

2024 LEGISLATIVE PRIORITIES

GROW JOBS, KENTUCKY'S POPULATION AND WORKFORCE THROUGH TAX REFORM

A competitive tax code is a key ingredient to supporting job creation and attracting workers and families to Kentucky. To ensure Kentucky is on track to meet the necessary fiscal conditions to continue reducing individual income tax rates, lawmakers must exercise fiscal discipline in making strategic investments in key state services. At the same time, lawmakers should continue implementing pro-growth changes to state and local business taxes and ensure Kentucky's sales tax base excludes business inputs to the greatest extent possible.



FOSTER ECONOMIC DEVELOPMENT AND ACCESS TO OPPORTUNITY IN COMMUNITIES ACROSS THE STATE

Policymakers should strategically focus on fostering economic development across the Commonwealth, including in rural communities, with strong support for growing Kentucky's signature industries and targeted investments in local communities to improve quality of life, foster job creation, and support small business formation. In addition, lawmakers should cultivate a pro-business regulatory environment by streamlining state labor and employment laws, giving employers the tools they need to grow their workforces and ensure workplace safety, and rejecting costly mandates.



LOWER THE COST OF DOING BUSINESS IN KENTUCKY THROUGH SENSIBLE REGULATIONS AND LEGAL LIABILITY REFORM

To protect Kentucky's low cost of business and build on this attractive feature of our economic climate, lawmakers should ensure the state has sensible environmental regulations and affordable and reliable energy. As Kentucky's liability climate for businesses is ranked among the worst in the nation, lawmakers should pass meaningful reforms to Kentucky's legal liability system, protect responsible fair chance employers from unwarranted litigation, and reject legislative proposals that would worsen the state's legal liability climate by driving up costs for employers.



HELP EMPLOYERS GROW THEIR BUSINESSES THROUGH WORKFORCE SOLUTIONS

"Kentucky's Winning Strategy" sets a goal of making Kentucky one of the top 10 states in the nation for workforce participation and putting the state on a path to rapid workforce growth. To reach that goal, the Chamber recommends focusing on the following priorities:



CHILD CARE: Address the drop in federal pandemic funding for child care through targeted and strategic investments, continue and pursue policies to empower employer engagement, and work to expand child care capacity and availability throughout the state.

HOUSING: Develop statewide and regional strategies to ensure working Kentuckians have access to housing options that fit their needs and support their ability to participate in the workforce.

INFRASTRUCTURE AND TRANSPORTATION: Invest in high-quality and high-impact infrastructure and transportation projects that efficiently connect Kentuckians with employment opportunities.

BENEFITS CLIFF: Continue working to identify solutions to benefits cliff challenges by providing smooth off-ramps for public assistance recipients seeking career advancement, new jobs, and pay increases.

FAIR CHANCE EMPLOYMENT AND SUBSTANCE USE

DISORDER: Reduce liability concerns for employers, streamline and automate expungement for those eligible with nonviolent offenses, create more opportunities for workforce training, and increase access to high-quality wrap-around services.

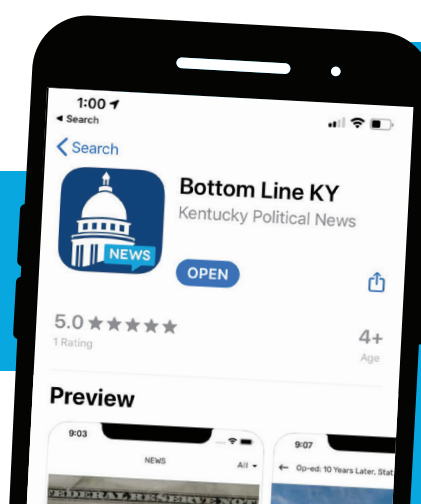
EDUCATION: Continue making strategic investments in K-12 and post-secondary education, increase the number of high-school graduates who complete FAFSA, ensure state financial aid programs and investments align with employer workforce needs, and take steps to address teacher shortages.

HEALTH OUTCOMES: Improve Kentucky's health outcomes by reducing smoking rates, raising the cigarette tax, and removing smokers as a protected class.

WORKFORCE TRAINING: Focus on continual improvements to workforce training in Kentucky, including assessment of systems alignment, spending and return on investment, and program effectiveness.

WANT TO READ MORE?

You can read more about these and other priorities in the full **2024 Legislative Agenda** at kychamber.com.



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POLITICAL AND BUSINESS NEWS
FROM THE KENTUCKY CHAMBER





Tax Reforms are Putting More Money in the Pockets of Kentuckians

AND BUILDING A STRONGER COMMONWEALTH



The following is an op-ed from Kentucky Chamber President and CEO Ashli Watts.

As we look forward to a new year, hard-working Kentuckians and small business owners should take note of an important bump in their earnings. Thanks to legislation supported by the Kentucky Chamber and passed by the General Assembly, Kentucky's tax on personal income dropped from 4.5 percent to 4 at the start of 2024. For Kentucky workers and small business owners, that means more money in your bank account and more resources for everyday expenses like groceries, school supplies, gas, or retirement.

But this tax cut also means a lot for Kentucky. Just six years ago, the Commonwealth had the 37th worst state tax code in the nation. Most Kentuckians faced a

personal income tax rate close to 6 percent, nearly twice the rate of Indiana. Fast forward to today, our tax code is considered 18th best, and we are finally starting to close in on competitor states like Tennessee and North Carolina.

This progress hasn't happened by accident. Rather, with strong support from Kentucky's business community, lawmakers have consistently made tax reform a top priority with major legislative packages in 2018, 2019, 2022, and 2023.

These initiatives have transformed Kentucky's tax landscape and are part of a broader strategy to grow Kentucky's workforce, attract new business investments, and increase economic opportunities for Kentuckians.

While it will take time to feel the full effects of tax reform, the trajectory of Kentucky's economy since lawmakers first began modernizing our tax code is worth noting. The state surpassed 2 million payroll jobs for the first time in its history last March and added a net 113,000 new jobs

between January 2018 and October 2023 (despite the historic job losses suffered in 2020). Tax reform, when combined with other pro-growth policies like workers' compensation reform, workforce development initiatives, and strategic investments in education and economic development, is already making the Commonwealth a more attractive environment to start and grow a business.

As lawmakers have worked to reform Kentucky's tax code, state funding for key services like education, health care, and public safety has continued to grow. Contrary to critics of tax reform, who have repeatedly predicted falling revenues and cuts to services, state revenues were 39 percent higher in 2023 than in 2018. We also now have a robust "rainy day" fund to help us weather difficult times and capitalize on economic opportunities.

Again, this didn't happen by accident. Kentucky policymakers have been careful to tie tax reform to economic growth. Under legislation passed in 2022, future reductions to the state income tax will only occur when the state meets specific revenue and savings goals. This thoughtful approach ensures that Kentucky will continue investing in key services while pursuing tax reform.

Of course, much more work remains to be done. Pro-growth tax reform is a journey, not a destination, and the Kentucky Chamber will continue to be a steadfast advocate for reforming Kentucky's tax code. Our top priority is to set the stage for continuing to reduce taxes on personal income. But in the meantime, it is important that we celebrate milestones and recognize the broader strategy at play. So, when you and notice an increase to your take-home pay, know that this is intended not only to help you and your family in the short term but also to build a stronger Kentucky economy for future generations.

“This progress hasn't happened by accident. Rather, with strong support from Kentucky's business community, lawmakers have consistently made **tax reform a top priority with major legislative packages in 2018, 2019, 2022, and 2023.**”



KENTUCKY CHAMBER PARTNERS HOST Inauguration Reception

In December, the Kentucky Chamber, One NKY Alliance, the Northern Kentucky Chamber, and Cincinnati/Northern Kentucky International Airport partnered to host an open house reception to celebrate the inauguration ceremony of Governor Andy Beshear.

KENTUCKY AI SUMMIT
Artificial Intelligence for Your Business
presented by **Deloitte.**

January 29, 2024
Griffin Gate Marriott | Lexington

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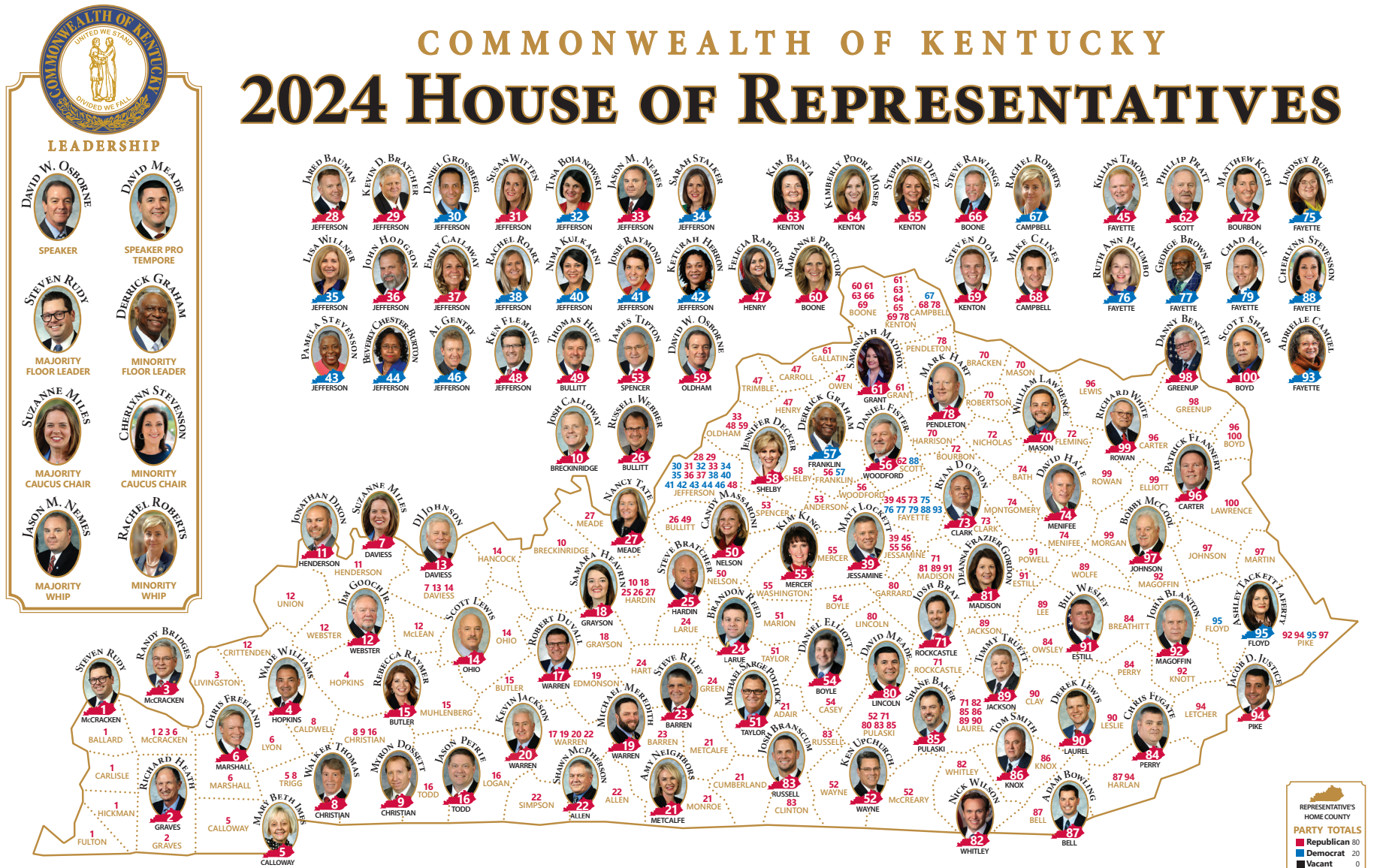
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KNOW YOUR Legislators

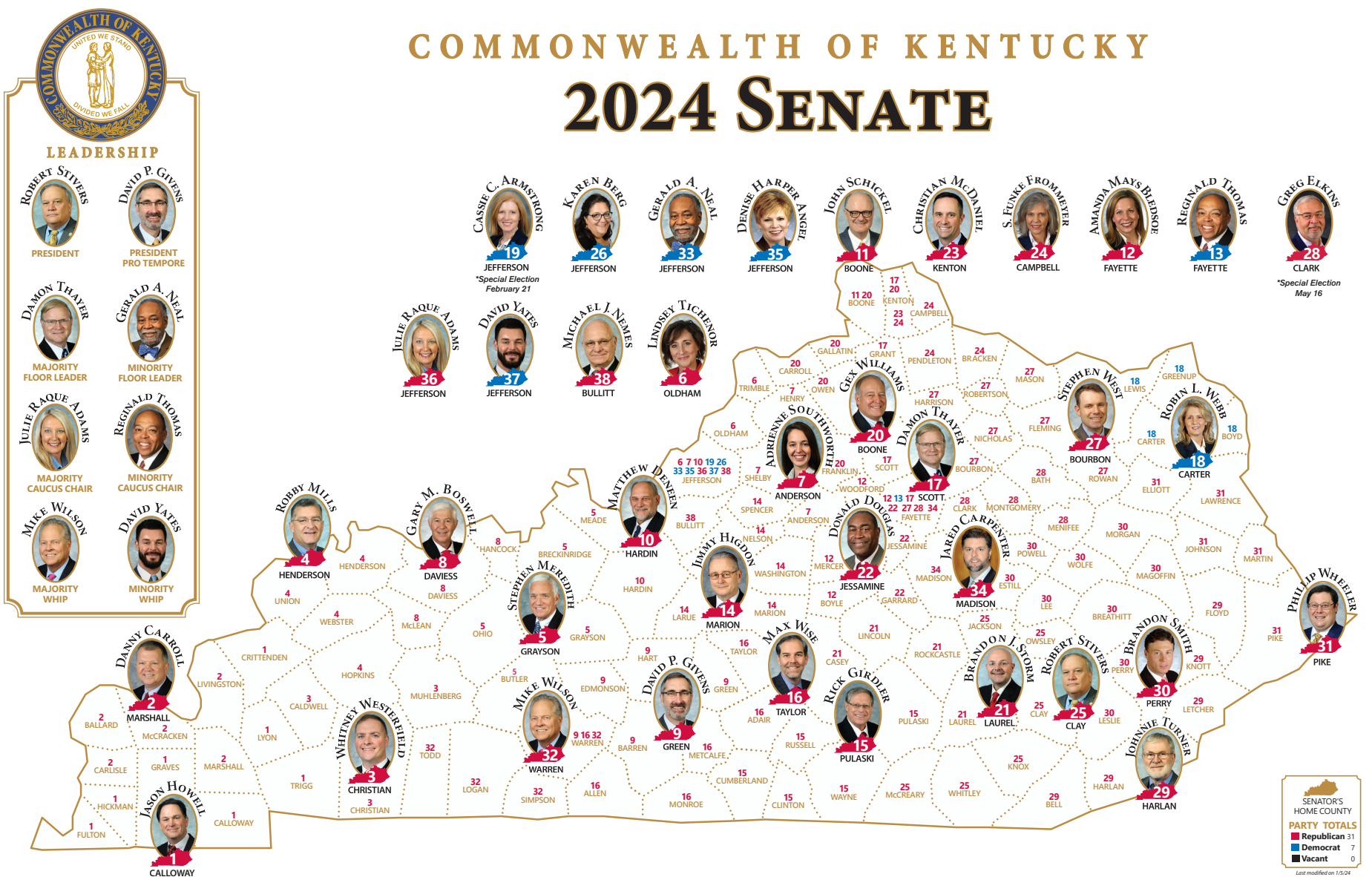
With many significant pieces of legislation moving through the Kentucky General Assembly, your elected officials need to hear from **YOU** on key issues to help improve the state's business climate. Watch for action alerts from the Kentucky Chamber throughout session and call your legislators at **1-800-372-7181** to express your support for priority bills important to the business community.

COMMONWEALTH OF KENTUCKY 2024 HOUSE OF REPRESENTATIVES



*Updated as of January 5, 2024. The maps are subject to change as Rep. Brandon Reed (H-24) and Rep. Russell Webber (H-82) announced their retirement from the legislature to begin new government roles.

COMMONWEALTH OF KENTUCKY 2024 SENATE



New Partnership Between Kentucky Chamber and Home Builders

TO HIGHLIGHT KENTUCKY'S CURRENT AND FUTURE HOUSING CHALLENGES

Highlighting Kentucky's current housing challenges and building a foundation for sustainable growth are the focal points of a new partnership between the Kentucky Chamber of Commerce and the Home Builders Association of Kentucky.

Many Kentucky communities – both urban and rural – are already struggling with a myriad of housing challenges. But as the state positions itself for growth and as residents across the country seek out new opportunities across the southeastern United States, the Chamber and the Home Builders Association of Kentucky want to ensure Kentucky has a strong foundation for meeting the housing needs of current and future Kentuckians.

Working closely with the Home Builders Association of Kentucky, the Kentucky Chamber Center for Policy and Research will conduct a study of housing challenges across Kentucky and outline public policy and programmatic solutions.

The results of that research will be detailed in a forthcoming report authored by the Center's Executive Director Dr. Charles Aull. Aull has previously published reports



and papers on critical issues in the Commonwealth such as tax reform, workforce development, education, and more.

Alongside this work, the Center for Policy and Research will conduct a series of listening sessions across the state to hear directly from community leaders about housing challenges unique to their areas and gather their input. The first listening session occurred in Corbin in partnership with the Southern Kentucky Chamber in December 2023.

The forthcoming housing report will be released in the summer of 2024 and will be made available to policymakers and the general public.

LEARN MORE

For information on the Chamber's housing listening sessions, please contact Jon Dye at jdye@kychamber.com.



Senate President Robert Stivers, Speaker of the House David Osborne, and Kentucky Chamber President and CEO Ashli Watts

Lawmakers Talk Tax Reform, Education Priorities, Election Results

AND MORE AHEAD OF 2024 SESSION

PRESENTED BY **Westlake**

Ahead of the 2024 session of the General Assembly, the Kentucky Chamber hosted its annual Legislative Preview Conference, presented by Westlake, to hear from lawmakers on the top issues that will be prioritized and the impact of the November elections in Kentucky.

Highlights of the conference included education and how that will fit into the budget, further efforts on lowering the individual income tax, tackling the Commonwealth's workforce issues, policies to bolster economic development, and more.

LEARN MORE

Read more at kychamberbottomline.com.



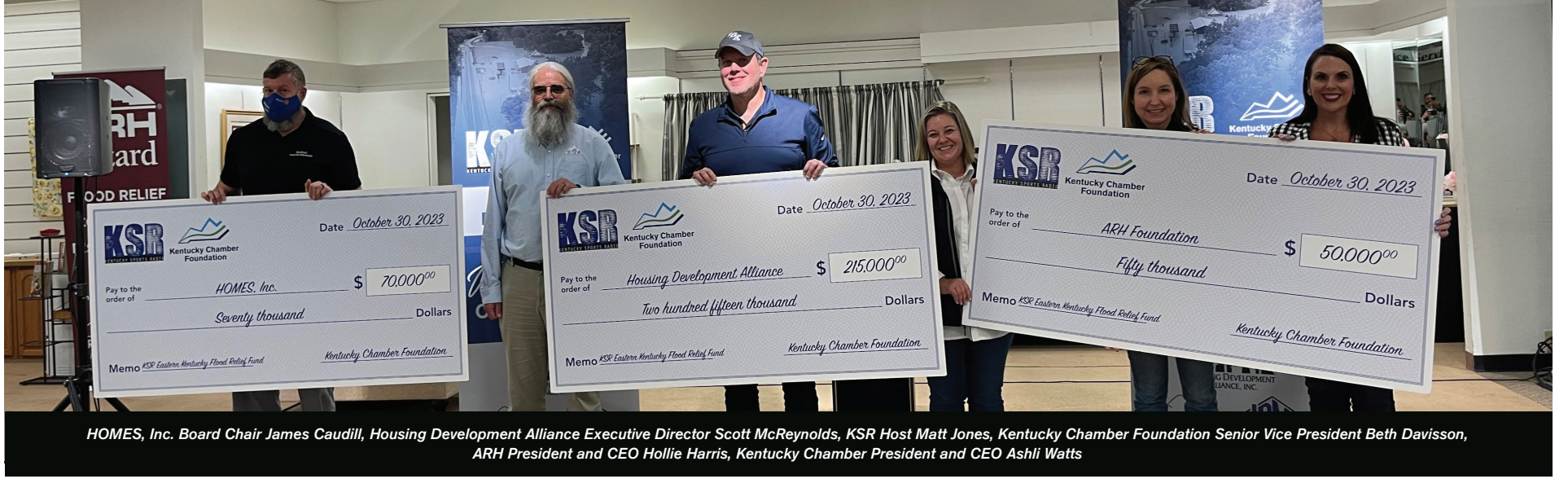
Senate Majority Floor Leader Damon Thayer, House Majority Floor Leader Steven Rudy, and Kentucky Chamber Senior Vice President of Public Affairs Kate Shanks



Representative Chad Aull, Representative Kim King, Representative Rachel Roberts, Senator David Yates, and Wil Schroder



Scott Jennings of RunSwitch PR and CNN, Mark Riddle of Future Majority, and Kentucky Chamber Senior Vice President of Communications and Marketing Jacqueline Pitts



HOMES, Inc. Board Chair James Caudill, Housing Development Alliance Executive Director Scott McReynolds, KSR Host Matt Jones, Kentucky Chamber Foundation Senior Vice President Beth Davisson, ARH President and CEO Hollie Harris, Kentucky Chamber President and CEO Ashli Watts

KENTUCKY SPORTS RADIO, KENTUCKY CHAMBER FOUNDATION PRESENT

Donations to Help Rebuild Communities Impacted by Flooding

To help communities rebuild from the July 2022 flooding, Kentucky Sports Radio (KSR) and the Kentucky Chamber Foundation presented donations of \$215,000 to the Housing Development Alliance (HDA), \$70,000 to HOMES, Inc., and \$50,000 to the Appalachian Regional Healthcare (ARH) Foundation in October 2023.

The event took place at the ARH Foundation Flood Distribution Center in Hazard, which has provided essential items for Kentuckians following the flooding.

KSR Host Matt Jones and Kentucky Chamber of Commerce President and CEO Ashli Watts spoke on the partnership to create the KSR Flood Relief Fund and the incredible generosity of those across the Commonwealth and nation to help the communities as they recover. They also thanked the organizations for their tireless work to help their fellow Kentuckians.

"The Housing Development Alliance is so grateful to the Kentucky Chamber of Commerce and Kentucky Sports Radio for this much-needed funding! With the flood disaster in 2022, we've seen the housing need in our community reach staggering levels. This funding will go a long way to helping us meet those needs by building new affordable homes and repairing the homes of flood survivors. With the holidays approaching, folks just want to go home, and thanks to this funding, many more people in eastern Kentucky will get to do that this year," said HDA Executive Director R. Scott McReynolds.

"When a major disaster happens there is a lot of immediate support for relief which is helpful. However, when the relief work turns to the long-term rebuilding effort and new disasters pull attention elsewhere support wanes," said HOMES, Inc. Executive Director Seth Long. "The support from the Kentucky Chamber Foundation and Kentucky Sports Radio comes at a crucial time and is being well used to help families afford new energy-efficient homes built on higher ground never to flood again."

"ARH appreciates this generous donation from the Kentucky Chamber Foundation and Kentucky Sports Radio, their support of our flood relief efforts and investment in the future of healthcare in some of the flood's hardest hit areas in eastern Kentucky," said ARH President and CEO Hollie Harris Phillips. "Allied health professionals play a vital role every day in healthcare, and there is an increasingly growing need for these positions. This donation will help ARH provide scholarships to students enrolled in allied health-related programs and offer them employment opportunities where they can stay here in the region and have a great career."

READ MORE

Read more at kychamberbottomline.com.



CHAMBER CEO ASHLI WATTS PROVIDES RESPONSE FOR U.S. Chamber State of American Business Address

On January 11, U.S. Chamber of Commerce President Suzanne Clark offered a State of American Business address where she discussed the priorities and opportunities for the national business community. Following the address, Kentucky Chamber President and CEO Ashli Watts, chair of the Chamber of Commerce Committee of 100, provided the official response where she stressed the importance of protecting free enterprise and highlighted the strength of the chamber network across the country.



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KENTUCKY HEALTHCARE INNOVATION SUMMIT


Kentucky Chamber

March 18, 2024
Kentucky International Convention Center (KICC)
Louisville, Ky.


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Thank you for your investment.

The following is a list of new Kentucky Chamber members. Please help us thank these companies for investing in the Chamber's mission by giving them your business.

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American Synthetic Rubber Company Michelin North America, LLC

EQUITY PARTNER

Breckinridge Memorial Hospital
Newly Weds Foods Inc.

CORNERSTONE

Cobalt Partners, Inc.
Georgetown Metal Processing
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Kentucky Family Medicine
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STAKEHOLDER

Allied Tools, Inc.
Alzheimer's Association of Greater Kentucky, Southern Indiana
CIVITAS LGBTQ+ Chamber of Commerce
Craig Machinery & Design, Inc.
Crittenden County Chamber of Commerce
Elite Auto Group
 Elizabethtown Family Dentistry
Envirosafe Pest Control
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MooMoo's House, LLC
Phil Brown Insurance Agency, Inc.
Preston Area Business Alliance
Ramsey Quantitative Systems, Inc.
Revive Ministries, Inc.
Schuler MFG
Street Scene Vintage
TAS of Kentucky
TPG Plastics, LLC
Upstrem Holding Co., LLC

KENTUCKY CHAMBER NEWS

For address changes and subscription information, call **502-848-8723**.



Many Incumbent Legislators Are Not Running for Re-election in 2024, INCLUDING MEMBERS OF LEADERSHIP

Many prominent members of the General Assembly have announced they will not run for re-election ahead of the 2024 election cycle, including some members of House and Senate leadership.

Below is a list of lawmakers who will not seek re-election:

Senate:

- Senate Majority Floor Leader Damon Thayer (R-Georgetown)
- Sen. Denise Harper Angel (D-Louisville)
- Sen. John Schickel (R-Union)
- Sen. Whitney Westerfield (R-Fruit Hill)

"I thank these legislators for their service to Kentucky throughout the years. Being a member of the General Assembly requires much focus and time commitment, and we appreciate their willingness to listen to the needs of the business community when considering policy important to economic growth," said Kentucky Chamber President and CEO Ashli Watts.

**These legislators are running for Senate seats.*

House:

- House Minority Floor Leader Derrick Graham (D-Frankfort)
- House Minority Whip Rachel Roberts (D-Newport)
- Rep. Danny Bentley (R-Russell)
- Rep. Kevin Bratcher (R-Louisville)
- Rep. Jonathan Dixon (R-Corydon)
- Rep. Keturah Herron (D-Louisville)*
- Rep. Jacob Justice (R-Elkhorn City)
- Rep. Ruth Ann Palumbo (D-Lexington)
- Rep. Phillip Pratt (R-Georgetown)
- Rep. Steve Rawlings (R-Burlington)*
- Rep. Josie Raymond (D-Louisville)
- Rep. Brandon Reed (R-Hodgenville)
- Rep. Russell Webber (R-Shepherdsville)

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Scan the QR code to see who is running in the 2024 elections.

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Mark Your Calendars

January 29, 2024 | Kentucky AI Summit – Lexington

February 7 – April 24, 2024 | SHRM Certification Prep Course – Virtual

February 8, 2024 | 29th Kentucky Chamber Day Dinner – Lexington

February 22, 2024 | OSHA Forklift – Train the Trainer – Lexington

February 23, 2024 | OSHA Recordkeeping & Reporting – Lexington

March 18, 2024 | Kentucky Healthcare Innovation Summit – Louisville

March 26-27, 2024 | 22nd Annual Kentucky Environmental Conference – Lexington

April 23, 2024 | Kentucky Young Professionals Summit – Louisville

May 7-8, 2024 | OSHA 10-Hour General Industry Voluntary Compliance Course – Louisville

May 7-10, 2024 | OSHA 30-Hour General Industry Voluntary Compliance Course – Louisville

May 9, 2024 | Advanced Workers' Comp Seminar – Louisville

May 14-15, 2024 | 9th Annual Kentucky Workforce Summit – Lexington

June 13, 2024 | Best Places to Work in Kentucky – Lexington

June 26, 2024 | 4th Annual Women's Summit – Lexington

August 27-29, 2024 | 40th Annual KYSHRM Conference – Louisville

September 18, 2024 | Kentucky Chamber 77th Annual Meeting Dinner – Louisville



REGISTER OR SPONSOR AN EVENT

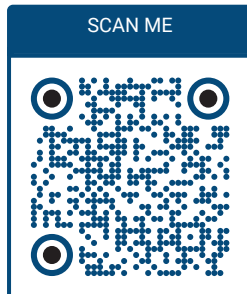
To register for an event visit kychamber.com or contact **Lori Jo Goff** at **502-848-8727** or lgoff@kychamber.com.

Sponsorship opportunities are available for many of these events. To learn more, contact **Andrea Flanders**, Director of Sponsorship Relations, at **502-848-8786** or aflanders@kychamber.com.



KENTUCKY CHAMBER TO HOST *Small Business Day* at the Capitol on *February 28*

Join the Kentucky Chamber for its 2024 Small Business Day at the Capitol! Don't miss the opportunity to network with small business leaders from across the state, have discussions with key legislators, and watch Chamber leaders testify on top issues in front of the House Small Business and IT Committee. **Register today!**





ENTREPRENEUR HALL OF FAME™

Call for Nominations – Who Should We Honor Next?

The Kentucky Entrepreneur Hall of Fame celebrates the stories of Kentucky's most successful entrepreneurs.

Nomination requirements include revenue & profit achieved; employment generation; contribution to industry; contributions to community-oriented projects and society; and innovation of product or service.

Help us choose the class of 2024 by submitting a nomination!
Deadline is May 3, 2024. Visit www.entrepreneurhof.com/nominate.

MEET THE 2023 INDUCTEES

ENTREPRENEURS OF THE YEAR



Jimmy Kirchofer
Chairman & CEO | ISCO Industries, Inc.



Tony Lamb
Founder & CEO | Kona Ice
Founder & CEO | Travelin' Tom's Coffee



Donna Salyers
President & Founder | Fabulous Furs

EMERGING ENTREPRENEURS OF THE YEAR



Logan Burchett
Co-Founder & CEO | Forecastr



Steven Plappert
Co-Founder & CEO | Forecastr



Koby Hastings
Founder & CEO | SalesRiver



Jennifer Williams
CEO | Cuddle Clones

EXECUTIVE OF THE YEAR



Stephen Gray
President & CEO | Gray, Inc.

MENTOR OF THE YEAR



David Hasler
CEO | Jester FEC

INVESTOR OF THE YEAR



John Willmoth
Founder and Managing Partner | Poplar Ventures



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Kentucky Chamber Key Investors

Commonwealth Partner



Chairman's Circle



Champion



Advisor



Trustee

- | | | | | |
|---------------------------------------|---------------------------------|--|--|--|
| Addiction Recovery Care | CertainTeed | EDF Renewables | Matrix Integration | Republic National Distributing Company |
| Ancor | Citizens National Bank | English Lucas Priest & Owsley, LLP | McBrayer PLLC | Robert W. Baird Co. Incorporated |
| Amteck of Kentucky | Clark's Pump N Shop | Family Wealth Group | Merck & Co. | Sandy's Racing & Gaming |
| Apex Clean Energy | Coca-Cola Consolidated | Farmers National Bank of Danville | Meritor-Florence | Scotty's Contracting & Stone LLC |
| Arkema Inc. | Commonwealth Credit Union | Field & Main Bank | Merrick Hardwoods, Inc. | Somerset Hardwood Flooring |
| Atlas Air | Community Trust Bancorp. Inc. | Four Rivers Nuclear Partnership | Mississippi Lime | Stantec Consulting Services, Inc. |
| Avantor Performance Materials | Computer Services, Inc. DbA CSI | Galt House Hotel & Suites | Mubea North America | Steel Technologies |
| Bechtel Parsons Bluegrass | Corning Incorporated | Gray Construction | National Grid Renewables | Stock Yards Bank and Trust |
| Bellarmine University | CRG Automation | Hyster-Yale Group Inc. | NextEra Energy Resources, LLC | Stride Learning Company |
| Big Ass Fans | CSX Transportation | Johnson & Johnson Services, Inc. | Park Community Credit Union | Tennessee Valley Authority |
| Blackhawk Mining | Dean Dorton | Kentucky Community and Technical College | Partners for Rural Impact | Thoroughbred Engineering |
| Branscum Construction Company | Deloitte Consulting | System | Pathways, Inc. | Tiffany & Co. |
| Brightview Health | Diageo North America | Kentucky League of Cities, Inc. | Pinnacle Treatment Centers | T.J. Regional Health |
| Cardinal Hill Rehabilitation Hospital | Dismas Charities | Kimball International | Piramal Pharma Solutions | Verizon |
| CareSource | Domtar Paper Company | Laurel Grocery Company | Planters Bank, Inc. | Washington Penn Plastic Co., Inc. |
| Carespring Healthcare Management, LLC | Dorman | Louisville Water Company | Primary Care Centers of Eastern Kentucky | Whitaker Bank |
| Century Aluminum of Kentucky, LLC | Double Kwik | Manchester Memorial Hospital | Republic Bank | |

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INDIVIDUAL HEALTH COVERAGE

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WORKERS' COMPENSATION INSURANCE

Clearpath Specialty is helping employers save money and protect their employees. All members who meet underwriting guidelines will receive a **10% discount**.



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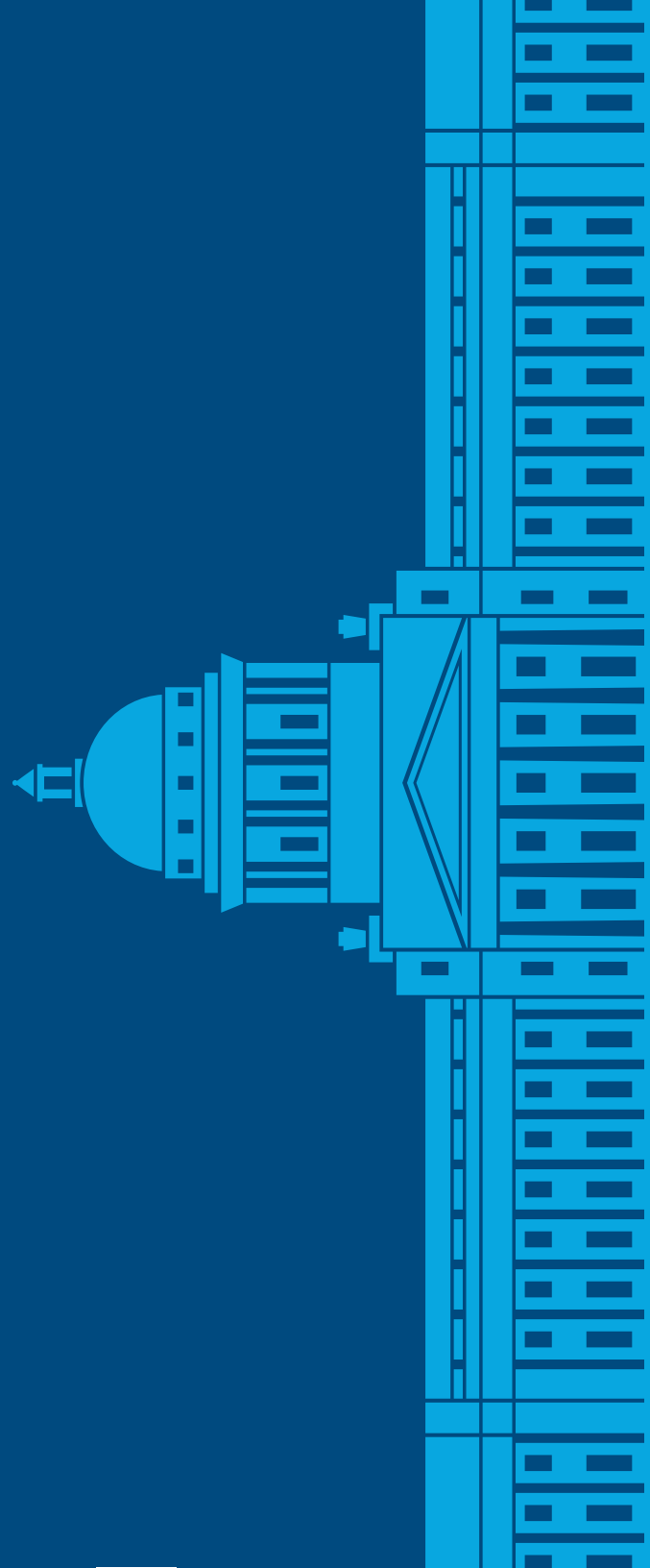
Chamber members **save 15-30%** on office supplies, cleaning supplies, technology and onsite printing services. Discounts apply to instore and online purchases with free next day shipping on \$50+ orders.



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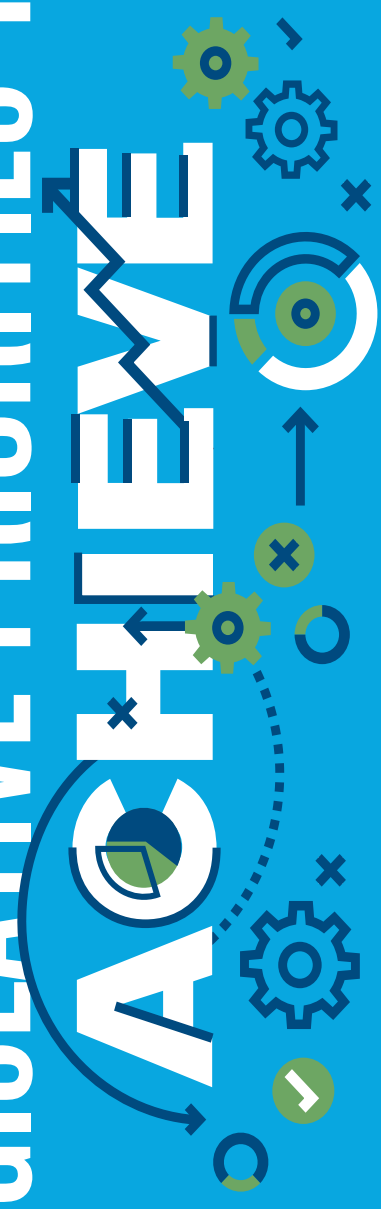
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Kentucky Chamber
NEWS
JANUARY 2024



LEGISLATIVE PRIORITIES TO

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KENTUCKY'S WINNING STRATEGY