

BUILDING *in* ALABAMA



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www.HBAA.org

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HBAA Gearing up for Inaugural ABLE Conference Feb. 27-29 in Montgomery

The Home Builders Association of Alabama is preparing for the debut of Alabama's Better Living Expo (ABLE), a statewide green building and sustainability conference for industry professionals.

The 2012 ABLE will be held February 27-29 at the Montgomery Renaissance Hotel and Convention Center. It will take place in conjunction with the HBAA's Winter Meeting, giving members access to both ABLE and the HBAA's regular committee meetings for just \$79.

The HBAA has partnered with a variety of industry, environmental and regulatory groups to present ABLE. Alabama Power, Alagasco and the Alabama Department of Economic and Community Affairs have stepped up as ABLE's major sponsors.

"This will be an industry show unlike any we've ever seen," said ABLE Coordinator Jason Reid. "This is not your typical consumer home show; this is geared toward residential and commercial building industry groups, architects, engineers, and others who have an interest in sustainable building."

The conference will include over 100 hours of seminars and continuing education in a variety of fields and more than 52,000 square feet of exhibit space displaying the latest sustainable products and services. The exhibit hall will feature four specially designed sponsored pavilions where attendees can hear a variety of seminars from nationally renowned speakers on topics ranging from updates on Alabama's energy code to geothermal heating and cooling to marketing homes to the next generation.



The ABLE conference will also give attendees the opportunity to earn Qualified Credentialed Inspector, lead paint renovator, Green EnergyKey and Certified Green Building Professional designations. Those classes will be offered throughout the conference for an additional fee (fees vary by class).

On Tuesday evening, February 28, the

(continued on page 2)

Canter, McQueen, Thomas Inducted into ABI Hall of Fame

The Alabama Building Industry Hall of Fame has three new inductees. C.G. "Bud" Canter, Jr., William N. "Billy" McQueen, Jr., and Robert W. "Bob" Thomas were inducted during the awards banquet at the 2011 HBAA Annual Convention in Huntsville.

Induction into the ABI Hall of Fame is the highest honor presented by the HBAA. Inductees are selected for their significant service to the residential housing industry in their communities and in the state of Alabama.

About the inductees:

Bud Canter, who currently serves as the president of C.G. Canter, Jr. & Associates, began building with his father in 1968. As an active member of both the Greater Birmingham Association of Home Builders and the Home Builders Association of Greater Calhoun County, he has held various leadership positions in both associations. He served three terms as President of the HBAGCC--in 1979, 1980 and 1993--and served as the 2011 President of the GBAHB.

At the state level, Canter has been actively involved with the HBAA for many years. He has served on the HBAA Nominating Committee since 2004 and has been a director of the Alabama Home Builders Foundation since 2006, serving as Foundation President in 2008. He was a member of the Hall of Fame selection committee in 2005 and 2006 and served as National Director. He has held every office at the HBAA, including serving as HBAA President in 2005.

At the national level, Canter is a BUILD-PAC Gold Key member and has represented Alabama as a BUILD-PAC trustee since 2009. In 2007, he was named the HBAA Builder of the Year.

Billy McQueen began his post-Army career at Alabama Power Company in 1965, working first in the real estate department before transferring to the marketing department. While employed there, he was an active associate member of several local Home Builders Associations, including the Home Builders Association of Dothan & Wiregrass Area, Greater Birmingham Association of Home Builders, and the Greater Montgomery Home Builders Association. He served on



Bud Canter



Billy McQueen



Bob Thomas

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Slyman Installed as 2012 President



2012 HBAA President Todd Slyman

Todd Slyman, a builder/developer from Huntsville, will lead the HBAA as its 2012 President. He was installed as President during the HBAA's Annual Convention in Huntsville in October.

Slyman is a member of the Huntsville/Madison County Builders Association. He succeeds fellow H/MCBA member Steve Steele, who served as HBAA President for 2011.

Taylor Burton of the Greater Birmingham Association of Home Builders will serve as 1st Vice President in 2012, while Les Letlow of Lee County Home Builders Association will serve as 2nd Vice President. Lynn Corder, a member of the Home Builders Association of Tuscaloosa, will be Treasurer, and Mark Reid of the Shoals Home Builders Association will serve as Secretary. The Associate Vice President will be Bob Thomas, a member of the Phenix City Home Builders Association.

President's Perspective

2011 HBAA President, Steve Steele

This year has really flown by, and it's hard to believe that my term as HBAA President has come to an end.

There's no doubt that this has been a challenging year for our state and our industry, but I'm proud to say that when times have been tough, our members have banded together to try to make things better. One of the greatest examples of this is what happened after the tornadoes tore through north Alabama in April. Our local and state associations immediately took action in a variety of ways.

Some helped with cleanup and recovery efforts. Some provided meals for volunteers and supplies for victims. The HBAA provided funding to the locals for a revamped "Go with a Pro" ad campaign in those storm-damaged areas, encouraging storm victims to seek out HBA members for rebuilding and repair work and providing valuable information to help prevent home repair fraud. If there's a bright side to this tragedy, it's that many homes and businesses will be rebuilt safer than ever, with the help of many of our members.

As you know, membership has been my main focus throughout my reign as President. Our state Membership Committee, led by Tony Brink and Aimee Forbus, has worked hard to encourage member recruitment and retention in some creative ways. Several of our locals have had a lot of fun incorporating the "Winning Hand" theme into their membership events and contests.

Thanks to all of you who have helped bring in new members and encouraged existing members to renew this year. With your help, we've become the fourth largest state HBA in the country and we lead the nation in retention. Although our membership totals are still not as high as I'd hoped they'd be by year end, I'm confident that our hard work will pay off in the coming months and we'll see some growth again.

Looking ahead to next year, we've got an incredible opportunity with the launch of Alabama's Better Living Expo (ABLE). This three-day statewide conference will take place in conjunction with our Winter Meeting, so you'll be able to attend both. You'll read more about ABLE in this issue, and I think you'll be impressed with both the quantity and quality of the education provided during the conference. You won't be able to find that much education for such a low price anywhere else.

The ABLE conference is our opportunity to position the HBAA as the leader in sustainability. Our leadership and staff have worked hard to make this a success and we want to have a strong member presence there, so I encourage each of you to register now and make plans to be there.

Although it's bittersweet to come to the end of my term, it's made a little easier by the fact that I get to turn the reins over to one of my fellow Huntsville members, Todd Slyman. I've known Todd for a long time and I know that he is extremely com-



mitted to serving the HBAA. I'm proud to leave the presidency in his capable hands.

Serving as your President has been a wonderful experience, and I could not have done it without the support of my fellow Senior Officers and Executive Committee members. I knew that if I called on any one of them for help they would step up and do whatever was asked of them. I thank them for their continued leadership and service to the HBAA.

Most importantly, I want to thank my family for their support and encouragement. They helped keep things going at home and at the office while I was on the road so much this year, and I appreciate their sacrifices.

I look forward to what 2012 holds for all of us and for the HBAA. I hope that you and your family enjoyed your Christmas and that you have a Happy New Year!

ABLE Conference Feb. 27-29

(continued from page 1)

HBAA's Legislative Reception will take place in the exhibit hall. All HBAA members are invited to attend.

"Having the Legislative Reception in the exhibit hall is an ideal opportunity to show our legislators that the HBAA and its industry partners are committed to energy efficient and sustainable building practices," said Reid.

For the 2012 HBAA Winter Meeting, admittance to the ABLE conference is included with registration. Members may register using the form on page

13. Registration will also be available online through the HBAA website (www.HBAA.org).

Members have until January 26 to reserve rooms at the Renaissance in the HBAA room block. The room rate is \$127 per night. To make reservations, call the Renaissance at 800-266-9432.

Learn more about the ABLE conference at www.able-expo-alabama.com. For questions, contact the HBAA at 1-800-745-4222.



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Hall of Fame Inductions

(continued from page 1)

the GMHBA Board of Directors and Long Range Planning Committee and was an associate member representative on the HBAA Board of Directors.

Following his retirement from Alabama Power after thirty years, McQueen was hired by the Home Builders Association of Alabama as its Staff Vice President, where his job duties included working with the Associates Committees, coordinating continuing education programs, and helping to promote careers in the homebuilding industry through his involvement with schools around the state. He served on the NAHB Certified Graduate Builder Board of Governors from 2005-2008, and also served on advisory committees for Wallace State Community College-Selma and Pike County Career Tech Center. Although McQueen officially retired from the HBAA at the end of 2008, he continues to work with the association on a contract basis.

McQueen has been active with Boy Scouts of America for many years, having served as District Chairman and Council President. He is a recipient of the St. George Religious Award and the Silver Beaver Award. He is also active in his church as a layreader and vestry member.

Bob Thomas is the Center Manager for Boral

Building Products. An associate member of the Phenix City Home Builders Association since 1994, he has been active on the local Associates Committee and has served as a State Director. He has also been involved in other local HBAs, including the Greater Montgomery and Lee County Home Builders Associations.

At the state level, Thomas chaired the Associates Committee in 2005 and served as Past Associates Committee Presidents Chair in 2009. That year, he headed up the golf committee for the annual Alabama Home Builders Foundation Golf Classic. He has served on the Alabama Home Builders Foundation Board since 2009.

Thomas was named the Phenix City HBA Associate of the Year in 1996 and again in 2007. In 1999, he received the HBAA Associate of the Year award.

Thomas has been a committee member for the Vocational School Program in Chambers and Russell Counties and the Phenix City school systems. He also participates in the annual Auburn University Architectural School "Brick Day" through the Southern Brick Institute and is involved in the Alabama Institute of Architects.



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Local HBAs and Members Honored with Awards at 2011 Annual Convention

Two local Home Builders Associations and several individual members were honored for their outstanding leadership and dedication to the home building industry during the 2011 HBAA Annual Convention in Huntsville. The awards were presented during the Friday night banquet.

HBAA President Steve Steele chose two HBAs to receive President's Trophies in recognition of their accomplishments throughout the year. The Greater Birmingham Association of Home Builders received the President's Trophy for a Large Association, while the Home Builders Association of Tuscaloosa received the President's Trophy for a Small Association.

Robert Brown of Fairhope was named the Shannon Lowder Builder of the Year. Brown, of H.C. Pitman Builders, has been a member of the Baldwin County Home Builders Association for the past ten years. He currently serves as a state and national director, and has been appointed to serve on the 2012 HBAA Executive Committee as the Affordable Housing Council and Building Innovations Group Chair.

Philip Shelton of Hartselle received the Remodeler of the Year Award. The owner of Shelton Construction, Inc., he has served on the board of the Greater Morgan County Builders Association for the past ten years. He served as chair of the HBAA Remodelers in 2011.



Above: The Greater Birmingham AHB brings home the President's Trophy for a Large Association.



Above: Members of the HBA of Tuscaloosa celebrate winning the President's Trophy for a Small Association.



2011 Shannon Lowder Builder of the Year, Robert Brown of Baldwin County HBA



2011 Remodeler of the Year, Philip Shelton of Greater Morgan County BA



2011 Buddy Berry Associate of the Year, Kelley Ouzts of HBA of Metro Mobile



2011 Sidney Land Associate of the Year, Darren Osborn of Greater Morgan County BA

Kelley Ouzts of First Federal Mortgage in Orange Beach was the recipient of the Buddy Berry Associate of the Year Award. This was the first time that the award had been presented since it was renamed in memory of the late Buddy Berry. Ouzts was nominated by the Home Builders Association of Metro Mobile, where he has served on its board of directors since 1996. He is also a member of the Baldwin County Home Builders Association and the Home Builders Association of Tuscaloosa.

Darren Osborn of Gobble-Fite Lumber Company in Decatur was named the Sidney Land Associate of the Year. He has been a member of the Greater Morgan County Builders Association since 1985, serving as its Associates Council chair seven times. In 2011 he served as HBAA Area Vice Presidents Chair.

Local HBAs Honored with President's Awards

Several local Home Builders Associations were honored during the Convention Board Meeting with President's Awards. All HBAs were invited to submit entries in a variety of categories, and entries were judged by an independent panel of judges.

This year's winners are:

BEST SERVICE TO MEMBERS

Medium Association: Baldwin County Home Builders Association
Large Association: Huntsville/Madison County Builders Association

BEST PUBLIC RELATIONS

Small Association: Cullman County Home Builders Association
Medium Association: Home Builders Association of Greater Calhoun County
Large Association: Greater Birmingham Association of Home Builders

BEST COMMUNITY SERVICE

Small Association: Marshall County Home Builders Association
Medium Association: Home Builders Association of Greater Calhoun County
Large Association: Huntsville/Madison County Builders Association

BEST COMMUNICATION TO MEMBERS

Small Association: Cullman County Home Builders Association
Medium Association: Baldwin County Home Builders Association
Large Association: Huntsville/Madison County Builders Association

BEST EDUCATION PROGRAM

Small Association: Marshall County Home Builders Association
Medium Association: Home Builders Association of Greater Calhoun Co.
Large Association: Huntsville/Madison County Builders Association

BEST GOVERNMENTAL AFFAIRS PROGRAM/ PROJECT

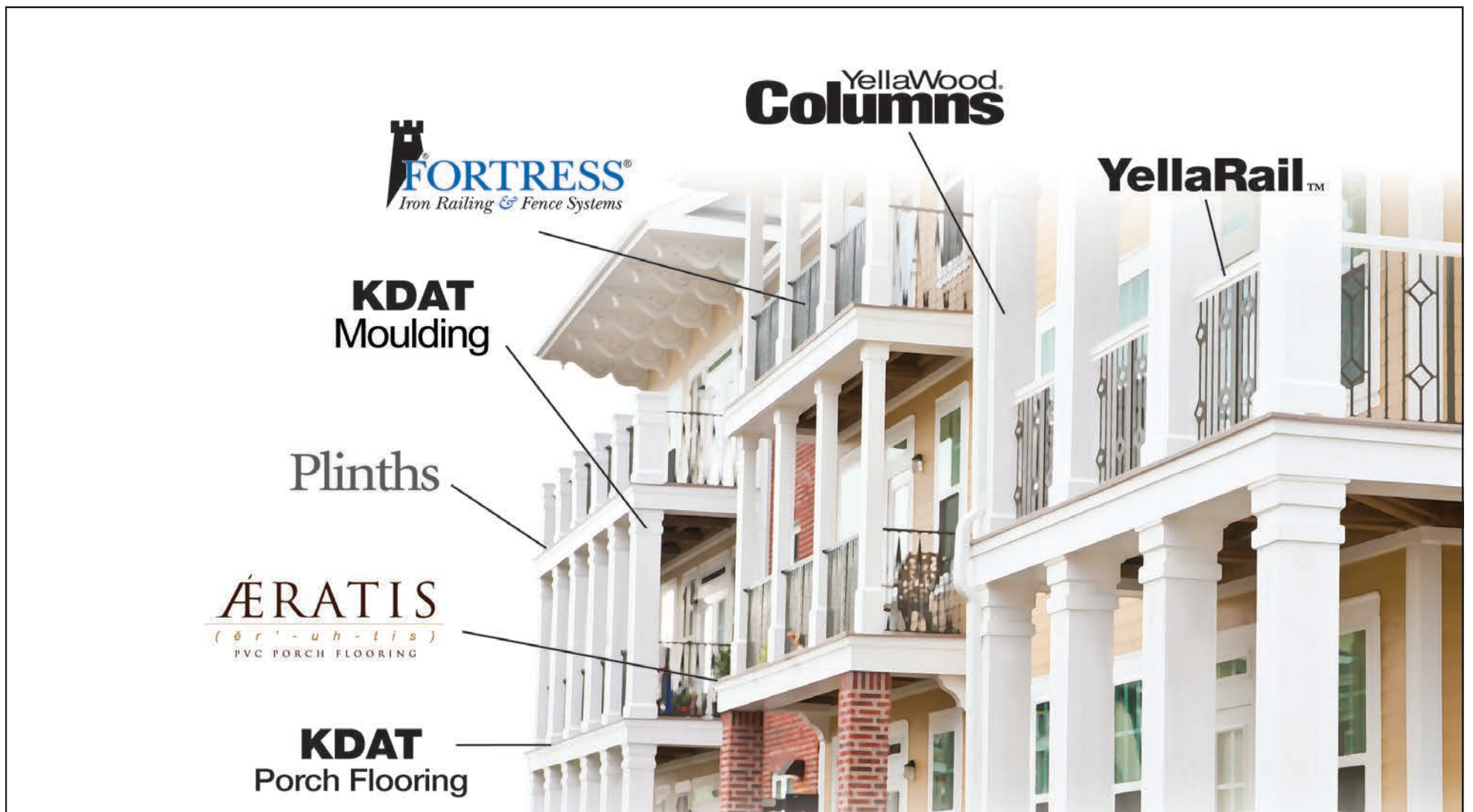
Medium Association: Home Builders Association of Greater Calhoun Co.
Large Association: Huntsville/Madison County Builders Association

BEST ABPAC FUND RAISING PROGRAM

Small Association: Marshall County Home Builders Association
Medium Association: Shoals Home Builders Association
Large Association: Huntsville/Madison Co. Builders Association

BEST GENERAL MEMBERSHIP MEETING

Small Association: Marshall County Home Builders Association
Medium Association: Baldwin County Home Builders Association
Large Association: Huntsville/Madison Co. Builders Association



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Visit us at booths 402 & 404 at the 2012 Alabama's Better Living Expo, Feb. 27-29 in Montgomery!

Entries Invited for 2012 Alabama Remodeling Excellence Awards

Registration has begun for the 2012 Alabama Remodeling Excellence Awards (AREA). The competition, presented by the HBAA Remodelers, honors the best in innovation, craftsmanship and attention to detail for remodeling projects throughout the state.

The AREA competition is open to all remodelers, kitchen and bath designers, builders, architects, and other remodeling professionals throughout the state. Projects completed in Alabama between June 30, 2010 and December 31, 2011 are eligible for entry.

Awards will be presented in twelve categories, with a final Best in Show award given to the project that scored the highest among all project entries.

The competition has received rave reviews from participants who credit it for providing added statewide exposure and helping to attract potential clients.

"We're lucky to have the AREA awards program here in Alabama," said Tom Coan of Case Design/Remodeling in Birmingham. "The process of participating will make your business better because it puts another lens on what you do to help you focus. A win is icing on the cake. It helps potential clients



ALABAMA REMODELING EXCELLENCE AWARDS DATES TO REMEMBER

Registrations Due:
February 3, 2012

Entry Packets Due:
March 2, 2012

Awards Banquet:
April 28, 2012

www.RemodelAlabama.com

understand that you are serious about design and build quality."

"The AREA program has been a tremendous tool for our business, not only in support and recognition of our business after the job is complete, but also as a sales tool for potential clients," added John Allen of Southern Construction & Design, Inc. in Huntsville. "Our clients are excited to know their project will be entered into the competition, and are eager to work with us to make the project and the award their own."

Registration forms are due to the HBAA office on Friday, February 3, 2012, and entry packets are due on Friday, March 2, 2012. The winners will be announced at the AREA banquet on Saturday, April 28, 2012 at the Legends at Capitol Hill in Prattville. Winners will be highlighted through video presentation at the banquet and will receive recognition in upcoming HBAA publications, on the HBAA and AREA websites, and through news media statewide.

For more information about the Alabama Remodeling Excellence Awards, contact Kory Boling at (800) 745-4222 or email koryboling@hbaa.org. To view pictures of previous winning projects or to download a 2012 registration form and entry packet, visit www.RemodelAlabama.com.

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Builders, Developers Show off Latest Homes & Communities at River Region Development Showcase

The Greater Montgomery Home Builders Association Sales & Marketing Committee recently held its third annual River Region Development Showcase. The showcase gives Realtors the chance to visit one on one with area builders and developers to gather useful information about the latest new homes and communities.

The SMC changed the event to a "Cocktails and Conversations" after hours reception held at the Union Station Trainshed in downtown Montgomery and invited all members from the GMHBA and Montgomery Area Association of Realtors. Attracting nearly 150 people, the Showcase featured several River Region builders and developers, including Aronov New Homes, DR Horton, Goodwyn Building Co., Inc., Hampstead, Lowder New Homes, New Park, New Waters, Realty Central, and Stone Park at Pike Road.

Anchor Mortgage, BB& T, Imperial Mailboxes, RBC Bank, Robert F. Henry Tile, Total Liquidation, and Tri-County Homes were among the non-developer sponsors of this year's Showcase.

Right: Attendees at the GMHBA's River Region Development Showcase learn about the latest developments from Lowder New Homes.



Gr. Birmingham Remodelers Win CADRE Award

The Greater Birmingham Association of Home Builders Remodelers won the 2011 Council Award for Demonstrating Remodeling Excellence (CADRE) for Membership Service and Education. The awards were presented at the 2011 NAHB Remodeling Show in Chicago.

The GBAHB Remodelers won for their Building and Remodeling Expo. More than 100 member companies exhibited in the show, meeting with consumers about products, design and home remodeling. They also provided educational seminars on topics such as making a home more energy efficient, dream home design, planning a kitchen or bath remodel, outdoor living and more. The expo garnered local media coverage and drew 5,000 visitors, generating jobs for member participants.

The CADRE Awards, judged by members of NAHB Remodelers' Board of Trustees, are presented each year to local remodelers councils and individuals whose work at the local council level exemplifies the best practices of the remodeling industry. The CADRE is the NAHB Remodelers' highest national award for work at the local level.



H/MCBA Foundation Fundraiser Chair Roy Johnson presents the "Best Chili" and "Best Booth" awards to the team from Slaton Custom Homes, Inc.

H/MCBA Cooks up Scholarship Fundraiser

The Huntsville/Madison County Builders Foundation held its Tailgate Chili Challenge and Silent Auction as a fundraiser for its scholarship fund.

This year, nine teams participated in this fun event. Bragging rights went to Chizik's Championship Chili (Slaton Custom Homes, Inc.) for winning the "Best Chili" and "Best Booth" awards, while National Champions Chili (RE/MAX Alliance Huntsville

/Madison) won the "People's Choice" award.

Sponsors of the event included James Hill Acoustical Inc., Dean and Son Plumbing Co Inc., Haley's Flooring & Interiors, McCrary Supply Corp., Medallion Builders, Charles G. Robinson, Attorney, Durham Service Co. Inc., Harald E. Bailey LLC, Ken McDaniel Homes, Inc, Rehabitat LLC, Sherry Childs, Valley Overhead Door, Inc. and Westmark Construction, Inc.



Mobile Turkey Shoot Golf Tournament Brings in Funds for ABPAC

The Home Builders Association of Metro Mobile recently held their Turkey Shoot Golf Tournament at Magnolia Grove Golf Course. Although the weather was chilly, it didn't keep the golfers from turning out and enjoying a fun day while raising money for ABPAC.

Robert Mullen and Howard Massingale took first place in the tournament. Bill Seale and David Trammell were the second place winners. The third place winners included Mark Swanson and Gaillard Teague, and Terry Cross and Scott Schoppert. There were 18 Closest to the Pin winners, two putting contest winners, and a variety of doorprizes given away.

HBAMM Turkey Shoot Golf Tournament winners Scott Schoppert, Bill Seale, Howard Massingale, Robert Mullen, and Mark Swanson with ABPAC Chairman Larry Giardina

Baldwin County HBA Donates Toys, Funds to CARE House



The Baldwin County Home Builders Association helped make Christmas merrier for children through its donation to CARE House Baldwin County Child Advocacy Center.

For the past fourteen years, the BCHBA has provided Christmas gifts for the children of CARE House, a resource center for physically, mentally and sexually abused children in Baldwin County. A "Tool Tree" is displayed at monthly BCHBA meetings. The members select a tool ornament from the tree and purchase gifts for the child named on the ornament. Siblings of the abused children are also provided for and gift certificates for local grocery stores are given to ensure the family has a Christmas meal.

This year several members contributed cash and a total of \$400 was given to CARE House to use as needed. The gifts are distributed by CARE House staff and only the parent or foster parent is made aware of the provider since the gifts they receive are from "Santa" and often the only gifts the children will receive. Members say that they receive far more than they give from this project.

BCHBA President Cain Roberds presents donations to Niki Whitaker and Robin Taylor of CARE House.

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Greater Morgan County BA Presents Awards

Several members of the Greater Morgan County Builders Association were recently honored with annual awards presented at GMCBA's Christmas party.

For the third year in a row, Michael Grantland was named the GMCBA's Builder of the Year. The owner of Architectural Details, Grantland served as President of the GMCBA in 2011.

Philip Shelton of Shelton Construction, Inc. was one of two recipients of this year's Remodeler of the Year award. He served as GMCBA President from 2004 to 2007.

Stephen Pate, owner of Stephen Pate Construction, was also a Remodeler of the Year award recipient. He will serve as President of the GMCBA in 2012.

The 2011 Associate of the Year award was presented to Deborah Willis of the Light House. An associate member and active board member for several years, she has been instrumental in fundraisers for the GMCBA, including the ABPAC golf tournament.

Right: Michael Grantland is named the 2011 GMCBA Builder of the Year.



Above: Philip Shelton is presented with the 2011 GMCBA Remodeler of the Year award.



Above: Deborah Willis receives the 2011 GMCBA Associate of the Year award.



Right: Stephen Pate (right) is sworn in as 2012 GMCBA President by outgoing President Michael Grantland. Pate was also named one of GMCBA's Remodelers of the Year for 2011.

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GBAHB Remodelers Turn out for Cookout, Buddy "Papa" Berry Memorial Golf Tournament

The Greater Birmingham Association of Home Builders' Remodelers have stayed busy with some special events over the past few months. More than 80 members attended the Remodelers' Annual Steak Cookout and enjoyed filet mignon steaks, shrimp, and all the fixings.

Remodelers members George Williams and Roddy Sample played chef and grilled the steaks. Several vendors and GBAHB Annual Partners presented informative table top displays during the night.

The GBAHB Remodelers-Buddy "Papa" Berry Memorial Golf Tournament was held at the Riverchase Country Club, with proceeds going to ABPAC. With more than 95 golfers and 30 sponsors, the event was a great success. Each golfer received a special memento from the tournament--a golf umbrella displaying the phrase "Papa's Gotcha Covered," which was one more way to recognize longtime associate member Buddy "Papa" Berry.

Several groups helped organize the event, including the ABPAC and Remodelers Golf Committees and the Professional Women in Building Council. The GBAHB raised approximately \$30,000 for ABPAC.

GBAHB members Bob Garzarek, Peggy Turner and Mike Kelley show off the "Papa's Gotcha Covered" umbrella that each member attending the GBAHB Remodelers-Buddy "Papa" Berry Memorial Golf Tournament received.



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New Ventures are eligible

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Baldwin Co. HBA Celebrates Showcase Home

Baldwin County Home Builders Association's 2011 Showcase Home Builder, Colony Homes' Bill Spriggs, BCHBA'S 2011 Parade of Homes Chairman President Cain Roberds and Colony Homes Representatives celebrate the Ribbon Sawing Ceremony.



GBAHB South Chapter Holds Skeet Shoot

The South Chapter of the Greater Birmingham Association of Home Builders held its Annual Skeet Shoot at Selwood Farm in Alpine, Alabama. It was a perfect fall day for the anticipated event, which drew 36 shooters, seven sponsors, and a few "lookers" for a total of 65 attendees. Attendees were treated to a barbeque lunch made by BBQ Competition Champion Chef Doug Delong. The lunch was sponsored by 84 Lumber and HAVCO Vinyl Siding.



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This beach bungalow-themed playhouse constructed by members of the Shoals HBA was one of several playhouses auctioned off as part of the Home Sweet Home Project for CASA.

Shoals HBA Builds Beach Bungalow Playhouse for Charity

For the second year, the Shoals Home Builders Association recently participated in the Home Sweet Home Project to raise funds and community awareness in the Shoals area for Court Appointed Special Advocates [CASA.] CASA is a national network of trained community volunteers who are appointed by judges to advocate for the safety of abused and neglected children by performing independent investigations into their cases. A variety of community organizations build and contribute the playhouses to CASA, which then auctions them to raise funds.

The SHBA playhouse, "Builder Buddies Beach Bungalow" was built by Tony Brink, Don Edwards, Jay Quillen, Joe Quillen, Jerald Smith, John Thompson, Dwight Berry, and Greg McCollum. Materials were donated by SHBA members Builders Choice, Thomas Brothers Lumber, and Pittsburgh Paints. Patricia Edwards and Carol Smith also contributed by selecting the design and color scheme for the house. The playhouse was on display at Regency Square Mall during the month of November.



Students Draw Dream Home for Baldwin Co. HBA Poster Contest

Baldwin County students in third through fifth grades were invited to draw or paint their "Dream Home" on poster paper and submit them for judging and a chance to win prizes, with one winner chosen to be featured on the front of the Baldwin County Home Builders Association's Parade of Homes tabloid publication.

The contest was sponsored by Regions Bank for the nineteenth consecutive year in conjunction with the Baldwin County Home Builders annual Parade of Homes. The children received gift cards of \$100, \$75 and \$50.

Left: BHCBA poster contest first place winner Isabella Eleogo, second place winner Sarah Burks, and third place winner Rich Conway with Regions Bank Vice President and Branch Manager Connie Gordon.

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2012 HBAA WINTER MEETING

FEBRUARY 27-29, 2012 • MONTGOMERY RENAISSANCE HOTEL & CONVENTION CENTER

The 2012 HBAA Winter Meeting gives you more than ever before! The Winter Meeting will take place in conjunction with Alabama's Better Living Expo (ABLE), a statewide green building and sustainability conference for building industry professionals.

Experience more than 52,000 square feet of exhibit space and over 100 hours of seminars and continuing education featuring nationally renowned speakers on a variety of topics.

Admission to ABLE is included with your registration for the 2012 HBAA Winter Meeting. Don't miss this opportunity to learn about the latest news and updates from the HBAA as well as the latest advances in green building and sustainability.

* Admission to certification courses (QCI, Lead, Green Building Professional and EnergyKey) requires an additional cost. See registration form for details. Space is limited; you must be pre-registered for the courses to attend them.

Learn more about ABLE at www.ABLE-Expo-Alabama.com!

SPECIAL THANKS TO THE 2012
ABLE MAJOR SPONSORS:



2012 ABLE & HBAA WINTER MEETING TENTATIVE SCHEDULE

Meetings in blue indicate HBAA committee meetings.

MONDAY, FEBRUARY 27

7:00 a.m.-6:00 p.m. Registration
 7:30 a.m.-5:30 p.m. Lead Renovator Training**
 8:00 a.m.-5:00 p.m. QCI Stormwater Certification**
 8:00 a.m.-5:00 p.m. Certified Green Building Professional (Day 1)**
 10:00 a.m.-5:00 p.m. Exhibit Hall Open
 11:00 a.m.-12:00 p.m. Energy Efficiency & Fiberglass Insulation
 11:00 a.m.-12:00 p.m. Energy Policy in Alabama
 1:00 p.m.-2:30 p.m. Montgomery Revitalization
 1:00 p.m.-2:30 p.m. Contractors' Guide to Geothermal Heating and Cooling
 1:00 p.m.-2:30 p.m. Federal Legislative Review of Infrastructure Funding
 1:00 p.m.-2:30 p.m. Land Developers Seminar: ADEM Environmental Update
 3:00 p.m.-4:30 p.m. Walking Tour of Montgomery's Riverfront Project
 3:00 p.m.-4:30 p.m. Decorative Hardwood Plywood and Interior Air Quality
 3:00 p.m.-4:30 p.m. Designing with Spray Foam Insulation
 3:00 p.m.-4:30 p.m. Extending Tax Incentives for Energy Efficient Buildings

TUESDAY, FEBRUARY 28

7:00 a.m.-5:00 p.m. Registration
 8:00 a.m.-5:00 p.m. Exhibit Hall Open
 8:00 a.m.-5:00 p.m. Certified Green Building Professional (Day 2)**
 8:00 a.m.-9:30 a.m. Understanding Low Impact Development Technologies
 8:00 a.m.-9:30 a.m. First Look: Alabama's New Energy Code
 8:00 a.m.-9:30 a.m. Engineering Procurement Issues for Federal Buildings and Projects
 9:30 a.m.-10:30 a.m. Membership
 10:00 a.m.-11:30 a.m. HVAC Quality Installation Standard
 10:00 a.m.-11:30 a.m. Green Globes (ANSI Standard)
 10:00 a.m.-11:30 a.m. Powering America's Future: Clean Coal Technology
 10:00 a.m.-11:30 a.m. LEED/USGBC
 10:30 a.m.-12:00 p.m. AHB Foundation

12:00 p.m.-4:00 p.m.
 1:00 p.m.-2:00 p.m.
 1:00 p.m.-2:30 p.m.
 1:00 p.m.-2:30 p.m.
 1:00 p.m.-2:30 p.m.
 3:00 p.m.-4:30 p.m.
 3:00 p.m.-4:30 p.m.
 3:00 p.m.-4:30 p.m.
 2:00 p.m.-3:00 p.m.
 3:30 p.m.-4:30 p.m.
 4:30 p.m.-5:30 p.m.
 5:30 p.m.-7:30 p.m.

WEDNESDAY, FEBRUARY 29

7:00 a.m.-12:00 p.m. Registration
 8:00 a.m.-12:00 p.m. Exhibit Hall Open
 8:00 a.m.-9:00 a.m. PACPs
 8:00 a.m.-9:00 a.m. HBAA Remodelers
 8:00 a.m.-9:00 a.m. Investment Property Owners Council
 8:00 a.m.-9:30 a.m. Public Relations Seminar: Marketing Sustainability to Generation X, Y and Beyond
 8:00 a.m.-9:30 a.m. Blower Door, Duct Blaster & Performance Testing
 8:00 a.m.-9:30 a.m. Key Energy Measures for Green Buildings
 9:00 a.m.-10:00 a.m. Associates/AVPs
 9:00 a.m.-10:00 a.m. Professional Women in Building
 9:30 a.m.-10:30 a.m. Past State Presidents
 10:00 a.m.-11:30 a.m. What Military Bases Are Doing: Green Buildings and Green Sites
 10:00 a.m.-11:30 a.m. Successes in Traditional Neighborhood Designs
 10:00 a.m.-11:30 a.m. Integrated Homes: Energy Efficiency at Your Fingertips
 10:30 a.m. Board of Directors Meeting

** Indicates extra cost not included with Winter Meeting/ABLE registration. Must be pre-registered to attend this course.

FOR JUST \$79*, YOU'LL GET:

- Admission to the 2012 HBAA Winter Meeting
- Admission to the HBAA Legislative Reception on Tuesday, February 28
- Admission to the ABLE exhibit floor, where you can check out more than 60,000 square feet of the latest sustainable products and services
- Admission to ABLE seminars featuring sustainability experts from across the country

Note: Spouses/guests may register for \$25 each.

* Admission to certification courses (QCI, Lead, Green Building Professional and EnergyKey) requires an additional cost. See registration form for details. Space is limited; you must be pre-registered for the courses to attend them.

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| ClimateMaster | LP Building Products | Verve Living Systems |
| Columbia Forest Products | Lumber Liquidators | WaterFurnace Int'l. |
| Demilec | Rheem Water Heating | Wittichen Supply Co. |
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| Energy Consulting, Inc. | | |
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2012 HBAA WINTER MEETING & ABLE REGISTRATION

FEBRUARY 27-29, 2012 • MONTGOMERY RENAISSANCE HOTEL & CONVENTION CENTER

All registration forms must be completed for each individual and/or couple (make copies of form as needed). Registration includes admission to HBAA committee meetings, Legislative Reception, and the ABLE seminars and exhibit floor. Optional continuing education courses are an additional cost; see below for details.

Name (to appear on badge) _____

Name of spouse/guest (if attending) _____

Local association _____

Company name _____

Address _____

City _____ State _____ Zip code _____

Office Telephone _____ Fax _____

Email address _____

FEES:

ADULT MEMBER REGISTRATION # ___ @ \$79 each= \$_____

SPOUSE/GUEST REGISTRATION # ___ @ \$25 each= \$_____

Optional education courses/special event (check all that apply):

- | | |
|--|--|
| <input type="checkbox"/> LEAD PAINT RENOVATOR CERTIFICATION
MON., FEB. 27 / 7:30 A.M.-5:30 P.M.
\$100 PER PERSON | <input type="checkbox"/> GREEN ENERGYKEY CERTIFICATION
TUES., FEB. 28 / 12:00 P.M.-4:00 P.M.
\$80 PER PERSON |
| <input type="checkbox"/> QCI STORMWATER CERTIFICATION
MON., FEB. 27 / 8:00 A.M.-5:00 P.M.
\$350 PER PERSON | <input type="checkbox"/> HABITAT FOR HUMANITY BANQUET
MON., FEB. 27 / 6:00 P.M.
\$50 PER PERSON |
| <input type="checkbox"/> CERTIFIED GREEN BUILDING PROFESSIONAL
MON., FEB. 27 & TUES., FEB. 28 / 8:00 A.M.-5:00 P.M.
\$350 PER PERSON | |

Meetings will be held at the Renaissance Montgomery Hotel & Spa, 1-800-266-9432. The room rate is \$127.00 per night.

RESERVATIONS SHOULD BE MADE DIRECTLY WITH THE HOTEL BY JANUARY 26, 2012.

Please call the HBAA at 1-800-745-4222 prior to canceling any hotel reservations.

TOTAL PAYMENT ENCLOSED: \$ _____

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2011 HBAA Annual Convention Snapshots Huntsville, Alabama



Right: Members pack the meeting room to hear the latest on Alabama's new immigration law from attorney Mike Thompson.



Left: Baldwin County HBA members Robert Brown and Cain Roberds visit during the Thursday evening welcome reception at Convention.

Below: Members brave the cold and rain as they prepare to board the buses for a tour of Redstone Arsenal.



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 Sam Almaroad, Membership Retention Co-Chair



Right: Incoming President Todd Slyman thanks 2011 HBAA President Steve Steele and wife Mariam for their service to the HBAA.



Left: Cathy Brown of Greater Montgomery HBA and Randy Fannin (right) of Shoals HBA congratulate fellow associate member Darren Osborn of Greater Morgan County HBA on being named the 2011 HBAA Associate of the Year.

What You Need to Know about the New Immigration Law

by Mike Thompson
Lehr Middlebrooks & Vreeland, P.C.

With the passage of the "Beason-Hammon Alabama Taxpayer and Citizen Protection Act", better known as the Alabama Immigration Law, there have been many questions as to how the law impacts employers. Attorney Mike Thompson of Lehr Middlebrooks & Vreeland conducted several seminars for HBAA members on the new immigration law, and has written an article explaining what employers need to know in order to comply. The following is an excerpt from the original article; to read the article in its entirety, visit www.HBAA.org.

The Basic Requirements Regarding Employment

The Alabama Immigration Law echoes federal law in many respects. At a basic level, the law makes it illegal for Alabama employers, public and private, to knowingly employ undocumented aliens. The law employs a rather cumbersome definition of knowingly but we anticipate that the law will evolve to include both actual knowledge and constructive knowledge to apply to the knowingly standard.

Actual knowledge will typically apply to circumstances where an employee admits his or her undocumented status whereas constructive knowledge will focus on the attendant circumstances and whether those circumstances are such that the employer should have inferred that the employee was not authorized to work in the United States. It is essential, however, that an employer balance the actions it takes when confronted with possible constructive notice against the prohibitions against national origin discrimination and citizenship discrimination that are embodied in other laws.

The Alabama Immigration Law adds penalties to those currently in place under the federal system: upon a first violation, a court must order, among other things, that the employer's business license be suspended for up to ten days and the employer is placed on a three-year probationary period with accompanying reporting requirements to the local District Attorney's office. A second violation results in the permanent revocation of all business licenses/permits at the location where the illegal worker performed work. A third violation results in the permanent revocation of licenses/permits for all of the employer's Alabama locations. The Alabama Immigration Law includes provisions by which contractors can insulate themselves from liability for their subcontractors' failure to comply with the Alabama Immigration Law through the use of an affidavit of compliance. A sample affidavit is avail-

able on the HBAA website, www.HBAA.org.

The law expressly prohibits state agencies from looking the other way for favored businesses as doing so is deemed to be an independent violation of the statute by the government agency. Section 15 (k), the "tattletale" provision, permits a private citizen to make a formal complaint directly to the Alabama Attorney General that an employer is knowingly employing unauthorized workers or failing to use E-Verify. The Attorney General must respond to any signed petition within 60 days of receiving the petition. There is, of course, a business incentive to report a competitor whose pricing might be more competitive based on lower labor expenses which may well encourage a culture of intra-industry enforcement to ensure a "level" playing field.

Mandatory E-Verify

The most significant departure from existing federal requirements that will require action by all Alabama employers is the requirement that Alabama employers participate in E-Verify, the DHS electronic employment eligibility verification process. Outside of the context of certain federal contracts, E-Verify is completely voluntary for Alabama employers under federal law. Further, unlike the immigration enforcement laws in other states, there is no exception for smaller employers and employers with only one employee must use E-Verify. There are two effective dates for the E-Verify mandate. State contractors, defined in the law as any employer who receives "any contract, grant, or incentive" from the state or "any state-funded entity" must participate in DHS's electronic employment authorization (E-Verify) program beginning January 1, 2012 prior to receiving any contract grant or incentive. It is unclear whether these public contractors must enroll as of January 1st or prior to entering a new agreement with the public entity. Notwithstanding that the effective date for state contractors is somewhat unclear, effective April 1, 2012, the E-Verify mandate is extended to all Alabama employers. The definition of "state funded entity" makes any entity that receives state monies a state funded entity regardless of the amount of the funding.

Small employers are not left completely on their own as the law mandated that the Alabama DHS create and maintain an "employer agent service" for all Alabama employers with 25 or fewer employees to use the E-Verify program. The

Alabama DHS has established that employer agent service and in providing information assistance to all Alabama employers through a website <http://immigration.alabama.gov> and hot-line (1.855.VERIFY6).

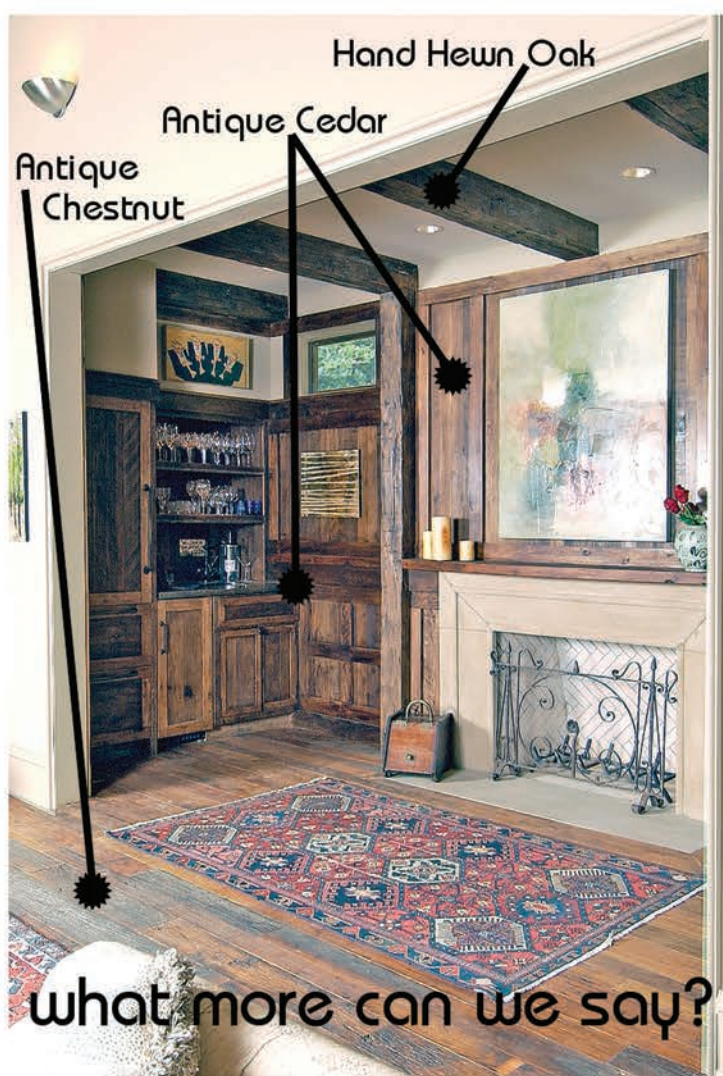
The use of E-Verify does have certain advantages including that, similar to federal law, an employer's good faith compliance with the E-Verify program affords the employer a defense that it did not knowingly hire or employ an illegal. Although not specified in the Alabama Immigration Law, the E-Verify requirement applies to new employees only, not to persons employed as of the effective date of the requirement.

Insulating Liability Related to the Employees of a Subcontractor

There has long been uncertainty surrounding the potential liability of a primary contractor's, including a general contractor for construction projects, for its subcontractors' employment of undocumented aliens. The new law limits the primary contractors' exposure under these circumstances by providing that a state contractor shall not be liable for its subcontractors' employment of undocumented aliens when the contractor receives a signed, notarized affidavit from the direct subcontractor that it has complied with the Alabama Immigration law in good faith unless the primary contractor knows otherwise.

Although the provision is set forth only in the public contracting entity section, it makes sense for all primary contractors to include the affidavit as part of their subcontractor agreements. That said, we have seen a number of form affidavits circulating that go well beyond the requirements of the Alabama Immigration Law and, in some cases, request that an employer affirm under oath that he or she has engaged in activity that would violate federal law (e.g., using E-Verify on current employees). If an employer has questions about the contents of an affidavit it is requested to sign, it should contact counsel. There is no requirement to update or renew the affidavit either on a periodic basis or with each successive subcontract.

To read this article in its entirety, www.HBAA.org Subcontractor affidavits may also be downloaded from the member section of the HBAA website.



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Make 2012 a Safe Year on the Jobsite-- Register for Safety Training in Your Area

As you make plans for the new year, don't forget to include safety training on your agenda. Staying up to date on the latest safety regulations can not only save you time and money, but can also help prevent serious workplace injuries.

After several years of offering the OSHA Construction Standards 10-Hour Course, the Alabama Home Builders Self Insurers Fund's Loss Control Department has decided to go in a different direction to better serve our membership's safety training needs. OSHA has changed the content of the class with overwhelming emphasis on reporting and enforcement.

To help provide members with more practical training, the Fund's Loss Control Department has created a new course called "Safety 6", consisting of six hours of instruction on the most common residential and small commercial jobsite hazards. Instruction also covers practical injury prevention measures plus guidelines for developing an effective safety & health program.

Attendees will receive a manual on the course topics and a CD with additional topics & information. It's the same thorough and concise materials as our safety courses in the past, now condensed and focused to better give you what you need. Course length will be reduced to one day and per student prices reduced as well.

The following training dates and locations have been scheduled:

DOTHAN
Wednesday, January 25, 9:00 a.m. to 4:00 p.m.
Wiregrass Rehab Center
795 Ross Clark Circle

SUMMERDALE
Wednesday, February 8, 9:00 a.m. to 4:00 p.m.
Baldwin Electric Members Co-op
19600 Hwy. 59 South

MOBILE
Thursday, February 9, 9:00 a.m. to 4:00 p.m.
Jon Archer Agricultural Center
1070 Schillinger Road North

AUBURN
Wednesday, February 22, 9:00 a.m. to 4:00 p.m.
Auburn Chamber of Commerce
714 East Glenn Avenue

SHELBY COUNTY
Tuesday, March 6 (Location & time TBD)

MONTGOMERY
Wednesday, March 7, 9:00 a.m. to 4:00 p.m.
Home Builders Association of Alabama Office
7515 Halcyon Summit Drive, Suite 200

BIRMINGHAM/TRUSSVILLE
Tuesday, March 13 (Location & time TBD)

TUSCALOOSA
Tuesday, March 20 (Location & time TBD)

ST. CLAIR COUNTY / CALHOUN COUNTY
Tuesday, March 27 (Location & time TBD)

GADSDEN
Tuesday, April 3 (Location & time TBD)

HUNTSVILLE
Tuesday, April 10 (Location & time TBD)

FLORENCE
Tuesday, April 17 (Location & time TBD)

Watch for the Fund e-newsletter and local HBA publications for confirmation of times and locations. You can also check the Fund website, www.ahbfund.com.

To register, fill out the form below and return it to the AHBSIF. For more information, contact Sherry Johnson at 1-800-745-3863 or email sherryjohnson@hbaa.org.

SAFETY 6 CONSTRUCTION COURSE REGISTRATION FORM

Indicate the location where you will attend training: _____

Company _____

Contact Person _____ Number attending _____ @ \$35 per person = \$ _____

Phone _____ E-mail Address _____

Method of payment (check one): Check payable to Alabama Home Builders SIF (Indicate "Safety 6 Course" in the memo line)
 Visa Mastercard

Card No. _____ Exp. Date _____ Signature _____

Mail along with payment to Sherry Johnson, AHBSIF, P. O. Box 241306, Montgomery, AL 36124-1306.
Questions? Call the AHBSIF at 1-800-745-3863.

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AHBSIF Welcomes New Loss Control Representative

Jake Markris has joined the staff of the Alabama Home Builders's Self Insurers Fund's Loss Control Department as its newest representative. He will cover the Southwest Alabama territory previously covered by Noah Benson, who has decided not to return to Alabama after completing his military deployment to Kuwait in 2012.

Jake is not a new face to most Fund members. He has worked for the Fund as an auditor since November 1995, and has covered for Noah when he was away on military duty during previous deployments.

The Fund expresses its appreciation to Noah for his service to the Fund and for his military service to the United States of America.

Jake's territory will include Mobile, Baldwin, Escambia, Conecuh, Monroe, Clarke, Washington and Choctaw counties. Fund members needing loss control assistance in those areas may contact him at 251-990-3174 or email jakemarkris@hbaa.org.



Jake Markris, the Fund's newest Loss Control Representative

Stay Up to Date with Fund E-Newsletter

The Fund is launching an e-newsletter to keep members updated on the latest regulatory news, upcoming loss control education, Fund developments, and more. To make sure you're included on the email list, email info@hbaa.org with your current email address.

Save the Date!

February 27-29, 2012
Montgomery Convention Center
Montgomery, Alabama

ABLE

Alabama's Better Living Expo
www.ABLE-Expo-Alabama.com
7515 Halcyon Summit Dr., Suite 200, Montgomery, AL 36117 Phone: 334-834-3006

Alabama's Better Living Expo

Better living starts with smarter, more efficient, responsible living. Mark your calendar now for this must-see event!

- Earn CE credits in a number of fields
- Find opportunities for expanding your business with green initiatives
- Learn about current regulations & certifications
- Network with Alabama's top industry leaders

Alabama's most comprehensive sustainability expo is just around the corner! Leading experts in all areas of sustainable living will be in Montgomery next February.

- Green Building
- Energy Efficiency
- Water Conservation
- Sustainable Development
- Environmental Responsibility
- Eco-Friendly Products & Services
- Renewable Resource Management
- Organic Farming & Agriculture
- And MORE!

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2012 Continuing Education Schedule*

Certified Graduate Builder (CGB), Certified Graduate Remodeler (CGR), Graduate Master Builder (GMB), Certified Graduate Associate (CGA), Graduate Master Remodeler (GMR), Certified New Home Sales Professional (CSP), Certified Green Professional (CGP), Certified Aging in Place Specialist (CAPS)

<u>DATE</u>	<u>COURSE</u>	<u>INSTRUCTOR</u>	<u>LOCATION</u>
February 28-29**	Green Building for Building Professionals	Tom Gotschall, CGP	Montgomery
March 2, 2012	Business Management for Building Professionals	John Herzog	Montgomery
March 23	Profitable Business through Quality Practices	Benny Pritchett, CAPS, CGP, GMB	Montgomery
April 20	Project Management	Benny Pritchett	Montgomery
May 25	Building Codes & Standards	Tom Cooper	Montgomery
August 24	Construction Contracts & Law	Tom Cooper	Montgomery
September 21	Customer Service	Cathy Brown, CGA	Montgomery
October 26	Negotiating Skills	Cathy Brown	Montgomery
December 7	Scheduling	Benny Pritchett	Montgomery

*Dates and/or times and locations are subject to change if necessary. A course may be cancelled if minimum of 8 registrations are not received. Candidates for the CGR must complete the PREP Test and for CGB must complete the BAR test to determine course requirements.

To ensure that you have the most current scheduling information, please be sure to pre-register for courses that you plan to attend.

Cancellation policy: To avoid course fee payment, registrants must give at least 48 hours notice to cancel.

**The Green Building class will take place at the Montgomery Renaissance Hotel & Convention Center in conjunction with the 2012 Alabama's Better Living Expo. The two-day course will be held from 8 a.m. to 4 p.m. each day. The cost is \$350 for HBAA members and \$450 for non-members.

Unless otherwise indicated, Montgomery classes will take place at the HBAA office (7515 Halcyon Summit Dr., Suite 200, Montgomery). Classes will take place from 9 a.m. to 4 p.m. with lunch provided. Fees are \$225 for members and \$330 for non-members. To register or for more information, contact Kory Boling at 1-800-745-4222 or koryboling@hbaa.org.

Registration required for all courses and tests. For more information, call Kory Boling at (800) 745-4222 or email koryboling@hbaa.org.

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HBAA CALENDAR OF EVENTS

FEBRUARY 2012

February 3: Registration Due for 2012 Alabama Remodeling Excellence Awards
February 27-29: Alabama's Better Living Expo, Montgomery Renaissance & Convention Center
February 28: HBAA Legislative Reception, Montgomery Convention Center
February 28-29: 2012 HBAA Winter Meeting, Montgomery Renaissance & Convention Center

MARCH 2012

March 2: Entries Due for 2012 Alabama Remodeling Excellence Awards

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