

2024

Annual Report

ADVANCING AND PROTECTING THE
BUSINESS CLIMATE IN ARKANSAS



ARKANSAS
STATE CHAMBER
OF COMMERCE



ASSOCIATED
INDUSTRIES OF
ARKANSAS

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A Message from the President and CEO

RANDY ZOOK



As we reflect on the milestones of 2024, we are proud to highlight the pivotal strides Arkansas has made toward enhancing its economic environment, particularly through groundbreaking tax reforms that will directly benefit our families and businesses for years to come.

This year, we saw the realization of bold tax cuts that will have a lasting impact on Arkansas' economy. In

June 2024, the 94th General Assembly delivered historic tax relief for Arkansans. Among the most notable changes, the top individual income tax rate was reduced from 4.4% to 3.9%, providing immediate savings of \$384.2 million in 2024 alone and \$256.1 million annually thereafter for approximately 1.1 million Arkansas taxpayers. Additionally, the top corporate income tax rate was lowered from 4.8% to 4.3%, saving Arkansas businesses \$99.3 million in the first 18 months and \$66.2 million annually going forward.

For homeowners, the increase in the homestead property tax credit from \$425 to \$500 will provide \$46-47 million in annual savings. These reductions represent tangible, meaningful relief for Arkansas families and businesses, reaffirming our commitment to fostering a competitive, pro-business environment in the state.

Beyond tax cuts, we celebrated the launch of the National Civics Bee in Arkansas, an initiative that engages our future leaders in the principles of democracy. We graduated 53 new professionals from Leadership Arkansas, strengthening our state's leadership pipeline, and welcomed over 90 new members into our community, further broadening the reach of the State Chamber/AIA.

“We are proud to highlight the pivotal strides Arkansas has made toward enhancing its economic environment that will directly benefit our families and businesses for years to come.”

We also presented our 2024 Progress and Outlook Tour to approximately 40 communities across Arkansas, and we held the Annual Workforce Best Practices Summit, which brought together more than 150 employers and manufacturers. Our ongoing advocacy efforts also resulted in securing commitments to expand Be Pro Be Proud into Alabama and Texas in 2025.

We are proud of the progress we've made, but the work does not stop here.

Thank you for your continued partnership and commitment to a thriving Arkansas business climate.

Sincerely,

A handwritten signature in black ink that reads "Randy Zook". The signature is fluid and cursive, with the first name being more prominent.

Randy Zook
President & CEO
Arkansas State Chamber of Commerce and
Associated Industries of Arkansas

A dark, blue-tinted photograph of the Arkansas State Capitol building, featuring a prominent dome and classical architectural details. The building is set against a dark background, with some trees visible in the foreground.

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2024 Leadership

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 prevent anti-business legislation, regulations, and rules.

2024 EXECUTIVE COMMITTEE

State Chamber of Commerce Officers



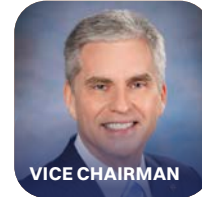
Gary Head
Signature Bank of Arkansas



Ronald Dedman
AT&T Arkansas (*retired*)



Ray Dillon
Deltic Timber (*retired*)



Curtis Barnett
Arkansas Blue Cross
Blue Shield



John Burgess
Mainstream Technologies,
Inc.



Raymond Burns
Rogers Lowell Chamber



Stanley Hill
Arkansas Farm Bureau
Federation



Laura Landreaux
Entergy Arkansas



Michael Lindsey
Walmart



Andy Miller
Flywheel Energy



Nelson Peacock
Northwest Arkansas
Council



Larry Shackelford
Washington Regional
Medical Center



Reggie Rose
Simmons Bank

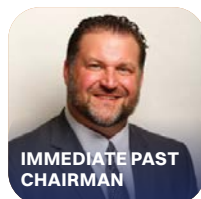
Associated Industries of Arkansas Officers



Greg Williams
Nabholz Construction
Services



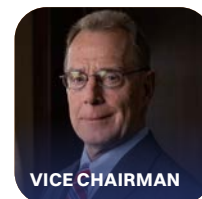
Brad Hegeman
Nabholz Corporation



Chris Hart
Central Moloney



Grady Harvell
W&W|AFCO Steel LLC



Michael Callan
Stephens Production
Company



Thomas Dickinson
McGeorge Contracting
Co., Inc.



Dean Hoover
Koontz Electric
Company Inc.



Kevin McGilton
Riceland Foods, Inc.



Kristi Prince
Maxwell Hardwood, Inc.



Lenore Trammell
U. S. Steel/Big River Steel



Jeffrey Wood
Tyson Foods, Inc.



Reggie Rose
Simmons Bank

2024 STATE CHAMBER BOARD

Blair Allen
Beechwood Pinnacle
Hotels, LLC

Tim Allen
Fort Smith Regional
Chamber of Commerce

David Avery
Windstream

Curtis Barnett
Arkansas Blue Cross
Blue Shield

Mark Beach
CDI Contractors LLC

Mark Biggers
E.C. Barton & Company

Don Bobbitt
University of Arkansas
System

Brian Bowen
Summit Utilities

Jessica Breaux
Amazon

Daryl Brown
MISO

Darlene Brugnoli
Verizon Wireless

John Burgess
Mainstream Technologies,
Inc.

Raymond Burns
Rogers Lowell Chamber

Ken Calhoun
Altec Industries, Inc.

Doug Campbell
America's Car-Mart Inc.

Jim Carr
Highland Home Holdings

Bret Carroll
Conway Corporation

Josh Carson
Rausch Coleman Homes

Davy Carter
Centennial Bank

Joe Carter
The Snyder Environmental

Jay Chesshir
Little Rock Regional
Chamber

Marvin Childers
The Poultry Federation

R. Andrew Clyde
Murphy USA Inc.

Mel Coleman
North Arkansas Electric
Cooperative

Steven Collier
ARcare

Vanessa Cook
Tyson Foods, Inc.

Matt Crafton
Crafton Tull

Brad Crain
Arvest Bank

Melissa Curry
Methodist Village Senior
Living

Susan Davenport
FORVIS

Houston Davis
University of Central
Arkansas

Bryan Day
Little Rock Port Authority

Ronald Dedman
AT&T Arkansas (retired)

Angela DeLille
Cox Communications

Ray Dillon
Deltic Timber (retired)

Jane Duke
Tyson Foods on Thompson

Steve Edwards
Edwards Food Giant

Martin Eggenberger
Black River Technical
College

Ron Ekstrand
Easterseals Arkansas

Marc Eyre
Black Hills Energy

Buddy Hasten
Arkansas Electric
Cooperatives, Inc.

Adam Head
CARTI

Gary Head
Signature Bank of Arkansas

Daniel Heard
Uniti Group Inc.

Eddie Lee Herndon
OG+E

Stanley Hill
Arkansas Farm Bureau
Federation

Hannah Hines
Hines Trucking

Jerry Holder
Garver

Dean Hoover
Koontz Electric Company
Inc.

Jeff Hunnicutt
Highlands Oncology Group

Osi Imomoh
Southland Casino Hotel

Crystal Johnson
Batesville Area Chamber of
Commerce

Tom Kennedy
Entergy Arkansas

Kurt Knickrehm
McGriff Insurance

George Knollmeyer
Ben E. Keith Company

Brad Lacy
Conway Area Chamber of
Commerce

Laura Landreaux
Entergy Arkansas

Michael Lindsey
Walmart

Richard Macy
USABLE Life

Randy Massanelli
University of Arkansas

Kevin McKenzie
Farm Bureau Mutual
Insurance Company of
Arkansas, Inc.

Nancy Lee McNew
Pine Bluff Regional
Chamber of Commerce

Andy Miller
Flywheel Energy

Michael Moore
Friday Eldredge & Clark LLP

Charles Morgan
First Orion Corp.

Alan Morse
Ritter Communications

Eric Nelson
Nelson Intelligence
Solutions, LLC

Gary Newton
Arkansas Learns

Michael Parker
Wright Lindsey Jennings LLP

Cam Patterson
UAMS

Nelson Peacock
Northwest Arkansas Council

Len Pitcock
Cox Communications

Vu Ritchie
Stephens Inc.

Reggie Rose
Simmons Bank

Mike Ross
Southwest Power Pool

Reynie Rutledge
First Security Bank

Carlton Saffa
Saracen Casino Resort

John Schaffitzel
Highland Industrial Park

Larry Shackelford
Washington Regional
Medical Center

Sam Sicard
First National Bank of Fort
Smith

Wayne Smith
Oaklawn Racing Casino
Resort

Bob Smith
Robert D. Smith, III

Greg Thompson
MEMS - Metropolitan
Emergency Medical
Services

Eric Thompson
MEMS - Metropolitan
Emergency Medical
Services

Eric Thompson
MEMS - Metropolitan
Emergency Medical
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Eric Thompson
MEMS - Metropolitan
Emergency Medical
Services

Gary Troutman
Greater Hot Springs
Chamber of Commerce

Lorie Tudor
Arkansas Department of
Transportation

Connie Vaughan
McKee Foods Corporation

Jamie Vernon
Waste Management of
Arkansas

Guy Wade
Friday Eldredge & Clark LLP

Sam Walls
Arkansas Capital
Corporation

Drew Weber
US Pizza Co. Inc.

Judy Weishar
Winrock International

Troy Wells
Baptist Health

Colby Wells
South Central Arkansas
Electric Coop. Inc.

Sherece West
The Winthrop Rockefeller
Foundation

Gordon Wilbourn
Kutak Rock LLP

Larry Wilson
First Arkansas Bank & Trust

Jarrod Yates
Arkansas Farm Bureau
Federation

Mark Young
Jonesboro Regional
Chamber of Commerce

2024 ASSOCIATED INDUSTRIES OF ARKANSAS BOARD

James Adams
Gar-Bro Manufacturing
Company

Jennifer Anglin
Pernod Ricard-USA

Steven Anthony
Anthony Timberlands, Inc.

Scotty Bell
Virco Manufacturing
Corporation

Michael Callan
Stephens Production
Company

Chris Chandler
Chandler Equipment

Elmer Cherry
Nucor

Tom Cullins
Cooper Tire & Rubber
Company

Mark Day
Lanxess Corporation

Sebastien Deltheil
Dassault Falcon Jet

Haskell Dickinson
McGeorge Contracting
Co., Inc.

Thomas Dickinson
McGeorge Contracting
Co., Inc.

Mark Donovan
S&H Systems

Chester Fort
West Fraser, Inc.

Bobby Freeman
Bridgestone Americas Tube
Business

Robert George
George's Inc.

Clay Gordon
Kinco Constructors, LLC

Jason Green
ABB

George Harguess
Denso Manufacturing
Arkansas, Inc.

Chris Harris
Tokai Carbon GE LLC

Chris Hart
Central Moloney

Grady Harvell
W&W | AFCO Steel LLC

Brad Harville
Green Bay Packaging Inc.
Arkansas Kraft Division

Brad Hegeman
Nabholz Corporation

Chris Heitzman
Caterpillar Inc.

Justin Holmes
Martin Sprocket & Gear Inc.

Chandra Hooker
Aerojet Rocketdyne
Corporation

Dean Hoover
Koontz Electric Company Inc.

Aaron Huckaby
Lockheed Martin Missiles &
Fire Control

Gareth Jolly
Hino Motors Manufacturing
USA, Inc.

John Kelleher
Gerdau Special Steel

Kyle Landrum
FedMet Arkansas LLC

Robert Langston
Langston Companies Inc.

Brent Leopard
Arauco

Mike Lyles
Pactiv Evergreen

Gary McChesney
FutureFuel Chemical
Company

Theresa McGaha
Clearwater Paper
Corporation

Scott McGeorge
Pine Bluff Sand & Gravel
Company

Kevin McGilton
Riceland Foods Inc.

Dustin Morphis
Bridgestone Americas Tube
Business

Dustin Morphis
Bridgestone Americas Tube
Business

Dustin Morphis
Bridgestone Americas Tube
Business

Dustin Morphis
Bridgestone Americas Tube
Business

Dustin Morphis
Bridgestone Americas Tube
Business

Ben Noble
Riceland Foods Inc.

Kristi Prince
Maxwell Hardwood, Inc.

Kimmie Provost
Simmons Foods, Inc.

Gina Radke
Galley Support Innovations

Reggie Rose
Simmons Bank

Cheryl Schwab
Tokusen U.S.A. Inc.

Mike Simpson
TCPrint Solutions

Melissa Smith
McKee Foods Corporation

Shannon Sullivan
American Greetings
Corporation

Lenore Trammell
U.S. Steel/Big River Steel

Derek Turner
El Dorado Chemical
Company

Derek Turner
El Dorado Chemical
Company

Derek Turner
El Dorado Chemical
Company

Derek Turner
El Dorado Chemical
Company

Ernie Walker
Rineco Chemical Industries

Bill Ward
American Kraft Paper
Industries LLC

Tammy Waters
Domtar Ashdown Mill

Jim Watson
Aerojet Rocketdyne
Corporation

Don Weaver
Weaver-Bailey Contractors, Inc.

Chris Weiser
JV Manufacturing Inc.

Adam White
Remington

Greg Williams
Nabholz Construction
Services

Joe Wilson
ConAgra Brands

Jon Witherow
Nucor-Yamato Steel

Jeffrey Wood
Tyson Foods, Inc.

Jeffrey Wood
Tyson Foods, Inc.

Jeffrey Wood
Tyson Foods, Inc.

Jeffrey Wood
Tyson Foods, Inc.

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Sealing drafts, upgrading insulation, and using energy-efficient appliances.



Choosing a billing option that suits you, like enrolling in AutoPay, signing up for leveled billing (Average Monthly Billing – AMB), or discussing a payment plan.



Staying warm without raising the thermostat. Dress in layers, wear wool socks, open curtains for sunlight during the day, and close them at night.

Find more tips and resources at SummitUtilities.com/Winter.



What does it mean to be taken care of? At Arkansas Blue Cross and Blue Shield, it means providing peace of mind. We've been taking care of Arkansans for over 75 years, providing affordable, reliable health insurance ... to keep your employees healthy and help them heal. We're investing in your communities to keep this diverse and wonderful state strong. And looking out for your physical, emotional and social health, connecting you with resources, and helping you navigate the healthcare system — so your organization's employees and the ones they love can live their best life, their whole life long. Take good care, Arkansas.

Take good care.



takegoodcarearkansas.com

Political Action Committees

2024 PAC STATS

\$208k +

We raised \$208,318.75 into our PACs (State Chamber PAC, AIA PAC, and Businesses for Justice PAC) to prepare for the election cycle.

BALANCES AS OF 12/31/2024

Year-end Balances

\$167,590.69
State Chamber PAC

\$70,073.01
AIA PAC

\$23,176.21
Businesses for Justice PAC

PARTNER WITH US

2025

We hope your company will partner with us in 2025. PAC donors at any amount are invited to meetings with candidates/elected officials when we present them with campaign donations and are listed on signage throughout the year.

As a reminder – the limit to PACs has been raised to \$10k per calendar year and your corporation CAN donate to a PAC but not directly to a candidate.

PAC FAQs

What is State Chamber PAC?

Arkansas State Chamber of Commerce Political Action Committee (State Chamber PAC) serves as a vehicle that allows the State Chamber/AIA to help communicate the business community’s goal of economic prosperity in Arkansas to candidates and elected officials.

What is AIA PAC?

Associated Industries of Arkansas Political Action Committee (AIA PAC) serves as the vehicle to support candidates and elected officials who stand up for the needs of manufacturing businesses and industrial businesses.

What is Businesses for Justice PAC?

Businesses for Justice PAC supports judicial races in Arkansas, contributing to the development of a fair and just legal system in the state.

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 \$10,000 per calendar year.

What happens with the money raised?

1. It supports candidates and elected officials who share our vision to grow the economic prosperity of our state, whether by fighting for an issue that helps business, or against one that hurts our interests.
2. It helps members stay informed about various issues during election season by allowing them to meet candidates and learn more about their platforms.
3. State Chamber/AIA may call on its members to engage with their representatives regarding issues that impact business.

Will all of the money raised stay in Arkansas?

Yes. Our PACs are solely focused on making a difference in Arkansas and do not participate on a federal level. These PACs operate exclusively at the state level.

Do the PACs or the State Chamber/AIA have a particular party affiliation?

No. Neither the State Chamber/AIA nor its PACs have loyalty to any specific political party. The allocation of funds will depend solely on a candidate’s position concerning matters important to the business community.

Who decides who will receive a donation?

We have a PAC committee of appointed State Chamber/AIA members 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 State Chamber PAC, AIA PAC, and/or Businesses for Justice PAC and mail to PO Box 3645, Little Rock, AR 72203.
2. Give a percentage of your dues to a PAC when you renew your membership each year.
3. Make a donation online to State Chamber PAC and/or to AIA PAC by scanning the QR codes below.



State Chamber PAC



AIA PAC

Governmental Affairs

Fiscal Session of the 94th General Assembly

The 2024 Fiscal Session, which began on April 10, 2024, focused on passing a balanced \$6.31 billion budget while addressing key issues like education, public safety, and state employee compensation. Governor Sarah Huckabee Sanders set the tone with a call for responsible spending that prioritizes Arkansans' needs while slowing the growth of government.

Budget and Appropriations

The session passed more than 100 appropriation bills, including:

EDUCATION

Additional funding for public schools and \$65.7 million for Education Freedom Accounts.

PUBLIC SAFETY

A \$3.9 million increase for the Arkansas State Police and funding for 50 new corporal positions, two new positions at the State Crime Lab, and overtime for correctional officers.

STATE EMPLOYEE PAY PLAN

A temporary pay plan (Act 172) that raises salaries by 3%, increases the minimum pay to \$32,405, and adjusts the maximum salary range for all pay grades by 10%.

SUPPLEMENTAL APPROPRIATIONS

\$29 million for grants and aid to local school districts.



Gov. Sanders signs significant tax cut legislation on June 19, 2024
(Photo courtesy of the Office of Governor Sarah Huckabee Sanders)



Rep. Jon Eubanks listens to House proceedings on the second day of Fiscal Session, April 11, 2024
(Photo Courtesy of the Arkansas House of Representatives)



Sen. Dave Wallace prepares for the Senate Chamber Session to begin
(Photo courtesy of the Arkansas Senate)



Reps. DeAnn Vaught, Jay Richardson, and Kenneth Ferguson chat on the House floor on the first day of Fiscal Session April 10, 2024 (Photo courtesy of the Arkansas House of Representatives)



Rep. David Ray addresses the House Chamber on June 16, 2024 (Photo courtesy of the Arkansas House of Representatives)



Sens. Jane English and Steve Crowell chat in the Arkansas Senate Chamber (Photo courtesy of the Arkansas Senate)

Governmental Affairs



Reps. Les Eaves and Matthew Shepherd chat on the House floor (Photo courtesy of the Arkansas House of Representatives)



Reps. Tara Richardson and Sonia Barker chat on the House floor on April 10, 2024 (Photo courtesy of the Arkansas House of Representatives)



Representatives convene on the House floor during the Fiscal Session, April 24, 2024 (Photo Courtesy of the Arkansas House of Representatives)



Sen. English presides over the Senate Education Committee (Photo courtesy of the Arkansas Senate)



Rep. Brian Evans responds to questions at a meeting on May 9, 2024 (Photo courtesy of the Arkansas House of Representatives)

Non-Budget Legislation

Although fiscal sessions are typically limited to budgetary matters, lawmakers introduced non-appropriation bills with the required two-thirds support. Key legislation included:

DIGITAL ASSET MINING REGULATION (ACT 173 & ACT 174)

This legislation addresses community concerns about noise, cybersecurity risks, and ownership transparency in the cryptocurrency mining industry. They also grant local governments regulatory authority and establish permitting through the state Oil and Gas Commission.

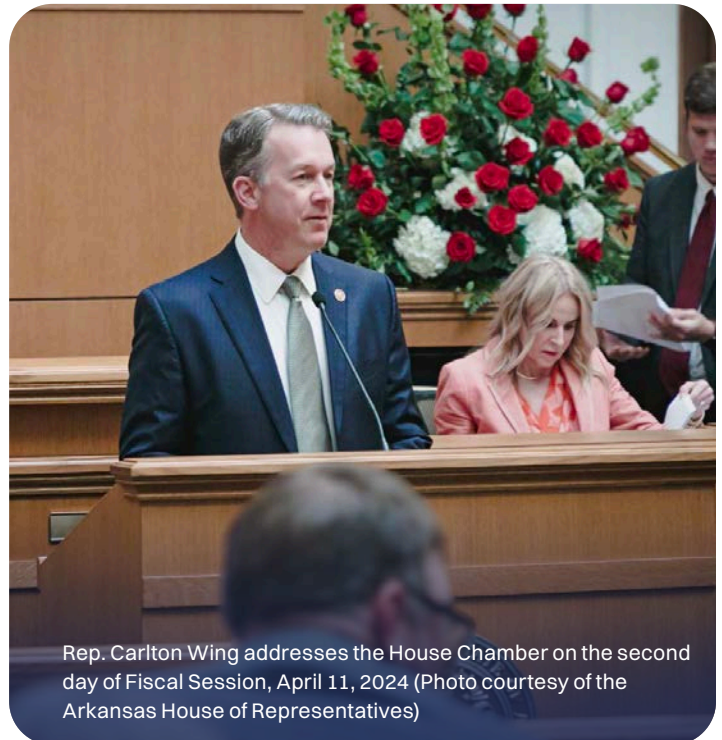
Revenue Stabilization Act

The General Assembly passed its Revenue Stabilization Act (RSA) to outline state spending for the 2024-25 Fiscal Year. The RSA reflects Governor Sanders' proposed 1.76% increase in state spending, adding \$109.3 million to the budget and bringing the total state general budget to \$6.31 billion. The largest increases will be allocated to Educational Freedom Accounts, the Public School Fund, and Arkansas State Police.

The 2024 Fiscal Session showcased Arkansas lawmakers' commitment to fiscal responsibility, with strategic investments in critical areas, a cautious approach to non-appropriation matters, and groundwork laid for continued economic and policy progress.



Sens. Missy Irvin, Jimmy Hickey Jr, and Ricky Hill pose together (Photo courtesy of the Arkansas Senate)



Rep. Carlton Wing addresses the House Chamber on the second day of Fiscal Session, April 11, 2024 (Photo courtesy of the Arkansas House of Representatives)

Governmental Affairs

Second Extraordinary Session of the 94th General Assembly

From June 17 to June 19, 2024, the General Assembly held its Second Extraordinary Session, focusing on tax relief, budget appropriations, and financial stability. The session resulted in significant legislative achievements, which will benefit Arkansas families and businesses.

Key Tax Legislation

INDIVIDUAL INCOME TAX REDUCTION

The top individual income tax rate decreased from **4.4% to 3.9%**, effective January 1, 2024. This reduction benefits approximately 1.1 million Arkansans, saving taxpayers **\$384.2 million in 2024** and **\$256.1 million annually thereafter**.

CORPORATE INCOME TAX REDUCTION

The top corporate income tax rate was lowered from **4.8% to 4.3%**, effective January 1, 2024. This change will save Arkansas businesses **\$99.3 million in the first 18 months** and **\$66.2 million annually in subsequent years**.

HOMESTEAD PROPERTY TAX CREDIT

The homestead property tax credit increased from **\$425 to \$500**, effective January 1, 2024. This adjustment is expected to save homeowners **\$46-47 million annually**, providing tangible relief to Arkansas property owners.

RESERVE FUND CONTRIBUTION

The legislature authorized a **\$290 million transfer to the Arkansas Reserve Fund Set-Aside**, further strengthening the state's financial security.

Fiscal Impact

These tax cuts and budget measures are supported by Arkansas' robust economic position, with an expected **\$708.1 million general revenue surplus for FY 2024**. Since 2013, state tax cuts have reduced annual revenue by more than **\$1.5 billion**. Through these actions, Arkansas continues to position itself as a competitive and economically attractive state for residents and businesses alike.

Tax Reform Efforts

Legislative Tax Cuts Championed by the State Chamber/AIA Since 2010

The State Chamber/AIA's work to reduce taxes since 2010 has resulted in millions in savings for Arkansas business and industry.

Tax Cuts

- ✓ Personal income tax reductions
- ✓ Corporate income tax reductions
- ✓ Unemployment insurance
- ✓ Repeal of the Throwback Rule
- ✓ Rebate for sales taxes on utility costs paid by manufacturers, electric generators, and printers
- ✓ Taxability of nonresident Arkansas income taxes
- ✓ Sales tax exemption on manufacturers' repair and replacement parts
- ✓ Elective pass through entity-level flat income tax
- ✓ Section 179 expense
- ✓ Net operating loss carry forward extension
- ✓ Sales factor
- ✓ Apprenticeship income tax credit
- ✓ Property tax fairness and tax administration fairness
- ✓ Increased income tax credits for historic rehabilitation
- ✓ Capital gains income tax exemption
- ✓ Waste reduction tax credit carry forward for steel manufacturers

Events & Outreach

State Chamber/AIA 96th Annual Meeting

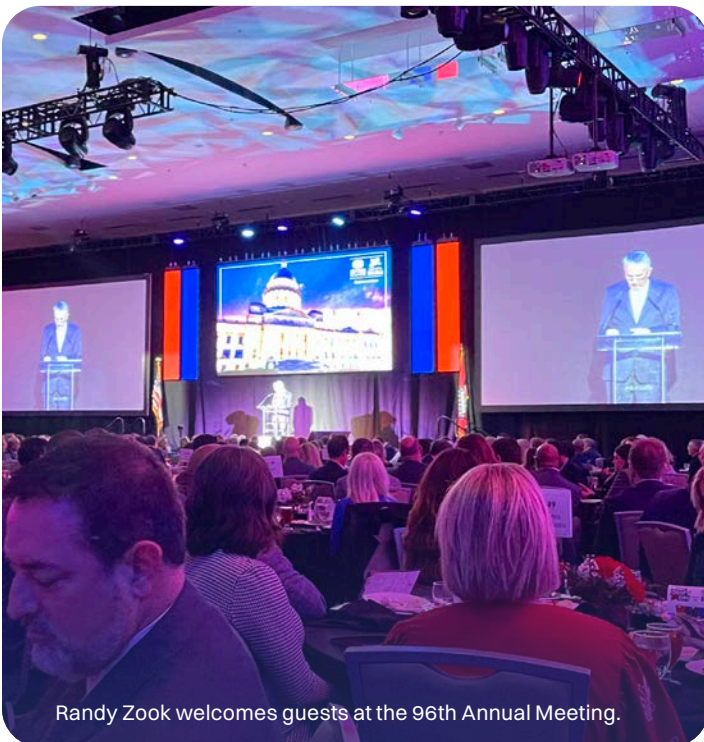
The Arkansas State Chamber/AIA hosted its 96th Annual Meeting on November 19, at the Statehouse Convention Center in Little Rock. Presented by U.S. Steel, this record-breaking event brought together more attendees than ever before, making it the largest Annual Meeting in the State Chamber/AIA's history. Business leaders, policymakers, and community stakeholders gathered to celebrate Arkansas' achievements and address critical issues shaping the state's economic future.

The program highlighted the role of energy diversity and availability in driving economic growth. Entergy Arkansas President and CEO Laura Landreaux delivered featured remarks, offering key insights into energy's impact on Arkansas' competitiveness and prosperity.

Attendees celebrated the four finalists of the Coolest Thing Made in Arkansas competition, a collaboration between the State Chamber/AIA and Arkansas Business Publishing Group. Nearly 16,000 votes were cast in the final round, and the Pedestal Humidifier by Aircare claimed the title of the Coolest Thing Made in Arkansas in 2024.

During the event, members honored outgoing State Chamber Board Chairman Gary Head and former board chairman Greg Williams, recognizing their exceptional leadership and significant contributions to Arkansas' business community.

With a proud tradition spanning more than 90 years, the State Chamber/AIA Annual Meeting remains a premier event for celebrating the achievements of Arkansas' businesses, fostering connections with policymakers, and addressing the state's most pressing economic challenges.



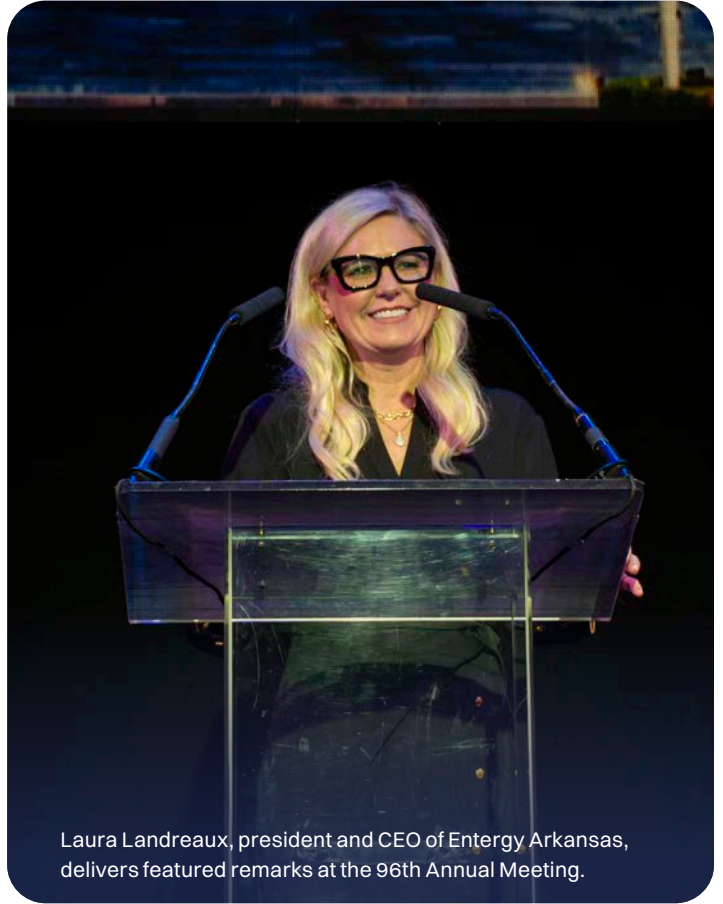
Randy Zook welcomes guests at the 96th Annual Meeting.



Randy Zook honors outgoing State Chamber Board Chairman Gary Head.



Mitch Bettis, owner and president of Arkansas Business Publishing Group, announces the 2024 Coolest Thing Made in Arkansas.



Laura Landreaux, president and CEO of Entergy Arkansas, delivers featured remarks at the 96th Annual Meeting.



The 96th Annual Meeting gathered a record-number of attendees.

Events & Outreach

2024 Annual Legislative Reception

On April 15, shortly after the beginning of the fiscal session of the 94th General Assembly, the State Chamber/AIA welcomed attendees to its Annual Legislative Reception under the big tent in our parking lot.

The event brought together members of the Arkansas General Assembly, constitutional officers, business leaders, and community representatives for an evening of networking and connection. Guests enjoyed food and beverages while engaging in meaningful one-on-one conversations that fostered valuable relationships and strengthened ties between policymakers and the business community. Be Pro Be Proud's mobile workshop was also onsite for attendees to tour during the event.

Each year, this event highlights the State Chamber/AIA's ongoing commitment to creating opportunities for dialogue and advancing Arkansas' economic and legislative priorities.



We welcomed over 60% of the General Assembly to our annual legislative reception.



Rep. Jack Ladyman chats with other guests at the annual legislative reception.

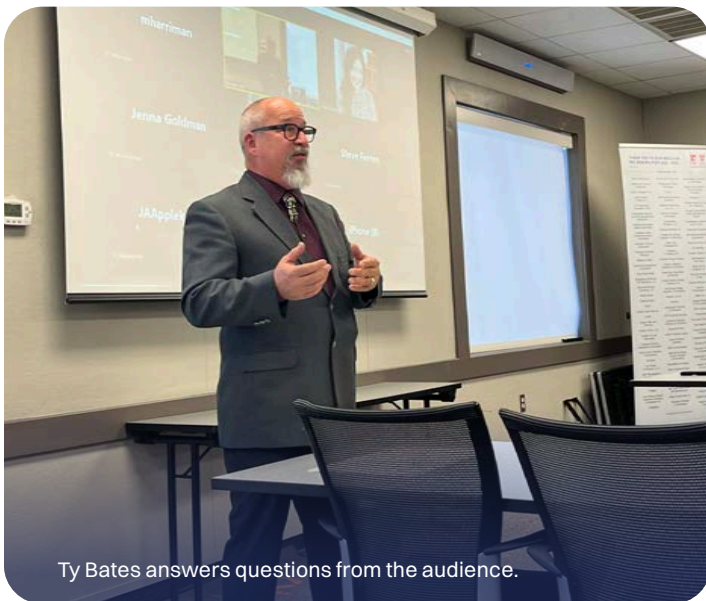


Mathew Pitsch and Rep. Jay Richardson pose together at the annual legislative reception.

2024 Candidate Forums

The State Chamber/AIA hosted a series of candidate forums throughout the year, providing attendees with the opportunity to hear directly from 25 legislative candidates vying for open seats.

These forums allowed candidates to discuss their districts, outline their positions on critical business issues, and answer questions from the audience. By facilitating these discussions, the State Chamber/AIA helped business leaders and community members engage with potential policymakers and make informed decisions that will shape the future of Arkansas' business landscape.



Ty Bates answers questions from the audience.



Brad Hall, now a member of the 95th General Assembly, shares his views on the policies that impact business and industry.



Jeremy Criner shares about his decision to run as a Republican candidate for the House of Representatives in District 17.

Events & Outreach

2024 National Civics Bee Arkansas

On May 15, the State Chamber/AIA hosted the 2024 National Civics Bee Arkansas State Finals at the Clinton Presidential Center in Little Rock. In partnership with The Civic Trust of the U.S. Chamber of Commerce Foundation, the event highlighted the talents of ten middle school students from across the state as they showcased their civics knowledge and presented innovative solutions to community challenges.

Judges included Attorney General Tim Griffin, State Senator Steve Crowell, and Talicia Lee-Richardson, with Samantha Boyd of KARK 4 News serving as emcee. Joah S., the winner of the National Civics Bee Arkansas State Finals, advanced to the national competition in Washington, D.C., and proudly placed in the top ten.

The State Chamber/AIA is proud of the students, families, educators, and community leaders who share our passion for civics and civic engagement and participated in our inaugural event. We look forward to continuing this tradition in the years to come.



Joah wins first place in the National Civics Bee Arkansas State Finals.



Samantha Boyd emcees the event.



Civics Bee Judge Talicia Lee-Richardson asks the students a question during the event.



Parents and educators support and celebrate the students from the audience.



Samantha Boyd poses a civics trivia question to the students during the event.

Events & Outreach

Arkansas Progress & Outlook Tour

In 2024, the State Chamber/AIA presented its Arkansas Progress & Outlook Tour to approximately 40 communities across the state. This year-long initiative shared insights from a comprehensive statewide poll, highlighting Arkansas' progress, business climate, and key issues impacting businesses.

Sponsored statewide by Arkansas Learns, the tour also received tremendous support from numerous regional sponsors who championed their respective communities. These free events brought together State Chamber/AIA members, local chamber members, and business leaders, offering valuable resources and fostering meaningful conversations to help elevate the priorities of Arkansas' business community.



Congressman Steve Womack attends the Progress & Outlook Tour in Rogers.



Randy Zook speaks about Arkansas' economic performance compared to that of other states.



Local business and education leaders attend the Progress & Outlook Tour in Camden.

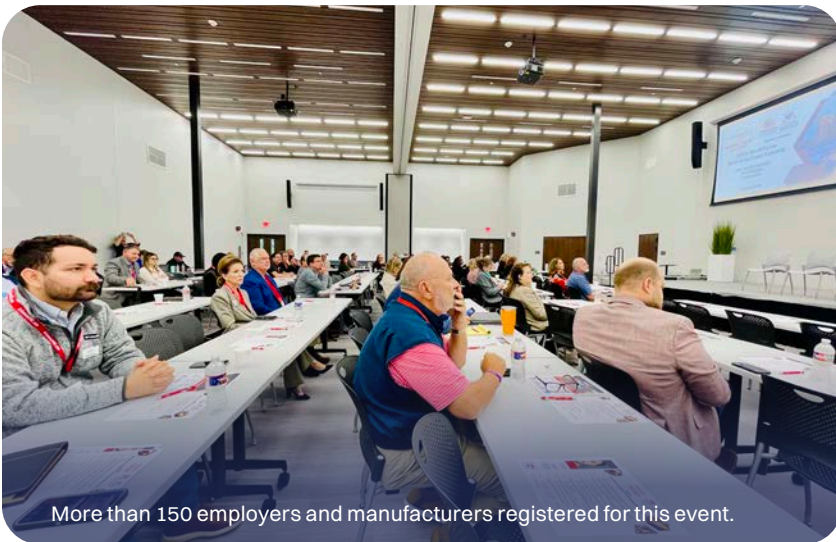
Annual Workforce Best Practices Summit

The Annual Workforce Best Practices Summit, hosted in partnership between Arkansas Manufacturing Solutions and the State Chamber/AIA, was held on November 7, at the Saline County Career and Technical Center. The event brought together top industry leaders to address workforce challenges in manufacturing, focusing on recruitment, retention, and workforce development strategies.

Matt Fieldman, Executive Director of America Works, delivered remarks on closing skills gaps and tapping into underutilized talent pools.

The nearly 150 employers and manufacturers in attendance also heard from industry experts representing Lexicon, Riceland Foods, Skippy Peanut Butter, Tyson, and Amfuel.

Breakout sessions covered topics such as leveraging state resources, enhancing employee engagement, overcoming rural workforce obstacles, and integrating re-entry workers and military personnel into the workforce.



More than 150 employers and manufacturers registered for this event.



Randy Zook speaks to attendees at the Annual Workforce Best Practices Summit.



Keith Gammill welcomes attendees to the Annual Workforce Best Practices Summit.

Events & Outreach

64th Annual Washington Fly-In

The State Chamber/AIA hosted its 64th Annual Washington Fly-In and Congressional Reception, presented by Stephens Inc., on May 7-9, in Washington, D.C. This exclusive three-day event offered participants opportunities to network with Arkansas' federal delegation, U.S. Chamber executives, and fellow Arkansas business leaders.

The event kicked off with the Arkansas Delegation Leadership Reception, honoring chiefs of staff, legislative directors, and schedulers. Participants then enjoyed a packed schedule, including a working breakfast with Congressmen Rick Crawford (AR-1), French Hill (AR-2), Steve Womack (AR-3), and Bruce Westerman (AR-4), policy briefings led by U.S. Chamber of Commerce executives, and a working lunch with Senators John Boozman and Tom Cotton.

Attendees also enjoyed the Congressional Delegation Reception, which provided a casual setting for them to connect with the members of Arkansas' congressional delegation. Following the reception, Congressman Westerman hosted a private night tour of the U.S. Capitol.

The Fly-In concluded with the Arkansas Leadership Breakfast, featuring special guests and insights on national policy issues that impact Arkansas businesses.

Each year, the Washington Fly-In exemplifies the State Chamber/AIA's commitment to fostering connections between Arkansas business leaders and federal policymakers, ensuring that Arkansas' interests are well-represented on the national stage.



Attendees participate in a working breakfast with members of the Arkansas House Delegation.



Senators Boozman and Cotton address participants of the 64th Annual Washington Fly-In.



Senators Boozman and Cotton answer participants' questions during lunch.



Congressman Westerman speaks on a panel with Congressmen Womack, Crawford, and Hill.



Randy Zook welcomes attendees to the Arkansas House Delegation working breakfast.



Senator Boozman chats with an attendee at the Arkansas Senate Delegation working lunch.

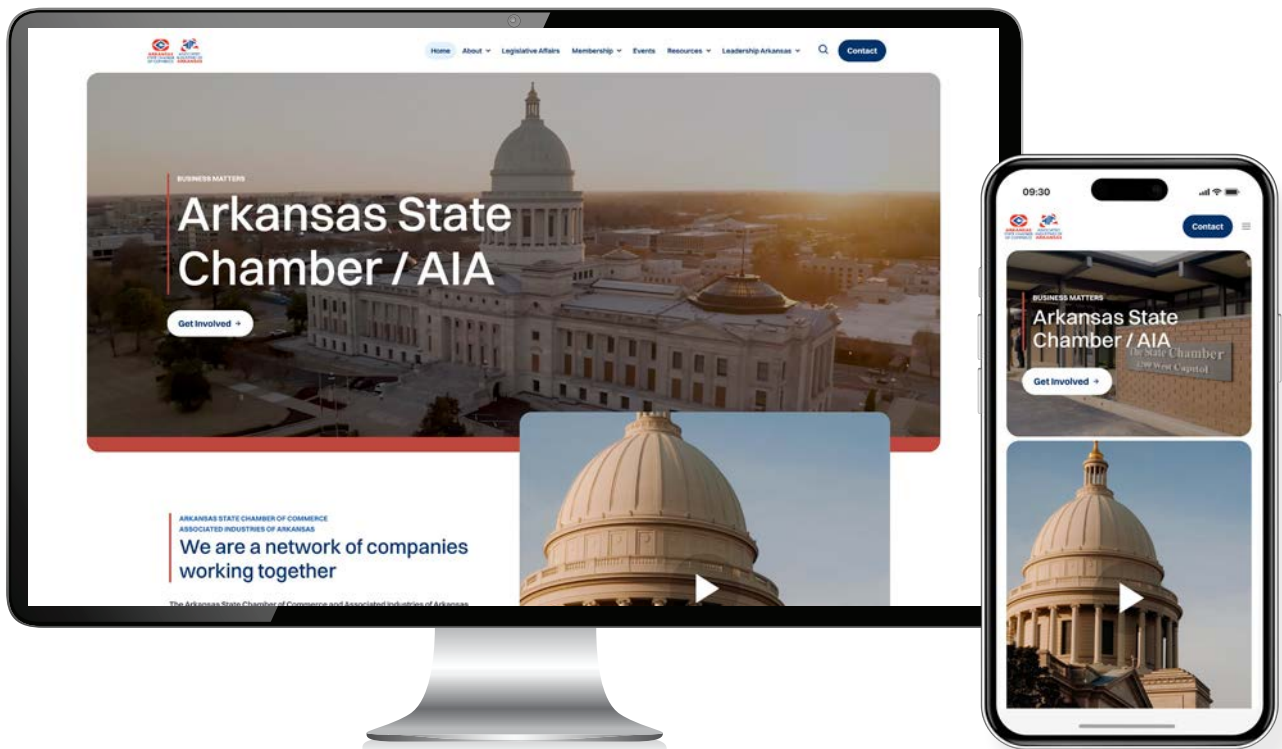
Events & Outreach

Check out our newly designed website!

This year we redesigned our website, www.arkansasstatechamber.com, giving it a fresh look and enhanced features to create a more user-friendly experience. This redesign underscores our commitment to providing the best resources for our members, businesses, public officials, and all those dedicated to advancing Arkansas' economy.

Users will now find it easier than ever to connect with us, whether they are looking to pay online, apply for membership, reserve a conference room at our Little Rock offices, or explore our wide range of events, initiatives, and programs. The website also offers timely updates on news and developments relevant to Arkansas' business community.

The updated website is part of our ongoing efforts to ensure that our members have the tools they need to thrive in today's dynamic market environment. Our website reflects the same values and mission that have guided the State Chamber/AIA for decades, now delivered through a more intuitive online experience.



See for yourself!

Scan the QR code to visit our website.



Investing in Connection and Community across Arkansas

From 2019-2023, we invested nearly \$1.2 billion in our Arkansas network to connect more communities to a brighter future and greater possibility.

attconnects.com/Arkansas



Manufacturing & Workforce Development

BE PRO BE PROUD

BEPROBEPROUD.ORG

BE PRO BE PROUD is Growing!

Be Pro Be Proud, the workforce initiative of the Associated Industries of Arkansas, launched a solo mobile workshop in 2016 with the purpose of changing the perception of trade programs and careers.

The message that a successful career does not require a traditional four-year baccalaureate degree has resonated not only here in Arkansas but around the country. The effort has expanded to two mobile workshops in Arkansas and it now includes tours in Georgia, South Carolina, North Carolina, Tennessee, New Mexico, Alabama, and Texas.



422,573

VISITORS





The Be Pro Be Proud mobile workshops tour schools around these states featuring virtual reality (VR) simulators that allow students to step into technical careers that may be unfamiliar.

To date, more than 98,393 students have joined the Movement to be connected to more information about starting technical careers in the construction, forestry, manufacturing, transportation or utilities industries. The popularity of the Be Pro Mobile Workshop in schools and in workforce development circles has led to a growing tour stop waitlist that represents the significant opportunities that exist in trade professions.

For more information on Be Pro Be Proud, go to beprobeproud.org or contact Andrew Parker at aparker@arkansasstatechamber.com.



Manufacturing & Workforce Development



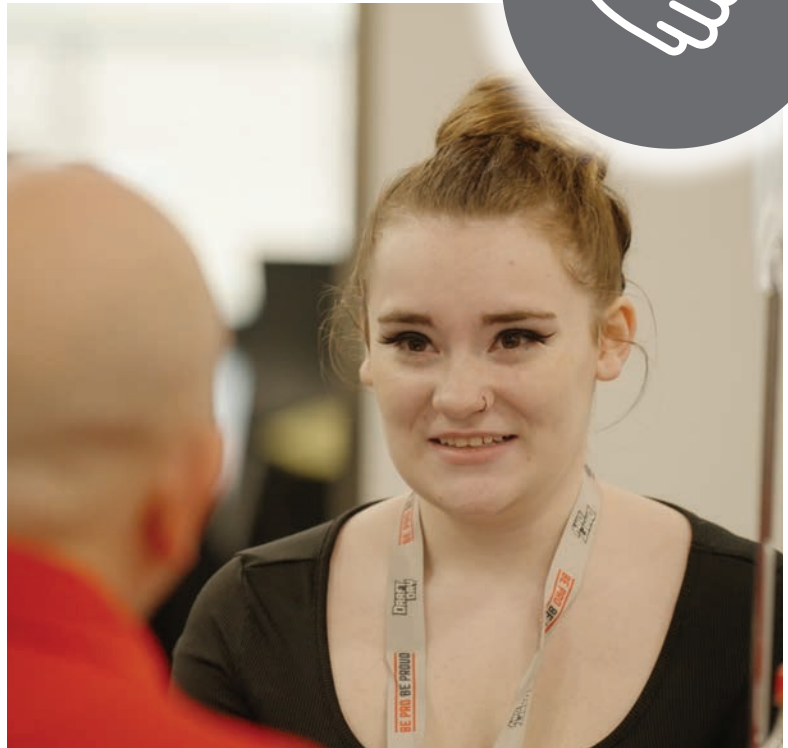
BE PRO BE PROUD Draft Day 2024 Overview

ARKANSAS SPRING 2024

Be Pro Be Proud hosted eight career events in the Spring of 2024 in the Arkansas River Valley, Delta, Northeast, Grand Prairie, Northwest, Golden Triangle, River Valley East, and Central regions. At the Draft Day events, high school seniors were strategically paired with Be Pro Be Proud Partners and regional employers, based on student aptitude and interest and employer needs.

Prior to Draft Day, graduating seniors prepared for interviews with Resume Building, Interview Preparation, and Mock Interview Workshops facilitated by Be Pro Be Proud in partnership with the Department of Education and its Career Coaches and CTE Coordinators and Future Farmers of America Advisors. Over 750 prepared seniors were interviewed for positions in the Transportation, Utilities, Manufacturing, Construction, and Healthcare industries. Nearly half of the seniors who interviewed were invited to a second interview or offered a job.

The 2024 Draft Day Series allowed companies to engage with over 3,000 members of their future talent pipeline through the Career Expos which were open to all sophomores, juniors, and seniors at the host high schools. These students are now prepared and excited to participate in one of eleven regional Draft Days scheduled for Spring 2025.





Draft Day 2024 Results from all Eight events*

PARTICIPATING SCHOOLS	105	INTERVIEWED SENIORS	1,063
PARTICIPATING ORGANIZATIONS	320	SENIOR INTERVIEWS	2,187
CAREER EXPO ATTENDEES	2,167	AVERAGE % INTERVIEWEES ADVANCING**	52%

Arkansas River Valley, Delta, Northeast, Grand Prairie, Northwest, Golden Triangle, River Valley East, and Central regions

*** This reflects the number of seniors who interviewed and received a job offer or have been invited to continue in the hiring process*



Committees

Committees are essential to the success of the State Chamber/AIA. Composed of business leaders and experts from member companies across Arkansas, these issue-focused committees meet as needed to help identify and define key concerns that impact the future of the state.

They provide our governmental affairs team with expert guidance on complex topics, ensuring our lobbyists have the insights needed to understand an issue's potential impact on our member companies and Arkansas.

The State Chamber/AIA encourages members to get involved by selecting employees to serve on one or more of our committees. Members who are interested may contact Kenny Hall at khall@arkansasstatechamber.com for more information.

Advisory committees play a major role in State Chamber/AIA success.

COMMITTEES AND LEADERSHIP:

Workforce Excellence

Chair: Ken Calhoun, Altec

The Workforce Excellence Committee advocates for policies that strengthen education and workforce development in Arkansas. It focuses on K-12 education, higher education, and workforce training, tracking projects and recommending policy changes that improve outcomes. Recognizing that today's students are tomorrow's workforce, the committee strives to align the state's education systems with business needs.

Health Care

Chair: Kurt Knickrehm, McGriff Insurance

The Health Care Committee advises on health care-related policies and initiatives. It often acts as a mediator between employers and health care providers, helping to maintain high-quality care while finding practical solutions for cost containment.

National Affairs

Co-Chairs: Connie Vaughan, McKee Foods Corporation;
Kevin McGilton, Riceland Foods Inc.

The National Affairs Committee identifies federal issues that impact Arkansas businesses, such as health care, workforce development, energy policy, taxes, and immigration. The committee works with national partners like the U.S. Chamber of Commerce, National Association of Manufacturers, National Association of State Chambers, Council on State Taxation, The Tax Foundation, and the Arkansas Congressional Delegation to influence federal legislation and ensure Arkansas' business interests are well-represented in Washington.

Get Involved

The State Chamber/AIA encourages members to get involved by selecting employees to serve on one or more of our committees. Members who are interested may contact **Kenny Hall** at khall@arkansasstatechamber.com for more information.

Governmental Affairs

Co-Chairs: Angela DeLille, Cox Communications; Tom Kennedy, Entergy Arkansas, Inc.

The Governmental Affairs Committee is made up of representatives from member companies and business-related lobbying groups. During legislative sessions, business lobbyists meet weekly to monitor legislation, develop strategies, and discuss issues critical to the business community. This committee also participates in State Chamber/AIA Candidate Forums and plays a key role in shaping the State Chamber/AIA's Legislative Agenda, providing support to the lobbying team on a wide range of business issues.

Tax

Chair: Marvin Childers, The Poultry Federation; **Co-Chair:** Tammy Waters, Domtar

The Tax Committee focuses on creating a favorable business tax climate in Arkansas. It reviews tax legislation, provides recommendations, and represents the business community at legislative hearings. This committee meets frequently during legislative sessions to develop policy positions and ensure fair and competitive tax regulations in the state. Outside of session, the committee works on regulatory issues and long-term tax policy initiatives.

Unemployment Insurance / HR

Chair: Michael S. Moore, Friday Eldredge & Clark LLP; **Co-Chair:** Chris Hart, Central Moloney

The Unemployment Insurance/HR Committee plays a critical role in addressing the cost of doing business in Arkansas by focusing on unemployment insurance and other HR-related issues. The committee evaluates the impact of these issues on employers across various industries, helping to guide the State Chamber/AIA's strategy and ensuring that business interests are protected.

Workers' Compensation

Chair: Jane Duke, Tyson Foods, Inc.; **Co-Chair:** Guy Wade, Friday Eldredge & Clark LLP

The Workers' Compensation Committee monitors Arkansas' workers' compensation laws, rules and regulations, and related Court of Appeals decisions. The committee reviews relevant court decisions and develops legislation as needed to keep Arkansas' workers' compensation costs among the lowest in the nation. A broad range of businesses contribute to this committee's efforts, enhancing its ability to tackle diverse issues.

PAC

Co-Chairs: Ray Dillon, Deltic Timber Corp. (retired); Andy Miller, Flywheel Energy

The PAC Committee manages three Political Action Committees and an Independent Expenditures Committee, as defined by Arkansas rules of ethics. PAC Committee members are selected by our leadership and meet as needed to review election races, generate revenue, and determine which candidates to support and the amount of support. Our PACs provide an opportunity to communicate the goals of employers to those individuals running for selected political offices in Arkansas. The Arkansas State Chamber PAC and the AIA PAC focus on state legislative races and, if needed, Arkansas Supreme Court races. Our Businesses for Justice PAC is available for Court of Appeals races, other judicial races, and potential ballot issues. The Independent Expenditures Committee is available to help selected candidates, independent of the candidates' campaign. Per Arkansas law, any individual, proprietorship, firm, partnership, joint venture, company, corporation, or association may contribute to a state PAC. The limit is \$10,000 per year per entity per PAC. There are no limitations on contributions to our Independent Expenditures Committee.

Leadership Arkansas

Become a Part of Arkansas' Future Network of Business Leaders

WHO WE ARE

Leadership Arkansas is a unique program designed to take a comprehensive view of the economic and political challenges that face this state. First introduced in 2005 by the Arkansas State Chamber of Commerce and Associated Industries of Arkansas, Leadership Arkansas allows 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 real progress is achieved by bringing diverse interests and backgrounds together. 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.

WHAT WE OFFER

Leadership Arkansas has helped more than 950 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 have also 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. Many of our program graduates become well established political, business, and community leaders.

HOW THE PROGRAM WORKS

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

Leadership Arkansas sessions include:

- Nine fully programmed multi-day 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 behind-the-scenes 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, networking, and camaraderie.

Class members gain:

- 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.

For more information on the Leadership Arkansas program, contact Toni Lindsey, Leadership Arkansas Program Director, at tlindsey@arkansasstatechamber.com or (479) 409-4389.



Leadership Arkansas Class XVIII completes the 2023-2024 program

Leadership Arkansas Class XVIII completed the 2023-2024 program with sessions held in various cities, including Camden, Magnolia, El Dorado, Blytheville, Jonesboro, Hot Springs, and Northwest Arkansas. The program culminated in May 2024 with a graduation ceremony in Little Rock, where 53 participants received recognition for their achievements.

The 2023-2024 program was supported by Citizens Bank as the Underwriting Sponsor. Presenting Sponsors included Central Moloney, Southwest Power Pool, and ARcare, while Statewide Program Sponsors were Nucor Steel Arkansas/Nucor-Yamato Steel, Farm Credit of Arkansas, Arkansas Electric Cooperatives, Walmart, and Entergy Arkansas.



Members of Class XVIII and Leadership Arkansas alumni pose with Red Wolves at Arkansas State University.



Shealyn Sowers, Melissa Stiles, and Rheo Morris pose together in Nucor-Yamato Steel's Blytheville manufacturing facility.



Members of Class XVIII tour PotlatchDeltic in Magnolia.



Former Razorback baseball coach Norm DeBriyn leads Class XVIII on a tour through Baum Walker Stadium.



Jaime Land, Justin Johnson, Daniel Fudge, and Allison McDaniel pose with rubber bands at Alliance Rubber Company in Hot Springs.

Leadership Arkansas



Class XVIII learns about history and tourism on Lake Hamilton in Hot Springs.



Class XVIII participates in an infrastructure exercise alongside Arkansas Highway Commissioners.



Class XVIII visits the house of Senator Steve Crowell and class member Laura Crowell during the session in Magnolia



Members of Class XVIII pose together during the Regional Development Session in Northwest Arkansas.

Leadership Arkansas Class XVIII

Arthur F. Ashby

Midcontinent Independent System Operator
(MISO)

Adam Bailey

Lockheed Martin

Tawana Bailey

East Arkansas Family Health Center

Jordan Bearden

Runway Group

Cassandra Caldwell

Director Arkansas Waterways Commission

Mark Calhoun

Black Hills Energy

Nina Castaldi

Simmons Bank

Colonel Jason Cooper

Arkansas Air National Guard

Amy Cornell

Tyson Foods

Nick Coulter

City of West Memphis

Matt Cramblett

The Citizens Bank

Laura Crowell

Edward Jones

Jerrad Cude

Nucor-Yamato Steel Company

Landon Downing

Citizens Bank

Martin Eggenesperger

Black River Technical College

Shelby Fiegel

University of Central Arkansas

Chris Friemel

W&W|AFCO Steel

Dr. Daniel Fudge

University of the Ozarks

Judith Goodson

French Hill for Arkansas

Donna Graham

University of Arkansas

Courtney Guppy

Crafton Tull

Kelly Hanks

Summit Utilities

Stacey Hargett

Saracen Casino Resort

Chip Hargrave

Walmart

Justin Hart

Entergy Arkansas

Will Hegi

Community First Trust Company

Brigadier General Michael Henderson

Arkansas National Guard

Jen Hoss

Arkansas Electric Cooperative Corporation

Justin Johnson

Think Idea Studio (ARcare Foundation)

Lt. Colonel Michael L. Krom

Arkansas Air National Guard

Jaime Land

Arkansas Secretary of State

Brock Langford

Blackstone Construction

James Luyet

Nabholz Construction

Mark Morrow (CLASS REPRESENTATIVE)

Arvest Bank

Allison McDaniel

Signature Bank of Arkansas

Dr. Rheo Morris

Arkansas School for Mathematics, Sciences, and the Arts (ASMSA)

Karlea Newberry

Signature Bank of Arkansas

Sheena Olson

Arkansas Children's

Marcus Orf

Ozarka College

Jeff Overton

Cromwell Architects Engineers

Shawntill Puryear

HARK at Excellerate Foundation

Ashtin Rogers

White River Medical Center

Kyndall Rogers

Delta Dental of Arkansas

Tonya Sarlls

Fort Smith Regional Chamber of Commerce

Shelley Short

Arkadelphia Regional Economic Development Alliance and Chamber

Leslie Sink

Southwest Power Pool

Shealyn Sowers

Arkansas Department of Parks, Heritage and Tourism

Melissa Stiles

Museum of Discovery

Adam Storey

Dassault Falcon Jet

Trish Villines

Arkansas Institute for Performance Excellence, Arkansas State Chamber of Commerce

Cody Waits

Arkansas Workforce Connections

Jeff Whitener

Farmers Bank and Trust

Mary Zunick

Visit Hot Springs

The employers listed above reflect the participants' place of employment at the time of program completion.



Leadership Arkansas

Leadership Arkansas Class XIX selects 53 members

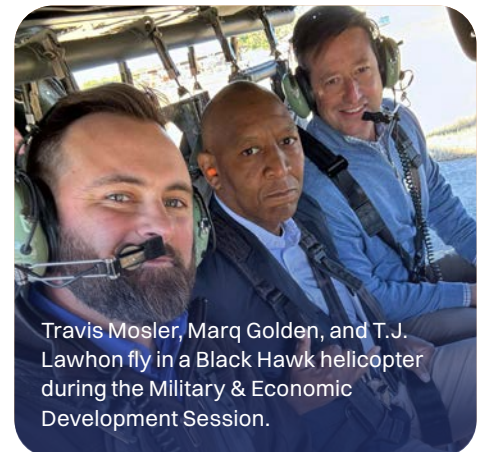
The State Chamber/AIA Leadership Arkansas Selection Committee chose 53 individuals from throughout Arkansas to participate in the 2024-2025 Leadership Arkansas program. "Our selection committee carefully evaluated each candidate's achievements and potential, ensuring that those chosen have exemplified exceptional leadership and dedication to our state," Leadership Arkansas Program Director Toni Lindsey said. "The new members of Class XIX bring a wealth of experience from a broad range of sectors. I am excited to witness their enthusiasm and love for Arkansas grow as they engage with the program."

The Underwriting Sponsor for the 2024-2025 Leadership Arkansas program is Central Moloney. The Presenting Sponsors are ARcare, Nucor, Southwest Power Pool, and Walmart. Statewide Program Sponsors are Arkansas Electric Cooperative Corporation, Entergy Arkansas, Farm Credit Services of Arkansas, and Summit Utilities.

Leadership Arkansas Class XIX kicked off the 2024-2025 program with an orientation session at the Fairfield Bay Conference Center in September. In October, the class traveled to Fort Smith to explore economic development and military initiatives. November took the group to Stuttgart, where they studied agriculture, conservation, and outdoor life. The class concluded the year with a session in Little Rock, focusing on government and, for the first time in the history of the program, health care.



Zack Hill and Josh Wilson participate in a team building exercise with their fellow classmates during orientation.



Travis Mosler, Marq Golden, and T.J. Lawhon fly in a Black Hawk helicopter during the Military & Economic Development Session.



Jessica Feltz catches a fish during the Agriculture, Conservation & Outdoor Life Session.

Leadership Arkansas Class XIX

Catherine Beasley
University of Arkansas

Grant Brewer
University of Arkansas

Malcolm K. Briggs
Wells Fargo Advisors

C.J. Brown
Southwest Power Pool

Jeremy W. Brown
Arkansas Blue Cross Blue Shield

Lt. Col. Erin Burns
Arkansas Air National Guard

Alyssa Carter
Russellville Chamber of Commerce

Nicholas Colclough
Riceland Foods

Chris Cook
Entergy Arkansas

Toni Cook
Walmart

Mallory Darby
Mississippi County Economic Development

Justin Davis
Wright's BBQ

Jessica Feltz
Arkansas Game and Fish Commission

Daron Frederick
Arkansas Electric Cooperative Corporation

Tina Gabbard
Cox Communications

Kyle Gaither
FutureFuel Chemical Company

Lane Gammel
Goodwill Industries of Arkansas

Keith Gammill
AEDC-Manufacturing Solutions

Jacob Garrett
AT&T

Marq Golden
UAMS

Joe Gould
Citizens Bank

Jessica Gray
Signature Bank of Arkansas

Monty Harrington
Farmers Bank & Trust

Allison Hatfield
Arkansas Department of Commerce

Melissa Hendricks
UA Pulaski Technical College

Zack Hill
Few

Marcus Hopkins
W&W|AFCO Steel

Stephen Houserman
City of Clarksville

Shanda Hunter
Southwestern Electric Power Company

Dr. Russell Jones
Arkansas Tech University

Steve Jones
Dassault Falcon Jet

T.J. Lawhon
Wright, Lindsey & Jennings LLP

Mark McHale
Ritter Communications

Robin Mizell
Black Hills Energy

Garrett Morgan
ARcare

Travis Mosler
Central Moloney

Andrew Norman
Nabholz Construction

Anna Oberste
Oaklawn Racing Casino Resort

Christian O'Neal
University of Arkansas at Little Rock

Kylie Parker
ECCI

Steven Person
University of Arkansas Clinton School of Public Service

Jennifer M. Quezada
Walmart

Sammy A. Sanchez
Nucor

Col. Anthony Sanders
Arkansas National Guard

Hana Settles
Saracen Casino Resort

Stephanie Sharp
Summit Utilities

Dustin Tackett
Garver

Lindsey Vechik
Tyson Foods Inc.

Amy Whitehead
University of Central Arkansas

Josh Wilson
Ozarka College

Crenisha Wright
Arkansas Foodbank

Tim Wright
Lockheed Martin

Alison Wynne
Crafton Tull

The employers listed above reflect the participants' place of employment at the time of admission to the program.



Pinnacle Members

The Pinnacle Program recognizes the state's outstanding corporate citizens – State Chamber/AIA members who desire to make a significant statement about their participation in Arkansas' future. These leading companies are helping make the state a better place 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.

Through the involvement and leadership of senior representatives of their firms, Pinnacle members actively participate in our grassroots action network, work on policy committees and lead the State Chamber/AIA on the board of directors. In doing so, these Pinnacle members provide resources necessary for our organization to achieve success while helping to shape the future of Arkansas and enhance its economic climate.

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, online publications and on our website; special recognition at all State Chamber/AIA events; preferred seating at State Chamber/AIA events and networking opportunities with other high-level Arkansas business and industry leaders.

Apex



Summit



Peak



Crown

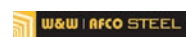


Arkansas Division of Services for the Blind



Pinnacle Members

Crown *Continued*



New & Upgraded Members

Advanced Marine Performance LLC, dba Vexus Boats	Claridge Products & Equipment, Inc.	Gregg Orr Toyota	Pafford Medical Services, Inc.
Affordable Holdings, LLC	Connect Dynamics, Inc. dba FR8relay	Heartland Whole Health Institute	Pine Bluff School District
Air Conditioning Contractors of America (ACCA)	Conway Public Schools	Heber Springs School District	Post Consumer Brands
Aquashield Enclosures	Core Brewing & Distilling Co., LLC	Hebrews 11:1	Radius Aerospace
Arkansas Governor's Earthquake Advisory Council (GEAC)	Crossland Companies	Hexion, Inc.	Razor Chemical, Inc.
Arkansas Society for Human Resources (AR SHRM)	Custom Wood Recycling, Inc.	Home Healthcare Agency of Arkansas	SafeHaven Security Group
Arcturus Aerospace	Dansons - Hope	Hope School District	Schulte Law Firm
Arisa Health, Inc.	Dave Creek Media	Hope, O'Dwyer, Wilson & Arnold P.A.	Simmons Bank Championship
Arkansas Concrete Company	East Arkansas Planning & Development District (EAPDD)	Hope-Hempstead County Chamber	Sinco, Inc.
Arkansas Credit Union Association	EcoTech Consumer Products LLC	Hot Springs School District	South by Northwest Hospitality
Arkansas Hunger Relief Alliance, Inc.	Edward Jones - John Kellar	Hot Springs Village Property Owners Association	Southern Arkansas University
Arkansas One Call	ELOPAK	ICOR Construction, LLC.	Southern Carrier Services LLC
Arkansas State University Newport	EverBranch Capital Group	ICU Protection, LLC.	Southwest Steel Processing, LLC
Bank OZK	Few	Ingen Software, Inc.	SSI, Inc of NWA
Bekaert Corporation - Rogers	Fidelity Investments	Kerry Inc.	Target Hospitality
Bradley Industrial Construction LLC	Flyway Ventures	Lapis Energy LP	Taylor Sudden Service
Brown Engineers LLC	Food Bank of Northeast Arkansas	Lawrence Memorial Hospital	Terracon
Camden Water Utilities	Fort Smith Public Schools	Levi Hospital	The Buttered Biscuit
Canfor Southern Pine, Inc.	Future Builders, Inc.	Majestic Steel USA	The Systems Group
Carty & Company, Inc.	Global Institute of Higher Learning, LLC	Metova	Today's Power, Inc.
Century Next Bank	Greater Berryville Area Chamber of Commerce	NOWDiagnostics, Inc.	Trane Technologies
Chicken Salad Chick	Greenbrier Public Schools	NWA Economic Development District, Inc.	Veolia - Gum Springs Operations
	Greenwood School District	ORG CHEM Group	VIP², LLC
	Gregg Orr Honda	P/H Balance Events, LLC.	Vision Corps
		Paceline Strategies	White Hall School District
			Wrights Barbecue

2024 Sponsors & Advertisers

AGC Arkansas	Caterpillar Inc.	Goodwill Industries of Arkansas	Saracen Casino Resort
Albemarle Corporation	CDI Contractors LLC	Haas Factory Outlet/ Division of Phillips Corp.	Signature Bank of Arkansas
Alcoa	Central Moloney	inVeritas	Snyder Environmental
American Kraft Paper Industries LLC	Cherokee Nation Entertainment	Kinco Constructors, LLC	Southern Bancorp Bank
ARcare	Clark Contractors, LLC	Kutak Rock LLP	Southland Casino Hotel
Arkadelphia Regional Economic Development Alliance and Area Chamber of Commerce	Coca-Cola Bottling Company Consolidated	Lanxess Corp.	Southwest Power Pool
Arkansas Blue Cross and Blue Shield	Coca-Cola Consolidated	Little Rock Port Authority	Stephens Inc.
Arkansas Business Publishing Group	Cox Communications	Little Rock Regional Chamber	Summit Utilities
Arkansas Capital Corporation	Crafton Tull	Lockheed Martin	Suzano Packaging
Arkansas Electric Cooperatives, Inc.	Cromwell Architects Engineers	Mainstream Technologies, Inc.	The Poultry Federation
Arkansas Farm Bureau Federation	Dassault Falcon Jet	Martin Operating Partnership	The Stephens Group, LLC
Arkansas Health & Wellness	Deloitte	Martin Sprocket & Gear Inc.	Trademark Real Estate
Arkansas Learns	Domtar Ashdown Mill	McGeorge Contracting Company, Inc.	Tyson Foods, Inc.
Arkansas School for Mathematics, Sciences, and the Arts	Economics Arkansas	McKee Foods Corporation	U.S. Bank
Arvest Bank	Farm Credit Services of Arkansas	mph.si	U.S. Chamber of Commerce
AT&T	First Community Bank	Murphy USA Inc.	U.S. Steel, Wheeling Machine
Baptist Health	First National Bank of Fort Smith	Nabholz Construction	U.S. Steel/Big River Steel
Ben E. Keith Company	First Orion Corp.	Nucor	UAMS
Black Hills Energy	Flywheel Energy	Oaklawn Racing Casino Resort	Union Pacific Railroad
Black River Technical College	Fort Smith Regional Chamber of Commerce	OG+E	University of Arkansas
CARTI	FORVIS	Pace Industries	University of Central Arkansas
	FutureFuel Chemical Company	Pain Treatment Centers of America	W&W AFCO Steel LLC
	Garver	Rogers Lowell Chamber	Walmart
	Gerdau Special Steel	Rose Law Firm	Windstream
	GES Inc. / Edwards Food Giant		Wright Lindsey Jennings LLP

Arkanstats

Data Driving Arkansas

The State Chamber/AIA has partnered with the Arkansas Economic Development Institute (AEDI) to bring you *ArkanStats*. This online resource has been created and designed to keep you and your business informed about economic trends throughout the state.

ArkanStats' interactive visualization tools allow users to explore in-depth data about Arkansas' economy, infrastructure, education and human capital, quality of life, and demographics.

statechamber.arkanstats.com

ECONOMY

Data and analysis about average weekly wage rates, labor force participation rates, median household income, real GDP, and more.

INFRASTRUCTURE

Data and analysis about housing costs, internet access, electricity prices, and commute time.

EDUCATION & HUMAN CAPITAL

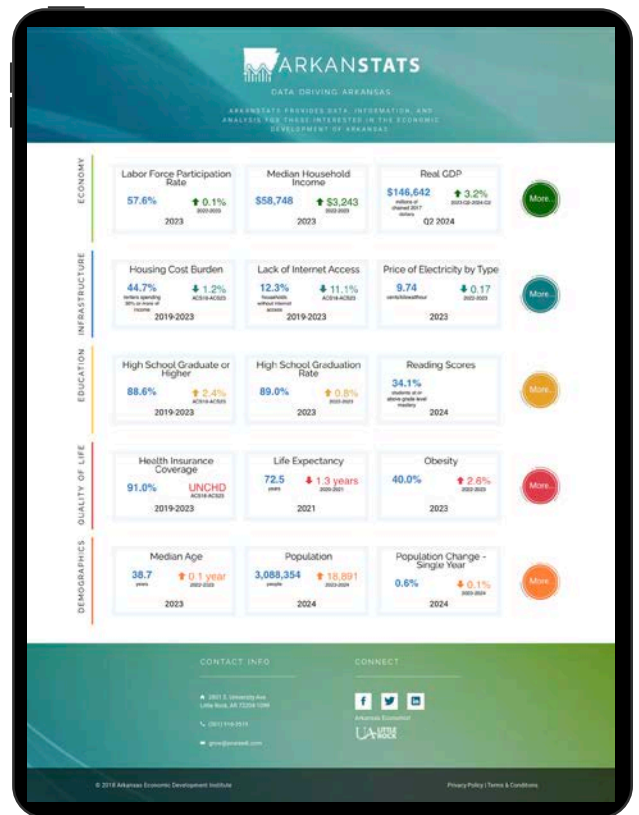
Data and analysis about educational attainment, reading scores, and more.

QUALITY OF LIFE

Data and analysis about health insurance, life expectancy, access to care, and more.

DEMOGRAPHICS

Data and analysis about age demographics, racial demographics, population, and more.



CHECK OUT ARKANSTATS

Scan the QR code and stay informed about economic trends in Arkansas.



Arkansas Economic Developers & Chamber Executives (AEDCE) is the state's premier association representing professional and volunteer economic developers, chamber executives and entrepreneurial support professionals in Arkansas.

Our mission
is to enhance the professional development
of our membership and to advocate for community and
economic development benefitting the citizens of Arkansas.



Membership Benefits

Professional Development & Training

- Mid-South Basic Economic Development Course
- AEDCE Annual Conference
- New Chamber Professional Boot Camp
- Benchmarking Best Practices Visits
- Workshops & Seminars tailored for economic developers, chamber professionals and entrepreneurial support professionals
- Executive mentoring, network building and peer-to-peer idea sharing and best practices
- Advocacy and governmental affairs
- Scholarships awarded for training opportunities

Exclusive Member Resources

- Member discounts to AEDCE events
- Communications tailored to Arkansas' chamber and economic development professionals
- Resource library and customized technical assistance on a variety of topics including operational issues, economic development taxes and incentives, site development, board relations, staffing and workforce development



Apply for membership online at aedce.org



Membership Investments

Membership in Arkansas Economic Developers & Chamber Executives (AEDCE) is available to anyone with an interest in the economic and community development of Arkansas. Our membership covers all 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.

Chamber/Economic Development Organization

Member investment is tier based on the total revenue of the organization. All employees listed by the chamber/EDO are covered as a member of AEDCE.

Total Revenues of Chamber/EDO	Investment
Volunteer Chamber <i>(no paid executive/director)</i>	\$100
Up to \$100,000	\$250
\$100,001 - \$500,000	\$500
\$500,001 - \$750,000	\$1,000
\$750,001 - \$1M	\$1,500
\$1M+	\$2,250

Corporate/Entrepreneurial Support Organization

Corporations and other organizations may determine the number of memberships they desire in AEDCE.

Number of Memberships	Investment
1 - 3 Memberships	\$300 per Membership
4 - 7 Memberships	\$250 per Membership
8 - 10 Memberships	\$225 per Membership
Unlimited	\$5,000
(Must work at the same organization)	

Elected Officials/Retired Professionals

Available to elected officials and retired professionals for \$200 per person. Any other individual memberships will be reviewed and approved on a case-by-case basis by the AEDCE board of directors.*

*The AEDCE board of directors retains the authority to approve all memberships and to terminate memberships if dues are not paid in full by March 1.

Candice Lawrence, Executive Director • 501.210.4205 (o) • 501.650.0038 (m) • candice@aedce.org

1200 W. Capitol Ave. • Little Rock, AR 72201 • aedce.org

Affiliated Organizations

Arkansas Institute for Performance Excellence (AIPE)

The Arkansas Institute for Performance Excellence (AIPE) is an Arkansas State Chamber of Commerce affiliated organization that provides training, assessment, recognition and coaching to all types of Arkansas organizations. The program's affordable assessments may be used to apply for a Governor's Quality Award or as an internal training and continuous improvement tool. This program uses the national Baldrige Excellence Framework to assist organizations with identifying improvement opportunities in key focus areas such as leadership, strategy, customers, workforce, and operations. Since 1994, AIPE has recognized more than 470 organizations in manufacturing, healthcare, government, nonprofit, and education.

In 2024, the Arkansas Institute for Performance Excellence (AIPE) honored seven organizations with an Arkansas Governor's Quality Award during the 30th Annual Governor's Quality Award Celebration at the Clinton Presidential Center in Little Rock. These applicants were recognized at one of four levels—Challenge, Commitment, Achievement, or Governor's Award for Performance Excellence.

Nearly 50 industry experts were trained as examiners to assess the award applications and conduct site visits. Following the assessment process, applicants receive an in-depth feedback report with notable best practices and opportunities for growth. The examiners who complete these assessments are the backbone of the program.



2024 APPLICANTS

Springdale Water Utilities (Springdale)

The Governor's Award for Performance Excellence

Springdale Water Utilities became one of five Arkansas entities in the history of this program to earn this award level more than once. The utility company first earned this award in 2018.

Quadrivium, Inc. (Springdale)

The Achievement Award

ARORA (Little Rock)

The Commitment Award

Baptist Health Medical Center-North Little Rock (North Little Rock)

The Challenge Award

Bio-Tech Pharmacal (Fayetteville)

The Challenge Award

Easterseals Arkansas (Little Rock)

The Challenge Award

Windsor Door (Little Rock)

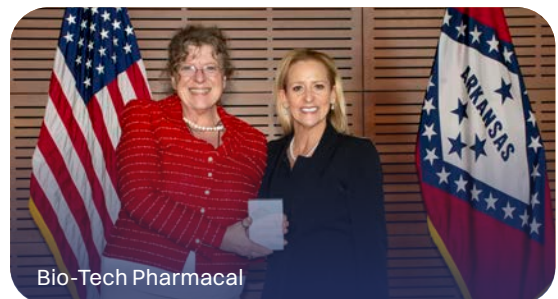
The Challenge Award



ARORA



Baptist Health Medical Center - North Little Rock



Bio-Tech Pharmacal



Easterseals Arkansas



Quadrivium, Inc.



Springdale Water Utilities



Windsor Door

How do excellent organizations know they are excellent?

SEVEN TIPS FOR ORGANIZATIONAL EXCELLENCE

Using the nationally recognized Baldrige Excellence Framework, leaders must ask themselves hard questions about their organization's performance. Organizations that apply the Framework, like those that participate in the Governor's Quality Award program, learn key characteristics of excellent organizations.

Ask yourself how your organization stacks up compared to these seven tips.

Excellent organizations:

1. Make their Mission Matter — a widely known mission sets expectations for all stakeholders.
2. Have a Strategic Plan — a great plan clearly describes what you want to achieve.
3. Engage Their Customers — engaged customers show that your organization believes in customer relationships and not simply transactions.
4. Measure What's Important — effective measurement systems are balanced, not just financial.
5. Engage Their Workforce — engaged employees are more productive and save money in turnover costs.
6. Approach All Work as a Process — systematic, measured, and documented processes create organizational sustainability.
7. Benchmark — compare yourself to the best to be the best and set expectations for world-class performance.

Do you know you're excellent? It's easy to learn more about the Governor's Quality Award and an affordable assessment of your opportunities for growth.

Your business could be recognized in 2025!

Contact Trish Villines tvillines@arkansasstatechamber.com to learn more.

Staff



Randy Zook
President & CEO



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



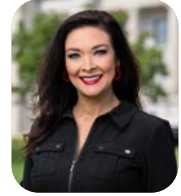
Marcus Turley
Vice President of Membership Development



Candice Lawrence
Vice President of Programs & Partnerships; Executive Director of AEDCE



Andrew Parker
Director of Governmental Affairs; Executive Director of Associated Industries of Arkansas Foundation, Inc.; Executive Director of Be Pro Be Proud



Toni Lindsey
Director of Governmental Affairs; Leadership Arkansas Program Director



Trish Villines
Executive Director of Arkansas Institute for Performance Excellence



Chelsea O'Kelley
Director of Communications



Tori Barry
Administrative Manager



Bill Watson
Event Sponsorship Manager



Carol Mugerdichian
Executive Assistant/ Facilities Manager



Jeanette Sanderlin
Executive Assistant

Staff Recognitions

KENNY HALL

Kenny received a 25-year citation for his membership in the American Chamber of Commerce Executives Association. Additionally, he is celebrating his 40th year as a law school graduate. Congratulations, Kenny, on these incredible milestones!

CHELSEA O'KELLEY

Chelsea O'Kelley graduated from the University of Oklahoma Economic Development Institute (OU EDI) this year. OU EDI is a 117-hour certificate program that provides advanced education about economic and community development. Congratulations, Chelsea!

CANDICE LAWRENCE

The State Chamber/AIA is proud to recognize Candice Lawrence for graduating from the U.S. Chamber of Commerce's Business Leads Fellowship Program, Cohort 9. She was the only Arkansan selected for this program, which develops business leaders to champion education and workforce initiatives. Over six months, Candice gained resources and training in connecting learners to economic opportunities and implementing workforce pipeline solutions. Congratulations, Candice, on this achievement!

TRISH VILLINES

Congratulations to Trish Villines for graduating from Leadership Arkansas Class XVIII! Trish also celebrated five years serving on staff with the State Chamber/AIA. Well done, Trish!



MAINSTREAM

TECHNOLOGIES

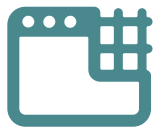
We Create, Manage, and Secure Technology

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