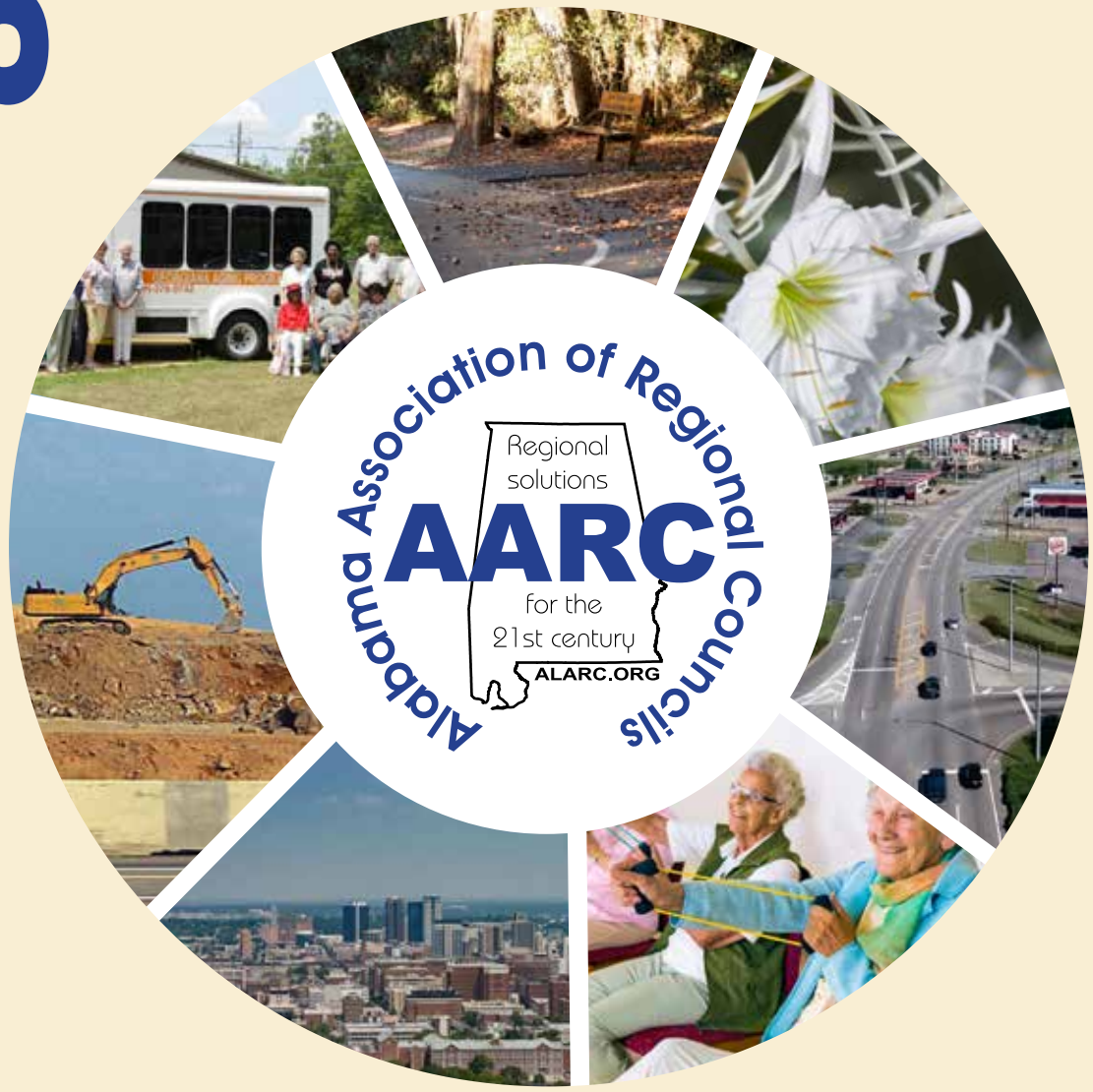


AAARC Annual Training Conference

2018



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Conference Notes

- Dress is casual attire.
- Your name tag must be worn at all events.
- Don't forget to complete the conference evaluation form at the conclusion of the conference.
- Questions? See John Clyde Riggs, AARC Conference Chair or Sharon Darrington, AARC Administrator.
- Keep your blue door prize ticket with you –door prizes will be given away at General Sessions, Tuesday Luncheon and Closing Breakfast
- Two red drink tickets for the opening reception are included in your registration fee.

Sunday October 21

9:00 am - 3:00 pm	Exhibit Hall Setup
1:00 pm - 5:30 pm	Registration
6:00 pm - 7:30 pm	Opening Reception <i>Sponsored by GA Foods</i> <i>Grand Ballroom South</i>
7:30 pm	Evening on your own

Monday October 22



7:30 am - 12:00 pm	Registration				
7:30 am - 8:45 am	Breakfast with Exhibitors <i>Sponsored by Goodwyn Mill & Cawood, Inc. and PeerPlace Networks</i> <i>Grand Ballroom South</i>				
9:00 am - 10:15 am	General Session: Keynote Speaker: Congressman Bradley Byrne <i>Grand Ballroom North</i>				
10:15 am - 10:30 am	Networking Break with Exhibitors <i>Sponsored by Alabama Nursing Home Association & PeerPlace Networks LLC</i>				
Breakout Sessions	Towns & Counties/ Economic Development (Azalea AB)	Professional Development / Aging / Title V (Azalea C)			Medicaid Waiver (Magnolia Ballroom)
10:30 am - 11:45 am	Economic Incentives for Counties & Cities Chris Grissom, Bradley Arant; Angela Till, Alabama Dept. of Commerce	Dealing with Stress in the Workplace Cindy Doty, SHRM-SCP, SPHR & Mike Bean, MSHD, SHRM-SCP, Passion HR Consulting			ICN 101 Presley Rebman & Jennifer Sutton, Shared Health
12:00 pm - 1:30 pm	Lunch on your own				
Breakout Sessions continued	Towns & Counties/ Economic Development (Azalea AB)	Professional Development (Magnolia 1)	Aging (Magnolia 2)	Title V Azalea DEF	Medicaid Waiver (Magnolia Ballroom)
1:45 pm - 3:00 pm	2019 Legislative Initiatives Sonny Brasfield, ACCA; Ken Smith, ALALM	Motivating Employees through Performance Appraisals Mike Bean, Passion HR Consulting	Elder Justice and Why You Should Care Bob Blancato, Matz, Blancato & Associates	Updates from SSAI and Washington, DC Gary Officer, Senior Service America, Inc.	Home Visit Safety Lance Douglas & Allison Everett, Alabama Select Network
3:30 pm - 4:45 pm	Alabama's Failing Infrastructure Moderator: Jim Byard, Jr. Speakers: Kenneth Boswell, ADECA; Don Arkle, ALDOT; Ken Smith, ALALM; Sonny Brasfield, ACCA	Leading Multi-Generational Teams Chris Lasseter, Dash Leadership Development Group, LLC	Washington Updates Bob Blancato, Matz, Blancato & Associates	Trends in Workforce Development Gary Officer, Senior Service America, Inc.	Eligibility Updates Paul McWhorter, Alabama Medicaid Agency
4:45 pm	Dinner on your own				

SAVE THE DATE: 2019 AARC Conference
The Lodge At Gulf State Park, Gulf Shores
October 13-16, 2019

Tuesday October 23

7:30 am - 8:45 am	Breakfast with Exhibitors <i>Grand Ballroom Foyer</i>			
9:00 am - 10:15 am	General Session: Keynote Speaker: Steve Murray, Alabama Department of Archives & History <i>Grand Ballroom North</i>			
10:15 am - 10:30 am	Networking Break with Exhibitors <i>Sponsored by ITS Information Transport Solutions, Inc. & PowerSouth</i>			
Breakout Sessions	Towns & Counties/Econ Development (Azalea AB)	Professional Development / Aging (Azalea C)	Title V (Azalea DEF)	Medicaid Waiver (Magnolia Ballroom)
10:30 am - 11:45 am	Alabama Rural Broadband Act Update Sen. Clay Scofield; Rep. Donnie Chesteen; Kenneth Boswell, ADECA; William Vogt, USDA	Interview Do's and Don'ts: How to Stay Out of Trouble Robbie Alexander Hyde, Alexander Hyde Law Firm	New SCSEP Performance Measures for FY2018 (Part 1) Janet Ray, SSAI	Electronic Visit Verifications (EVV) Update Jean Stone, ADSS
12:00 pm - 1:30 pm	Awards Luncheon <i>Sponsored by Oxford Healthcare</i> <i>Grand Ballroom North</i>			
Breakout Sessions continued	Towns & Counties / Economic Development / Professional Development (Azalea AB)	Aging (Magnolia 2)	Title V (Azalea DEF)	Medicaid Waiver (Magnolia Ballroom)
1:45 pm - 3:00 pm	Best Practices/Internal Controls for Local Governments Dr. Tommie Singleton, Carr Riggs & Ingram; Robert Moore, Alabama Attorney General's Office	Priorities for ACL in FY19 Costas Miskas, Administration for Community Living	New SCSEP Performance Measures for FY2018 (Part 2) Janet Ray, SSAI	EVV Update (cont) Jean Stone, ADSS
Breakout Sessions continued	Towns & Counties/ Economic Development (Azalea AB)	Professional Development / Aging (Azalea C)	Title V (Azalea DEF)	Medicaid Waiver (Magnolia Ballroom)
3:30pm - 4:45 pm	Marketing Your Community: Today's Approach to Highlighting Your City's Profile Marylon Barkan, MainStreet Alabama; Jennifer Williams Smith, Just Face It Alabama	Resolving Conflicts in the Workplace Sandra Koblas, Austal USA	Data Validation vs. Compliance & Sharing Best Practices Janet Ray, SSAI	Personal Choices Update Jean Stone, ADSS
4:45 pm	Evening on your own			



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Wednesday October 24



8:30 am - 12:00 pm	Registration			
7:30 am - 8:45 am	Closing Breakfast: Keynote Speakers: Governor Kay Ivey & Democratic Gubernatorial Candidate Mayor Walt Maddox (invited) <i>Sponsored by Alabama Power & Alabama Select</i> <i>Grand Ballroom North</i>			
Breakout Sessions	Towns & Counties Econ Development (Azalea AB)	Professional Development (Magnolia 3)	Aging (Magnolia 2)	Medicaid Waiver (Grand Ballroom North)
9:30 am - 10:30 am	Local Governments and the Sharing Economy Greg Cochran, ALM & Mayor Walt Maddox, City of Tuscaloosa	Hiring/Firing for the Best Possible Outcomes Scott Hetrick, Adams and Reese Law Firm	Greater Accessibility to Health Care Carolyn Bern, Department of Public Health	Utilizing Administrative Staff as a CM Resource to Improve Outcomes Danita Simms, Faye Anderson, Tiffany Pointer, Shared Health
10:45 am - 11:45 am	Financial Options and Incentives: Current Tools for Communities Suzanne Darden, AL Small Business Development Network; Alex Flachsbart, Balch & Bingham (Azalea DEF)		Growing AAA Business through NCQA Accreditation Tim McNeill	Importance of Documentation Jennifer Sutton & Danita Simms, Shared Health
11:45 am	Conference Concludes			

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ALABAMA ASSOCIATION OF REGIONAL COUNCILS

1. Northwest Alabama Council of Local Governments

P.O. Box 2603
Muscle Shoals, AL 35662-2603

Phone: (256) 389-0500
Fax: (256) 389-0599
Website: www.nacolg.org

Director: **Keith Jones**

2. West Alabama Regional Commission

P.O. Box 509
Northport, AL 35476

Phone: (205) 333-2990
Fax: (205) 333-2713
Website: www.warc.info

Director: **Dennis Stripling**

3. Regional Planning Commission of Greater Birmingham

2 Twentieth Street N., Suite 1200
Birmingham, AL 35203

Phone: (205) 251-8139
Fax: (205) 328-3304
Website: www.rpcgb.org

Director: **Charles Ball**

4. East Alabama Regional Planning and Development Commission

P.O. Box 2186
Anniston, AL 36202-2186

Phone: (256) 237-6741
Fax: (256) 237-6763
Website: www.earpdc.org

Director: **Lori Hodge Corley**

5. South Central Alabama Development Commission

5900 Carmichael Place
Montgomery, AL 36117-2345

Phone: (334) 244-6903
Fax: (334) 271-2715
Website: www.scadc.net

Director: **Tyson Howard**

6. Alabama-Tombigbee Regional Commission

107 Broad Street
Camden, AL 36726-1701

Phone: (334) 682-4234
Fax: (334) 682-4205
Website: www.atrcregion6.org

Director: **John Clyde Riggs**

7. Southeast Alabama Regional Planning and Development Commission

P.O. Box 1406
Dothan, AL 36302-1406

Phone: (334) 794-4093
Fax: (334) 794-3288
Website: www.searpcdc.org

Director: **Scott Farmer**

8. South Alabama Regional Planning Commission

P.O. Box 1665
Mobile, AL 36633-1665

Phone: (251) 433-6541
Fax: (251) 433-6009
Website: www.sarpc.org

Director: **John F. (Rickey) Rhodes**

9. Central Alabama Regional Planning and Development Commission

430 South Court Street
Montgomery, AL 36104

Phone: (334) 262-4300
Fax: (334) 262-6976
Website: www.carpdc.com

Director: **Greg Clark**

10. Lee-Russell Council of Governments

2207 Gateway Drive
Opelika, AL 36801-6834

Phone: (334) 749-5264
Fax: (334) 749-6582
Website: www.lrcog.com

Director: **Suzanne Girard Burnette**

11. North-Central Alabama Regional Council of Governments

P. O. Box C
Decatur, AL 35602

Phone: (256) 355-4515
Fax: (256) 351-1380
Website: www.narcog.org

Director: **Jeff Pruitt**

12. Top of Alabama Regional Council of Governments

5075 Research Drive NW
Huntsville, AL 35805

Phone: (256) 830-0818
Fax: (256) 830-0843
Website: www.tarcog.us

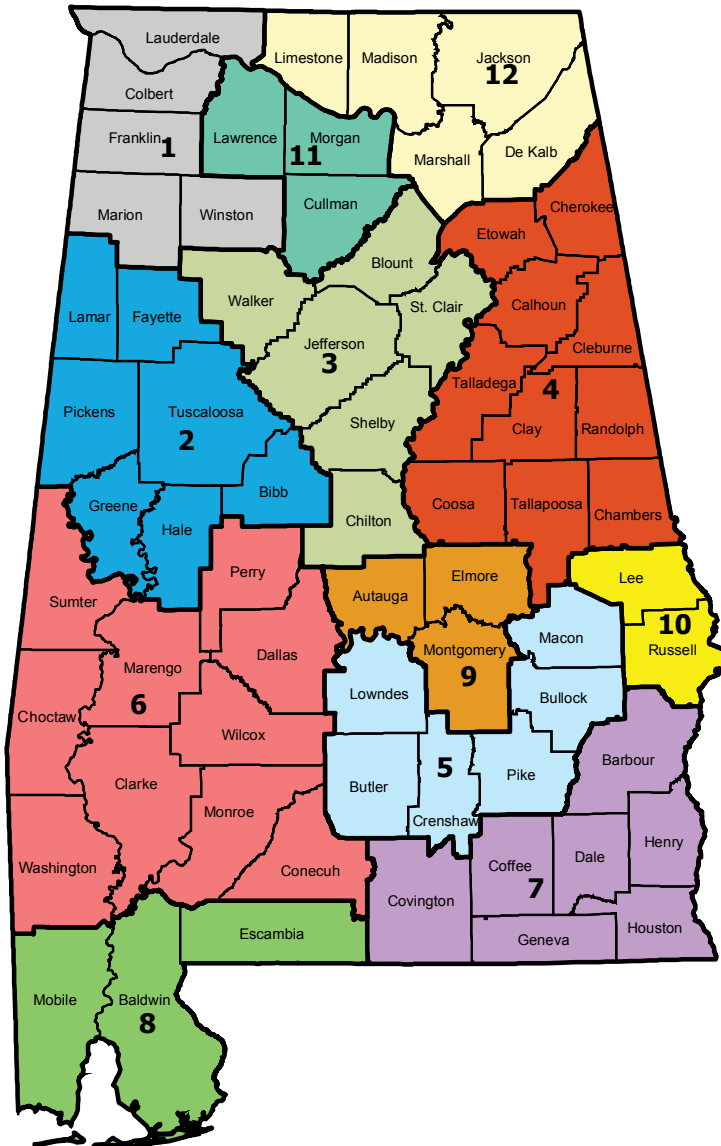
Director: **Nancy Robertson**

5900 Carmichael Place
Montgomery, AL 36117-2345

Phone: (334) 277-2221
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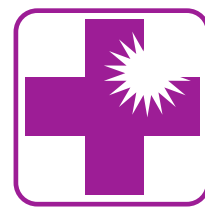
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Conference Speakers 2018

Doneshia “Faye” Anderson

With five years of health care experience, a majority of that time has been working directly with members. Faye started in the health care industry as a hospital sitter with Vanderbilt Hospital in Nashville. As a hospital sitter, she observed patients with a variety of care requirements, from suicide watch to elderly patients recovering from surgery. After three years at Vanderbilt she shifted to the insurance side of health care where she served as a Collections Specialist with Healthcare Corporation of America. Over two years she continued to build skills through claims handling and customer service. In 2016, she left HCA to pursue a career with Shared Health. Since that time, she has worked in multiple Support Centers as a Member Associate. In her current position she serves as the Support Center subject matter expert for training.

Don T. Arkle, P.E.

Don graduated from Auburn University in 1977 with a Bachelor's Degree in Civil Engineering. He has 40 years of experience with the Alabama Department of Transportation. Twenty-five of those years were in the Design Bureau followed by nearly ten years as the Assistant Chief Engineer for Policy and Planning. Effective January 1, 2016, Don was appointed Chief Engineer of ALDOT. Don has served on numerous AASHTO Committees in the areas of Environment, Planning, Performance Management and Design. Don served 15 years on the Geometric Design Task Force which is responsible for the production of the AASHTO “Green Book.” He has been active in several professional organizations and recently completed a term on the State of Alabama Board of Licensure for Professional Engineers and Land Surveyors. He has also served on the planning commission of his local community. Don lives in Prattville, Alabama with his wife Cindy. They have four grown children and three grandchildren.

Marylon Hand Barkan

Marylon Hand Barkan is the Marketing and Communications Coordinator for Main Street Alabama (MSA) where she is charged with managing the organizations internal and external. Marylon also assists on location in Main Street Alabama communities with program launch, trainings and resource team visits (serving as the promotions specialist) as well as the aLABama Downtown Laboratory and the Awards of Excellence program. Marylon taught Main Street America's Institute course on Communications Strategy in 2017 and was the recipient of Main Street America's Innovation on Main Street Award in 2016.

Prior to her position with MSA, Marylon served as Program Coordinator/Marketing Director for Main Street Mobile for 4 years and has also done freelance work assisting developers and property owners in planning and implementing retail promotions for tenants and managing merchant relations. Marylon holds a Bachelor of Arts from Mary Baldwin College in Staunton, Virginia, a Master of Education from Auburn University and has completed graduate studies in historic preservation at Middle Tennessee State University and Goucher College in Baltimore, Maryland. Marylon and her husband Leon live in Fairhope, Alabama with their daughters Sophie and Molly, their cat CB and their dog, Cleburne.

Michael Bean

Mike is the President and owner of PassionHR. Mike has over 25 years of hands-on, day-to-day HR leadership at all levels within the organizations he has served. His expertise focuses on talent management, compensation, benefits, employee engagement, organization development, and strategic management.

Mike earned a Master of Science degree in Human Resource Development from Amberton University along with SHRM-SCP certification from the Society for Human Resource Management. These verify his commitment to serving as a competent human resource professional.

He received numerous recognitions for his service to the profession and community, such as the 2015 Birmingham Business Journal's “Top HR Executives Of The Year” award, and the 2013 UAB School of Business, Department of Management “Alumnus of the Year” award.

In his spare time Mike enjoys volunteering with the Boy Scouts and spending time with his family. He is past Chairman for the Alabama Society for Human Resource Management State Council (ALSHRM) and past president for the North Alabama Society for Human Resources (NASHRM). Mike has a passion to mentor junior level HR professionals, interns and students and has served as faculty for local universities and NASHRM's Mentor University.

Carolyn Bern, MPA

Carolyn Bern established the new ADPH Office of Community Affairs in August 2016 to focus on healthcare transformation and evolving roles of public health in regional care organizations and other population-focused healthcare initiatives. Prior to August 2016, Carolyn was the Office of Primary Care and National Health Service Corps Coordinator as well as the coordinator of the statewide 2015 Community Health Improvement Plan addressing the top three public health care concerns of Alabama stakeholders: Access to

Care; Physical Activity and Nutrition; Mental Health and Substance Abuse.

Prior to joining the Office of Primary Care and Rural Health, Carolyn directed several early care and health projects including the Birth to Five Initiative, the Kids and Kin Initiative, the Immunize by Two Campaign, and Healthy Child Care Alabama. Carolyn created the Voluntary Certification Program for the Kids and Kin Initiative which was named by ABT and Associates as one of 150 National Innovative Initiatives funded by states. She created the Brain Train educational outreach curriculum as well as organized the Governor's Conference on Success in the Early Years and the Governor's Conference on Early Learning.

Carolyn graduated from Vanderbilt University with a BA in Economics and has a Master's degree in Public Administration from Auburn University Montgomery. Carolyn currently serves on the boards of the Alabama Rural Health Association, the Statewide AHEC Advisory Committee, the Alabama Public Health Association, the Southeast Alabama AHEC, and is a former member of the 3RNet National Membership Committee. She was recently appointed to the Governor's Executive Team for the Alabama Campaign for Grade-Level Reading. Carolyn is married to Dr. Jeffrey Bern of Montgomery and they have two children, two adorable grandsons, and recently adopted a “rambunctious” rescue from the Montgomery Humane Shelter.

Bob Blancato

Bob Blancato is the President of Matz, Blancato and Associates, the National Coordinator of the bipartisan 3000-member Elder Justice Coalition, and the Executive Director of the National Association of Nutrition and Aging Services Programs. Bob has more than 20 years of service in the Congressional and Executive branches, including the senior staff of the U.S. House Select Committee on Aging and an appointment by President Clinton to be Executive Director of the 1995 White House Conference on Aging. Most recently, Bob is the Immediate Past Chair of the Board of the American Society on Aging and on the National Board of AARP. He also serves on the Advisory Panel on Outreach and Education of the Centers for Medicaid and Medicare Services. He was recently selected by Next Avenue as a 2016 Influencer in Aging. Bob is a contributing blogger to Next Avenue, writing on aging issues. He holds a BA from Georgetown University and an MPA from American University. Bob has won numerous awards for advocacy, including being knighted by the Italian Republic in 2011.

Kenneth W. Boswell

Community development and economic development are a strong focus of Kenneth W. Boswell's career in public service.

In May 2017, Governor Kay Ivey appointed Boswell as director of the Alabama Department of Economic and Community Affairs and asked him to put the skills and knowledge he cultivated at the local level to work in her administration's mission to move Alabama forward. As ADECA Director, Boswell serves in the Governor's Cabinet, oversees a staff of 167 and manages an annual budget of more than \$165 million. ADECA awards hundreds of grants each year to city and county governments and nonprofit organizations throughout Alabama.

Boswell was serving his fourth full term as mayor of Enterprise when he was selected to lead ADECA. Prior to becoming mayor in 2003, he served as a member of the Enterprise City Council, having been elected to that post in 2000.

During his 14 years as Enterprise mayor, Boswell worked hard to build on the Wiregrass city's solid foundation of growth and prosperity, earning a positive reputation as one of Alabama's most aggressive mayors. The city saw steady growth during Boswell's tenure with a strong focus on economic development. Boswell and his team attracted many new companies to the city creating thousands of jobs in the automotive, aerospace, technical and retail industries.

Enterprise also became an attractive destination for families with a population increase of 31 percent during Boswell's time as mayor, according to the U.S. Census Bureau. The city also was named as one of the “Best Alabama Towns to Live in” by a top internet research company.

The city saw many improvements under Boswell's leadership, including a new civic center, repaved streets, a wastewater treatment system conversion, water system upgrades and new parks. Boswell led Enterprise through a tragic time in 2007 when the city and its residents suffered the consequences of an F4 tornado that killed nine people and caused \$307 million in damage. For his leadership during and after the disaster, Boswell received the prestigious Phoenix Award for Public Service After a Disaster at the White House.

Boswell has always sought to lend his skills and experience to help local leaders improve their communities. In 2004, he became a Certified Municipal Official and in 2006 received an Advanced Municipal Official designation by the Alabama League of Municipalities. In 2013, he graduated from Leadership Alabama, which brings leaders from across the state together to help move Alabama and its communities forward.

Prior to serving as mayor, Boswell had a longtime career as owner of Boswell Insurance Agency Inc. Boswell and his wife, the former Melinda K. Modlin, have been married for 40 years and are the proud parents of a daughter, Alane Boswell Williams, and the proud grandparents of Gavin and Avery Kate.

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Conference Speakers 2018 *continued*

Sonny Brasfield

Sonny Brasfield serves as Executive Director of the Association of County Commissions of Alabama, which represents and provides services for Alabama's 67 county governments, its elected officials and more than 7,000 employees.

The Association speaks with ONE Voice for county government in Alabama and is a consistent advocate for the programs and people who manage and deliver services to Alabama's citizens. Sonny has been employed with the Association since 1988; has been an active and influential part of Alabama government for more than three decades; and remains one of a select few association directors in a listing of the 50 Most Powerful and Influential People in Alabama.

He is a magna cum laude graduate of the University of Alabama and holds a Master's Degree in communication management.

Today, Sonny works with elected officials and employees at the local level, as well as with state and federal officials, to promote counties. He oversees the Association staff, its boards, committees and affiliates and is Administrator of the Association's two very successful self-funded insurance programs.

He is also a frequent speaker on advocacy, leadership, management, motivation, public relations, productive media relations and other related topics. He is married to the former Kathy Perry, who recently retired as chief legal counsel for a state agency. They have two children – Perry Robert and Sydney Kay.

Jim Byard, Jr.

Jim Byard, Jr. is the founder of Byard Associates, LLC., a firm specializing in business development, economic and community development as well as local government strategy. Having served in state and local government for over 25 years, Jim has a unique understanding and perspective. He believes in the value of relationships and continues to connect folks and help influence decisions in meaningful ways.

Jim served as mayor of the City of Prattville from 1999 to 2011. He had previously been elected to the Prattville City Council, where he served two terms, one as council president. During his tenure as mayor, Prattville experienced rapid residential and business growth, as well as became home to Alabama's first Bass Pro Shop. In 2004/2005, he served as President of the Alabama League of Municipalities. In 2009/2010, he served on the board of directors of the National League of Cities.

In January of 2011, Jim was appointed Director of ADECA (Alabama Department of Economic and Community Affairs) by Governor Robert Bentley, where he oversaw the awarding of hundreds of grants each year to city and county governments and nonprofit organizations throughout the state. He holds the distinction of being the longest serving ADECA Director in the history of the agency, a role he held until May of 2017. While at ADECA, he served on the board of directors of both the Appalachian Regional Commission (ARC) and the Delta Regional Authority (DRA).

He holds a Bachelor of Arts degree in political science with double minors in business and sociology from Troy State University Montgomery, now Troy University. He is a graduate of Leadership Alabama and the Delta Leadership Institute Executive Academy. Jim currently serves as Chairman of the Board of Directors of DesignAlabama, as well as service on the boards of directors for Main Street Alabama, Your Town Alabama, the Autauga Education Foundation and the Prattville YMCA. He and his wife Beverly live in the Daniel Pratt Historic District in Prattville with their three children: Marylise, James III and Richard. They are active members of St. Mark's Episcopal Church in Prattville.

Congressman Bradley Byrne

Bradley Byrne was born and raised in Mobile, just a few miles from the site where his great-great-great grandfather, Gerald Byrne, settled in the 1780's.

After completing his undergraduate studies at Duke University, Byrne received his law degree from the University of Alabama School of Law. He practiced law in Mobile for more than 30 years, always active in the local community through various service and economic development organizations.

Byrne served as a member of the Alabama State Senate representing District 32 from 2003 to 2007. Byrne was elected to Congress in December 2013, to complete the term of Congressman Jo Bonner, who announced his retirement in May 2013. Congressman Byrne was elected to his first full term on November 4, 2014 and re-elected on November 8, 2016.

In Congress, Byrne has established himself as an effective legislator by successfully advocating for local interests while also championing a smaller, less invasive federal government. Byrne has worked to support local industry through improved infrastructure, including the construction of a new I-10 bridge over the Mobile River. In an effort to shrink the federal bureaucracy, Byrne has pushed for the repeal of ObamaCare, fought to reduce the regulatory burden on small businesses and worked to rein in out-of-control federal spending. Byrne was a strong champion for the Tax Cuts and Jobs Act, which lowered taxes on Alabama families and helped spur economic growth.

As a member of the House Committee on Armed Services, Byrne has been an outspoken supporter for a strong national defense and improved quality of care at the Department

of Veterans Affairs (VA). Byrne has used his position on the Committee to build support for a stronger U.S. Navy and for the Littoral Combat Ship (LCS), which is built in part at Mobile's Austal USA shipyard. He also played a critical role in the construction of a new VA outpatient clinic for veterans in Southwest Alabama.

A lifelong native of Alabama's Gulf Coast, Byrne has been a strong supporter of the coastal economy. Byrne has consistently pushed to give greater control over the Red Snapper fishery to the Gulf States. Byrne has also advocated for increased off-shore energy production and American energy independence while also championing important conservation programs that benefit Alabama's unique coastal ecosystem.

As a former member of the Alabama State Board of Education and former Chancellor of the Alabama Department of Postsecondary Education, Byrne saw the House Committee on Education and the Workforce as a natural fit. He currently has a leadership position on the Committee, serving as Chairman of the Workforce Protections Subcommittee. Byrne has focused on returning more control over education policy to the state and local level. In addition to pushing right-to-work policies and taking on the National Labor Relations Board (NLRB), Byrne has made workforce training and technical education one of his top priorities.

Byrne has been married to the former Rebecca Dukes of Montgomery for over 30 years. Rebecca is the President and CEO of The Community Foundation of South Alabama, and they are the parents of four children: Patrick, Kathleen, Laura, and Colin. Bradley and Rebecca are also proud grandparents to MacGuire Arthur Byrne and Ann-Roberts Byrne. Bradley lives in Fairhope where he and his family are members of St. James Episcopal Church.

Representative Donnie Chesteen

Donnie Chesteen has represented District 87 (Geneva County and northwestern Houston County) since 2010 and will soon represent District 29 (Geneva County and portions of Dale and Houston counties) in the Alabama Senate. Rep. Chesteen is married to wife Stephanie and has two children and two grandchildren. Rep. Chesteen has B.S. and M.S. degrees from Troy University. In his career, Rep. Chesteen has worked as a teacher, coach, athletic director, medical sales representative, and farmer. Rep. Chesteen has served on Technology and Research, Agriculture and Forestry, and Ways and Means Education committees. He has been a determined advocate in improving education and infrastructure opportunities in his district and has put a tremendous amount of effort into studying the issue of broadband in rural areas, including sponsoring the Alabama Broadband Accessibility Act to expand broadband throughout Alabama.

Greg Cochran

Greg Cochran serves as the Director of Advocacy and Public Affairs for the Alabama League of Municipalities where he has been responsible for federal and state legislation since 1996. In 2006, Greg became the Executive Vice President of the Alabama Municipal Funding Corporation (AMFund), which was developed by the League to assist municipal members with refinancing existing debt and funding local projects and purchases through low-interest, cost-effective loans. He was elected President of AMFund in 2008.

Cochran began his political advocacy career as a volunteer in the re-election campaign of Mayor Emory Folmer in the late-eighties. That experience brought him into contact with several influential political advisors and strategist, eventually earning him an offer to join the advocacy staff of the Alabama Medical Association as Legislative Director in 1989. From there he earned positions with the Mobile Chamber of Commerce (1992-1994), the Business Council of Alabama (1994-1996) and ultimately joined the Alabama League of Municipalities as the Director of Advocacy and Political Affairs.

Greg attended the University of North Alabama and Troy State University majoring in Political Science. He also earned the Certified Association Executive (CAE) from the American Society of Association Executives and graduated from the U.S. Chamber of Commerce, Chamber Institute. He was raised in a military family, growing up in Norfolk, VA, and Jacksonville, FL, where his father served in the U.S. Navy. Greg is married to Kelly Barclay Cochran and has two boys, William and Sanders.

Suzanne C. Darden

The statewide, Alabama Small Business Development Center (SBDC) Network, is an economic development and outreach service at The University of Alabama's Culverhouse College of Business, and provides no-cost management and technical assistance to small businesses in all 67 counties. Suzanne, who offices at the Greater Birmingham SBDC at Innovation Depot, has worked with over 100 businesses and entrepreneurs over the last five years, directly helping them with over \$60 million in capital acquisition. She serves as a resource and finance expert for the other 35+ SBDC employees at the Network's ten locations.

Prior to joining the Alabama SBDC, Suzanne was the General Manager and CFO for a small business in the refrigeration and ice-making industry, and spent several years in commercial lending and client management at banks in Georgia and Virginia. She is a graduate of Christopher Newport College of The College of William & Mary, and is originally from Williamsburg, VA.

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Conference Speakers 2018 *continued*

Cindy Doty

Cindy Doty is a human resources consultant with experience in human resource (HR) management and employee benefits compliance. Cindy has over 30 years of HR management experience, including 7 years as an HR and employee benefits consultant where she advised large and small client companies in diverse industries. She has extensive HR practitioner experience in management, HR software implementation, benefits development, and legal compliance, including AAP and Service Contract Act compliance for a government defense contractor.

Cindy speaks on a variety of HR related topics including healthcare reform compliance, supervisory training, harassment and discrimination prevention, and career development. Cindy has maintained the Senior Professional in Human Resources (SPHR) designation from the Human Resource Certification Institute since 1996 and the Senior Certified Professional (SHRM-SCP) designation from the Society for Human Resource Management since 2015. She is a member of the Society for Human Resource Management, the North Alabama Society for Human Resource Management (NASHRM) and the Tennessee Valley Industry Liaison Group.

She has served on the NASHRM board of directors as Legislative Director, SHRM Foundation Coordinator, Certification Director and Mentor University Director. She is a passionate encourager to junior level professionals and is currently serving her fourth term as an HR mentor for NASHRM's Mentor University. Cindy earned a Master of Education degree in College Student Personnel Services from the University of Louisville (U of L) where she learned to read and write legal briefs in the U of L law library. She earned a Bachelor of Arts degree in Psychology from Mars Hill College in the beautiful mountains of North Carolina. In her spare time, she enjoys classical and church music, working in her herb garden and spending time with family. She and her husband Kevin particularly enjoy visiting state parks and time way in the mountains.

Lance Douglas, MSW

Lance has worked with the Medicaid population for the past 7 years in Tennessee. Most recently, Lance worked with the BlueCare Choices Program in the coordination of services for individuals enrolled in both Medicare and Medicaid (the Dual-Eligible Special Needs Population), working as a liaison between the two programs. Lance received his B.S. in Business Administration from Faulkner University in Montgomery, AL and has a Master's of Social Work from the University of Tennessee, Memphis.

Allison Everett

Allison joined Shared Health in May 2017. She spent ten years in her previous position as a Senior Training Specialist at Underwriters Laboratories (UL) working with Corporate Safety departments and Occupational Health clinics throughout North America. She has worked as a Patient Educator in a surgical practice, Customer Advocate in a variety of industries, and has vast experience in using effective adult education practices. Allison has a BA in Journalism/ Telecommunication Arts from the University of Georgia (woof). When not creating training materials or at the front of the classroom, Allison enjoys watching hockey, cooking and petting her dog. She is a Scorpio, High I/D, ENFP, and left-handed/right-brained.

Alex Flachsbart

Alex Flachsbart is the Founder and CEO of Opportunity Alabama, a new nonprofit corporation dedicated to using Opportunity Zones as a vehicle to transform Alabama's low-income communities. OPAL's core mission consists of four activities: educating key stakeholders about the promise (and potential pitfalls) of Opportunity Zones, sourcing project and investor pipelines, facilitating transactions, and - most importantly - collecting and tracking data to determine the program's efficacy at alleviating poverty. Alex is a native Californian but is a naturalized Alabamian. He holds undergraduate and masters degrees in economics from The University of Alabama and a J.D. from Washington & Lee University. Before law school, Alex spent two years teaching high school math in Lowndes County, Alabama. For three years after law school, Alex was an attorney in Balch & Bingham's Birmingham office and specialized in tax credit and economic development-related work.

Christopher R. Grissom

Chris Grissom practices primarily in the areas of economic development, state and local tax planning and controversy work, and state and local tax and non-tax incentives. Through his tax controversy, planning and incentives work, he deals with a wide variety of industries including pulp and paper, software technology, automotive, telecommunications, and textile manufacturers. In the Economic Development Practice arena, Chris assists business clients in obtaining, negotiating, and documenting economic incentives for job creation and capital investment in Alabama and other states. He frequently works with local industrial development agencies and various state agencies, including departments of economic and community development, revenue, transportation, and environment in the development of effective tax incentives strategies for attracting businesses. Chris has represented Brose Tuscaloosa, North American Lighting, Hyundai Heavy Industries

and POSCO AAPC in the location of their plants in Alabama. He also represents several automotive suppliers in Alabama on a variety of matters. Chris is an active member of the Economic Development Association of Alabama. He is on the Board of Directors for the Alabama Germany Partnership, the Japanese America Society of Alabama and on the Advisory Board for the North Alabama Industrial Development Association.

Chris currently serves as Vice Chair for the firm's Economic Development Practice. Chris has also been a leading member of several overseas industrial recruiting delegations which served to be successful initiatives for Alabama's economic growth.

Scott Hetrick

Scott Hetrick joined Adams and Reese in 2000 and is a management rights advocate who focuses on federal and state labor and employment law compliance and disputes arising from claims in this arena. He counsels employers in all aspects of labor and employment law to help avoid claims arising from day-to-day employment decisions, particularly terminations of employees and large-scale layoffs.

Scott also assists in drafting and revising employment policies and procedures, employment applications, background check disclosure and consent agreements, employee handbooks and employment contracts, including non-compete agreements, trade secret agreements and arbitration agreements. Since 1994, Scott has defended hundreds of "charges of discrimination" filed against employers with the Equal Employment Opportunity Commission. He has litigated numerous discrimination and retaliation lawsuits in federal and state courts, of which most were resolved by summary judgment and dismissal of all claims against the employer. Scott has developed a practice focus in preparing affirmative action plans for U.S. government contractors and subcontractors and responding to compliance audits of those plans by the Office of Federal Contract Compliance Programs (OFCCP). To date, he has prepared more than 200 affirmative action plans and defended against more than 15 OFCCP compliance audits.

Robbie Alexander Hyde

Robbie is a graduate from Auburn University, Summa Cum Laude and a graduate from Vanderbilt University School of Law. After more than 20 years in the practice of law, Robbie opened the firm Alexander Hyde, LLC in 2014. She litigates, mediates and investigates cases involving employment disputes for a client base that predominately includes government agencies. Robbie also conducts training on equal employment issues for clients in both the public and private sectors. She trains supervisors and employees on matters ranging from employee compensation under the Fair Labor Standards Act and anti-harassment measures to appropriate hiring methods, retention, disciplinary procedures, personnel records, family and medical leave, and drafting effective personnel manuals. Robbie's work has resulted in numerous decisions in the United States Supreme Court, Eleventh Circuit Court of Appeals, Alabama federal district courts, the Alabama Supreme Court, and the Alabama Court of Civil Appeals.

Sandra Koblas

Sandra Koblas is a senior professional in human resources with 25 years' experience ranging from plant level to corporate leadership in rapidly growing organizations. She is currently serving as the Director of Human Resources for Austal USA in Mobile, Alabama. Austal USA is a ship builder holding primary contracts with the United States Navy. She has grown the organization from 800 employees in 2009 to its present 4,000. As the Director of HR Sandra leads a staff of human resource and training professionals who are dedicated to supporting Austal's business plans and growth.

Prior to joining Austal, Sandra was the Director of Human Resources for Standard Furniture Manufacturing Company, a global leader in furniture manufacturing recognized as one of the largest employers in Baldwin County, AL. In this capacity she directed HR activities globally for corporate functions including Supply Chain, Information Technology, Engineering, Accounting, Sales and HR. In preparation for her corporate level responsibility Sandra held several HR management positions for several large manufacturing companies.

Parallel to her private sector experience Sandra has served on several workforce development boards and is currently Vice-Chairman of the AL Workforce Council and serves on the State of AL Workforce Board. Sandra holds a Bachelor's degree in Human Resources from the University of South Alabama and is a Senior Human Resource Professional with the Society of Human Resource Management.

Chris Lasseter

Chris Lasseter is the founder of DASH Leadership Development Group, LLC. His business grew from a desire to help people ask themselves questions that will lead them to find true significance and purpose in their lives. After years of working in ministry followed by a transition into business, Chris began to see a need for leadership in the area of significance. His motto is, "Every individual and every company gets stuck. I help them move from stuck, to success, to significance." Chris believes that significance comes in a person's life when the people around that individual are made better through interaction with them. His goal is to help clients take steps to find how to achieve this significance.

Conference Speakers 2018 *continued*



Chris's stories, experience, and teaching will inspire you to better yourself, your business, and your community. He is experienced in team-building after having worked with many groups to help unify them to meet goals. Chris is also very knowledgeable in the area of multigenerational groups and how to blend different age groups in the workforce. He can help you adapt your workforce culture to maximize outcomes and improve relationships within your organization.

Mayor Walt Maddox

Nationally recognized for his crisis management, Walt Maddox leads initiatives to increase economic development through data-driven models, improve customer service with the implementation of Tuscaloosa 311 and provide quality pre-k education for academically at-risk four-year-old children.

On May 22, 2017, Maddox was sworn in for his fourth term as Tuscaloosa's 36th mayor. He recently served as a fellow with the Program on Crisis Leadership at Harvard University's Kennedy School of Government. In 2012, Mayor Maddox was named Municipal Leader of the Year by American City and County (the publication for state and local governments) for his strong, decisive and comforting leadership following the April 27, 2011 tornado.

Mayor Maddox is a Tuscaloosa native and graduated from Central High School. He earned his bachelor's degree in political science and master's degree in public administration from The University of Alabama at Birmingham. While at UAB, Mayor Maddox was a four-year letter-winner on the football team. He is married to Stephanie Roberts Maddox and has two children. His favorite hobby is running, and he has completed several marathons and half-marathons.

Timothy P. McNeill, RN, MPH

Timothy P. McNeill is an independent healthcare consultant, specializing in health program development and sustainability. His customers have included the U.S. Department of Health and Human Services (HHS), U.S. Administration on Aging (AoA)/Administration for Community Living (ACL), the National Association of Area Agencies on Aging, and various Foundations and National Non-profit organizations. Under an HHS/ACL contract, Mr. McNeill has been the lead technical assistance provider to establish and support integrated networks of LTSS providers in 26 States.

Mr. McNeill is a Registered Nurse with a bachelor's degree from Howard University and a Master of Public Health from Eastern Virginia Medical School. Mr. McNeill is also a U.S. Navy Nurse Corps Officer Veteran. Mr. McNeill has started or expanded multiple sustainable health programs including community-based free clinics, Federally Qualified Health Centers, two Medicare Shared Savings Program Accountable Care Organizations (ACOs), and LTSS networks.

Paul McWhorter

Paul McWhorter currently serves as the Director of Policy and Training, Beneficiary Services, Alabama Medicaid Agency. Previous positions include Family Certification Medicaid Eligibility Specialist, Family Certification Regional Floater, Elderly and Disabled Medicaid Eligibility Specialist Senior, Elderly and Disabled and Family Certification Medicaid Eligibility Supervisor and Family Certification Regional Coordinator.

Constantinos "Costas" Miskis

Constantinos "Costas" Miskis serves as the Regional Administrator for Regions III and IV of the Administration for Community Living (ACL) (formerly the Administration on Aging (AOA)), U.S. Department of Health and Human Services (HHS), which he joined in 2005. He serves as the direct representative of the Assistant Secretary for Aging and leads ACL's Regional Support Centers for Regions III and IV for fourteen (14) southeastern and mid-Atlantic states. Costas has also served on the agency transition team for Presidential transitions, the Cross-Agency Leadership Team – Serving Veterans, the Global Awareness subcommittee of the agency's Elder Justice Initiative, the CDC Board of Scientific Counselors (NCIPC BSC) and serves on an as-needed basis as Administrative Law Judge for the agency. The Regional Support Centers aim to serve Older Americans and People with Disabilities by maximizing the effectiveness of state programs through tailoring the implementation of national programs to the needs of individual states, identifying best practices, delivering Technical Assistance, managing Federal grants and serving as the repository of ACL's institutional knowledge and expertise on state and regional aging and disability issues.

Robert Moore

Robert "Bobby" Moore – Bobby Moore is a Special Agent in the Investigations Division of the Alabama Attorney General's Office. SA Moore has over 10 years of experience as a law enforcement professional, with a majority of his experience being as an investigator assigned to handle Cyber and White Collar Crimes. SA Moore is a certified digital forensics examiner, holding the Certified Computer Forensics Examiner, Certified CelleBrite Operator, and AccessData Certified Examiner credentials. He also holds the Certified Fraud Examiner credential from the Association Of Certified Fraud Examiners. He holds degrees from

The University of Southern Mississippi – Undergraduate in Accounting and Finance and Graduate Degrees in Criminal Justice with a focus on Cyber Criminology. He has taught courses in digital forensics and cyber-related crime for Troy University, Auburn University at Montgomery, and The University of Mississippi.

Steve Murray

Steve Murray is Director of the Alabama Department of Archives and History, the state agency that serves as the permanent repository for state government records, a special collections library, and the state's history museum. Murray became Director in 2012 after serving for six years as Assistant Director for Administration. His prior experience in public history included service as Managing Editor of The Alabama Review and the Encyclopedia of Alabama, both at Auburn University.

Murray is a member of the Alabama Historical Commission, the Alabama Bicentennial Commission, and the boards of numerous state halls of fame. He co-chairs the Alabama World War I Centennial Commission and is past president of the Alabama Historical Association. His professional service at the national level includes terms on the Council of State Archivists and the Council of the American Association for State and Local History.

A native of Louisiana, Murray has called Alabama home since he began graduate school at Auburn University in 1993. He and his wife, Laura, have three children.

Gary A. Officer

Gary A. Officer is an experienced executive who has enjoyed over a decade and a half of leadership and organizational development for a variety of mission based organizations. Mr. Officer served as the President and Chief Executive Officer of Rebuilding Together, Inc., the nation's largest homeownership preservation non-profit, and fourth largest remodeler. He grew the Rebuilding Together network into a \$125 million organization within six years. He also has served as President of the National Credit Union Foundation where he successfully developed a \$370 million community investment fund. He also worked as a leader in the affordable housing sector where he served as President and CEO of the Metropolitan Boston Housing Partnership and as Director of Asset Management at Lakefront SRO Corporation in Chicago. He has degrees from Manchester Metropolitan University and the London School of Economics in England and completed the Advanced Management Program at the Said Business School at Oxford University.

Tiffany Pointer

Tiffany Pointer has 15 years of experience in the healthcare industry. The last eight years have been dedicated to Long Term Services and Supports (LTSS). Prior to joining Shared Health, Ms. Pointer held a management role for BlueCare Tennessee, a Medicaid managed care organization, which is a subsidiary of Blue Cross Blue Shield of Tennessee. Ms. Pointer's management background includes supervised a Support Center for two Medicaid programs, performed a key role in implementing system enhancements, managed member service reports, and employee training and development for all Support Center staff.

Ms. Pointer holds a Bachelor's degree in Health Informatics and Information Management from the University of Tennessee Health Science Center and a Master of Business Administration from Trevecca University.

Janet Ray

Janet Ray is a Program Officer for the Senior Community Service Employment Program (SCSEP) with Senior Service America, Inc. (SSAI). In her current role, she provides administrative and performance oversight to multiple SCSEP programs across 13 states. In Alabama and Wisconsin, she is responsible for annual and program performance and fiscal planning, goal achievement, SCSEP regulations and policy interpretation, compliance and data validation, SCSEP visibility, and acts as liaison with the Alabama State Title V Coordinator. She works with SSAI subgrantee organizations to ensure older adults who are looking to return to the workforce receive training and employment opportunities through their SCSEP grants. Her experience also includes training to numerous aging organizations and service providers on topics such as fiscal and program management, workforce development and training, program development and capacity building through strategic partnerships and community engagement.

Prior to joining SSAI, she was the Director of Employment at Green Door in Washington, DC where she was responsible for the oversight and management of the Transitional and Supported Employment Programs for more than 200 clients with severe and persistent mental illness, as well as employer/job development and community collaborations. Janet received her Bachelor of Science degree in Psychology from Old Dominion University in Norfolk, VA and her Master of Arts degree in Human Development Education from the University of Maryland.

Conference Speakers 2018 *continued*

Presley Rebman

Presley Rebman has spent the past 22 years working in the healthcare field to improve administrative efficiencies and prevent wasteful services for Medicare and Medicaid recipients. Mr. Rebman has overseen operations for several Alabama Medicaid focused projects including serving as the Executive Director for the Regional Care Organization (RCO) implementation designed to provide healthcare services to Medicaid enrollees across the state and management of the Health Home program in north Alabama.

He graduated from Auburn University with a B.A. in Marketing. In addition, he has obtained designation as a Certified Fraud Examiner (CFE) and Project Management Professional (PMP).

Senator Clay Scofield

Senator Scofield (R) was first elected to the Alabama Senate on November 2, 2010 and was re-elected in 2014. He has no opposition in 2018. He represents District 9 which includes all of Marshall County and portions of Blount, DeKalb and Madison counties.

Senator Scofield was born May 6, 1980, graduated from Arab High School and received his Bachelor of Science in Agriculture, Business and Economics from Auburn University. He is a farmer and a member of the Church of Christ. He resides in Guntersville and his interests include hunting, outdoor activities, and spending time with his family.

Danita Simms

Danita Simms has spent more than 15 years in the healthcare industry. After leaving the clinical setting in 2010, Danita devoted herself to Long Term Services and Supports (LTSS). She was an Associate Care Coordinator for BlueCross BlueShield of Tennessee CHOICES program. Danita has held various positions within the CHOICES program. Danita pairs a broad range of creative leadership experience in customer service and employee development, operations, and support with a deep understanding of the administrative disparities faced by clinicians in the field. Danita came to Shared Health in 2015, and serves as Support Center Manager.

Danita Simms graduated from Trident University with Bachelor of Science degree in Leadership and Management, and in addition holds a Practical Nurse license.

Tommie Singleton

Dr. Singleton is the Director of Consulting Services for Carr Riggs & Ingram, a large regional public accounting firm. His duties include providing managerial aspects of quality services in forensic accounting, IT auditing, service organization controls assurance, business valuation, and other consulting services. He has over 35 years of experience in IT audit, IT risk analysis, IT governance, IT controls, and forensic accounting and fraud.

Tommie was an academic for over 20 years. He also was president of a small value-added dealer of accounting information systems using microcomputers for eleven years. His education and experience are a mix of Information Technology and auditing. He has published numerous articles and co-authored books on internal auditing, financial auditing, IT auditing, and fraud. Tommie co-authored the 3rd and 4th edition of "Fraud Auditing and Forensic Accounting" and was the director of the Forensic Accounting program at UAB. He has made many presentations on the same subjects, including CPE seminars and training for companies and professional organizations.

Tommie also has served the profession in numerous positions with the AICPA, Alabama Society of CPAs, and ISACA. Currently, he is a member of the AICPA's CITP Committee.

Jennifer Williams Smith

Jennifer Williams Smith is the Owner and Marketing Consultant for Just Face It Alabama – a boutique marketing firm specializing in local social media marketing and training. She currently serves on the Jasper City Council representing District 4 and is the former Director of Leisure Activities for the City of Jasper.

In addition to serving the community as a City Council Member, Jennifer serves on numerous advisory boards of organizations throughout the Jasper and Walker County community and is widely regarded as the "Local Cheerleader" for her involvement in and promotion of philanthropic and charitable causes. Serving Alabama, Jennifer is the Vice-Chair of the Alabama League of Municipalities State Policy Committee focusing on Human Development and serves as a speaker for group events throughout the state, most recently presiding over the "Social Media Pitfalls and Best Practices" session at the ALM State Convention.

Jennifer is a graduate of Walker High School in Jasper, Alabama, and Auburn University where she received her Bachelor's Degree in Communications. She and her late husband Lee Smith have two children – Sawyer and Brylee. Jennifer has received multiple awards, including the Alabama Recreation and Parks Association "New Professional of the Year," Daily Mountain Eagle "Citizen of the Year" and "Woman of the Year" presented by the Jasper Business and Professional Women's Club.

Ken Smith

Ken was appointed Executive Director of the Alabama League of Municipalities in 2011. Prior to becoming Executive Director, Ken served 25 years as General Counsel for the League. Before working for the League of Municipalities, he served as law clerk to Justice Hugh Maddox of the Alabama Supreme Court. Ken was born in Union Springs, Alabama. He received a B.S. degree in journalism from the University of Alabama in 1982 and a J.D. (law) degree from the University of Alabama School of Law in 1985.

During his years with the League of Municipalities, Ken has provided advice and guidance to municipal officials and employees from over 450 member cities and towns. He has written numerous articles and manuals on municipal government and co-authored the handbooks and guides used by all municipal elected officials in Alabama. He frequently addresses state and local officials, employees, and others on matters affecting municipal government. He serves as a lobbyist for the League, helping with the drafting and passage of many laws benefiting Alabama's municipalities and serves as liaison between the League and other interest groups on matters affecting municipal government.

He is a member of the Board of Directors of the National League of Cities (NLC), as well as the NLC Finance Committee. In 2014 and again in 2017 Ken was selected by municipal League Executive Directors around the country to chair the NLC Steering Committee, a Committee of State League Executive Directors that was created to provide guidance to the NLC Executive Director.

He is married to the former Brenda Deneise Flowers of Elba, Alabama. He and his wife enjoy playing golf and travel. He and Brenda are both active members of the First United Methodist Church in Montgomery.

Jean Stone

Ms. Stone is currently employed with the Alabama Department of Senior Services as the Division Chief for Long Term Care Programs. In this position, Ms. Stone is responsible for oversight of the home and community based waiver programs that provide access to services that allow individuals to live in a safe and healthy home environment as an alternative to nursing home placement. Ms. Stone has worked with Medicaid and other state agencies on a variety of long term care initiatives. Ms. Stone's other state government experience includes a tenure of over 15 years with the Alabama Medicaid Agency. During her employment with Medicaid, she gained extensive knowledge of the policy and operating procedures for a wide variety of programs.

Ms. Stone received a Bachelor of Science Degree in Nursing from Auburn University at Montgomery and has continued to receive additional training in management and administration. She earned her certification as a Managed Care Professional Healthcare Manager through the Academy for Healthcare Management.

Jennifer Sutton, RN, BS, MBA, CCM

Jennifer has over 18 years of varied clinical experience, including Emergency Care, Long Term Care and Cardiac ICU. She has spent the last 12 years serving the Medicaid population. Jennifer has worked extensively with many Government agencies, vendors and health plan partners. She has operated in many roles, including leading, directing and managing clinical Care Management programs and is responsible for development, implementation, and maintenance of effective clinical teams.

Jennifer is a Registered Nurse, and holds a Bachelor's degree in Management along with a Master's Degree in Business Administration. In addition, she is a Certified Case Manager and served in the role of President at the Chattanooga Chapter of the Case Management Society of America for 3 years.

Angela Till

Angela Till serves as Deputy Secretary of the Alabama Department of Commerce, Business Development Division. Till joined Commerce in 2014 after a lengthy tenure at the Alabama Department of Revenue, where she specialized in economic development issues.

Till is active in many economic development and industry organizations. She serves on the board for Alabama Communities of Excellence and as a board member of the Automotive Manufacturers Assoc. of AL. She also serves on the Advisory Board for the AL Dept. of Tourism. Before joining Commerce, Till worked for the Office of Economic Development in the AL Dept. of Revenue, where she helped craft the tax-related elements of incentive packages for various projects. She administered Alabama's tax incentive programs for the Revenue Department for 14 years.

Till holds a bachelor's degree in accounting from Auburn University at Montgomery.

AARC 2018 Training Conference Evaluation

The Alabama Association of Regional Councils thanks you for attending the AARC 2018 Annual Training Conference. We hope your experience was educational as well as enjoyable. We want to provide the very best training conference possible each year. To assist us we ask that you complete this evaluation form and place it in the collection box at the Conference Registration desk or fax it to AARC at 334-277-3899.

1. How many years have you attended the AARC Training Conference? (check one)

1st year 2-4 years More Than 5 Years

2. How would you rate the following? (check one in each category)

Conference Quality

Excellent
 Good
 Average
 Poor

Conference Presenters

Excellent
 Good
 Average
 Poor

Facility

Excellent
 Good
 Average
 Poor

3. Were opportunities provided to network with others involved in your profession with similar business interest?

Yes or No

4. Name at least three things you learned at the conference.

- _____
- _____
- _____

5. Which breakout session did you find most informative?

- _____
- _____
- _____

6. Did the Training Conference meet your expectations?

Yes or No

7. Based on your experience this year, do you plan to attend the AARC Training Conference next year?

Yes or No

Additional Comments _____

PLEASE DON'T FORGET TO TURN EVALUATION IN AT THE REGISTRATION DESK. THANK YOU!

Things to do along the Eastern Shore

- Shop and dine in downtown Fairhope
- Sightsee at Fairhope Municipal Pier & Beach
- Visit Fairhope's French Quarter
- Get fresh seafood at Wintzell's Oyster House
- Enjoy some Eastern Shore Watersports
- Play a round at Quail Creek Golf Resort
- Stroll through Fairhope's Community Park
- Explore the Fairhope Museum of History
- Oak Hollow Farm
- Birdwatch along the Coastal Birding Trail
- Drive along Alabama's Coastal Connection
- Visit the U.S.S. Alabama
- Walk along the boardwalk at Week's Bay
- Take a stroll along the Eastern Shore Trail

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The Lodge At Gulf State Park, Gulf Shores

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