A LETTER TO ALABAMA’S BUSINESS LEADERS

The Business Council of Alabama enters its thirty-second year as the leading advocate for Alabama business with a determined focus on the second half of the 2014-18 legislative quadrennium to produce excellence in all that we do.

With the valuable support and advice from our membership, we know how much a united business community can accomplish both in the Legislature and in preparing for statewide elections in 2018. As we keep our legislative goals in mind, we are building our business coalition to elect and defend pro-business candidates.

In 2016 we had significant success in the Legislature and at the ballot box. Four of the constitutional amendments on the Nov. 8 ballot supported by the BCA passed, including the all-important Right-to-Work amendment. For decades Alabama has had a law guaranteeing the right to work without coercion to join or not join a labor union. Enshrining the right to work in the Constitution signals that Alabama is an attractive state for manufacturers and suppliers and a promise that we remain open for business.

Protecting the right to work is a growing trend that Alabama is in front of. It signals to prospective businesses that Alabama truly has your back. As part of the Constitution, the Right-to-Work amendment will be difficult to change.

Two thoughts come to mind: Navy SEALs say the only easy day was yesterday. And Pope John Paul III once said the future begins today. Yesterday’s successes were yesterday. We have unfinished business and opportunities ahead of us.

The new year promises opportunities in the legislative and regulatory arenas both in Montgomery and Washington D.C., where a new day and attitude is manifesting itself in growing economic confidence.

In Washington, we welcome a return to following the law, and we will not miss the stream of executive orders that circumvented the law and often menaced business and private property rights with invective, disdain, and outright hostility.

At our annual meeting in December we celebrated our unique Partnership with the Chamber of Commerce Association of Alabama and presented the first Small Business of the Year awards to deserving small businesses—the rock on which American business is anchored. We continue to support the Business Education Alliance of Alabama that encourages business community involvement in education and works to serve students and parents.

Our interest is ensuring that students receive the appropriate education and skills training to become well-educated and capable employees who are our lifeblood of existence. Our promise is to remain steadfast in our goal of ensuring that students leave their school systems prepared to begin careers or further their education or technical training.

Fully implementing Alabama’s Plan 2020 and achieving a quality and remediation-free 90 percent high school graduation rate, fully funding First Class Pre-K, supporting dual enrollment for high school students, and providing school choice for parents is the cornerstone of our educational outreach.

In 2016, the BCA and many other organizations supported the Alliance for Alabama’s Infrastructure to lay the groundwork for significant infrastructure investment across the state as a way to grow our economy, protect our citizens, and provide the improved quality of life that all Alabamians deserve. That will continue.

Having a vibrant health care system and a healthy population is a critical issue for every business and employee in the state. Alabama’s health care industry is one of our largest economic drivers. At the federal level, change is all but guaranteed and, hopefully, the proposals that are debated actually make health care more affordable and better for Americans.

At the state level, we must remain focused on proposals that drive down costs and increase the quality of care across the board. As one example, Alabama can lead the nation in health care as one of four states considering a bold, state-based plan that would remove medical malpractice liability from doctors and significantly reduce the practice of defensive medicine, saving millions of dollars in our health care system. Therefore, those providing care can focus on what they do best, practicing medicine, rather than the constant concern of being sued.

Looking ahead to the 2018 election cycle, ProgressPAC and the BCA will continue to lead the charge for the business community, and your active participation in this process is crucial to ensuring that a pro-business majority in the Legislature leads with a pro-jobs agenda.

The business community has proven time and again that when we are united, no challenge is too great. By working together, we can help preserve our past accomplishments and create a future where Alabama’s business environment works to better our citizens, employees, investors, and companies that call Alabama home.

Yesterday was the blueprint for the future that begins today. Tomorrow promises growth and prosperity. With your valuable support, that is our goal.

Jeff Coleman
2017 Chairman, The Business Council of Alabama, President and CEO, Coleman Worldwide Moving

William J. Canary
President and CEO, The Business Council of Alabama
The Business Council of Alabama’s legislative agenda was very successful in 2016. We supported many bills that became laws that will proactively help our citizens and economy, and we defeated bills that would hinder Alabama’s vibrant, vital business community. A snapshot of some of these successes includes:

**BCA-Supported Bills that Passed:**

- **Class Action Fairness**
  - SB 270 returns Alabama’s Deceptive Trade Practices Act to its original intent, closing the door for substantial class action liability for Alabama businesses that a 2015 federal court decision opened.

- **Right-to-Work Constitutional Amendment**
  - The Legislature passed HB 37, authorizing a right-to-work constitutional amendment be added to the November 2016 ballot. The people of Alabama voted to enshrine the right-to-work in Alabama’s Constitution with 69.61 percent voting yes on Amendment 8.

- **Wage and Benefit Consistency**
  - HB 174 was signed into law to keep Alabama wage and labor policies consistent across the state. Employers already must comply with numerous state and federal rules and regulations, and allowing local governments to add an additional patchwork would increase compliance costs and decrease competitiveness.

- **Small Business Tax Support**
  - HB 109 created a state-level tax deduction that mirrors the existing federal deduction for contributions to a health savings account, and SB 90 authorized a tax credit of $1,000 per employee hired as an apprentice (up to five employees per year) for businesses.

**Infrastructure Investment Reform**

The Legislature passed the important first step to rebuilding Alabama’s vital infrastructure needs in 2016 with SB 180, which creates a responsible, accountable mechanism to distribute funds for the maintenance, improvement, and construction of our roads and bridges.

**Education Investment**

The 2017 Education Trust Fund budget allocates additional funding for numerous Business Education Alliance priorities, including pre-K, student assessments, teacher mentoring, at-risk students, career tech, Advanced Placement, distance learning, career coaches, and workforce development. The BCA strongly supports these programs and other technology-focused investments in our state’s students who will become the workers and business leaders of tomorrow.

**BCA-Opposed Bills that were Defeated:**

- **Weakening of Education Standards**
  - Since 2010, the BCA, alongside a coalition of education, business, military, parent, and community groups has successfully advocated keeping the Alabama College and Career Ready Standards and the State Board of Education’s authority to establish them. A bill to the repeal these standards and remove the state board’s authority, SB 60, did not advance.

**Tax Increase on Digital Goods**

- SB 242 was another in a series of unsuccessful attempts by the Alabama Department of Revenue to expand the scope of Alabama’s existing rental tax to also encompass digital transmissions such as movies and TV shows.

**Tax Increase on Business Community**

- SB 202 would have imposed mandatory unitary combined reporting (MUCR), an accounting method that would function as a tax increase on many Alabama businesses. The BCA opposed MUCR because it negatively impacts both existing Alabama companies and those we are actively trying to recruit to expand into our state.
The NAM’s strong partnership with the BCA is essential to advancing our legislative priorities. The BCA’s influence on economic growth and community development throughout the state helps us drive our agenda for economic growth in Alabama and across the nation. Each and every day, the BCA demonstrates its commitment to improving Alabama and our country. The BCA’s leadership, vision, and integrity ensure that manufacturers continue to thrive, by prioritizing the creation of jobs and fostering opportunities that make Alabama a great state in which to do business.” - Jay Timmons, president and CEO, National Association of Manufacturers

Chamber of Commerce Association of Alabama
The Business Council of Alabama has leveraged its reach by partnering with the Chamber of Commerce Association of Alabama. The BCA/CCAA Partnership, now in its 14th year, is the first of its kind in the United States and has become a model for other states. Together representing more than 1 million working Alabamians, they ensure that the Alabama business community speaks with a united voice and is a powerful force for economic growth and job creation in the state.

The CCAA consists of chambers of commerce, their executives and staff, and members of business and community organizations that directly serve chamber of commerce work in Alabama. The CCAA exists to strengthen the vital role local chambers of commerce play in economic and community development.

Business Education Alliance of Alabama
Perhaps no group depends upon the product of our public education system more than Alabama’s businesses and industries. Business depends upon a qualified and well-educated workforce in order to fill the 21st Century jobs that Alabama is attracting, but, in many areas of the state, schools are in need of improvement.

The Business Education Alliance (BEA) provides research and support for education programs for the betterment of Alabama, its citizens, employers, and employees. Rather than seeking to divide and separate interests, the BEA is both pro-business and pro-education because, in the end, both communities have a shared goal – propelling Alabama into a position of national and international leadership in economic development and education excellence.

Alabama Aerospace Industry Association
In 2015, the Business Council of Alabama and the Alabama Aerospace Industry Association signed an agreement to work together for the state’s aerospace industry that generates more than $10 billion in government contracts and exports. The BCA and AAI formally agreed to cooperate in awareness efforts, to work with Alabama Aerospace and International Affairs (AAIA) to promote Alabama aerospace goods and services overseas. The BEA assists communities grow their business internationally. This strong alliance of local, state, and federal organizations works together to develop and coordinate programs to facilitate the export of Alabama’s goods and services overseas. The Business Council of Alabama is a proud member.

Export Alabama Alliance
The Export Alabama Alliance is a seamless network of international trade agencies with the fundamental objective of helping Alabama companies grow their business internationally. This strong alliance of local, state, and federal organizations works together to develop and coordinate programs to facilitate the export of Alabama’s goods and services overseas.
2017 BCA BOARD OF DIRECTORS

Board At-Large District
- Josh Brown - Pepsi, Inc.
- Craig Down - Alabama Gas Corporation / The Laclede Group

Board District 1
- Mobile / Baldwin
  - Owen Bailey - USA Children’s and Women’s Hospital
  - Robbie Baker - Hancock Bank
  - Chris Golden - ExxonMobil
  - Carol Gandy - National Decorations, Inc.
  - Perry Hand - Volker, Inc.
  - Sheila Hodges - Meyer Real Estate
  - Lee Lawson - Baldwin County Economic Development Alliance
  - Tommy Lee - Vulcan, Inc.
  - Craig Periclavale - Austal USA
  - Scott Shamburger - The Highland Group, LLC
  - Bill Sisson - Mobile Area Chamber of Commerce / CCAA Chairman

Board District 2
- Selma / Southwest Alabama
  - Denison Henry - Henry Brick Company
  - Gary Holoman - Robertson Banking Company
  - Sheryl Smedley - Selma and Dallas County Chamber of Commerce

Board District 3
- Montgomery Area
  - Jeremy Arthur - Chamber of Commerce Association of Alabama
  - Bill Barranco - Wilson, Price, Barranco, Blankenship & Billingsley, PLC
  - Jeaninne Birmingham - Alabama Society of CPAs
  - Fred Blackwell - Fred Blackwell Roofing
  - Ed Crowell - VT Mittope Corporation
  - Frank Filgo - Alabama Trucking Association, Inc.
  - Randolph George - Montgomery Area Chamber of Commerce
  - Jason Goodson - Montgomery Area Chamber of Commerce
  - Mark Neubauer - U.S. Bank
  - Jordan Plaster - McCartney Construction Co.

Board District 4
- Dothan / Southeast Alabama
  - Beau Benton - LBA Hospitality
  - Jeff Coleman - Coleman Worldwide Moving
  - Charles Nalini - BBG Specialty Foods, Inc./Taco Bell
  - Matt Parker - Dothan Area Chamber of Commerce
  - Steve Roy - A&J Cooper Transportation
  - Kevin Savoy - Great Southern Wood Preserving

Board District 5
- Tuscaloosa / Jasper
  - Jo Bonner - The University of Alabama System
  - Rick Clementz - Mercedes-Benz U.S. International
  - Norman Crow - D.T. & Freight Company
  - Ron Davis - Alabama Automotive Manufacturers Association
  - Jack Naramore - Wells Fargo Bank
  - Caroline Novak - A/E Education Partnership
  - Stacia Robinson - The BenefiteChoice Companies
  - Mark Snead - Sterling Bank / Synovus
  - George Thompson - Thompson Insurance, Inc.
  - Thomas Treadwell - MOBIS

Board District 6
- Huntsville Area
  - Ray Almodovar - Intuitive Research and Technology Corporation
  - Ron Bell - Toyota Foundation
  - Judy Hood - Judy Hood Consulting
  - Bill Lyons - Lyons HR
  - David Muhlendorf - LDM Properties LLC

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- Bill Lyons - Lyons HR
- David Muhlendorf - LDM Properties LLC

Decatur / Cullman
- Michelle Howell - 3M
- Dave Fernandes - Toyota Automotive Manufacturers Company, Inc.
- Terry Kellogg - BlueCross BlueShield of Alabama
- Mike Kemp - Kemp Management Solutions
- Debbie Long - Protective Life Corporation
- Fred McCaulley - AT&T Alabama
- Mary Sue McClurkin - McClurkin Enterprises, LLC
- Burton McDonald - BB&T
- Jeff Miller - Research Solutions Group, Inc.
- Ron Perkins - Dossor Software
- Greg Powell - Fl-Plan Partners
- James Proctor - McGraw, Inc.
- Eric Pruitt - Baker, Donelson, Bearman, Caldwell & Berkowitz, PC
- Suzanne Respsess - Children’s of Alabama
- Scott Sargent - BBVA Compass

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- Scott Shamburger - The Highland Group, LLC
- Bill Sisson - Mobile Area Chamber of Commerce / CCAA Chairman
BCA LEADERSHIP

- Jeff Coleman - Chairman; President and CEO, Coleman Worldwide Moving, Dothan
- Perry Hand - First Vice Chairman; President & CEO, Volkert, Inc., Mobile
- Mike Kemp - Second Vice Chairman; President & CEO, Kemp Management Solutions, LLC, Birmingham
- Denson Henry - Secretary; Vice President, Henry Brick Company, Inc., Selma
- Tommy Lee - Immediate Past Chairman; President & CEO, Vulcan, Inc., Foley
- C. Charles Nailen Jr. - Treasurer; President, BBG Specialty Foods Inc., Dothan
- Fournier J. “Boots” Gale, III - Legal Counsel; Senior Executive Vice President, General Counsel, and Corporate Secretary, Regions Financial Corporation, Birmingham
- William J. Canary - President and Chief Executive Officer, Business Council of Alabama

Governmental Affairs
Mark Colson
Senior Vice President of Governmental Affairs and Chief of Staff
Leah Garner
Director of Governmental Affairs and Advocacy
Drew Harrell
Deputy Chief of Staff and Executive Director of the Alliance for Alabama’s Infrastructure
Abby Hodge
Executive Assistant to the President and Governmental Affairs Coordinator

Communications
Dana Beyerle
Director of Communications
Anna Dobbins
Meetings/Events and Communications Coordinator

Member Relations
Elaine J. Fin cannon CAE
Senior Vice President for Investor Relations, Services and Development
Kimberly Langley
Director of Investor Relations

Nathan Lindsay
Vice President for Political Affairs, Regional Operations and Executive Director of ProgressPAC
Trevor W. Parrish
Director of Legislative Policy and Deputy Counsel
Joshua Vaughn
Director of Visual Communications and Strategic Information

Nancy Wall Hewston
Senior Vice President of Communications, Strategic Information and Federal Affairs

Administrative
Patricia A. Everett
Accountant and Deputy Treasurer for ProgressPAC
Terri McCullers CPA
Senior Vice President for Finance and Administration/Chief Financial Officer
Cherry Smith Ragan
Office Manager/Executive Assistant for Finance and Administration
Cindy York
Director of Finance
Proven time and again that he is not afraid to make the difficult decisions and be a forceful advocate for our state.

**Chairman’s Award**
2013 BCA Chairman Carl Jamison, shareholder, JamisonMoneyFarmer PC in Tuscaloosa

Presented annually at the discretion of the BCA Chairman, the 2016 recipient, Carl Jamison, is a person described by his peers as a community servant, committed to his clients, and who treats everyone with equal dignity and respect. His children describe their father as a humble man, a man of high integrity, and a man devoted to his family. He is an elder in his church and has served on numerous community, university, and non-profit boards.

His closing words on the night of his Chairman’s Dinner in 2013 have become a guiding principle of the BCA: “The BCA has never been stronger, the voice of the business community has never been clearer. Let’s not look back generations from now and ask how great Alabama could have been if not for misplaced priorities and misguided decisions. Let’s continue to work together to make Alabama a state that future generations will also be proud to call home.”

**Thompson/Seymour Leadership Award**
Mike Hill, Alabama Banking Superintendent

Presented to Mike Hill in recognition of his 30 years of committed legislative service, dedication, and leadership to the state of Alabama.
BCA’S PROGRESSPAC: WINNING FOR ALABAMA’S FUTURE

Legislative success happens when the right people are elected, and that’s what our political action is all about – electing candidates who understand the issues and are not afraid to step up and lead Alabama in the right direction. The Business Council of Alabama and ProgressPAC remain committed to fighting for Alabama’s future by endorsing pro-jobs candidates who will help lead Alabama in the right direction.

Elections are a battle to ensure that a pro-business majority in the Legislature leads with a pro-jobs agenda and takes on the status quo to reform our public education system, and we need your help to win!

Well-funded special interest groups continue to fight to dismantle the free enterprise system and promote costly regulations, frivolous lawsuits, unfair labor laws and more. BCA’s Carrying the Flag for Business campaign is our way to engage in this fight. Our efforts are possible because Alabama’s private-sector job creators continue to invest in ProgressPAC, BCA’s political action committee.

**What We Do**

- **Elect**
  In order for Alabama to have a vibrant business climate, it is essential that we support candidates who understand the principles of the American free enterprise system. No candidate will tell you they are anti-business, but consistent actions speak louder than words. At the BCA, we spend countless hours, energy, and research to determine the nature of a pro-business record, and the ones who truly are pro-business are the men and women we will work tirelessly to elect as BCA-endorsed candidates.

- **Defend**
  Following each legislative session, the BCA reviews legislative voting profiles of all members of the Alabama Legislature. The voting profiles are based on the BCA legislative agenda, and all elected officials receive multiple briefings and communications explaining in detail where the business community stands. For those legislators who demonstrate the courage to stand and support the free enterprise system, the BCA will support and defend them. This consistent custom equally applies to members of the State Board of Education, judges on Alabama’s three appellate courts, and statewide constitutional officers.

- **Recruit**
  One of the most important pro-active electoral activities we can engage in is recruiting high-quality, business-minded and education reform-minded candidates to run for public office. During an election cycle, those recruited will receive the necessary resources to engage in competitive primary, run-off, and general elections.

**Contact**

For more information on ProgressPAC, contact Executive Director Nathan Lindsay at (334) 240-8766 or nathanl@bcatoday.org.
EDUCATION: HOW IT LEADS TO A BETTER WORKFORCE

The next generations of Alabama business leaders and employees are being educated now, most of them in our 1,475 public schools. The Business Council of Alabama and Alabama’s chamber of commerce members recognize the importance of educational achievement today and its impact on the state into the mid-21st century and beyond. Whether it’s becoming a doctor, lawyer, pipefitter, welder, or automobile assembler, education is the key to filling tomorrow’s jobs.

BCA-backed reforms and the creation of the non-profit Business Education Alliance of Alabama that unites business and education will prove to be keys to long-term success. With new innovations such as BCA-backed school choice, voluntary pre-K/dual-enrollment scholarships, and recruiting, encouraging, and rewarding quality teaching, Alabama’s citizens, and business win when students are given first priority.

Alabama’s Business Agenda
The BCA “Exceeding Expectations” Report
A statewide look at Alabama’s results on assessment measures and identifying a sample of school systems that have performed well on key metrics.

School Choice for Students
Empowering parents to take the lead on choosing the best learning environment for their children, gives students opportunities for success, and uses competition and strong accountability for system improvement.

High Standards for College and Career Readiness
Enhancing accountability measures and standards supporting the school rating system outlined by the Every Student Succeeds Act as well as the state A-F System.

Meeting Global Needs with STEM
Science, Technology, Engineering, and Mathematics fuel Alabama’s competitiveness. The BCA will continue to fight to position Alabama as the go-to for STEM-related growth industries ranging from energy to manufacturing and more.

Expanding High-Quality Pre-K for All
Currently, Alabama is on a trajectory to give all 4-year-olds in Alabama the opportunity to attend a voluntary, high-quality pre-K classroom by the year 2020. Research shows that when children enter kindergarten ready to learn, they are more likely to read proficiently in third grade, graduate from high school, attend college, and become successful in the workplace.

3 in 10
HIGH SCHOOL GRADUATES
must retake classes in preparation for college.
(BEA Exceeding Expectations report)

86%
OF MENTORED TEACHERS
remained in the profession for a second year.
(BEA Exceeding Expectations report)

90,000
ALABAMA STUDENTS
were absent in 2016.
(alschoolconnection.org)

1 in 5
ALABAMA CHILDREN
have access to high quality pre-K programs.
(BEA Exceeding Expectations report)

23%
OF ALABAMIANs
hold a bachelor’s degree or higher from a post secondary institution.
(U.S. Census Bureau)

38%
OF ALABAMA 4TH GRADERS
are reading at or above grade level.
(BEA Exceeding Expectations report)

40%
OF ALABAMA 4TH GRADERS
are AMSTI schools.
(Alabama Math, Science, and Technology Initiative)

38%
OF ALABAMA
TEACHERS
had National Board Certification as of 2015.
(BEA Teachers Matter report)

4%
OF ALABAMA
TEACHERS
must retake classes in
preparation for college.
(BEA Exceeding Expectations report)
Alabama is on the move. But our aging and crumbling infrastructure system is not only slowing Alabamians down, it’s also reducing our productivity, undermining our ability to move products into and out of our state, hurting economic development, and becoming more unsafe each day.

According to the American Society of Civil Engineers’ 2015 Report Card for Alabama’s Infrastructure, Alabama’s roads received a D+, and our bridges a C-. Shouldn’t we expect more?

Many of the repairs and maintenance projects for these roads and bridges are being delayed, mainly due to lack of funding. Our state highways and county roads and bridges depend on revenue from the state, not the federal government. It’s our responsibility as Alabamians to maintain, repair, and expand our infrastructure.

Alabama faces perennially decreasing revenues from its current gas tax because of increasing fuel-efficiency standards for vehicles. Vehicles today simply use less fuel to travel farther, both decreasing revenues and increasing the need for road and bridge maintenance. The decreased values of the dollar relative to when the existing fuel tax was last increased in 1992 also factors into this problem, as do rising construction costs and deteriorating roads and bridges that are increasingly costly to repair. The safety of our families, friends, and neighbors is at stake. Thousands of Alabamians are losing their lives due to roadway issues because almost 50 percent of our state highways are in fair, poor, or very poor condition.

The Alliance for Alabama’s Infrastructure is a grassroots advocacy coalition that promotes financially responsible investment in Alabama’s roads and infrastructure. The BCA is a founding member of the AAI. The AAI monitors the needs of Alabama’s transportation network, communicates those needs to the public, and identifies opportunities to make immediate, critical improvements. By repairing and maintaining existing roads and committing to new priority projects, the AAI aims to protect Alabama’s citizens, generate economic growth, and improve our quality of life. Learn more at alabamaroads.org.
At the Business Council of Alabama, ensuring good economic health and prosperity for small businesses continues to be a top priority. After all, small businesses are the economic engine of Alabama. The BCA proudly recognizes that small businesses provide the majority of Alabamians’ jobs and that protecting entrepreneurial efforts sustains job growth.

Here are some of the ways the BCA is working to support small businesses in Alabama:

▪ The BCA is a strong supporter of establishing a cabinet-level position in the state executive branch for a small-business advocate to oversee and coordinate the creation and expansion of small business in Alabama. As important as small businesses are to Alabama’s economy, it seems to be a no-brainer for our state to recognize small business by appointing someone to this position where his or her sole focus and efforts will be ensuring that the state is doing everything it can to help the sustainability and growth of the small business community. The BCA is always on watch to ensure that small business government contracts are indeed granted to small businesses instead of subsidiaries of large companies. The BCA is always ready and willing to defend small businesses by opposing any new state laws and local ordinances that negatively affect small businesses by mandating costly compliance requirements, particularly those involving labor issues already regulated at the federal and state level.

▪ The BCA continues its fight to protect economic development funds designated for small business development programs and to oppose any efforts to unfairly reallocate economic development funds already committed for specific projects. It is important that small businesses have fair and equitable access to funding at the state level, which is important for the growth and sustainability of the small business community.

▪ The BCA is always ready and willing to defend small businesses. (U.S. Small Business Administration)

THE SMALL BUSINESS AWARDS

This annual awards program presented by the partnership of the Chamber of Commerce Association of Alabama and the Business Council of Alabama recognizes the very best in Alabama small business.

The finalists are selected from nominations made by local Alabama chambers of commerce. Alabama chambers of commerce nominate one member small business for each award category. Awards are presented in four categories: Emerging (in business fewer than five years), Small Business of the Year (1-10 employees), Small Business of the Year (11-50 employees), and Small Business of the Year (51-100 employees).

The nominees are judged in four categories: community involvement, chamber participation, business success, and overall deservedness.

In 2016, 32 small businesses were named as finalists for the awards. All of the award finalists were recognized and honored at the BCA/CCAA Partnership Annual Meeting/Luncheon at The Harbert Center in Birmingham.

The 2017 Small Business Awards will be presented on December 1, 2017 at the Harbert Center in Birmingham.

EMERGING CATEGORY
Spicer’s Music LLC
King’s Olive Oil
Good People Brewing Co.
Capell & Howard P.C.

2016 SMALL BUSINESS AWARD WINNERS

PerSpective 2017
Alabama’s automotive manufacturing industry is thriving. Vehicles are now Alabama’s No. 1 export with shipments to more than 75 nations around the world each year. Alabama also quickly has become an epicenter for aerospace and defense industries, employing more than 61,000 people. More than 300 aerospace companies from more than 30 different countries have come to Alabama.

Throw in fabricated and primary metal products, shipbuilding, transportation equipment, and food and related products – not to mention hundreds of other manufactured products made in Alabama – and you’re talking about a lot of manufacturing. Working together, the Business Council of Alabama and the National Association of Manufacturers, along with the Alabama Aerospace Industry Association and the Alabama Automotive Manufacturers Association, are teaming up to fight the good fight. We support enlightened economic policies at both the state and federal levels that help manufacturing thrive, prosper, and grow.

Manufacturing in America as well as in Alabama is as resilient and robust as ever, and its future is bright.

**TOP 10 ALABAMA MANUFACTURING SECTORS**
in Millions of Dollars (National Association of Manufacturers, 2014)

<table>
<thead>
<tr>
<th>Sector</th>
<th>Value (in Millions of Dollars)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Motor vehicles and parts</td>
<td>$5,634</td>
</tr>
<tr>
<td>Chemical products</td>
<td>$4,027</td>
</tr>
<tr>
<td>Primary metals</td>
<td>$3,843</td>
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<tr>
<td>Paper products</td>
<td>$2,832</td>
</tr>
<tr>
<td>Aerospace and other transportation equipment</td>
<td>$2,518</td>
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<tr>
<td>Food, beverage and tobacco products</td>
<td>$2,469</td>
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<tr>
<td>Fabricated metal products</td>
<td>$2,320</td>
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<tr>
<td>Petroleum and coal products</td>
<td>$2,169</td>
</tr>
<tr>
<td>Plastics and rubber products</td>
<td>$1,524</td>
</tr>
<tr>
<td>Wood products</td>
<td>$1,064</td>
</tr>
</tbody>
</table>

**252,400 MANUFACTURING EMPLOYMENT**
(National Association of Manufacturers, 2015)

**3,781 MANUFACTURING FIRMS**
(National Association of Manufacturers, 2013)

**$63,649 AVERAGE ANNUAL COMPENSATION**
for every $1 spent in manufacturing,
(National Association of Manufacturers, 2015)

**$1.81 IS ADDED TO THE ECONOMY**
for every $1 spent in manufacturing.
(National Association of Manufacturers, 2015)

**25% OF ALABAMA’S EMPLOYMENT**
stemmed from exports
(National Association of Manufacturers, 2011)

**$35.12 BILLION IN TOTAL MANUFACTURING OUTPUT**
(National Association of Manufacturers, 2015)

**$18.05 BILLION IN MANUFACTURED GOODS EXPORTS**
(National Association of Manufacturers, 2015)

**81% OF ALL EXPORTERS IN ALABAMA**
are small businesses.
(National Association of Manufacturers, 2015)
The Business Council of Alabama has long been on the front lines of reforming Alabama’s legal system, and though we have won a number of hard-fought victories, we still have a long way to go.

The U.S. Chamber of Commerce’s Institute for Legal Reform ranked Alabama’s liability system 46 out of 50 in its 2015 Ranking the States publication. Alabama must continue to improve its legal system not only for fairness but also for economic development purposes.

We have fought hard to improve our schools, roads, and tax system so that Alabama proves our schools, roads, and development purposes.

Reform ranked Alabama’s liability system 46 out of 50 in 2015. The U.S. Chamber of Commerce’s Institute for Legal Reform reported that a state’s litigation environment is likely to impact important business decisions. (U.S. Chamber Institute for Legal Reform)

Bringing the Unregulated “Consumer Lawsuit Lending” Industry Into Line With Existing Alabama Fair Lending Laws

Consumer lawsuit lending involves extremely high interest (up to 200 percent) loans, generally from unregulated out-of-state entities, made to plaintiffs likely to get a big judgment or settlement in the future. Consumer lawsuit lending targets vulnerable populations, slows down the justice system, and increases the cost of litigation for everyone.

Participating in the Workforce Reentry Discussion, Including “Ban the Box.”

Ban the box refers to the process of eliminating the box on a job application asking whether an applicant has ever been arrested, charged, or convicted of a crime. This is just one small aspect of the larger problem of people with criminal backgrounds finding employment opportunities. The BCA has been engaged in discussions with stakeholders and policymakers on these issues, and we will continue to be a part of effective solutions that remove barriers and employers willing to provide an honest chance for a returning citizen.

75% of Respondents reported that a state’s litigation environment is likely to impact important business decisions. (U.S. Chamber Institute for Legal Reform)

$319.5 billion was added in GDP to the U.S. economy from increases in oil and gas production in 2015. (U.S. Chamber of Commerce Institute for 21st Century Energy)

The Business Council of Alabama seeks sound environmental and energy policies and laws at both the state and federal levels that will aid continued economic growth within our state. With our national partners, the U.S. Chamber of Commerce and the National Association of Manufacturers, the BCA will continue to support initiatives that create and sustain opportunities for business growth, longevity, vitality, and importance.

The BCA supports funding the Alabama Department of Environmental Management (ADEM) so it may provide experienced personnel to carry out necessary services. This includes the support of General Fund Appropriations to ADEM. A clean environment is a benefit to all Alabamians and the cost to sustain it should be equitably borne by all.

The BCA opposes enacting legislation or regulations that would have an unnecessary detrimental effect on existing industry and that may have a negative effect on economic development. The BCA opposes implementing changes to Alabama’s environmental or water laws, regulations, or policies that are not based on a scientific demonstrated need.

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HEALTH CARE: ALABAMA CAN LEAD THE NATION

As talent and a strong workforce replace tax incentives as the deciding factor for job creation, quality of life becomes essential. Tomorrow’s talent wants to live where quality of life is second to none. By embracing technology and championing an efficient health care system, we can improve outcomes, reduce costs, and expand access to care.

Alabama welcomes new residents each year, and our state has a great responsibility to get health care coverage. Alabama’s reputation must be protected against the ever-growing threat to over-legislate crippling mandates into our health care industry that stifle growth and drive up the cost of services. We must continue to not only attract, but also retain, world-class healthcare talent - from nurses and physicians to specialty care professionals.

Alabama Can Lead the Nation

Alabama is among four states considering a bold, state-based plan that would decrease costs in health care by significantly reducing the practice of defensive medicine. Defensive medicine requires more tests, procedures and medications than are clinically necessary in an effort to protect from potential litigation.

The Alabama Legislature is considering a proposal that would replace the state’s medical malpractice system with an administrative, no-blame model that resembles workers’ compensation. Under such a plan, doctors would no longer be sued for medical malpractice.

Under the proposed Patients’ Compensation System, a panel of physician experts would review a patient’s case to determine whether a medical injury had occurred. If the panel of medical experts concluded that such a medical injury had occurred, that patient would be eligible for compensation.

The patient would receive compensation quickly as opposed to the current, adversarial legal system that takes years to resolve for the patient. A PCS could save Alabama $2.7 billion over the next decade, according to Bioscience Valuation, and more than $60 million in first-year savings to the state’s Medicaid and state employee health plans.

Tax policy is a powerful tool in the world of economic development. Versatile tax credits can be used by a wide array of industries, while targeted credits aim to help expand and recruit specific high-growth, high-wage industries or support business and job creation in cities and counties in great need of economic growth.

The BCA strongly supports effective, accountable economic development incentives for industry recruitment and retention.

Economic Development Tax Credits

The BCA supports the following incentives to encourage growth and prosperity in Alabama:

- Historic Tax Credits. These incentivize the rehabilitation and reuse of historic buildings, many of which are in the heart of Alabama’s cities and small towns.
- New Markets Tax Credits. These encourage the flow of capital into low income and other traditionally underserved parts of our state.
- Small Business Investment Company Credit. These encourage “venture capital” type investment in Alabama businesses, and;
- Research and Development Tax Credits. These incentivize the growth of high tech industries in Alabama, with further incentives for partnering with state universities or other state-sponsored research organizations.

Mandatory Unitary Combined Reporting

Conversely, tax increases that target specific segments of the economy can tilt the playing field and both discourage new industries and chase away existing jobs.

The BCA strongly opposes one such tax increase called mandatory unitary combined reporting, or MUCR. This substantial tax increase on businesses would punish Alabama companies for being successful enough to operate in multiple states, severely harm our economic development efforts as no other state in the South has this tax scheme, and needlessly expand the authority of the Alabama Department of Revenue to decide appropriate levels of tax liability.

The private sector is a pillar of our economy and a job-creation growth engine. Alabama companies and their employees already comprise a large portion of the tax base and should not be penalized for their hard work and the shared prosperity that they bring to our state.
LABOR AND EMPLOYMENT:
ALABAMA VOTERS SUPPORT THE RIGHT TO WORK

The Business Council of Alabama strongly supports Alabama’s right-to-work status for its benefits to economic growth, industrial recruitment, and job creation. To this end, the BCA works to protect Alabama’s competitive edge nationally and internationally by opposing attempts to negatively influence the current balance between business and labor as it relates to unionization and contract negotiations.

Right to Work is Critical to Job Creation

Right-to-work (RTW) laws protect private-sector employees from being forced to join a union or, if the employee does not wish to join, from being forced to pay an agency fee to the union for representation that the employee did not request. Because of the South’s success in economic development and recruitment, national labor unions have targeted states like Alabama to increase their union roles, and they have been enabled by the National Labor Relations Board (NLRB) that has, in recent years, issued numerous unfair and anti-business rulings against job creators.

Why are Right-to-Work Laws Important to Alabama?

Alabama has been a right-to-work state since 1953 when the Legislature authorized the freedom to work without union membership. Alabama has long supported the belief that the relationship between an employee and their employer should be open, direct, and without third-party interference. Studies show that right-to-work states outperform non-right-to-work states by a number of important measures.

Alabama Voters Pass BCA-Supported Right-to-Work Constitutional Amendment

As manufacturing has returned to the South, so too have union efforts to gain a foothold in our hard-won new industries. Research clearly shows a strong correlation between the right to work and economic prosperity for all workers. Alabama voters, this past November over-whelmingly voted to enshrine the right to work in Alabama’s Constitution. The people of our state directly affirmed their belief in this principle and showed the world that Alabama is committed to being the best place on Earth to do business or build a factory.

More Battles Ahead

Alabama’s business community has won a significant victory with the right-to-work amendment, but more battles remain to be fought. One issue the BCA hopes to address in 2017 is reforming our state franchise/joint employer laws to protect Alabama businesses from expanded vulnerabilities and liabilities that stem from recent NLRB decisions. While the incoming administration is likely to address these issues in a substantially different manner than the previous one, our state can take action now to protect our business community and encourage private-sector growth.

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PERSPECTIVE 2017

TEN REASONS TO JOIN

MEMBERSHIP

$5/HOUR ANNUAL INVESTMENT

for an always-on-the-job business advocate that works tirelessly to effectively represent your business whenever and wherever public policy is made.

1,000,000+ WORKING ALABAMIANS

are represented by the BCA through its member companies and local chambers.

32 YEARS OF REPRESENTING

Alabama businesses. The BCA’s advocacy and investor relations programs are recognized as among the best in the nation.

BCA MEMBERSHIP: WE ARE OUR MEMBERS

Around here, private enterprise is a positive term and business success is proudly congratulated and recognized. We understand that you spend your days running your business. That’s why we’re on duty 24/7/365 representing you.

At the Business Council of Alabama, we stand up for Alabama businesses that are the job creators and innovators. Alabama’s entrepreneurial spirit has never been more evident as brave businessmen and women put their savings on the line to develop new products, provide new services, improve upon existing technologies that may provide specific market needs, and expand and improve widely used services and access to improve our quality of life. Every mid-sized or large business started out at one time as a small business, and every business contributes to the economic base of its local community and employs hard working citizens. From small business to manufacturing, retail to high technology, health care, service-related, and many more, we represent more than 1 million hard working Alabama families.

We can’t do it alone. Alabama business and industry must remain united as we work to make Alabama a better place to live, work, and play.

The BCA is Alabama’s largest and most well respected business trade association working on behalf of over 1 million working Alabamians through its member companies and local chambers of commerce.

The BCA and the Chamber of Commerce Association of Alabama are united through a unique relationship, known as The Partnership, that unites Alabama’s business community and the 124 chambers of commerce in Alabama.

The BCA recently formed the Business Education Alliance of Alabama to assist in providing the best education opportunities and skills training available for Alabama’s public school students, to provide objective research and support for proven and innovative education programs, and to advocate for the implementation of new and needed education reforms.

The BCA is Alabama’s exclusive affiliate to the U.S. Chamber of Commerce and the National Association of Manufacturers.

The BCA works to elect pro-business candidates who are committed to building a pro-growth environment in Alabama through its political action committee, ProgressPAC. The 2014 election cycle was one of the most successful in the history of ProgressPAC, positioning ProgressPAC to achieve its goal of having $4 million in the 2018 election cycle to support pro-business candidates.

The 2014 elections and the nearly one-dozen legislative special elections in the previous four years have shown that the business community will elect and defend those candidates who are pro-business and will defeat those who aren’t.

BCA’s member companies develop and drive the BCA’s actions in the legislative arena through nine standing committees that develop annual state and federal legislative agendas.

An always-on-the-job business advocate that works tirelessly to ensure that business is effectively represented whenever and wherever public policy is made, the BCA for three decades has used its credibility and influence to effect legislative change and create a pro-business climate to help grow our state’s economy, create jobs, and spur investment.

The BCA supports openness and transparency in all aspects of the judicial system and is committed to shining a light on what is wrong with Alabama’s legal system and successfully advocating for legal reform.

Pro-business victories in recent legislative sessions and elections have demonstrated how much a united business community can accomplish when we join together. Support and involvement by business and industry leaders through the Business Council of Alabama can help protect our past accomplishments and solidify the future of Alabama’s business environment.
### BCA COMMUNICATIONS

#### Annual Book
Each August, the Business Council of Alabama publishes a record of the activities of the organization during the year. Prepared by the BCA staff and published by the BCA Press, the annual book includes the BCA’s state and federal legislative agendas, the BCA’s legislative advocacy, a written and photographic record of BCA events, press releases, blogs, published Business Advocates, and op-eds. The 2016 publication, Unfinished Business, varied needs of business at the state and federal level, catalogs all committees and their respective membership.

#### BCA Connect App
The BCA Connect app gives users an easy platform to contact members of the Alabama Legislature. Need to immediately communicate with a legislator? Simply tap on their face or name to open with a legislator? Simply tap on their face or name to open.

#### The Business Advocate
Published as part of the statewide magazine, Business Alabama, The Business Advocate highlights the BCA’s work on behalf of the state’s top manufacturers at this luncheon held in Montgomery each year. This event is designed to increase public awareness about the significance of this industry on our state’s economy as well as spotlight excellence and leadership in manufacturing.

#### The Harbert Center
The Harbert Center is also when the annual Chairman’s Dinner, which brings to Alabama internationally renowned speakers such as former NFL QB Peyton Manning, former President George W. Bush, and former New York City Mayor Rudy Giuliani, to name just a few.

### 2017 CALENDAR OF EVENTS

#### FEB. 21
**CAPITAL LEADERSHIP DAY**
Renaissance Montgomery Hotel & Spa at the Convention Center, Montgomery, Alabama
BCA members from around the state travel to the Capital City on this day to gather with lawmakers. This annual reception gives members a chance to meet face-to-face with their legislative representatives and discuss issues affecting the business community and the impact on their businesses.

#### APRIL 20
**ALABAMA MANUFACTURER OF THE YEAR AWARDS LUNCHEON**
Alabama Activity Center, Montgomery, Alabama
BPA partners with the Alabama Technology Network in honoring the state’s top manufacturers at this luncheon held in Montgomery each year. This event is designed to increase public awareness about the significance of this industry on our state’s economy as well as spotlight excellence and leadership in manufacturing.

#### NOV. 8
**PATHWAYS TO POLICY: SUMMIT ON ALABAMA’S FUTURE**
Members of the BCA’s Policy committees come together to discuss and outline their proposals for the upcoming state Legislative Agenda. A future-looking program where leaders gather to examine the keys to making the Alabama of tomorrow a place we are proud to call home.

#### DEC. 1
**ANNUAL MEETING/SMALL BUSINESS OF THE YEAR AWARDS**
The Harbert Center, Birmingham, Alabama
We conclude the year with a luncheon that joins BCA members with members of the Chamber of Commerce Association of Alabama to recognize and celebrate the volunteer leaders of both organizations and their achievements during the year. This year-end meeting held at The Harbert Center is also when the annual Small Business of the Year Awards are presented.

### PERSPECTIVE 2017

#### 195 CONSUMER NEWS STORIES
were written and posted in 2016 on the BCA blog. (bcatoday.org)

#### 1,668 VIEWS
of videos produced and posted on bcatoday.org (wistia.com)

#### 330,200 TWEET IMPRESSIONS
were registered by @BCAtoday through 689 BCA tweets and mentions in 2016. (twitter.com)

#### Capital Insights
Filmed each week the Alabama Legislature is in session, Capital Insights is a video series where we ask Alabama lawmakers one question about the session, and one question about themselves.

#### The Business Advocate
The BCA blog can be found on our website, bcatoday.org, and is updated several times a week.

#### Capital City on this day to gather with lawmakers. This annual reception gives members a chance to meet face-to-face with their legislative representatives and discuss issues affecting the business community and the impact on their businesses.

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