



HR, SAFETY & ENVIRONMENTAL CONFERENCE

NOVEMBER 17 & 18, 2021 | BIRMINGHAM, AL

MANUFACTURE ALABAMA

ALABAMA'S TRADE ASSOCIATION FOR ALABAMA'S MANUFACTURERS

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WELCOME



Welcome to the 2021 Manufacture Alabama HR, Safety and Environmental Conference! It's an exciting time for Manufacture Alabama as we continue to grow and adapt to meet the needs of our manufacturers and partner members. The manufacturing industry is confronting many challenges during a time of significant change and Manufacture Alabama plans to face those challenges head on. Manufacturing is the lifeblood of the economy and Manufacture Alabama will continue to advocate and protect the interests of its members while also bringing people together in forums like this conference.

We are delighted to be together again after a virtual meeting in 2020. This year, the HR, Safety and Environmental Conference is bringing together more than 15 subject matter experts to address the most critical issues facing professionals in those areas. We hope this conference will live up to your expectations and provide value in the form of education and networking opportunities.

We would like to thank everyone who made the 2021 Manufacture Alabama HR, Safety and Environmental Conference possible. Without the support from our sponsors, speakers, attendees, and many others, this would not have been possible. We would also like to extend a special thank you to the Ross Bridge Resort event staff.

SCHEDULE OF EVENTS

All meals, breaks and exhibitors are in Salon EFGH

Environmental sessions are in Salon ABC

WEDNESDAY, NOVEMBER 17

2:30 p.m. - 4:00 p.m.

Registration & Strolling Snack Break with Exhibitors

4:00 p.m. - 5:00 p.m.

Welcome & Opening Keynote

Jon Barganier, Manufacture Alabama | Buddy Cox, Bradley | Richard Lehr, Lehr, MiddleBrooks, Vreeland & Thompson

5:15 p.m. - 6:15 p.m.

Environmental Breakout: Community Partnerships

Donna Jackson, International Paper

5:15 p.m. - 6:30 p.m.

Safety & HR Breakout: Communication and Color Dynamics

Michael Jackson, Troy CE&O

6:30 p.m. - 9:00 p.m.

Reception & Dinner

THURSDAY, NOVEMBER 18

7:30 a.m. - 8:30 a.m.

Breakfast with Exhibitors

8:30 a.m. - 9:30 a.m.

Environmental Keynote: EPA Update

Caroline Freeman, EPA

Safety & HR Keynote: How the Medical Marijuana Bill Affects Employers

Carin Burford & Tae Phillips, Ogletree, Deakins, Nash, Smoak & Stewart, P.C.

9:30 a.m. - 10:30 a.m.

Environmental Breakout: ADEM Update

Lance LeFleur, ADEM Director

Safety Breakout: The Future of Safety

Don Elswick, UA SafeState

SCHEDULE OF EVENTS

 Safety & HR Sessions are in Salon D

 HR Breakout Session is in Vestavia/Helena

THURSDAY, NOVEMBER 18 (CONTINUED)

10:30 a.m.

Break

10:45 a.m. - 11:45 a.m.

Environmental Breakout: Environmental Social Governance

Devin Giles, International Paper | Chad Richey, Merrill Lynch | Patrick Runge, King & Spalding

Safety Breakout: OSHA Update

Daniel Fithian, OSHA

HR Breakout: Legal and Labor Update | Vaccine Mandates

Whitney Brown, Lehr, MiddleBrooks, Vreeland & Thompson

11:45 a.m. - 1:00 p.m.

Lunch with Exhibitors

1:00 p.m. - 2:00 p.m.

Environmental Breakout: Climate Change

Dr. John Christy, Alabama State Climatologist, The University of Alabama in Huntsville

Safety & HR Breakout: Engaging Millenials

Michael Reaves & Tim Croley, Alabama Technology Network

2:00 p.m. - 4:00 p.m.

Environmental Breakout: Climate Change

ADEM Division Chiefs

Safety & HR Breakout: Active Shooter Training

Special Agent Steve Johnson, ALEA

4:00 p.m. - 5:00 p.m.

Refreshments & Networking with Exhibitors

5:00 p.m.

Adjourn

CONFERENCE SPEAKERS



JON BARGANIER
COO MANUFACTURE ALABAMA
WEDNESDAY, 4 P.M.



RICHARD LEHR
SHAREHOLDER, LEHR MIDDLEBROOKS, VREELAND
AND THOMPSON
WEDNESDAY, 4 P.M.



BUDDY COX,
PARTNER, BRADLEY
WEDNESDAY, 4 P.M.



DONNA JACKSON
COMMUNICATIONS MANAGER, INTERNATIONAL PAPER
WEDNESDAY, 5:15 P.M.



MIKE JACKSON
TRAINER, TROY CE&O
WEDNESDAY, 5:15 P.M.



CARIN BURFORD
SHAREHOLDER, OGLETREE DEAKINS
THURSDAY, 8:30 A.M.



TAE PHILLIPS
SHAREHOLDER, OGLETREE DEAKINS
THURSDAY, 8:30 A.M.



CAROLINE FREEMAN
EPA REGION 4
THURSDAY, 8:30 A.M.



LANCE LEFLEUR
DIRECTOR, ADEM
THURSDAY, 9:30 A.M.



DON ELSWICK
UA SAFESTATE
THURSDAY, 9:30 A.M.



DEVIN GILES
INTERNATIONAL PAPER
THURSDAY, 10:30 A.M.



CHAD RICHEY
MERRILL LYNCH
THURSDAY, 10:30 A.M.



PATRICK RUNGE
KING & SPALDING
THURSDAY, 10:30 A.M.



WHITNEY BROWN
SHAREHOLDER, LEHR MIDDLEBROOKS, VREELAND
AND THOMPSON
THURSDAY, 10:30 A.M.



MICHAEL REAVES
ALABAMA TECHNOLOGY NETWORK
THURSDAY, 1 P.M.



TIM CROLEY
ALABAMA TECHNOLOGY NETWORK
THURSDAY, 1 P.M.



JOHN CHRISTY
ALABAMA STATE CLIMATOLOGIST
THURSDAY, 1 P.M.



DANIEL FITHIAN
OSHA
THURSDAY, 10:30 A.M.



STEPHEN COBB
LAND DIVISION CHIEF, ADEM
THURSDAY, 2 P.M.



JEFF KITCHENS
WATER DIVISION CHIEF, ADEM
THURSDAY, 2 P.M.



RON GORE
AIR DIVISION CHIEF, ADEM
THURSDAY, 2 P.M.

SESSION DESCRIPTIONS

Welcome and Keynote: An overview of the environmental, legal and labor landscape | Buddy Cox, Bradley and Richard Lehr, Lehr Middlebrooks Vreeland and Thompson

Attorney's Buddy Cox and Richard Lehr are leaders and well known for their experience and knowledge in their field. Buddy Cox, a shareholder with Bradley will give a brief overview of the legal news and analysis on environmental issues happening now that could have a potential effect on manufacturers. Richard Lehr, a shareholder with Lehr Middlebrooks Vreeland & Thompson will give a broad update on the many new labor and employee laws in the post covid-era.

Community Partnerships | Donna Jackson, International Paper

Manufacturers serve their communities and it's crucial that they build strategic community partnerships. Building positive and productive relationships with these organizations can be tremendously beneficial to the facility. Giving back to a community where employees live and work can help boost employee morale and further hold their status as an indispensable member of the community. In this workshop, Donna Jackson will give an overview of the programs implemented at International Paper, the challenges she has faced and how to avoid common pitfalls.

Communication and Color Dynamics | Mike Jackson, Troy CE&O

Using a color dynamics assessment, CE&O trainer Michael Jackson will assist you in identifying your communication strengths, identify areas for growth, and also help you identify how your communication style is perceived by others. Once you understand your preferred style, you can begin to identify the various styles of others as well and lead them in the most effective manner.

EPA Update | Caroline Freeman, Air and Radiation Division Director

This session will discuss current and future EPA initiatives with an emphasis on activities affecting EPA Region IV states (southern states).

How the Medical Marijuana Bill Affects Employers | Carin Burford and Tae Phillips, Shareholders, Ogletree Deakins

Marijuana legalization has been a hot topic in Alabama. On May 17, Governor Kay Ivey signed legislation legalizing medical cannabis. In this session, Carin Burford and Tae Phillips discuss the impacts and challenges it has on employers, including compliance with the marijuana statutes themselves, underlying disability issues with medical marijuana and safety concerns.

ADEM Update | Lance LeFleur, ADEM

Director LeFleur will discuss current environmental issues in Alabama, including relations with EPA, new rules, staffing, finances and trouble spots.

The Future of Safety | Don Elswick, UA SafeState

As the workplace, the workforce and work itself changes, the Environmental, Safety and Occupational and Health (ESOH) field must expand its focus to include existing and new hazards. Moving forward, consideration for how to protect the health and well-being of a diverse workforce is crucial. As we see new work arrangements, we must also consider the need to understand and mitigate safety issues.

- What the research and literature trends are forecasting
- How to prepare for innovations in an ever-changing world
- Tips for long-term success in environmental, safety and occupational health (ESOH) profession

Environmental Social Governance (ESG) Panel | Panelists Include:

- Chad Richey, Merrill Lynch
- Patrick Runge, King & Spalding
- Devin Giles, International Paper

Understanding and navigating ESG is a task. Today, industry is expected to develop a strategic approach and integrate it into all aspects of the facility. During this session, participants will hear three different perspectives: industry, financial and legal. The goal of the session is for our EHS professions to better understand and support the overall company's ESG plan.

OSHA Update | Daniel Fithian, OHST, Compliance Officer

In this session safety professionals will hear directly from a compliance officer with OSHA about upcoming changes, where to find changes and an update on a COVID temporary standard for business and industry.

Legal and Labor Update: Vaccine Mandates | Whitney Brown, Lehr Middlebrooks Vreeland and Thompson

The past year has presented the manufacturing industry with a variety of changes that presented both challenges and opportunities specifically for the Human Resources department. This session will address the particular complexities of the Biden Administration's Federal Vaccine Mandate for large employers, the mounting push back from conservative state leaders, and how Alabama businesses should be preparing for the future.

Climate Change | Dr. John Christy, Distinguished Professor, Atmospheric and Earth Sciences, Interim VP Research and Economic Development, Director, Earth System Science Center, Alabama State Climatologist, The University of Alabama in Huntsville

This lecture will provide information on the historical record of Alabama's climate and how its climate variables have fluctuated. This session will examine some of the more popular claims about climate change due to human emissions of greenhouse gases.

Engaging Millennials | Michael Reaves and Tim Croley, Alabama Technology Network

Are you in the process of training millennials? What is the preferred method of instruction for millennials? Do any of your associates think safety training is boring? This session will demonstrate a no-cost or low-cost approach to engaging millennials and at the same time take some of the boring out of safety training while also making the subject of safety training more appealing to that segment of the workforce.

ADEM Division Chief Updates

- Ron Gore, ADEM Air Division Chief
- Stephen Cobb, ADEM Land Division Chief
- Jeff Kitchens, ADEM Water Division Chief

Gore, Cobb, and Kitchens will discuss activities in each of their respective areas – new rules, permitting procedures and trouble spots.

Active Shooter Training Special Agent Steve Johnson, Alabama Law Enforcement Agency (ALEA)

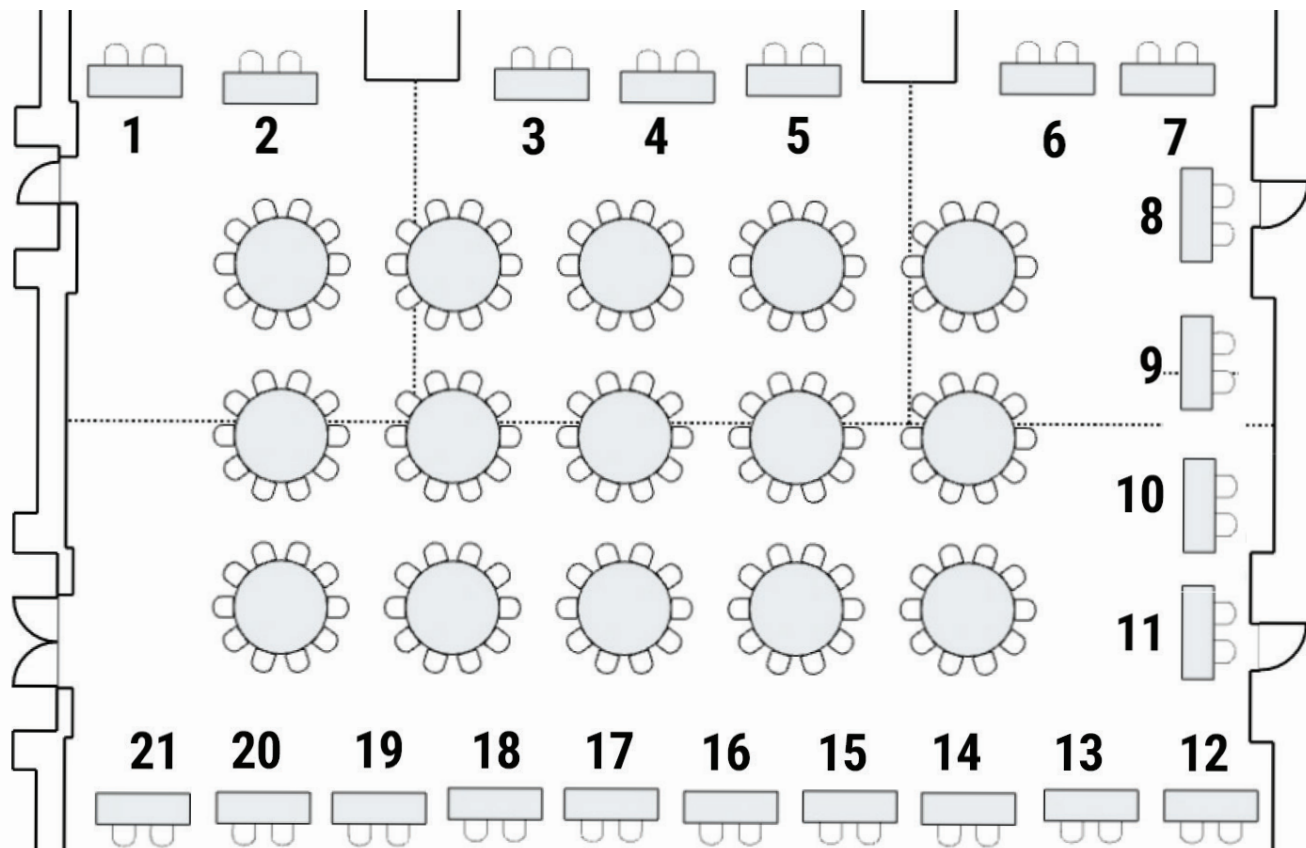
In this session, Special Agent Steve Johnson with ALEA provides training for how to best respond to an active shooter situation, how to call for help and what to do once law enforcement arrives.

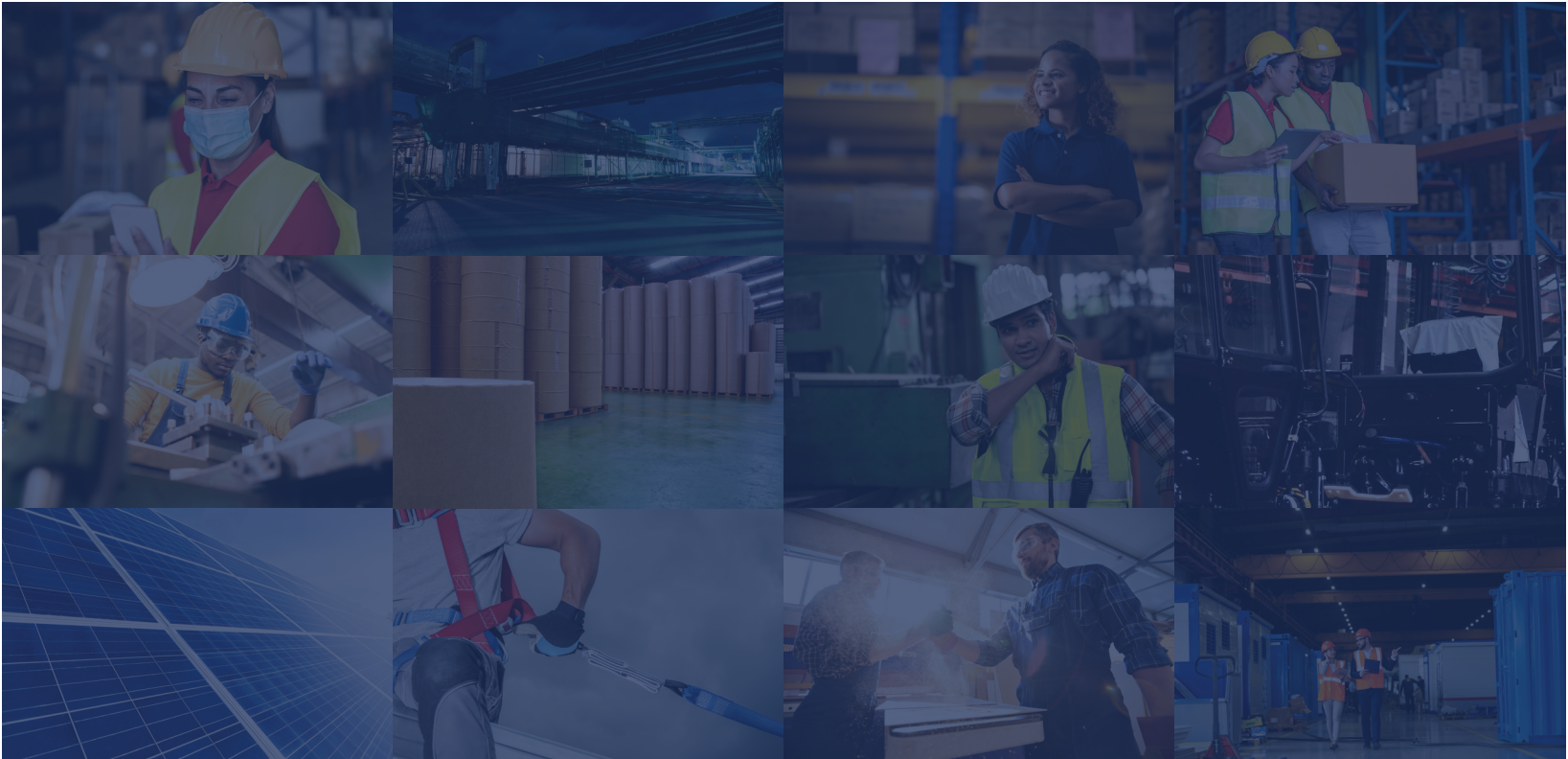
EXHIBITORS



1. SCS Engineering
2. Catalyst Air Management, Inc.
3. LaBella Associates
4. Atlas Technical Consultants
5. Environmental 360, Inc.
6. Waypoint Analytical Tennessee, LLC.
7. Swift Industrial Power
8. PPM Consultants
9. ALL4 LLC
10. Alabama Technology Network
11. Showa Glove
12. Golder Associates Inc.
13. Byrd Safety & Maintenance Professionals
14. Stevens Environmental Consulting, LLC
15. Alliance
16. Presto-X/Rentokil
17. Sanders Engineering & Analytical Service
18. Action Environmental
19. Montrose Environmental
20. Paycor
21. ECT, Inc.

Entrance to Exhibit Hall





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