



ARKANSAS
STATE CHAMBER
OF COMMERCE



ASSOCIATED
INDUSTRIES OF
ARKANSAS

Business matters.



ANNUAL REPORT 2017



ARKANSAS
VALLEY ALLIANCE
FOR ECONOMIC DEVELOPMENT

Opening Channels for Business in Arkansas' River Valley



The Arkansas Valley Alliance is comprised of representatives from three River Valley counties, working together to market and grow the region. An excellent group of economic development committees and task forces led by local, public, and business leaders, address everything from the needs of new and existing industries to transportation and infrastructure issues.

ARKANSAS VALLEY ALLIANCE
FOR ECONOMIC DEVELOPMENT
708 West Main St., Russellville, AR 72802
479-858-6555

The Arkansas Valley Alliance for Economic Development works to face growing competition from outside regions by

- Countering competition from surrounding states to successfully recruit high-skill employers to the region;
- Pursuing sustainable and steady growth, in order to maintain the great quality of life that the Arkansas River Valley offers;
- Staying focused on addressing workforce quality, workforce education, and other “business-friendly” issues;
- Supporting services to help local companies flourish, which nurtures the growth and profitability of the existing corporate base;
- Maintaining a sense of pride and vigor in the business community with a goal-oriented, economic development campaign;
- Producing customized, real-time responses, tailored specifically to each prospect’s criteria.



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Arkansas connected

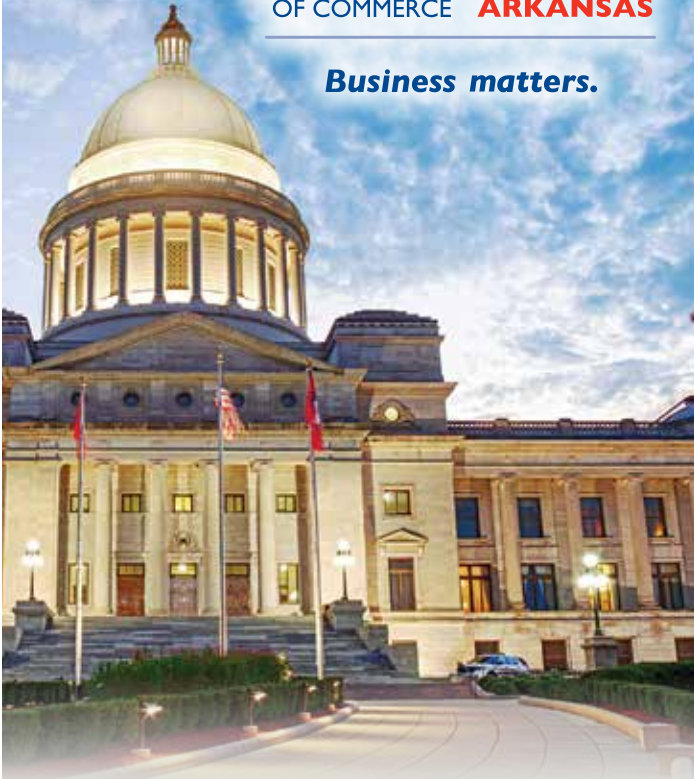
At AT&T we know businesses help communities thrive. In Arkansas and across the nation, we empower connections that help to build a better tomorrow.

**Keeping communities connected.
At AT&T, it's how we do business.**





Business matters.



The Arkansas State Chamber of Commerce / Associated Industries of Arkansas is the leading voice for business at the State Capitol and serves as the primary business advocate on all issues affecting Arkansas employers. Our mission is to promote a pro-business, free-enterprise agenda and contest anti-business legislation, regulations and rules.

We work on issues around the clock that affect you and your employees including:

- Education and Workforce Quality
- Civil Justice Reform
- Taxes
- Unemployment Insurance
- Workers' Compensation
- Economic Development
- Labor and Employment

In Washington, D.C. and right here at home, the State Chamber is your advocate. Supporting the State Chamber is an investment in Arkansas's future. By working with the State Chamber, businesses unite and achieve goals that simply would not be possible if each were working alone.

1200 West Capitol Ave., Little Rock, AR 72201
501-372-2222 | www.arkansasstatechamber.com



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For more information about national and program accreditation, contact Northwest Technical Institute.

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Arkansas State Chamber of Commerce Associated Industries of Arkansas

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State Chamber/AIA Staff



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President & CEO



Kenneth R. Hall, J.D.
Executive Vice
President



Shelley Short
Vice President Programs
and Partnerships



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Director of Governmental Affairs



Toni Bahn
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Northwest Arkansas



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Director of Communications



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Manager, Scheduling & Events



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for Performance Excellence



Bill Watson
Manager, Event
Sponsorship



Marcus Turley
Membership Development
Representative



Carol Mugerditchian
Administrative Assistant



Holly Wilson
Director of Arkansas State
Chamber Foundation

OUR LEADERSHIP

2018 Executive Committee

STATE CHAMBER OF COMMERCE OFFICERS



Chairman of the Board:
Rick Riley
Entergy Arkansas, Inc.



Immediate Past Chairman:
Ray C. Dillon
Deltic Timber
Corporation (Retired)



Vice Chairman:
Phil Baldwin
Citizens Bank



Vice Chairman:
Troy Keeping
I Square Management



Vice Chairman:
Ed Drilling
AT&T Arkansas



Vice Chairman:
Michael Lindsey
Walmart Stores Inc.



Vice Chairman:
George Wheatley
Waste Management
of Arkansas



Past Chairman of the Board:
Michael J. Callan
Stephens Production
Company



Local Chamber Rep.
Raymond M. Burns
Rogers-Lowell Area
Chamber of Commerce

STATE CHAMBER/ AIA TREASURER



Gary Head
Signature Bank of Arkansas

ASSOCIATED INDUSTRIES OF ARKANSAS OFFICERS



Chairman of the Board:
Haskell L. Dickinson
McGeorge Contracting
Company Inc.



Immediate Past Chairman:
Bill J. Reed
Riceland Foods Inc.
(Retired)



Vice Chairman:
Bill Hannah
Nabholz Construction
Services



Vice Chairman:
Chris Hart
Central Moloney



Vice Chairman:
Grady E. Harvell
W&W/AFCO Steel, LLC



Vice Chairman:
Drew McGee
Tyson Foods, Inc.



Vice Chairman:
Thad Solomon
NUCOR-Yamato



Vice Chairman:
Mindy West
MurphyUSA, Inc.



Past Chairman:
Steve Cousins
Arkansas Electric Energy
& Arkansas Gas Consumers

2018 State Chamber Board

Justin Allen Wright Lindsey & Jennings LLP	Ed Choate Delta Dental of Arkansas Inc.	Alan Hope Powers of Arkansas, Inc.	Rick Morgan State Farm Insurance	Elizabeth Solano MISO	Cole Williamson American Data Network
David Avery Windstream	Andrew Clyde MurphyUSA Inc.	Tom Hopper Crafton Tull and Associates	Mike Myers Winrock International	Sandy Stroope Boat World Inc.	Larry Wilson First Arkansas Bank & Trust
Curtis Barnett Arkansas Blue Cross and Blue Shield	Mel Coleman North Arkansas Electric Cooperative	Dick Horne Dover Dixon Horne PLLC	Lesley Nalley Hot Springs Village POA	Scott Teague U.S. Bank	David Wolf Southland Park Racing & Gaming
Gary Beasley E.C. Barton & Company	Steven Collier ARcare	Karla Hughes University of Arkansas at Monticello	Gary Newton Arkansas Learns	Frank Thomas Stephens Inc.	STATE CHAMBER LIFETIME MEMBER
Paul Beran University of Arkansas - Fort Smith	John Cooper Cooper Communities Inc.	Kurt Knickrehm Regions Insurance	Nelson Peacock NWA Council	Ryan Underwood BKD, LLP	Albert Yarnell Yarnell Ice Cream Company
Don Bobbitt University of Arkansas System	Carlton Davis Warren Bank & Trust Company	George Knollmeyer Ben E. Keith Company	Leon Philpot Rich Mountain Electric Cooperative Inc.	Donald Walker Arvest Bank	EX-OFFICIO
Robin Bowen Arkansas Tech University	Houston Davis University of Central Arkansas	Benny Koontz Koontz Electric Company Inc.	Rob Ratley OG+E	Sam Walls The Arkansas Capital Corporation Group	Marvin Childers The Poultry Federation
Walter Bryant CenterPoint Energy	Rich Davis Black Hills Energy	Kim Linam Arkansas Oklahoma Gas Corporation	Scott Rayner Mississippi County Hospital System	Drew Weber U.S. Pizza Co. Inc.	Mike Harvey NWA Council
John Burgess Mainstream Technologies, Inc.	Bryan Day Little Rock Port Authority	Randy Massanelli University of Arkansas	MaryJane Rebick Standard Business Systems	Charles Welch Arkansas State University System	Tom Kennedy Entergy Arkansas, Inc.
Katherine Burns CenturyLink	Angela DeLille Cox Communications	Venita McCellon-Allen AEP Southwestern Electric Power Company	Mike Ross Southwest Power Pool	Troy Wells Baptist Health	Mike Parker Dover Dixon Horne PLLC
Jim Carr Harding University	Steve Edwards GES Inc./Food Giant	Andy Miller Southwestern Energy Company	Reynie Rutledge First Security Bank	Sherece West The Winthrop Rockefeller Foundation	Myla Petree Baldor ABB
Brett Carroll Conway Corp.	Daniel Heard Uniti Group Inc.	Mike Moore Friday Eldredge & Clark LLP	Sam Sicard First National Bank of Fort Smith	Randy Wilbourn Martin Wilbourn Partners LLC	Bob Smith Robert D. Smith, III
Joe Carter Snyder Environmental	Duane Highley Arkansas Electric Cooperatives	Dave Moore Farm Bureau Mutual Insurance Company of Arkansas, Inc.	Stephanie Smith Easter Seals Arkansas	Gordon Wilbourn Kutak Rock LLP	Ken Stuckey Pace Industries
Marty Casteel Simmons Bank			Wayne Smith Oaklawn Jockey Club	Jeff Williams America's Car-Mart, Inc.	Lynn Tatum Tyson Foods, Inc., Retired
			Roderick Smothers Philander Smith	Dan Williams Garver	Guy Wade Friday Eldredge & Clark

2018 AIA Board

Leah Acoach Ozark Mountain Poultry, Inc.	Jeff Carr Hackney Ladish	Bill Horne Clearwater Paper Corporation	Gary McChesney FutureFuel Chemical Company	Jim Sliker Central States Manufacturing	Lenore Trammell Big River Steel
Jim Adams Gar-Bro Manufacturing Company	Mark DiGirolamo Nucor Steel-Arkansas	Roger Hurley Hino Motors	Scott McGeorge Pine Bluff Sand & Gravel Company	Melissa Smith McKee Foods Corporation	Jim Walcott Weldon Williams & Lick Inc.
Steve Anthony Anthony Timberlands, Inc.	John Farmer Novus Arkansas, LLC	Ken Jenkins Martin Sprocket & Gear Inc.	David Peacock Hytrol Conveyor Company Inc.	Barrett Smith Trinity Rail	Ernie Walker Rinoco
Scotty Bell Virco Manufacturing Corporation	Richard Flynt Bryce Corporation	Ron Keeneth Bridgestone Americas Tube Business	Luis Planas Dassault Falcon Jet Corp.	Mark Stenger Flexsteel Industries Inc.-Harrison Division	Tammy Waters Domtar
Russ Bragg OK Foods Inc.	Clay Gordon Kinco Constructors, LLC	John Kelleher Gerdau Special Steel	John Reichert Evergreen Packaging Co.	Colin Sterling Lockheed Martin Missiles & Fire Control	Chris Weiser J V Manufacturing Inc.
Steve Brothers American Greetings Corporation	Jason Green Baldor Electric Company	John Kovalski PPG Marine Coatings	Paul Rich Aerojet Rocketdyne Corporation	Rob Strickland George Fischer Harvel	Bob West Hytrol Conveyor Company
Scott Bull Pace Industries	Melissa Hanesworth Pernod Ricard-USA	Bob Langston Langston Companies Inc.	Paul Rivera Caterpillar Inc.	Brian Stringer ConAgra Foods	Gregory Withrow El Dorado Chemical
Patty Cardin Lanxess Corp.	George Harguess Denso Manufacturing Arkansas, Inc.	Peggy Matherne Albemarle Corporation	Tom Schueck Lexicon Inc.	Jimmy Swain Bryce Corporation	AIA LIFETIME MEMBER
	Trish Henry Russellville Steel Company Inc.		Mike Simpson TCPrint Solutions	Van Tilbury East Harding Construction	Dan Woods Timex (Retired)

GOVERNMENTAL AFFAIRS

State Chamber/AIA Hosts Annual Legislative Reception

The State Chamber/AIA hosted our Annual Legislative Reception on Jan. 17 under the big tent on our parking lot. A crowd of more than 300 attended including members of the Arkansas General Assembly, elected Constitutional officers, state agency heads and State Chamber/AIA members. The Annual Legislative Reception provides the opportunity for members of the state's business community to network and interact one-on-one with state legislators and other elected officials.



Kenny Hall and Speaker of the House Jeremy Gillam



Senate President Pro Tempore Jonathan Dismang



Mark DiGirolamo of Nucor Arkansas and Chad Causey of the Causey Law Firm



Paul Means of Entergy Arkansas, Steve Clark of the Fayetteville Chamber, Rex Nelson of the Arkansas Democrat-Gazette and Tom Parker of the Arkansas Petroleum Council



Rep. Trevor Drown, Rep. Mat Pitsch and Highway Commissioner Dick Trammel



Susan Meadors of SKM Consulting, Joe Carter of Snyder Environmental and Dan Williams of Garver



Holly Wilson, State Chamber; Yvette Parker of Ben E. Keith Company and Amy Rogers of W&W AFco Steel



Jay Robbins and Ruth Whitney of inVeritas Research & Consulting



Rep. Dan Douglas, Sen. Jim Hendren, Sen. Jane English and Randy Zook



Carol Mugerditchian, State Chamber and Rich Davis of Black Hills Energy

GOVERNMENTAL AFFAIRS



State Chamber/AIA Hosts Lobbyist Luncheons

Each week during the 91st General Assembly, the State Chamber/AIA hosted a lobbyist luncheon. Key legislative leaders made presentations including Gov. Asa Hutchinson, Speaker of the House Rep. Jeremy Gillam, Senate President Pro Tem Sen. Jonathan Dismang, House Majority Leader Rep. Mat Pitsch, House Minority Leader Michael John Gray, Lt. Gov. Tim Griffin, Sen. Jason Rapert, Senate Majority Leader Sen. Jim Hendren, Sen. Missy Irwin, Rep. Dan Douglas and Alison Williams, the Governor's Chief of Staff.



Senate President Pro Tempore Jonathan Dismang and Speaker of the House Jeremy Gillam



Gov. Asa Hutchinson



House Minority Leader Rep. Michael John Gray



House Majority Leader Rep. Mat Pitsch



Senate Majority Leader Sen. Jim Hendren



Alison Williams, chief of staff for Gov. Asa Hutchinson



Rep. Dan Douglas



Sen. Jason Rapert



91st General Assembly Legislative Recap

The 2017 Legislative Session was a great success for Arkansas businesses. The State Chamber/AIA's governmental affairs team, along with State Chamber/AIA members, worked with legislators to accomplish almost all of our pre-session agenda items. Of the 24 pre-session issues, we had 22 bills filed; 16 of those were signed into law by Governor Hutchinson. Two additional bills were also passed: one was vetoed and one places Tort Reform on the 2018 General Election ballot. Below are the measures that were passed.

CIVIL JUSTICE REFORM

SJR 8, (by Sen. Missy Irvin, R-Mountain View, Rep. Bob Ballinger, R-Hindsville, and 66 others) will be on the 2018 General Election ballot. This will provide Arkansas electors the opportunity to vote on a Constitutional Amendment that will set caps on attorneys' fees, punitive and non-economic damages.

Act 986 (HB 1742 by Rep. Laurie Rushing, R-Hot Springs, presented by Rep. Michelle Gray, R-Melbourne and Sen. Bart Hester, R-Cave Springs) amends the Arkansas Deceptive Trade Practices Act (DTPA) to ensure fairness for all litigants in consumer protection actions by protecting employers from frivolous lawsuits by individuals who have suffered no real harm.

TAXES

Act 465 (SB 362 by Sen. Lance Eads, R-Springdale and Rep. Andy Davis, R-Little Rock and 21 others) creates a sales tax exemption for manufacturers on their repair and replacement parts by phasing out the entire sales tax by 1 percent a year until complete, along with the Constitutional taxes, by June 30, 2022. Manufacturers must continue to seek a rebate until the tax is completely removed. To mitigate revenue impact to the state, it will also phase out the InvestArk incentive.

Act 659 (HB 1772 by Rep. Joe Jett, R-Success and Sen. Jake Files, R-Fort Smith) provides training, hearing guidelines and additional resources to County Equalization Boards, and a procedural warning to corporate taxpayers appealing Equalization Board decisions to the next level; lowers the taxpayer "burden of proof" in court appeals; clarifies and improves taxpayer refund rights for various types of reporting and assessment mistakes; and addresses



State Chamber-AIA Government Affairs Team Andrew Parker, Holly Wilson, Randy Zook, Toni Bahn and Kenny Hall

various procedural handicaps for taxpayers appealing assessments by the Tax Division of the Public Service Commission.

UNEMPLOYMENT INSURANCE

Act 734 (HB 1405 by Rep. Robin Lundstrum, R-Springdale and Senator Jim Hendren, R-Gravette) will reduce Arkansas employers' unemployment insurance taxes and encourage those drawing unemployment benefits to look for work quicker.

ECONOMIC DEVELOPMENT

Act 533 (HB 1732 by Rep. Matthew Shepherd, R-El Dorado and Sen. Lance Eads, R-Springdale) amends the Local Government Bond Act of 1985 (Amendment 62), to reflect language in Amendment 97 that authorizes local governments to fund economic development projects, land and infrastructure for industries.

Act 685 (SB 581 by Sen. Jim Hendren, R-Gravette, Sen. Missy Irvin, R-Mountain View, Rep. Justin Boyd, R-Fort Smith and Rep. Bob Johnson, D-Jacksonville) will remove the 5% cap on Amendment 82 bonds and provide a framework for municipalities/counties to appropriate money for economic development projects and economic development services while also maintaining safeguards for judicious use of municipal/county resources. A Cost Benefit Analysis is required for expenditures over \$100K;

GOVERNMENTAL AFFAIRS

recapture provisions and reporting are included. There is a 5% cap on expenditures of the municipality's/county's general revenue and reserves of the previous fiscal year but does allow for exceeding the 5% upon issuance of a financial forecast of the governing body by an independent CPA. Revenue that is specifically dedicated by law or public vote for economic development purposes is excluded from these limitations/restrictions. There are no prohibitions or restrictions on funding economic development projects through revenue bonds.

Act 686 (SB 538 by Sen. Bruce Maloch, R-Magnolia and Rep. Mike Holcomb, R-Pine Bluff) also provided some technical implementation of Amendment 97 needed by local economic developers.

EDUCATION & WORKFORCE QUALITY

Act 910 (HB 1621 by Rep. Mark Lowery, R-Maumelle and Sen. Jane English, R-North Little Rock) will move school board elections to either the General Election or Primary Election date.

Act 416 (SB 328 by Senators Alan Clark, R-Lonsdale, Jane English, North Little Rock & Bart Hester, R-Cave Springs and Representatives Charlotte Douglas, R-Alma) will require the State Board of Education to test applicants for first-time teacher licensure for elementary education (K-6) and

special education (K-12) in subject matter content and knowledge of beginning reading instruction.

Act 951 (SB 441 by Sen. Jane English, R-North Little Rock) creates the Legislative Task Force on Workforce Education Excellence, which is tasked with reviewing and researching ways to improve technical education and workforce development programs.

LABOR & EMPLOYMENT

Act 191 (HB 1126 by Rep. Charlie Collins, R-Fayetteville) amends the definition of employer to clarify that a natural person acting as a supervisor is not an employer and creating a one-year limitation period for discrimination, retaliation and interference claims. The bill also amends the hate crime section to eliminate claims arising out of employment relationship.

Act 783 (HB 1737 by Rep. Charlie Collins, R-Fayetteville) will prohibit damages awarded in discrimination and retaliation cases under the Arkansas Civil Rights Act of 1993, from duplicating or increasing any award for damages over those allowed for by any other state or federal law as the federal law existed on January 1, 2017. It will also establish that individual employees, agents of employer or employees of an employer's agent are not liable for a violation found to have been committed by employers.



Randy Zook testifies in support of SJR 8, the proposed Civil Justice Reform Constitutional Amendment



Gov. Asa Hutchinson prepares to sign SB 362, reducing sales taxes paid by manufacturers on repair and replacement parts

Act 914 (HB 1846 by Rep. Charlie Collins, R-Fayetteville and Sen. Bart Hester, R-Cave Springs) will establish that an employer is not subject to liability because the failure of the employer to pay an employee minimum wage or to pay an employee overtime compensation for or because certain activities that are not principal to the employee's job.

Act 593 (HB 1460 by Rep. Carlton Wing, R-North Little Rock and Sen. Missy Irvin, R-Mountain View) will provide protection for the workplace regarding Medical Marijuana usage by creating new definitions or modifying existing definitions for employers in matters related to the use of marijuana.

Act 606 (HB 1665 by Rep. DeAnn Vaught, R-Horatio and Sen. Gary Stubblefield, R-Branch) creates a cause of action against people who have gained access to a nonpublic area of another person's property and engaged in an act that exceeds the trespasser's authority within the nonpublic area.

Act 966 (SB 695 by Sen. Linda Collins-Smith, R-Pocahontas) clarifies the definition of the employment relationship to help

ensure that state enforcement agencies and courts do not adopt the expansive new joint-employer standard adopted at the federal level.

SB 550 (by Sen. Trent Garner, R-El Dorado) passed but was vetoed. It would have created a Class A misdemeanor for unlawful mass picketing, defined as engaging in demonstrations that hinder or prevent the pursuit of lawful work or employment, obstruct entrance to a place of employment or interfere with the use of roads.

WORKERS' COMPENSATION

The only priority issue for which we were not able to get legislation adopted was workers' compensation. We attempted to address the increased cost employers will be exposed to when the Workers' Compensation Commission's Death and Permanent Total Disability Trust Fund stops accepting claims after June 30, 2019. But our efforts have not ended, and we will continue to work until a solution is adopted. The State Chamber/AIA was the driving force in moving Arkansas from the bottom three to the top three states regarding workers' compensation costs.



House Sponsor Rep. Robin Lundstrum speaks to Gov. Asa Hutchinson as he prepares to sign HB 1405, which reduces employers' unemployment insurance taxes, into law.

GOVERNMENTAL AFFAIRS

State Chamber/AIA Hosts Congressional Delegation Members

The State Chamber/AIA hosted members of the Arkansas Congressional Delegation at our building during 2017. Various federal issues were discussed including tax reform, the budget deficit, internet sales tax reform, workforce development, regulatory reform, the infrastructure and immigration.

In August, U.S. Rep. Steve Womack provided a presentation to our members. In early November, U.S. Rep. Bruce Westerman and U.S. Rep. French Hill both spoke at a Manufacturing Summit. Also in November, Hill participated in a teleconference with local chambers from the Second Congressional District.



U.S. Rep. Bruce Westerman at a Manufacturing Summit at the State Chamber in early November



U.S. Rep. French Hill participates in a teleconference.



U.S. Rep. Steve Womack speaks at a State Chamber coffee in August.



Little Debbie



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Northwest
Arkansas*

McKee Foods was the first bakery to sell individually wrapped cakes in a multipack carton in 1960. The product line was named after a granddaughter of the founders. A carton of 12 cakes had a suggested retail price of 49 cents at that time. Twelve cakes would have cost 60 cents if sold separately. Today, we are still a great bargain and we are America's Number One Snack Cake - made right here in Northwest Arkansas.

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GOVERNMENTAL AFFAIRS

Sixteen Door to Door Meetings Held Throughout State

The State Chamber/AIA, in conjunction with local chambers of commerce, presented 16 Door to Door meetings from mid-August to late October throughout the state. Meetings were held in Benton County, Texarkana, Conway, Fort Smith, Searcy, Jonesboro, North Little Rock, El Dorado, Pine Bluff, Batesville, Russellville, Washington County, Hot Springs, Blytheville, Little Rock and Mountain Home.

Topics discussed at the meetings included Arkansas' business rankings, workforce and education, the Be Pro Be Proud initiative, legislative progress and future issues. Following the meetings, State Chamber/AIA 2017 Business Matters Leadership Awards were presented to area Arkansas legislators who supported positive business initiatives during the 91st General Assembly.



Randy Zook talks about Arkansas's business rankings



Mountain Home Business Matters Leadership Award recipients (from left) Sen. Scott Flippo, Rep. Nelda Speaks, Sen. Missy Irvin, Rep. Jack Fortner, Rep. Ron McNair and Rep. Michelle Gray



Gary Newton of presenting sponsor Arkansas Learns discusses workforce education and training.



North Little Rock Business Matters Leadership Award recipients (from left) Rep. Carlton Wing, Rep. Tim Lemons, Rep. Roger Lynch, Sen. Jane English, Sen. Bill Sample, Sen. Eddie Joe Williams, Rep. Mark Lowery and Rep. Justin Boyd



Fort Smith Business Matters Leadership Award recipients (from left) Rep. Bruce Coleman, Rep. Marcus Richmond, Sen. Gary Stubblefield, Rep. Charlene Fite and Sen. Terry Rice



Pine Bluff Business Matters Leadership Award recipients (from left) Rep. Ken Bragg, Sen. Trent Garner, Rep. David Hillman and Rep. Mike Holcomb



The El Dorado meeting drew a sizable crowd.

POLITICAL ACTION COMMITTEES



2017 PAC Stats

In October of 2016 we began to implement a strategic plan to exponentially grow our political action committees (PACs) to ensure that the interests of the business community are well represented in our state government. We have had success. In brief, we have:

- RAISED MORE PAC DOLLARS SINCE THE OCTOBER 2016 KICKOFF THAN EVER BEFORE – APPROXIMATELY \$110,000 AS OF THE TIME OF PUBLICATION AND WITH OUTSTANDING PLEDGES FEEL CONFIDENT WE WILL HIT OUR ORIGINAL \$150,000 GOAL
- MADE MORE DONATIONS IN LARGER AMOUNTS TO MORE CANDIDATES AND ELECTED OFFICIALS THAN EVER BEFORE, CONTRIBUTING JUST OVER \$55,000 SINCE 10/1/16
- MORE COMPANIES PARTICIPATING IN PAC GIVING THAN EVER BEFORE – 146 CONTRIBUTIONS FROM STATE CHAMBER MEMBERS AND 50 FROM AIA MEMBERS
- CURRENT BALANCE FOR AIA PAC: \$32,901/CURRENT BALANCE FOR ASCC PAC: \$59,572

* Numbers are as of 12/18/17

We are grateful to those of you who have come alongside us in this effort and need member companies to continue to make PAC giving part of your annual participation at the Chamber! 2018 promises to be an interesting political year and we want to be sure business continues to have a voice!

2017 PAC Chairs



AIA PAC CHAIR:
ANDY MILLER

Andy Miller was named senior director of government and community relations for Southwestern Energy Company in January 2008. He joined the company in the fall of 2005 and helped develop the community and public relations programs for SWN's significant interest in the Fayetteville Shale Play. In October 2006, he was promoted to Director in the governmental relations department. Prior to joining the company, Miller spent 18 years working for Arkansas Farm Bureau, eventually

being promoted to director of national governmental affairs.

Miller is currently serving as President of the Arkansas Energy Education Foundation, is a past President of the Arkansas Producers and Royalty Owners Association, and is on the Southeastern States Committee of the American Petroleum Institute. He also serves on the PAC Committee for the Arkansas State Chamber of Commerce, where he has been an active member for many years.

While he is well known in Arkansas political circles, Miller is also an active member of the Central Arkansas community. He serves on the Executive Committee and Board of Directors of the Arkansas Game & Fish Foundation, the Board of Directors of the Quapaw Area Council Boy Scouts of America, the State Police Foundation Board of Directors and the Heart of Arkansas United Way Board of Directors.

Miller graduated from the University of Arkansas in 1987 with a bachelor's degree in Agriculture Business. He and his wife, Paige Beavers Miller, live in Little Rock with their daughters Madeline and Ally.



ASCC PAC CHAIR:
RAY DILLON

Ray Dillon became the ASCC PAC chair this summer. He is the immediate past President and Chief Executive Officer for Deltic Timber Corporation where he served from 2003-2017.

From 2000-2003, he was an Executive Vice President with Gaylord Container Corporation at its corporate headquarters in Chicago, Illinois. Prior to that, he was Vice President of Primary Products and Mill Operations with Gaylord Container,

having a 25-year career with them overall. Dillon earned a B.S. degree in Chemical Engineering from Mississippi State University in 1977 and an M.B.A. degree from the University of Chicago in 2000.

Dillon is also the immediate past Chairman of the Arkansas State Chamber of Commerce and a current Director; a Director for America's Car-Mart; a Director on the Little Rock Branch of the Federal Reserve Board of St. Louis; Chairman and a Director of the Arkansas Forestry Association; and a Board Member of the Winthrop P. Rockefeller Cancer Institute Foundation. He has served on countless other boards and as a volunteer for numerous charitable organizations.

Ray and his wife Debbie live in Little Rock, have four adult children, and five grandchildren.



POLITICAL ACTION COMMITTEES

WHAT IS THE ASCCPAC?

Arkansas State Chamber of Commerce Political Action Committee (ASCCPAC) serves as a vehicle that allows the State Chamber/AIA to help communicate the business community's goal of economic prosperity in Arkansas to those running for, and currently holding political office. We believe that the State Chamber/AIA is the best grassroots organization to drive meaningful, bold change in our government to ensure that Arkansas has the most positive business climate possible.

WHAT IS THE AIAPAC?

Associated Industries of Arkansas Political Action Committee (AIAPAC) serves as the vehicle to support those running for, and currently holding political office in Arkansas who stand up for the needs of manufacturing businesses as well as industrial businesses.

WHO FUNDS THE PACS?

Per Arkansas law, any individual, proprietorship, firm, partnership, joint venture, company, corporation, or association may contribute to a state PAC. The donation limit is \$5,000 per calendar year.

*There is power in numbers...
The more we raise, the greater impact
we can have on important elections.*

WHAT WILL BE DONE WITH THE MONEY RAISED?

1. Support candidates and officeholders who share our vision to grow the economic prosperity of our state, whether it be fighting for an issue that helps business, or against one that hurts our interests.
2. Provide opportunities to State Chamber/AIA members to meet candidates and learn more about where they stand on various issues so members may make an informed decision at the ballot box. At times the State Chamber/AIA will provide information for a "call to action" to its membership. The goal of these "calls to action" is to let the members' Representatives know how business owners and businesses in the state will be affected by their decisions on an issue.

WILL ALL OF THE MONEY RAISED STAY IN ARKANSAS?

Yes. Both the State Chamber/AIA PACs are state PACs, completely focused on making a difference here in Arkansas and do not participate on the federal level.

DO THE PACS OR THE STATE CHAMBER/AIA HAVE A PARTICULAR PARTY AFFILIATION?

No. Neither the State Chamber/AIA nor its PACs have an allegiance to a particular party. Any funding distributed will be done so on the basis of a candidate's stance on issues relevant to the business community.

WHO DECIDES WHO WILL RECEIVE A DONATION?

There is a PAC committee that decides which candidates or elected officials will receive donations. Candidates must meet certain criteria to gain the support of our organization. The PAC committee is always open to membership feedback.

HOW CAN I MAKE A DONATION?

1. Make a check payable to ASCCPAC and/or AIAPAC and mail to PO Box 3645, Little Rock, AR 72203.
2. Make a donation online to ASCCPAC at <https://politics.raisethemoney.com/arkansas-state-chamber-of-commerce-pac> and/or to AIAPAC at <https://politics.raisethemoney.com/associated-industries-of-arkansas-pac>
3. Give a percentage of your dues to the PAC when you renew your membership each year.



*Thank you for
partnering with the
State Chamber/AIA.
Together we are part of an
effort to drive meaningful,
bold change in our state by
supporting the business
community and ultimately,
the economic
prosperity of
Arkansas.*

EVENTS/OUTREACH/ INITIATIVES

State Chamber/AIA Hosts 27th Annual Small Business Awards Luncheon

Arkansas winners were honored at the 2017 Small Business Awards Luncheon hosted by the State Chamber/AIA on May 4 at the Embassy Suites Hotel in West Little Rock.

Victoria Washington, president of Vision Information Technology (IT) Consultants LLC of Little Rock, was named the 2017 Arkansas Small Business Person of the Year. Vision IT Consultants is a certified SBA 8(a), HUB Zone, Economically Disadvantaged Woman Owned Small Business (EDWOSB) that provides offering competencies in engineering, management, logistics, sustainment, information technology, security and testing. The company has 21 employees and reported sales exceeding \$3 million in 2015.

The following awards were also presented:

- Arkansas SCORE District Chapter of the Year - Little Rock SCORE
- Arkansas Microlender of the Year - F.O.R.G.E., Huntsville
- Arkansas Top SBA Lender – based on number of loans to Arkansas Small Businesses - Arvest Bank, Fayetteville
- Arkansas Rising Star SBA Lender of the Year - Legacy National Bank, Springdale
- Arkansas Top SBA Lender – based on dollars loaned to Arkansas Small Businesses - First Financial Bank, El Dorado
- Arkansas Youth Entrepreneurial and Innovation Champion – The EAST Initiative, Little Rock
- Arkansas Top Supporter of Small Business Contracting - Little Rock Air Force Base
- Arkansas Financial Services Champion – AI Hodge, The Arkansas Capital Corporation Group, Little Rock
- Delta Heritage Award – Drew Farm Supply, Monticello



Jim Sadler (center) and Little Rock SCORE colleagues



Guest speaker John Burgess, president of Mainstream Technologies, Inc.



U.S. SBA District Director Edward Haddock, Small Business Person of the Year Victoria Washington and John Burgess



Edward Haddock, Marcus Guinn of Arvest Bank and John Burgess



Edward Haddock, AI Hodge of The Arkansas Capital Corporation Group and John Burgess



State Chamber/AIA Presents Informative Seminars Throughout 2017

The State Chamber/AIA presented several timely seminars throughout 2017 that drew capacity crowds.

- “Marijuana in the Workplace: What Every Employer Should Know” was presented in January.
- “The New Marijuana Law and Your Workplace” was presented In February.
- “Medical Marijuana: Your Employees and the Law” was presented in March.
- “Top Management and ISO 9001: 2015: No Longer Optional” was presented in May.
- An “IRS/FBI Virtual CyberSecurity Small Business Forum” was presented in May.
- “Organization Context: A Better Way to Define Your Strategy” was presented in June.
- “Risk-Based Thinking: A Tool for Evaluation and Change” was presented in July.
- “Monitoring and Evaluating Results: Get on Top of Performance Metrics” was presented in August.

The State Chamber/AIA also hosted a Tax Conference at the Capital Hotel in early November, which took a look at legal, administrative and policy issues surrounding Arkansas taxes. The keynote speaker at the luncheon was J.D. Foster from the U.S. Chamber of Commerce. Representatives from various state and local agencies, major accounting and legal firms, and non-profits also made presentations.

The State Chamber/AIA also hosted a presentation by four leading experts from the Global Interdependence Center in November. The presenters were Dave Altig, Executive Vice President and Director of Research for the Federal Reserve Bank of Atlanta; Manuel Balmaseda, Chief Economist at CEMEX; Michael Drury, Chief Economist for McVean Trading & Investments, LLC; and Dr. Michael D. McNiven, Managing Director for Cumberland Advisors.

The State Chamber/AIA concluded its 2017 seminar offerings in December with the first of a three-part series of Cybersecurity Risk Management workshops facilitated by John Burgess, president of Mainstream Technologies, Inc.



Michael Drury, Chief Economist for McVean Trading & Investments, LLC, was one of the presenters at the Global Interdependence Center program in November.



Marijuana in the Workplace What Every Employer Should Know seminar in January



The Tax Conference in November at the Capital Hotel in Little Rock drew a capacity crowd.

EVENTS/OUTREACH/ INITIATIVES

58th Annual Washington Fly-In & Congressional Dinner Held on March 15

The State Chamber/AIA hosted the 58th Annual Washington Fly-In and Congressional Dinner on March 15.

The Fly-In included a breakfast briefing at the U.S. Chamber office and morning and afternoon individual and group meetings with members of the Arkansas Congressional Delegation: U.S. Sen. John Boozman, U.S. Sen. Tom Cotton, U.S. Rep. Rick Crawford, U.S. Rep. Bruce Westerman, U.S. Rep. Steve Womack and U.S. Rep. French Hill. The event concluded with a dinner at Hill Country BBQ, which included State Chamber/AIA members, the Congressional delegation and their staffs.



Rep. French Hill speaks to Fly-In participants.



Sen. John Boozman addresses Fly-In participants during a meeting at his office.



Fly-In participants, Sen John Boozman and his staffs



Steve Mallett of City Corporation, Aaron Stallman of Garver, LLC, Toni Bahn, State Chamber; Rep. Bruce Westerman, Amy Rogers of W&WIAFCO Steel, Andrea Jones of ARcare and Randy Zook



Sen. John Boozman leading the Nightcap Tour



Sen. John Boozman explains the symbolism in the old House Chamber.



Jonas Dunnaway, Sen. John Boozman, Holly Wilson, State Chamber; Amy Rogers of W&WIAFCO Steel, Rep. French Hill and Toni Bahn at Hill Country BBQ

EVENTS/OUTREACH/ INITIATIVES

Governor Hutchinson, Danielle DiMartino Booth Highlight Annual Meeting

A crowd of several hundred business leaders, government representatives and state agency personnel gathered at the State Chamber/AIA 89th Annual Meeting on Nov. 8 at the Statehouse Convention Center in Little Rock. Arkansas Governor Asa Hutchinson discussed his recent trip to the Far East and keynote speaker Danielle DiMartino Booth discussed her book, *Fed Up: An Insider's Take on Why the Federal Reserve is Bad for America*.



Gov. Asa Hutchinson



Keynote speaker Danielle DiMartino Booth



Randy Zook



Curt Stamp and Angela DeLille of Cox Communications and Rich Davis of Black Hills Energy



Immediate Past State Chamber Chairman Ray Dillon



Associated Industries of Arkansas Chairman Haskell Dickinson



Gary Troutman of the Greater Hot Springs Chamber, Stephen Bell of the Arkadelphia Regional EDA & Area Chamber, Channa Barfield, and Mitch Bettis of Arkansas Business Publishing Group



Michelle Kitchens, Arkansas Farm Bureau, Andy Miller, Southwestern Energy Co., Marion Fletcher, Arkansas Agriculture Hall of Fame, Scott Sullivan, Farm Credit Services, and Ross Dunn, Poultry Federation

MANUFACTURING/ INDUSTRY/WORKFORCE DEVELOPMENT



Be Pro Be Proud Efforts Expand Throughout State During 2017

Since it was unveiled in March 2016, the Be Pro Be Proud mobile unit has been on a statewide tour visiting companies, community events and schools. The mobile unit provides hands-on experience with skilled professions and shows the jobs in depth to a live audience. The unit contains profession video trailers, three different simulators – trucking, welding and CNC – and three interacting components, including a game, training center and job center.

From its launch to the third quarter of 2017, 15,195 visitors have been on the mobile unit, 95 tour stops have taken place, 66 cities have been visited, and 7,353 people have joined the movement. Since the launch, there have been 3,600 student sign-ups on BeProBeProud.org, 165 events with students across Arkansas, more than 15,000 page views, and more than 100 news articles written about the initiative in Arkansas, other state and national trade publications.



Randy Zook, U.S. Rep. French Hill, U.S. Rep. Virginia Foxx and U.S. Rep. Bruce Westerman on the Be Pro Be Proud mobile unit



Be Pro Be Proud Tour Manager Scott Callaway and U.S. Rep. Steve Womack



2017 Young Manufacturers Academies Held Throughout State

The State Chamber/AIA hosted a series of Young Manufacturers Academies (YMA) in late July and early August at various locations around the state in partnership with Arkansas two-year colleges.

The Young Manufacturers Academy (YMA) is a manufacturing-themed, experiential, five-day summer program geared toward students entering grades 7-11. The Academies introduce students to Arkansas's high-tech, advanced manufacturing industries through hands-on activities, simulation-based learning, virtual machining environments, and travel to industry locations for on-site interaction with manufacturers.

YMA's are provided through The Manufacturing Institute's Dream It. Do It network in partnership with the Arkansas Economic Development Commission and Arkansas Two-Year Colleges, and funded by the Gene Haas Foundation, Lennox Industries and other manufacturers. Participants attend the camps free of charge with transportation and lunches also provided.

State Chamber/AIA Participates in Hiring Our Heroes Military Hiring Fair

The State Chamber/AIA partnered with various other organizations including the U.S. Chamber of Commerce to present the Hiring Our Heroes Military Hiring Fair and Career Event on March 30 at Walters Community Support Center on the Little Rock Air Force Base.

The event matched local and national employers with veterans, military service members, guard, reserve, and military spouses and included presentations on various topics geared to prospective employees.





State Chamber/AIA Hosts 2017 Manufacturing Leadership Summit

The State Chamber/AIA hosted the 2017 Manufacturing Leadership Summit – Industry Driven Workforce Solutions for Arkansas Manufacturers on Nov. 10. The event drew a capacity crowd that filled the State Chamber Conference Room and featured various influential speakers.

Speakers included Arkansas Gov. Asa Hutchinson, Scott Bull, CEO of Pace Industries; Mike Preston, Executive Director of the AEDC; Congresswoman Virginia Foxx (R-NC), Chairwoman of the House Committee on Education & Workforce; U.S. Rep. Bruce Westerman, U.S. Rep. French Hill; Claudia Cummings, Vice President of Workforce & Strategic Initiatives for Conexus Indiana; Leo Reddy, CEO of the Manufacturing Skill Standards Council; Jaimie Francis, Director of Programs and Operations for the U.S. Chamber of Commerce Foundation Center for Education and Workforce; Dr. Monty Sullivan, President of the Louisiana Community and Technical System; Ken Stuckey, Pace Industries Director of Talent Acquisition & Development; Steve Sparks, AEDC Director of Existing Business Resources; Cody Waits and Stephanie Isaacs, Arkansas Department of Career Education; Gary Newton of Arkansas Learns; State Sen. Jane English, and Randy Zook.



Gov. Asa Hutchinson speaks during the Manufacturing Leadership Summit.



U.S. Rep. Virginia Foxx speaks to a capacity crowd at the Manufacturing Summit.

State Chamber/AIA Promotes Manufacturing Day 2017 on October 6 and Beyond



The State Chamber/AIA again partnered with the National Association of Manufacturers in promoting Manufacturing Day 2017 on October 6 and beyond. In Arkansas, 25 Manufacturing Day events were held.

Manufacturing Day provides manufacturers a unique opportunity to expand the knowledge about the benefits of a career in manufacturing and demonstrates the manufacturing industry's value to the U.S. economy.



Little Rock Manufacturing Day Event

COMMITTEES

Committees Play Major Role in State Chamber/AIA Success

Committees play a major role in the success of the State Chamber/AIA. Consisting of business leaders from member companies across the state, issue committees meet throughout the year to help identify and develop key issues that are critical to the future of Arkansas.

The committees provide the State Chamber/AIA governmental affairs team guidance in understanding complex topics that often require a great deal of specific expertise. This equips our lobbyists with insights and knowledge about an issue's potential impact on our member companies and our state.

The State Chamber/AIA Committees and their leaders include:

Workforce Quality

CHAIRMAN: KEN STUCKEY,
PACE INDUSTRIES

Recognizing that the workforce of tomorrow is in the schools of today, the Workforce Quality Committee proactively advocates the interests of business and industry as the State Chamber/AIA strives to improve education in Arkansas. The committee examines issues in K-12 education, higher education and workforce development. This committee identifies projects and tracks their successful implementation, as well as identifying and recommending policy changes and positions that will make Arkansas school systems more successful.



Governmental Affairs

CO-CHAIRMEN: TOM KENNEDY,
ENTERGY ARKANSAS, INC.; ROBERT D.
SMITH, III, ATTORNEY

The Governmental Affairs Committee consists of governmental affairs representatives and lobbyists who represent member companies, business associations and organizations. The group meets weekly during legislative sessions to monitor pending legislation and other issues of importance to the business community



with the goal of developing a consistent lobbying strategy. This committee meets during election years to discuss candidates. It also provides guidance and support to the State Chamber/AIA lobbying team on a variety of issues.

Health Care

CHAIRMAN: KURT KNICKREHM,
REGIONS INSURANCE GROUP

The Health Care Committee frequently plays the role of facilitating a consensus between employers and health-care providers as the State Chamber/AIA endeavors to maintain and improve quality health care and find practical means of providing benefits and containing costs. The State Chamber/AIA also plays a leading role in the Employers Healthcare Coalition, which develops positions that are in line with the needs and desires of employers.



National Issues

CHAIRMAN: MATT MIKA,
TYSON FOODS, INC.

The National Issues Committee identifies issues the State Chamber/AIA will address on the federal level. Given the myriad of national issues, this is an ambitious task, but we also rely on strong partnerships with the U.S. Chamber of Commerce, the National Association of Manufacturers and the members of the Arkansas Congressional Delegation and their staffs. The committee has developed a list of nine priority issues – health care, the farm bill, education and workforce development, union issues, climate change, energy policy, economic stimulus, taxes and immigration.



The State Chamber/AIA invites our members to become involved by serving on one or more committees. If you are interested, please contact Deb Mathis at 501-210-4212 or dmathis@arkansasstatechamber.com.

Tax

CHAIRMAN: MARVIN CHILDERS,
THE POULTRY FEDERATION
CO-CHAIRMAN: TAMMY WATERS,
DOMTAR
LEGAL COUNSEL: MICHAEL O.
PARKER, DOVER DIXON HORNE,
PLLC



The Tax Committee works to ensure a favorable business climate in Arkansas through analyzing tax issues, recommending positions and testifying at legislative and regulatory hearings on tax matters. It also accomplishes this goal through educating, coordinating and working actively with taxing entities to ensure the fair and equitable administration of taxes. It is by far the State Chamber/AIA's most active committee. During a legislative session, the committee meets as often as necessary to review tax bills. In the off-season, it meets to address regulatory issues and discuss developing tax issues.

Unemployment Insurance/HR

CHAIRMAN: MICHAEL S. MOORE,
FRIDAY ELDREDGE & CLARK LLP
CO-CHAIRMAN: CHRIS HART,
CENTRAL MOLONEY



The Unemployment Insurance/HR Committee plays a vital role similar to that of the Workers' Compensation Committee. This committee provides guidance to our governmental affairs team regarding legislation addressing issues related to the Unemployment Insurance Trust Fund. Broad business representation on this committee is necessary to make sure that when we take positions on legislation, we are fully aware of its impact upon all segments of business. The committee also considers and provides guidance to State Chamber/AIA lobbyists on a variety of human resource issues.

Workers' Compensation

CHAIRMAN: LYNN TATUM,
TYSON FOODS, INC. (RETIRED)
CO-CHAIRMAN: GUY WADE,
FRIDAY ELDREDGE & CLARK, LLP.



The Workers' Compensation Committee keeps a close eye on the state's workers' compensation laws. During each legislative session, the State Chamber/AIA negotiates legislative issues with labor union leaders and reviews all related legislation. This committee also reviews rules, regulations and other issues related to the Workers' Compensation Commission and monitors important judicial decisions. It is extremely important that as many businesses as possible participate in this committee to properly evaluate the potential impact an issue might have on given segments of business.

PACS

CO-CHAIRMEN: RAY DILLON,
DELTIC TIMBER CORP. (RETIRED)
AND PAST STATE CHAMBER
CHAIRMAN; ANDY MILLER,
SOUTHWESTERN ENERGY COMPANY



The Arkansas State Chamber of Commerce Political Action Committee (ASCCPAC) and the Associated Industries of Arkansas Political Action Committee (AIAPAC) serve as vehicles that allow the State Chamber and AIA to help communicate the goals of the business community and manufacturing and industrial businesses to those individuals running for and currently holding political office in Arkansas. Per Arkansas law, any individual, proprietorship, firm, partnership, joint venture, company, corporation, or association, may contribute to a state PAC. The limit is \$5,000 per year.



MARKETING/SALES/ AWARDS

E-Newsletters

In an effort to reach the broadest possible audience among our members, in 2017 the State Chamber/AIA redesigned three of its E-newsletters into a *Constant Contact* format that utilizes more photos and graphics, is mobile-compatible, utilizes a more accurate database and allows for measurement of distribution metrics. Receipt of our E-newsletters is a benefit of State Chamber/AIA membership.

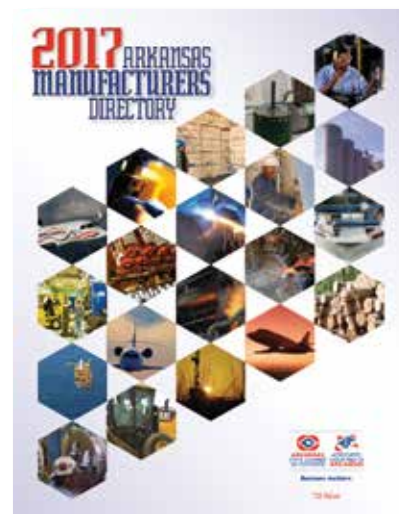
- *E-Business* is a twice-monthly compendium of articles chronicling our organizations' events, activities, program, efforts and committees.
- *Washington Watch* is e-mailed the second week of each month and concentrates on federal issues that have impact upon businesses.
- *Industry Insight* is e-mailed the fourth week of each month and focuses on manufacturing and industrial news and issues including new business announcements, groundbreakings and expansions of existing business and industry.
- *Daily Legislative Update* is e-mailed each business day during legislative sessions and outlines the day's most important issues being tracked by the State Chamber/AIA Governmental Affairs team.
- In addition, the State Chamber/AIA sends out periodic E-mail blasts covering our issue seminars and timely state or federal topics that may be of interest to our members.
- Archived copies of our e-newsletters are also posted on our web site: www.arkansasstatechamber.com.

If you are not currently receiving our e-newsletters and would like to be added to our distribution list, contact Jeff Thatcher at jthatcher@arkansasstatechamber.com.

Arkansas Manufacturers Directory

In 2017, the State Chamber/AIA published its eighth edition of the *Arkansas Manufacturers Directory*.

- The *Arkansas Manufacturers Directory*, an Associated Industries of Arkansas publication, is a guide to becoming involved and being heard within the manufacturing sector.
- The *Arkansas Manufacturers Directory* provides a listing of all manufacturers in Arkansas by city and is also a resource that provides practical information on different aspects of Arkansas business, industry, business support, certain laws and tax policies, and other items.



Web Sites

In 2017, the State Chamber/AIA completely redesigned our website in order to make it user-friendly and mobile compatible. The site, which now has more graphics and features, is now on a WordPress platform. To access the site, click www.arkansasstatechamber.com.

The State Chamber/AIA also continued with the website, www.arkansasstatechamberfoundation.com, which covers initiatives and programs of the Arkansas State Chamber Foundation, Inc. and the Associated Industries of Arkansas Foundation, Inc. including Dream It. Do It., Leadership Arkansas, Young Manufacturers Academy and Manufacturing Day.



State Chamber/AIA Continues Growing Social Media Presence

In an effort to gain traffic and build exposure of our organizations throughout the state, the State Chamber/AIA continued and expanded the effort to grow our social media presence via daily posts on Facebook, Twitter and LinkedIn. Members are urged to “like” or “follow” the State Chamber/AIA pages for the social media outlets.

Marcus Turley Receives Diamond and First Place Sales Awards at ACCE Annual Convention

State Chamber/AIA Membership Development Specialist Marcus Turley received the Diamond Award, the highest level of Lifetime Achievement, at the Association of Chamber of Commerce Executives (ACCE) 2017 Annual Convention in Nashville, Tennessee. Turley was also awarded first place in the nation for total revenue raised in the \$500,000 to \$1.2 million category.



State Chamber/AIA Recognized with Two Awards by ASCP

Each year the Association of State Chamber Professionals (ASCP) recognizes state chambers of commerce that have excelled in the areas of membership growth, membership retention and non-dues revenue. The association had 20 state chambers of commerce complete the awards survey for 2017.

The Arkansas State Chamber of Commerce/Associated Industries of Arkansas garnered two awards in the ASCP's 2017 competition: Greatest Retention of Members and Greatest Growth in Total Revenue.

LEADERSHIP ARKANSAS

Leadership Arkansas Graduates Class XI, Begins Class XII

Leadership Arkansas Class XI continued its sessions during 2017 in West Memphis and Blytheville, Hot Springs, Northwest Arkansas and Little Rock. The Underwriting Sponsor for Class XI was The Citizens Bank of Batesville. The Presenting Sponsor was ARcare, and the Statewide Program Sponsors were Farm Credit of Arkansas, Nucor-Steel-Arkansas and Walmart.



LEADERSHIP ARKANSAS CLASS XI



Dr. Tim Burcham speaks during the Class XI Ag Session in Jonesboro.



C130 at Little Rock Air Force Base during Class XI Session III

CLASS XI

Jonathan Adams
Associated Builders
and Contractors of Arkansas

Bryan Barnhouse
Arkansas Research Alliance

Chris Bell
Complete Consulting

Greg Blair
Harrison Energy Partners

Jennifer Chunn
Cross, Gunter, Witherspoon
& Galchus

Kim Cooper
Mitchell Communications Group

Trey Cooper
Dover Dixon Horne PLLC

William Cunningham
Enterprise Arkansas, Inc.

Jill Dabbs
City of Bryant

Amber Ellis
ARcare

Karen Freeman
Mitchell, Williams, Selig, Gates
& Woodyard, P.L.L.C.

Erika Gee
Wright Lindsey Jennings

Carl Geffken
City of Fort Smith

Kim Harden
Baptist Health

Janet Harris
Winthrop Rockefeller Institute

Lindsay Henderson
Conway Area Chamber
of Commerce

Lenka Horakova
AEDC

Eric Howerton
WhyteSpider

Chris Hughes
Edward Jones

Bonnie Jacoby
Arkansas Business
Publishing Group

Pam Jones
Citizens Bank

Tennille Lasker-Scott
Arkansas Tech University

Kathleen Lawson
Museum of Discovery

Angela Lopez
South Arkansas
Community College

Jonathan Lopez
Regions Insurance Group

Jeff Maland
Signature Bank of Arkansas

Brandon Mathews
Arkansas Foodbank

Shaun McKamie
Farm Credit of Western Arkansas

Marla Mitchell
Simmons Bank

Laura Nick
Garver

Erin O'Leary
Department of Justice

Erin Packwood
Lanxess Corp.

Lucie Pathmann
Stone Ward

Spencer Peek
West Tree Service, Inc.

Sean Pollard
Southland Park Gaming & Racing

Jamie Rayford
Batesville Area Chamber
of Commerce

Jenna Recker
Delta Dental of Arkansas Inc.

Dave Roberts
Crafton Tull and Associates

Moses Robinson
FDA/National Center For
Toxicological Research

Curtis Schneekloth
Cooper Tire & Rubber Co.

Aaron Scott
Cromwell Architects Engineers

Mark Scott
Walmart Stores Inc.

Edward Serna
University of Arkansas
at Fort Smith

Doug Shackelford
Central Arkansas Water

Justin Simpson
Arkansas Electric
Cooperative Corp.

Sherry Sims
Rheem Air Conditioning Division

Jason Smedley
Delta Regional Authority

Jason Smith
American Safeguard Insurance

Bill Snyder
W&W / AFCO Steel

Keith Tencleve
AssetMax subsidiary of Garver

Pam Toler
Arkansas State University
Childhood Services

Tracy Triplett
Walmart Stores Inc.

Brooke Vines
Vines Media

Matt Wahl
BKD Wealth Advisors, LLP

Lauren Ward
Noble Strategies

Wes Ward
Arkansas Agriculture Department

Thomas Williams
Nucor Steel Arkansas

Joe Wilson
189th Airlift Wing

Greg Wolverton
ARcare



2016 Arkansas Teacher of the Year Meghan Ables speaks at the Class XI Education Session in Hot Springs.

LEADERSHIP ARKANSAS



Lt. Gov Tim Griffin speaks to Class XI class members during the mock legislative session at the State Capitol.



Leadership Arkansas Class XI Session II - Workforce in Fort Smith Gerdau Tour

CONNECTING OUR COMMUNITIES



A PROGRAM OF THE ARKANSAS STATE CHAMBER OF COMMERCE/ASSOCIATED INDUSTRIES OF ARKANSAS

Who We Are

Leadership Arkansas is a unique program designed to take a comprehensive view of the economic and political challenges that face our state. First introduced in 2005 by the Arkansas State Chamber of Commerce and Associated Industries of Arkansas, our staff, with the guidance of the organizations' Boards and Executive Committees, recruits highly-motivated individuals to experience first-hand the dynamic interactions between cities, industries, governmental units and the people they serve.

Leadership Arkansas is grounded in the belief that it is from bringing diverse interests and backgrounds together that real progress is achieved. Through shared experiences and frequent interactions, Leadership Arkansas participants, facilitators and alumni learn and grow as they advance through an innovative nine-month program designed to expose class members to the challenges and opportunities of our local communities and their impact on the state as a whole.

What We Offer

Leadership Arkansas has helped nearly 600 graduates deepen their background and understanding of issues facing the state and provided them with effective tools to develop initiatives to improve the quality of life in Arkansas. We also have helped create a statewide community to generate dialogue on those issues, setting the stage for progress throughout the state. Participants have been developing, strengthening and connecting with emerging leaders in Arkansas for several years. We count among our graduates well-established political, business and community leaders.



State Sens. Jane English and Larry Teague at the Leadership Arkansas Class XI mock legislative session.

How the Program Works

The mission of Leadership Arkansas is to build a strong, diverse, statewide network of leaders with a shared commitment to connect our communities and to make Arkansas a better place in which to live and prosper.

Leadership Arkansas sessions include:

- annual educational, issues-oriented, nine-month class program
- eight day-and-a-half sessions held in various communities throughout the state
- Arkansas leaders who represent a wide geographic base and who have diverse backgrounds and vocations
- exposure to the many social and environmental complexities of the state
- on-site demonstrations and tours
- diverse geographical and cultural experiences
- insight into the people, places and history that influence public policies
- fun and casual settings which foster new relationships and camaraderie

Class members receive:

- An inclusive network of colleagues and resources
- A broad understanding of state issues and developments
- A better sense of personal leadership potential and enhanced leadership skills

Employers and sponsoring organizations acquire:

- Employees connected to a diverse network of dynamic leaders
- Individuals with knowledge to discuss a variety of issues at the state and community levels
- Staff energized and motivated to apply program information to organization situations
- Leaders prepared to address issues and keep companies in action

Participants are required to attend at least 80 percent of the program sessions, including the entire opening session, which is mandatory. For more information on the Leadership Arkansas program, contact Andrew Parker, Leadership Arkansas Program Director, at aparker@arkansasstatechamber.com or (501) 372-2222.

LEADERSHIP ARKANSAS

Leadership Arkansas Class XII Selects 59 Members

Fifty-nine individuals from throughout Arkansas were selected for Leadership Arkansas Class XII. The Underwriting Sponsor for the 2017-2018 Leadership Arkansas program is The Citizens Bank of Batesville. The Presenting Sponsor is ARcare. Statewide Program Sponsors are Arkansas Electric Cooperative Corp., Farm Credit of Arkansas, Mitchell Communications, Nucor Steel-Arkansas, Southwest Power Pool and Walmart.

Leadership Arkansas Class XII began with a retreat and opening session Oct. 1-3 at the Winthrop Rockefeller Institute in Morrilton. Session II covering Arkansas's Workforce was held Oct. 26-27 in Fort Smith. Session III covering the Government and the Military was held Nov. 28-29 in Little Rock and Jacksonville. Session IV covering Agriculture & Outdoor Life was held Dec. 11-12 in Stuttgart.



Winthrop Rockefeller Institute Executive Director Marta Loyd welcomes Leadership Arkansas Class XII to the Retreat Session.



Gov. Asa Hutchinson addresses Class XII members at the Old Supreme Court.



Class XII members participate in a Committee Meeting at the State Capitol.

LEADERSHIP ARKANSAS CLASS XII



CLASS XII

Bootsie Ackerman
*U.S. House of Representatives
Congressman Steve Womack*

Allison Atkinson
Southwest EAP

Josh Baker
Simmons Bank

Catherine Bays
Museum of Discovery

Micah Beard
Citizens Bank

Matthew Boch
Dover Dixon Horne PLLC

John Bonner
*Farm Bureau Mutual Insurance
Company of Arkansas*

Zac Bradley
Arkansas Farm Bureau

Ruth Bradley-Weyland
Tyson Foods, Inc.

Ryan Brewer
Nucor-Yamato Steel

Rick Cazenave
Lanxess Corp.

Kyle Christopher
*Batesville Area Chamber of
Commerce*

Donald Clark
Arkansas Air National Guard

Todd Clark
University of Arkansas

Jacob Coleman
The First Tee of Central Arkansas

Anderson Cranford
Cranford Co.

Alisha Curtis
Governor Asa Hutchinson

Richard Dedmon
Big River Steel

Leon Dodroe
Arkansas Air National Guard

Olin Ericksen
Mitchell Communications Group

Phillip Fletcher
The City of Hope Outreach

Bethany Gaddy
Regions Bank, El Dorado

Jason Gazaway
Gazaway & White Real Estate

Natalie Ghidotti
Ghidotti Communications

Austin Grinder
Mullenix & Associates

Jensyn Hallett
Heifer International

Matthew Hoffman
Miller Boskus Lack Architects

Erin Hogue
Walmart Foundation

Tamika Jenkins
*Mississippi Co. Economic
Development*

Julie Kelso
Crafton Tull

Mary Lackie
University of Arkansas Fort Smith

Steven Lamm
*Arkansas Economic Development
Commission*

Kim Lane
Conductor

Fredrick Love
*Pulaski County Community
Services*

Meredith Lowry
Wright Lindsey & Jennings, LLLP

Richard Madison
City of Bryant

Daniel Martinez
Windstream Communications

Jeff Mascagni
Central Arkansas Water

Esperanza Massana
*Arkansas Economic Development
Commission*

Jeffery Mullen
*Arkansas Game and Fish
Commission*

Stephanie Neipling
*U of A System, Division of
Agriculture*

Ron Petrie
Garver, LLC

Ryan Prejean
Entergy

Ashley Riddle
Delta Dental of Arkansas

Lori Ross
Citizens Bank

Laurie Rushing
Trademark Real Estate Co.

Rhonda Sanders
Arkansas Foodbank

Kurt Schrock
Tyson Foods, Inc.

James Shackelford
ARcare

Robert Shields
*Arkansas Electric Cooperative
Corporation*

Tag Short
MISO

Jeremy Sparks
Tyson Foods, Inc.

John Spencer
Signature Bank of Arkansas

Curt Stamp
Cox Communications

Jeremy Stell
Koontz Electric Company, Inc.

Alese Stroud
Corporate Insight Strategy

Scott Tollett
Ritter Communications, Inc.

Tommy Wagner
Wagner Medical Clinic

Derek Wingfield
Southwest Power Pool



Leadership Arkansas alumni Rep. Andy Davis and Rep. Mat Pitsch address Class XII.

PINNACLE PROGRAM

New Pinnacle Members Announced for 2017

PEAK

- Rineco Chemical Industries
- Washington Regional Medical Center

CROWN

- Arkansas Foundation for Medical Care
- Arkansas Heart Hospital
- Arkansas Urology
- Bridgestone Americas Tube Business
- CenturyLink
- Consolidated Printing
- Cox Communications
- Crain Automotive Team
- Expense Reduction Analysts
- FFO Home
- Georg Fischer Harvel
- Gerdau Special Steel
- Hackney Ladish, Inc.
- Hino Motors Manufacturing USA, Inc.
- Manhattan Road & Bridge Company
- Mississippi County Health System
- Pain Treatment Centers of America
- PPG
- Pratt & Whitney, Inc.
- Radiology & Associates, P.A
- Sempra Renewables
- Stephens Group, LLC
- TCPrint Solutions
- The BridgeWay
- The McLarty Companies
- U.S. Pizza Co. Inc.

The Pinnacle Program recognizes the state's outstanding corporate citizens. These leading companies are helping make the state a better place in which to live, work and conduct business by supplying the leadership and financial support necessary for the State Chamber/AIA to effectively represent the Arkansas business community.

Levels of investment include \$5,000 (Crown), \$10,000 (Peak), \$25,000 (Summit) and \$35,000 and up (Apex). Benefits of Pinnacle membership include recognition in State Chamber/AIA printed publications, e-publications and on our web site; special recognition at all State Chamber/AIA events; preferred seating at State Chamber/AIA events; preferred seating at State Chamber/AIA events, such as the Annual Meeting and the Washington Fly-In and Congressional Dinner, and networking opportunities with other high-level Arkansas business and industry leaders.



APEX



SUMMIT



PEAK



CROWN



ARKANSAS HEART HOSPITAL



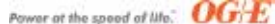
Arkansas Petroleum Council



DENSO



NOVUS



The Roberts Group



NEW AND UPGRADED MEMBERS

Thanks to the Following New and Upgraded State Chamber-AIA Members in 2017

ACE Glass Construction Corp.	Campbell Ward	Gina's Catering Plus, LLC	Penske Truck Leasing
ACS Roof Maintenance, Inc.	Celerit Solutions	Girl Scouts Diamonds of AR, OK & TX	Pfizer Pharmaceuticals
ADESA Little Rock	Central EMS	Glatfelter	Post Consumer Brands dba Post Foods LLC
Allen Engineering	CenturyLink	Haldex Brake Products	PPG
Alliance Parts Warehouse	CertainTeed	Hiland Dairy-Little Rock	Pratt & Whitney, Inc.
Almatis, Inc.	Claridge Products & Equipment, Inc.	Hydco, Inc.	Quality Inn & Suites
American Precision Fabricators Inc.	Colonel Glenn Nursing & Rehab, LLC	Innovative Strategies Group	Quality Inn & Suites I-40 East
American Red Cross	Comfort Inn & Suites Airport	Johnson Controls, International	Quattlebaum Grooms & Tull PLLC
Apprentice Information Systems Inc.	Comfort Inn & Suites Presidential	J V Manufacturing Inc.	Radiology Associates P.A.
Arkansas 4-H Foundation, Inc.	Consolidated Printing	Manhattan Road & Bridge Company	Regional Recycling District
Arkansas-American Society of Safety Engineers	Conway Regional Health System	Marcusen Funeral Consulting	Residence Inn by Marriott
Arkansas Colleges of Health Education	Corbin Security Solutions LLC	Marianna-Lee Chamber of Commerce	Rineco Chemical Industries
Arkansas Compensation Association	Merger Match LLC dba Corporate Insight Strategy	Martin Sprocket & Gear Inc.	Risk Services of Arkansas/Insurica
Arkansas Foundation for Medical Care	Courtyard by Marriott	Maverick Transportation, LLC	Rock Region METRO
Arkansas Heart Foundation	Cox Communications	Maxwell Hardwood Flooring Company	Scott Equipment Co. LLC
Arkansas Heart Hospital	Crain Automotive Team	The McLarty Companies	Sempra Renewables
Arkansas HVACR Association	Cumulus Broadcasting, Inc.	Meridian Investment Advisors	Stainless Innovations
Arkansas Licensing & Business Services LLC	Custon U Fitness LLC	Metal Recycling Corporation	The Stephens Group, LLC
Arkansas Physicians Management, Inc.	Dave Creek Media	Mid-South Engineering Company	Strayer University
Arkansas Urology	Davidson Law Firm	Mississippi County Hospital System	Sunstar Insurance of Arkansas
ARGOS	DidJaGoYet Travel LLC	Motor Appliance Corporation	Superior Industries International, Arkansas LLC
aTEST consultants, inc.	Edafio Technology Partners	NABCO Mechanical & Electrical Contractors	TCPrint Solutions
Aviation Repair Technologies	Ed's Supply Company	Laser Link Inc. dba National Custom Hollow Metal Door	Thompson Electric
Beall Barclay & Company PLC	Entegrity	National Wallcovering	TruService Community Federal Credit Union
Bekaert Corporation	Environmental Protection Associates	NIBCO	University of Central Arkansas
Bell & Company, PA	Expense Reduction Analysts	Nilfisk, Inc.	Union Bank & Trust Company
BNSF Logistics, LLC	Eye Care Arkansas, P.A.	North Bluffs Development Corporation	U.S. Pizza Co. Inc.
Bost Inc.	FFO Home	Omnium	USA Images LLC
Bridgestone Americas Tube Business	Fureigh Electric	ORBEA USA	USA Truck, Inc.
The BridgeWay	Gazaway ACE	Pain Treatment Centers of America	Washington Regional Medical Center
Busch Agricultural Resources Inc.	Georg Fischer Harvel LLC		Welsco
	Gerdau Special Steel		White River Hardwoods-Woodworks
	Ghidotti Communications		

SPONSORS AND ADVERTISERS

The Following Members and Organizations Sponsored State Chamber-AIA Events and Purchased Advertising in 2017

Associated Builders & Contractors of Arkansas	Baldwin & Shell Construction Company	Fuller Enterprises	Pritchett Sales & Use Tax Consulting
Axiom Corporation	Batesville Area Chamber	FutureFuel Chemical Company	Regions Insurance
Aerojet Rocketdyne Corporation	Black Hills Energy	Gerdau Special Steel	Relyance Bank
AGC Arkansas	Brent Stevenson Associates	Goodwill Industries of Arkansas	Riceland Foods Inc.
Agricultural Council of Arkansas	Capitol Partners LLC	Governor's Quality Award	Rogers-Lowell Area Chamber of Commerce
Alcoa Inc.	Cavanaugh Auto Group	Great Lakes Solutions/ Chemtura	Rose Law Firm
America's Car Mart Inc.	CenterPoint Energy	Greater Hot Springs Chamber of Commerce	Russellville Area Chamber of Commerce
Arkansas Broadcasters Association	Central Moloney Inc.	Green Bay Packaging Inc.	Seiz Sign Company
ARcare	Cisco-Eagle	Hot Springs Metro Partnership	Signature Bank of Arkansas
Arkadelphia Regional EDA & Area Chamber of Commerce	Citizens Bank	Impact Management Group Inc.	Simmons Bank
Arkansas Blue Cross and Blue Shield	City of Fort Smith	Independent Insurance Agents of Arkansas	Southland Park Gaming & Racing
Arkansas Business Publishing Group	CJRW	International Paper Company	Southwest Power Pool
Arkansas Economic Development Commission	Community Health Centers of Arkansas, Inc.	inVeritas Research & Consulting, Inc.	Stephens Production Company
Arkansas Electric Cooperatives Corp.	Conway Corporation	Kinco Constructors, LLC	TCPrint Solutions
Arkansas Environmental Federation	Cooper Tire & Rubber Company	Kutak Rock LLP	The Empire District Electric Company
Arkansas Farm Bureau Federation	Cox Communications	Lanxess Corp.	The Poultry Federation
Arkansas Forestry Association	Cross County Chamber of Commerce/Wynne EDC	Little Rock Regional Chamber	Tyson Foods, Inc.
Arkansas Furniture	Cross Gunter Witherspoon & Galchus P.C.	Lockheed Martin Missilies & Fire Control	U.S. Bank
Arkansas Hospital Association	Dassault Falcon Jet Corp.	Mainstream Technologies, Inc.	U.S. Small Business Administration
Arkansas Hospitality Association	DBH Management Consultants	McDaniel Richardson & Calhoun PLLC	United Capital Financial Advisers LLC
Arkansas Learns	Delta Dental of Arkansas Inc.	McGeorge Contracting Company Inc.	Vision IT Consultants
Arkansas Municipal League	Delta Regional Authority	McKee Foods Corporation	W&W/AFCO Steel LLC
Arkansas Oklahoma Gas Corporation	Deltic Timber Corporation	Mercy Health	Walmart Stores Inc.
Arkansas Petroleum Council	Domtar	Mitchell Williams Selig Gates & Woodyard, PLLC	Windstream
Arkansas Tech University	Dover Dixon Horne PLLC	Mullenix & Associates, LLC	Winrock International
Arkansas Valley Alliance for Economic Development	E. Ritter & Company	Nabholz Construction Services	Wright Lindsey & Jennings LLP
Arvest Bank	E.C. Barton & Company	Northwest Arkansas Regional Airport	Wynne Economic Development Corporation
AT&T Arkansas	Edwards Food Giant	Northwest Technical Institute	XTO Energy, Inc., an ExxonMobil subsidiary
Auditor of State Andrea Lea	Entergy Arkansas, Inc.	Nucor Arkansas	
	Farm Credit Services of Arkansas	Paschall Strategic Communications	
	First Community Bank		
	First National Bank of Fort Smith		
	Fort Smith Regional Chamber of Commerce		

AFFILIATED ORGANIZATIONS



Arkansas Institute for Performance Excellence (AIPE)/Governor's Quality Award

Through a partnership formed in 2008, the Arkansas Institute for Performance Excellence and the Arkansas State Chamber of Commerce provide training and recognition for high-performing organizations in Arkansas through the Governor's Quality Award Program.

With a mission to advance organizational excellence for economic growth and sustainability of participating Arkansas organizations, AIPE provides training services to all organizations in the state in all industries – manufacturing, healthcare, non-profit, education and business with a goal of helping organizations maximize their potential.

Training opportunities include:

- Using Baldrige to leverage the ISO 9001:2015 accreditation process
- Annual regional and industry-specific seminars
- In-depth organizational self-assessment facilitation
- Professional development training

The Governor's Quality Award program provides opportunities for all organizations in the state to measure their progress in the journey of performance excellence using the nationally recognized Baldrige Excellence Framework criteria.

APPLY FOR A GOVERNOR'S QUALITY AWARD

- Learn how to write an application at Applicant Training
- Receive a feedback report of strengths and gaps from a team of trained professionals who examine applications
- Become a member of our Board of Examiners and receive training on assessing applications
- Receive statewide recognition at annual awards ceremony and promotion

For more information on receiving a Governor's Quality Award or to learn more about the program, contact Sue Weather at 501-372-2222, sweather@arkansasstatechamber.com or visit the website at www.arkansas-quality.org.

Arkansas Economic Developers & Chamber Executives (AEDCE)

Arkansas Economic Developers & Chamber Executives (AEDCE) is the state's premier association representing professional and volunteer economic developers and chamber executives in Arkansas. Previously organized as two separate entities, (Arkansas Economic Developers and Arkansas Chamber of Commerce Executives), the two associations merged in 2016 to create a stronger, more efficient and unified alliance. AEDCE's objective is to advance, through educational and professional efforts, the business climate and quality of life in Arkansas by the development of employment opportunities through economic growth and community development. This is accomplished through education, advocacy and our connected network of association members.

Membership in AEDCE is available to anyone with an interest in the economic and community development of Arkansas. Our membership covers all parts and aspects of the economic development and chamber industry in Arkansas, from rural to urban areas and everything in between. This allows us to provide a broad array of resources and expertise in the chamber and economic development fields.

AEDCE is a 501 (c) 6 organization that is housed at the Arkansas State Chamber of Commerce/AIA. The staff and board of AEDCE are dedicated to providing leadership and a vision to advance economic development and chamber professionals in Arkansas. For more information, visit our website at www.aedce.org or contact AEDCE Executive Director Shelley Short at 501-210-4206.



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INITIATIVE OVERVIEW

THE NEED: FIX OUR NATION'S SKILLS GAP PROBLEM NOW.

Right now, our nation's workforce is facing a challenge. Over 23 percent of the current skilled professionals are at or near retirement age. But the USA's workforce isn't prepared to fill the positions our retiring workers are creating.

THE FACTS: THE SHORTAGE IS REAL.

- Skilled professional workers are aging fast and the skills gap is widening.
- More than 82 percent of manufacturers report a moderate to severe shortage in skilled production workers.
- 2 in 3 parents feel a career requiring a skilled trade is not for their child.

THE ANSWER: CHANGE HOW AMERICANS PERCEIVE THE JOBS PROVIDED BY SKILLED PROFESSIONS.

Be Pro Be Proud is a focused effort designed to create and generate student, parent and educator interest in technical professions within the manufacturing, trucking and construction industries by presenting them as the high-tech, high-wage career paths they are.

INITIATIVE'S GOALS

- Grow awareness of the skills gap as an existential threat to growth.
- Change attitudes and perceptions about the skilled trade professions.
- Promote action and instill pride in our audiences.

TARGETED SKILLED PROFESSIONS

Truck Driver	CNC Operator	HVACR Tech
Diesel Tech	Tool and Die Maker	Plumber
Welder	Computer Programmer	Electrician
Machinist	CAD/CAM Drafter	Carpenter



TRAIN

ASSESS

RECOGNIZE



Arkansas Institute for **PERFORMANCE EXCELLENCE**

Helping Arkansas Business Excel

We offer training to help your organization excel.

- Governor's Quality Award Program
 - Applicant Training
 - Board of Examiner Training
- Assessment Services
- Healthcare Seminar
- Webinars
- Workshops
 - ISO 9001:2015
 - Management Skills for Frontline Managers
 - Organizational Profile: Define Your Context
 - Cybersecurity

"Meaningful feedback reports motivated us to change and improve. Not just improve end-of-production-line quality, but quality in every aspect of our operations. How we interact, track and improve customer relations. How we improve the work experience of our employees. How we work with vendors to verify the quality of purchased components and build partnerships. And finally the impact we have on our community. We are a much better company today than when we started the journey, especially where it counts most, on the bottom line."

CHRIS WEISER, President
JV Manufacturing Inc.
Springdale
*2014 Recipient of the Governor's
Award for Performance
Excellence*

"When we began this process a little over five years ago, we 'thought' we were pretty good at what we did. Going through the Governor's Quality Awards process quickly taught us that just thinking we were good wasn't good enough. Our standards are higher now, as is our ability to meet them. DD&F is a better company than it was five years ago. I would encourage any organization or business that is truly committed to excellence to consider getting involved."

RANDY DENNIS, President
DD&F Consulting Group
Little Rock
*2016 Recipient of the Governor's
Award for Performance
Excellence*



**GOVERNOR'S
Quality Award**

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Are you wasting too much time thinking about technology?

May we join you at the table to explore how technology can improve your life and your business?

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