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June 18, 2018

Mr. Mark A. Crosswhite
Chairman, President and Chief Executive Officer
Alabama Power
Post Office Box 2641
Birmingham, Alabama 35291-0001

Dear Mark,

I am in receipt of your letter dated today, June 18, 2018. While I appreciate your written notice of Alabama Power's decision to no longer be a member of the Business Council of Alabama, Alabama Power, as we have previously discussed and in accordance with BCA by-laws, has not been a member since April 2018 due to nonpayment of dues.

As you know, we have worked diligently to address the concerns and issues you have raised; however, we have not, in good conscience, been able to adhere to the deadline dates you have prescribed to our Executive Committee.

I invited you to address our Executive Committee on April 10 where you voiced several concerns related to the BCA leadership. You asked that the committee remove our President and CEO by May 1 or June 1. The committee did not concur but did instruct the chairman to create a transition and succession plan. Over the next month that work ensued, and the transition and succession plan was adopted on May 21, 2018 at a meeting of the Executive Committee.

On June 4, 2018, I, along with BCA's First Vice Chairman and Second Vice Chairman, met with you and a small group of business leaders that you assembled, and we presented this plan to you. Following that meeting, I was sent your list of demands. I have worked to find areas of compromise, but you have made it clear that compromising is not an option.

As I relayed to you in our phone call on Friday, June 15, 2018, the BCA Executive Committee will be meeting this Thursday, June 21, 2018, to approve details to the transition plan adopted on May 21 with the goal of having a new CEO installed no later than January 1, 2019. We will be appointing members of the selection committee, and their work is to commence immediately. Our goal of conducting an orderly and thoughtful transition in executive leadership, which has never been achieved in the history of BCA, remains. The full BCA Board of Directors will be apprised of this work at a meeting on June 25, 2018.

Throughout this time period, this internal debate has played out in public with paid political bloggers launching false statements and defamatory rhetoric, hoping to interfere with these orderly discussions. These attacks have deteriorated to personal attacks on volunteer business leaders of BCA, myself included. This behavior is unacceptable and our organization will not allow these personal attacks to alter our course for an orderly transition of executive leadership at BCA. We will continue our work with respect and thoughtful diligence.

As you know, BCA's membership is broad and diverse representing the interests and concerns of nearly 1 million working Alabamians through its member companies that include businesses of all sizes and virtually every segment of Alabama's business community-from manufacturing to retail, agriculture to financial services and many, many more. The BCA is also Alabama's exclusive representative to the National Association of Manufacturers and the U.S. Chamber of Commerce. Given this broad and diverse constituency, it is even more important that an orderly transition of leadership be conducted.

Your letter of today is incredibly disappointing as we have worked diligently to try and address each and every concern you have presented. As a business advocacy organization, we continue to look to the future to create a climate in Alabama for new and existing businesses to locate or expand. Past success is no guarantee, but it does demonstrate how a united business community can accomplish worthwhile and satisfactory goals. Our door remains open to you and all Alabama businesses that wish to move our state forward.

Thank you for the support given to the BCA in the past, and I truly hope that our actions in the coming weeks will justify your support once again.

Sincerely,

A handwritten signature in black ink, appearing to read "Perry Hand", written in a cursive style.

Perry Hand
BCA Chairman