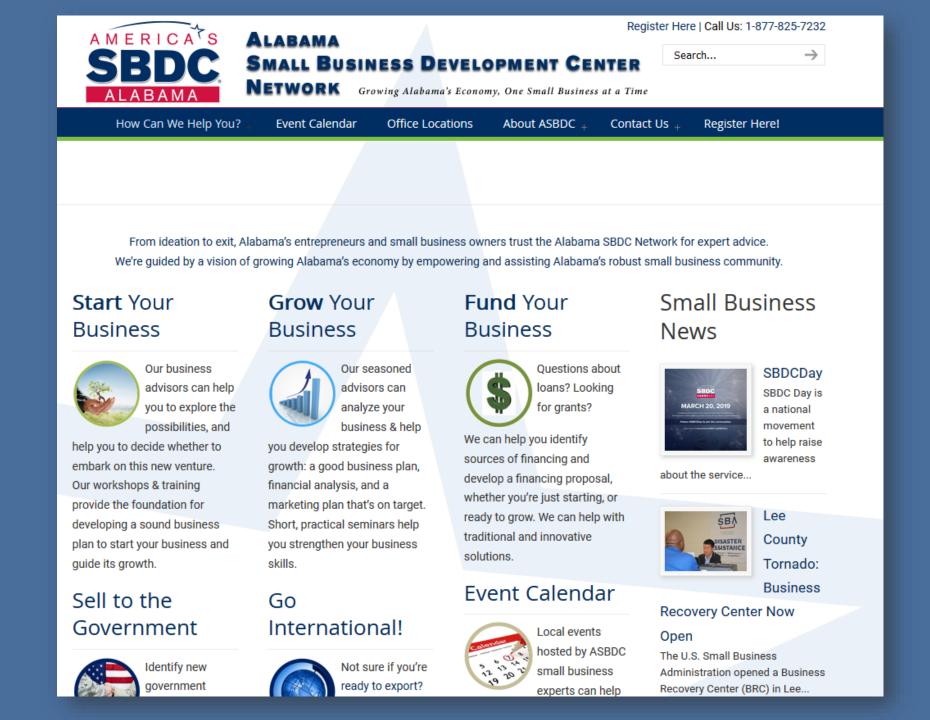
Even more Alabama-specific

 Alabama Small Business Development Network @ <u>America's Small Business</u> <u>Development Center</u>



- Alabama Member Universities
 - Alabama State University
 - Auburn University
 - Jacksonville State University
 - Troy University
 - University of Alabama

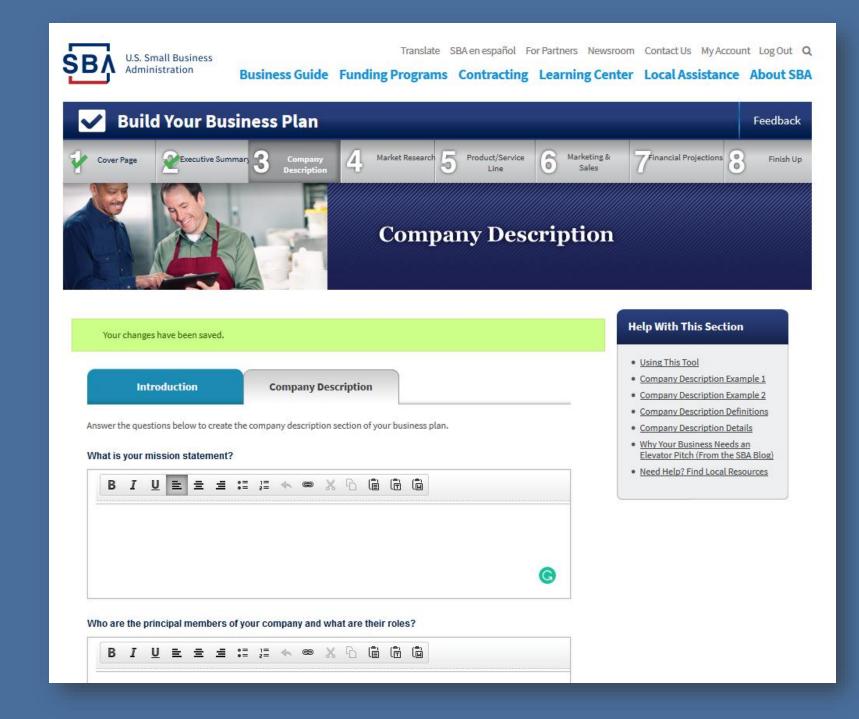
- University of Alabama in Huntsville
- University of North Alabama
- University of South Alabama
- University of West Alabama



Writing the Business Plan



- Small Business Administration
 - Build Your Business Plan Tool
- AtlasAlabama
 - Steps to writing a business plan
 - Plan Outline
- SCORE
 - <u>Developing a Strategy: The Business</u> <u>Plan</u>
 - <u>Business Plan Template for a Startup</u>
 <u>Business</u>





Finances

These resources can help you understanding your funding options, locate funding opportunities, and estimate your startup costs.

Finding Funding

- Funding Sources
 - SBA.gov
 - Southern Development Council
 - <u>USA.gov/business Finance Your</u> <u>Business</u>
 - <u>Alabama Small Business</u>
 <u>Development Center Capital</u>
 <u>Access Program</u>
 - <u>Alabama Department of Economic</u> and Community Affairs (ADECA)
 <u>State Small Business Credit Initiative</u>
- Estimating Costs
 - SCORE Finance Templates
 - SBA Startup Costs Guide

- Funding Sources
 - The <u>Small Business Innovation</u> <u>Research (SBIR)</u> program
 - <u>Small Business Technology Transfer</u> (STTR)
 - FDIC Fueling Your Business Guide



Business Plai Gallery

Finance Templat Use the templates below, th

Us

- Financial Projections Ten
- Start-Up Expenses
- Opening Day Balance Sh
- Balance Sheet (Projected)
- Bank Loan Request for S
- Loan Amortization Sched
- Break-Even Analysis
- 12-Month Cash Flow Stat
- 3-Year Cash Flow Statem
- Financial History & Ratio
- Personal Financial Stater
- 12-Month Profit and Loss
- 3-Year Profit and Loss Pr

Marketing & Sales Templates

Use the templates below, then meet with a SCORE mentor for expert sales advice.

- Sales Forecast (12 Months)
- Marketing Plan Guide
- Product and Service Description Worksheet
- Target Market Data Worksheet
- Target Market Comparison Worksheet
- Distribution Channel Assessment Worksheet
- Annual Marketing Budget Template
- Marketing Calendar Template

Management Templates

Use the templates below, then meet with a SCORE mentor for expert management advice.

- SWOT Analysis Worksheet
- Job Analysis Worksheet
- Organization Chart for Chief Operating Officer
- Event Planning Checklist

See what it will cos

Download this fillable PDF

CALCULATE STARTU

Startup costs — Joe's Pizza Place

This worksheet is set up for a fictional business, Joe's Pizza Place. Use it to get started calculating the startup costs for your own business. Change expense categories or add new ones to fit your business. Enter one-time and monthly expenses in the appropriate columns. Your estimations should go into the Budget column, and the exact amount spent should go into the Actual column. Total funds required is the total estimated amount you need to start your company.

One-time expenses	Budget	Actual
Rent		
Security deposit	1,200.00	
First month's rent	1,200.00	
First month's utilities (including phone and Internet)	250.00	
Improvement costs		
Kitchen improvements	800.00	
Tables and furniture	1,500.00	
Utensils, dishes, and kitchen and bar equipment	350.00	
Inventory		
Food	1,250.00	
Beverage	700.00	
Alcohol	900.00	
Miscellaneous		
Licenses and permits	150.00	
Legal fees	300.00	
Signage	550.00	
Technology	300.00	
Software	400.00	
Total funds required	9,850.00	0.00

Monthly expenses	Budget	Actual
Rent		
Monthly rent	1,200.00	
Property insurance	300.00	
Utilities	250.00	
Employees		
Payroll	3,000.00	
Payroll taxes	1,250.00	
Health insurance	650.00	
Professional services		
Accounting	200.00	
Legal	250.00	
Consultants	200.00	
Other	50.00	
Supplies		
Office supplies	150.00	
Operating supplies	200.00	
Marketing		
Digital advertising	350.00	
Promotional materials	400.00	
Miscellaneous		
Liability insurance	400.00	
Repairs and maintenance	200.00	
Organizational dues	75.00	
Total monthly expenses	9,125.00	0.00

Total funds required

18,975.00

Taxation with representation

- IRS.gov Small Business and Self-employed Tax Center
- IRS.gov Doing Business in Alabama
- <u>Atlas Alabama Guide to Business Taxes</u>
- <u>Alabama Department of Revenue</u>
 - Starting a New Business PDF
 - **BEST Checklist for New Business Taxpayers**
- <u>SBA.gov Tax Guide</u>
- Get federal and state tax IDs
 - Employee Identification Number Assistant @ IRS.gov
 - My Alabama Taxes @ Alabama Department of Revenue





Legal Concerns

These resources can help you understand your compliance obligations, register your business, structure your business, name your business, and obtain the correct licenses and permits.

Translating Legalese

• Choosing a business structure

- <u>IRS.gov</u> Business Structures
- <u>SBA.gov</u> Choosing a Business Structure
- <u>Alabama's Answers</u> from MadeinAlabama.com
- <u>Business Entities</u> from AtlasAlabama
- Choosing a business name
 - <u>Alabama Secretary of State Business</u> <u>Entity Search</u>
 - US Patent and Trademark Office
- Registering your business
 - <u>State and Federal Online Business</u> <u>Registration</u>
 - <u>Alabama Secretary of State Business</u> <u>Services</u>
 - Alabama Procedures for Incorporation



UNITED STATES PATENT AND TRADEMARK OFFICE

Alabama's Answers

A Guide To Doing Business in Alabama





SMALL BUSINESS GUIDE

TO

DOING BUSINESS IN ALABAMA

The Book of Information for the Alabama Business Entrepreneur

Version 5.1 September 2012



ALABAMA SMALL BUSINESS DEVELOPMENT CENTER NETWORK The University of Alabama Box 870396 Tuscaloosa, AL 35487 (205) 348-1582 or 1-877-825-7232 www.asbdc.org

Translating Legalese

- Licenses and permits
 - Federal SBA Guide
 - <u>State Alabama Dept of Revenue</u>
 - Local MadeinAlabama Local Resources
- Additional Compliance
 - <u>US Department of Labor Small</u> <u>Business Resource Center</u>
 - <u>US Department of Labor</u> <u>Employment Laws Assistance</u> <u>Center</u>
 - AtlasAlabama Insurance Guide





Apply for license permits

Most small businesses need a combination of both federal and state agencies. The require based on your business activities, location, a

Content

Federal licenses and permits State licenses and permits

Business activity	Description	Issuing agency
Agriculture	If you import or transport animals, animal products, biologics, biotechnology or plants across state line.	<u>U.S. Department of</u> Agriculture
Alcoholic beverages	If you manufacture, wholesale, import, or sell alcoholic beverages at a retail location.	<u>Alcohol and Tobacco</u> <u>Tax and Trade Bureau</u> <u>Local Alcohol Beverage</u> <u>Control Board</u>
Aviation	If your business involves operating aircraft, transporting goods or people via air, or aircraft maintenance.	<u>Federal Aviation</u> <u>Administration</u>
Firearms, ammunition and explosives	If your business manufactures, deals, or imports firearms, ammunitions, and explosives.	Bureau of Alcohol, Tobacco, Firearms and Explosives
Fish and wildlife	If your business engages in any wildlife related activity, including the import or export of wildlife and derivative products.	<u>U.S. Fish and Wildlife</u> <u>Service</u>
Commercial	If your business engages in commercial	National Oceanic and

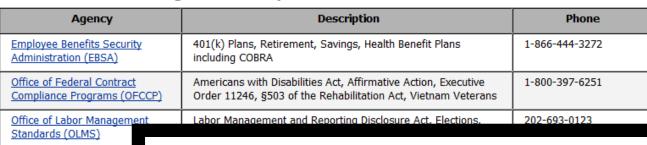
SBREFA Small Business Resource Center

Welcome to the Office of Small and Disadvantaged Business Utilization (OSDBU) Web page designed to assist small business owners understand the rules and regulations the Department administers.

Please feel free to print the information listed below or contact the OSDBU at 1-888-9-SBREFA for assistance.

- Workplace Poster Requirements for Small Businesses and Other Employers
- Regulations & Rulemaking

DOL's Enforcement Agencies' Compliance Assistance



UNITED STATES DEPARTMENT OF LABOR

Wage and Hour Division (

ELAWS ADVISORS BY CATEGORY



Underserved Populations

These are organizations that assist minorities and other special interest groups in small business matters.

- U.S. Minority Business Development Agency
- U.S. Office of Small and Disadvantaged Business Utilization
- U.S Small Business Administration Office of Native American Affairs
- U.S Small Business Administration Office of Veterans Development
- <u>U.S Small Business Administration Office of Women's Business</u> <u>Ownership</u>

Thank you!

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