



## 2020 Shows Incredible Value of Kentucky Chamber

### OUTGOING CHAIR NICK ROWE SAYS



**NICK ROWE**  
2020 BOARD CHAIR  
Kentucky Chamber of Commerce  
Sr. VP Southeast Division/President  
Kentucky American Water

The year 2020 has been difficult for organizations around the country and the world in the face of the COVID-19 pandemic, and the Kentucky Chamber of Commerce was no exception. Outgoing Chair Nick Rowe says the Chamber's resilience and problem-solving skills helped make his year leading the organization a huge success.

and dedication of the Chamber staff. He stated when he became chair of the organization, he expected the major challenges to be the leadership transition, a new governor, and retaining talent. But when the COVID-19 pandemic hit, the Chamber expanded its mission to help all businesses across the state navigate the crisis on multiple levels.

“We, at the Chamber, became the **go-to organization** for so many businesses.”  
— *Nick Rowe, 2020 Chairman, Kentucky Chamber*

“We, at the Chamber, became the go-to organization for so many businesses,” Rowe said. “We’ve been able to coordinate with Senate and House leadership and with the governor’s office to find solutions for

employers across the state. And it was challenging—especially with a Democratic governor and Republican legislature—but we had to find common ground so that we could go back to businesses with a united front and give them direction to navigate these challenges.”

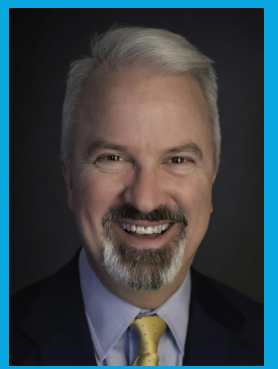
Rowe credits much of the success to the leadership of new Chamber President and CEO Ashli Watts, who took over in November 2019, as well as the creativity

[SEE OUTGOING CHAIR, PAGE 2](#)

## Winston Griffin Elected 2021 Chairman

### OF THE KENTUCKY CHAMBER

Winston Griffin, CEO and chairman of Laurel Grocery Company, has been elected to serve as chairman of the Kentucky Chamber of Commerce for the 2021 term. Griffin succeeds Nick Rowe, president of Kentucky American Water and senior vice president (southeast division) of American Water, whose term expired September 30.



**WINSTON GRIFFIN**  
2021 BOARD CHAIR  
Kentucky Chamber of Commerce  
Chairman and CEO,  
Laurel Grocery Company

Griffin began his career in 1997 at Laurel Grocery Company, a family-owned grocery wholesaler that supplies several states, including Georgia, Indiana, Kentucky, Ohio, Tennessee, and West Virginia.

[SEE 2021 CHAIRMAN, PAGE 3](#)

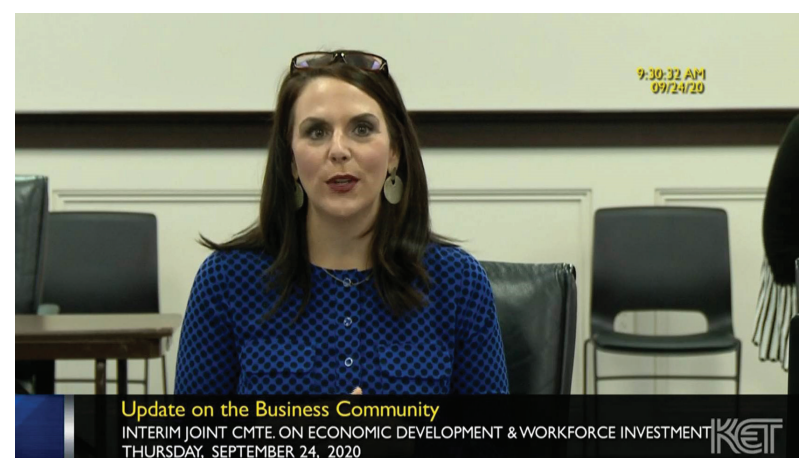
## Unemployment, Childcare, Workforce

### AND OTHER ISSUES ARISING AS A RESULT OF COVID-19 PANDEMIC MUST BE ADDRESSED

For some Kentucky employers, the impact of the COVID-19 pandemic could be catastrophic. Kentucky Chamber President and CEO Ashli Watts stressed to lawmakers in September that it is critical for the state to address issues like a drained unemployment insurance fund, childcare facilities shutting down, dwindling workforce participation, and legal liability to ensure a successful economic rebound.

Watts reminded members of the Interim Joint Committee on Economic Development and Workforce Investment that after months of unprecedented unemployment insurance benefits claims amid the COVID-19 global pandemic, Kentucky’s fund for those claims is at \$0. “The state has borrowed more than \$800 million from the federal government, a cost that will fall directly on the backs of Kentucky employers,” she added.

[SEE ISSUES OF COVID-19 PANDEMIC, PAGE 2](#)



Update on the Business Community  
INTERIM JOINT CMTE. ON ECONOMIC DEVELOPMENT & WORKFORCE INVESTMENT  
THURSDAY, SEPTEMBER 24, 2020 **KET**





FROM THE FRONT

## Issues of COVID-19 Pandemic

Watts acknowledged that the loan is absolutely necessary to pay the claims, but also warned that the increased costs employers will see in order to pay back the loan could be the final straw for many Kentucky businesses. “Most businesses have already seen some sort of lost revenue and increased costs to comply with new COVID-19 regulations, Watts said. “In order to deal with this issue, the Chamber and many others have asked Gov. Andy Beshear to use federal aid to pay back at least some of the loan to ease the burden on employers.”

The pandemic and unemployment issues have also caused the state ranking to drop to 49th out of 50 states in terms of workforce participation as of July. Before the pandemic, Kentucky ranked 40th. Watts pointed out that more than 246,000 Kentuckians have left the workforce in recent months and stressed the state must not lose sight of this issue moving forward. “While we must continue to provide safe work environments for employees and patrons, it is equally as important to maintain a healthy, trained, and educated workforce,” Watts said.

Existing inequities and issues in childcare have also been heightened by the pandemic, Watts said. “Projections tell us that Kentucky could lose 40 percent of its childcare facilities in a matter of months if something is not done to address the

issue,” Watts said, pointing to increased federal aid and identifying more options for in-home and in-business childcare.

Finally, Watts said addressing legal liability is a critical aspect of moving forward after the pandemic to ensure companies following the CDC and Healthy at Work guidelines do not face frivolous lawsuits and are protected. She said while this issue is currently stalled at the federal level, the business community and many other groups from education, healthcare, and other sectors will be focused on passing protections in the 2021 session of the General Assembly.

### READ MORE

Learn more about COVID-19 issues at [kychamberbottomline.com](http://kychamberbottomline.com).

FROM THE FRONT

## Incredible Value of Kentucky Chamber

Since the pandemic, the Chamber has increased communications efforts about the ever-changing policies and restrictions, personally answering questions from individuals and companies across the state. The Chamber also shifted from hosting large events to selling personal protective equipment (PPE) and employing other innovative strategies to help equip businesses with the tools needed to reopen.

While Rowe has been a member of the Chamber and of the Board of Directors for some time, he said serving as chair of the organization showed him that the Chamber is “solid at all levels” with the talent and passion of the team. He also saw many businesses across the state reach out to the Chamber for help that were not members, showing that everything the organization does adds value to Kentucky companies.


Rowe said 2020 proved, now more than ever, that Chamber membership is critical because of the knowledge and services that the organization provides to businesses— through communication on key issues, advocacy on their behalf in Frankfort and Washington, D.C., crucial trainings, and so much more.

“Rowe said 2020 proved, now more than ever, that Chamber membership is critical because of the knowledge and services that the organization provides to businesses...”

The future looks bright under the leadership of Ashli Watts, Rowe said. He emphasized this year has been the proof the Chamber Board made the right decision choosing Ashli to lead the organization out of many candidates nationally.

“We are so blessed to have her as CEO and it’s not easy,” Rowe said. “And I think it is great, especially as we look to tackle things like

diversity and inclusion moving forward, Ashli has been the driver behind that. I am really proud of the fact she has the courage to challenge the norm. And I have been deeply impressed with how she cares about her team members. All of these things will continue to serve the Chamber extremely well.”

We Help Keep You Safe at Work 

Purchase PPE at [www.kychamber.com/ppe](http://www.kychamber.com/ppe)

**KENTUCKY CHAMBER CONTINUES TO OFFER PPE**

The Kentucky Chamber continues to offer various PPE items for employers, including 3-ply disposable masks, non-touch thermometers, nitrile gloves and sanitizing wipes. Items are shipping from the Chamber's offices in Frankfort and ship next business day via UPS. Visit us online at [www.kychamber.com/ppe](http://www.kychamber.com/ppe).

Moving forward, Rowe said he is confident 2021 Chair Winston Griffin will do an excellent job and he hopes to see sustained growth in membership, innovative solutions for businesses, and continued strengthening of relationships with local chambers and businesses as “we are all pulling on the same rope” to move Kentucky forward.

### STAY INFORMED!

Visit [kychamber.com](http://kychamber.com) for more information.





#### The 2021 Chamber Executive Committee:

- Board Chair, **Winston Griffin**, *Laurel Grocery Company, London*
- Chair-Elect, **Diane Medley**, *MCM CPAs & Advisors, Louisville*
- Immediate Past Chair, **Nick Rowe**, *Kentucky American Water, Lexington*
- Treasurer, **Janet P. Jakubowicz**, *Dentons Bingham Greenebaum, Louisville*
- Vice Chair, Administration, **Mike Castle**, *Alltech Inc., Nicholasville*
- Vice Chair, Business Services, **Scott Davis**, *Field & Main Bank, Henderson*
- Vice Chair, Membership Development, **Garren Colvin**, *St. Elizabeth Healthcare, Edgewood*
- Vice Chair, Public Affairs, **Nick D'Andrea**, *UPS, Louisville*
- Small Business Representative, **Condrad Daniels**, *HJI Supply Chain Solutions, Louisville*
- Chair, Kentucky Chamber Foundation, **Kevin Smith**, *Beam Suntory, Clermont*
- At-Large Member, **Spencer Coates**, *Houchens Industries, Bowling Green*
- At-Large Member, **Susan Elkington**, *Toyota Motor Manufacturing Kentucky, Georgetown*
- At-Large Member, **Candace McGraw**, *Cincinnati / Northern Kentucky International Airport, Erlanger*
- At-Large Member, **Mark Newman**, *UK Healthcare, Lexington*
- President & CEO, **Ashli Watts**, *Kentucky Chamber, Frankfort*

#### Newly-Elected Directors:

- **Calvin Barker**, *BB&T, Louisville*
- **Kimra Cole**, *Columbia Gas of Kentucky, Inc., Lexington*
- **Chad Harpole**, *Century Aluminum of Kentucky, Hawesville / Georgetown*
- **Jason Keller**, *Charter Communications, Louisville*
- **Amy Luttrell**, *Goodwill Industries of Kentucky, Louisville*
- **Candace McGraw**, *Cincinnati/Northern Kentucky International Airport, Erlanger*
- **Bill Mudd**, *Churchill Downs Inc., Louisville*
- **Lennie Rhoades**, *Big Ass Fans, Lexington*
- **Cathy Waddell**, *Nucor, Ghent*
- **Kennan Wethington**, *Anthem Blue Cross and Blue Shield of Kentucky, Louisville*
- **Elmer Whitaker**, *Whitaker Bank, Inc., Lexington*
- **Sandra Wilson**, *Paducah Chamber of Commerce, KCCE President*
- **Bobby Clue**, *Somerset-Pulaski County Chamber, Somerset*

"It is my great honor to serve as Chairman of the Kentucky Chamber. The year 2020 has brought many changes and difficulties to the world, and Kentucky has not been immune to the challenges faced by every state in our nation," said 2021 Kentucky Chamber Chairman Winston Griffin. "However, our Commonwealth is resilient, and I am confident that Kentucky will rebound and continue to be an example that no matter the test, Kentuckians always rise to the occasion. We have faced the unthinkable this year, and possibly now more than ever, our businesses need the support and leadership of the Chamber. It will be my privilege to work with Chamber leadership and staff to continue the work of advocating for all Kentucky businesses and make the Commonwealth's restart a safe and successful one."

#### FROM THE FRONT

## 2021 Chairman

After over 25 years of service to the Laurel Grocery, Griffin became CEO and chairman of the board.

Griffin earned his Juris Doctor from the Northern Kentucky University Chase College of Law, where he serves as a director and founding member of the Transactional Law Practice Center Board of Visitors. He also received his bachelor's degree from the University of Kentucky and Master of Business Administration from Vanderbilt University.

Griffin has served on the Kentucky Chamber Board of Directors since 2013, where he has served as treasurer for the past four years. Aside from his commitment to the Chamber, Griffin also currently serves on the National Grocers Association board, University of Kentucky College of Public Health advisory board, University of Kentucky College of Public Health Philanthropy Campaign Committee, and London-Laurel County Chamber of Commerce board.

Diane Medley, executive chairman of MCM CPAs and Advisors will serve as chair-elect for 2022.



**DIANE MEDLEY**  
2022 BOARD CHAIR-ELECT  
*Kentucky Chamber of Commerce*  
Executive Chairman  
*MCM CPAs and Advisors*

## KENTUCKY SUPREME COURT REVERSES DECISION ON *Historical Horse Racing System*

In a unanimous decision in September, the Kentucky Supreme Court ruled that a historical horse racing system used by two Kentucky racetracks does not meet the definition of pari-mutuel wagering.

This decision reversed a Franklin Circuit Court approval of the Encore gaming system, with the opinion stating that the system "does not create a wagering pool among patrons such that they are wagering among themselves as required for pari-mutuel wagering."

While the overall impact of the ruling on one of Kentucky's signature industries is still unclear, the high court made a strong statement against the legality of the \$2 billion gaming industry in the state.

"Hundreds of millions of dollars have been invested and thousands of Kentucky jobs created because of historical horse racing," said Kentucky Chamber President and CEO Ashli Watts in response to the decision. "As we continue to review today's Supreme Court ruling, we are deeply concerned with how the decision could negatively impact Kentucky's signature equine industry as well as tourism across the Commonwealth."

Stay tuned for more on this issue at [kychamberbottomline.com](http://kychamberbottomline.com).



## 2021 Kentucky Legislative Preview

### CONFERENCE TO BE HELD VIRTUALLY AND IN-PERSON

This year the **2021 Kentucky Legislative Preview Conference**, presented by Westlake Chemical, will be held both in-person and virtually on **Wednesday, December 16, 2020**.

Lawmakers from both sides of the aisle will discuss how the results of the upcoming elections will affect you and your business. That's why it is more

important than ever for you to be involved and hear what's on the horizon for the coming year.

**LEARN MORE**

Visit [kychamber.com/events/legislative-preview](http://kychamber.com/events/legislative-preview)



# 2021 Kentucky Chamber of Commerce

## Executive Committee *Officers and Regional Representatives*

|   |  |   |   |   |  |  |  |
|---|--|---|---|---|--|--|--|
| <b>Board Chair</b>  | <b>Chair-Elect</b>   | <b>Immediate Past Chair</b>   | <b>Vice Chair, Administration</b>   | <b>Vice Chair, Business Services</b>  | <b>Vice Chair, Membership &amp; Development</b>  | <b>Vice Chair, Public Affairs</b>  | <b>Treasurer</b>   |
|        |   |                    |           |          |                 |   |                                 |
| <b>Winston Griffin</b><br>Chairman of the Board/CEO<br>Laurel Grocery Company<br>London | <b>Diane Medley</b><br>Executive Chairman<br>MCM CPAs & Advisors<br>Louisville     | <b>Nick Rowe</b><br>Sr. VP Southeast Division/<br>President<br>Kentucky American Water<br>Lexington | <b>Mike Castle</b><br>EVP & COO and CEO,<br>Feed Division<br>Alltech, Inc.<br>Nicholasville | <b>Scott Davis</b><br>Chairman and CEO<br>Field & Main Bank<br>Henderson                    | <b>Garren Colvin</b><br>CEO<br>St. Elizabeth Healthcare<br>Edgewood                                | <b>Nick D'Andrea</b><br>VP, Public Affairs<br>UPS<br>Louisville                      | <b>Janet Jakubowicz</b><br>Partner and Partnership<br>Board Member<br>Dentons Bingham Greenebaum LLP<br>Louisville |
| <b>Small Business Representative</b>  | <b>Chair, Kentucky Chamber Foundation</b>  | <b>At-Large Member</b>  | <b>At-Large Member</b>  | <b>At-Large Member</b>  | <b>At-Large Member</b>   | <b>President &amp; CEO</b>   |  |
|       |  |                   |          |         |                |  |  |
| <b>Condrad Daniels</b><br>President<br>HJI Supply Chain Solutions<br>Louisville         | <b>Kevin Smith</b><br>VP, Kentucky<br>Bourbon Affairs<br>Beam Suntory<br>Clermont  | <b>Spencer Coates</b><br>President<br>Houchens Industries, Inc.<br>Bowling Green                    | <b>Susan Elkington</b><br>President<br>Toyota Motor<br>Manufacturing Ky.<br>Georgetown      | <b>Candace McGraw</b><br>CEO<br>Cincinnati/Northern KY<br>International Airport<br>Erlanger | <b>Mark Newman</b><br>Executive Vice President<br>for Health Affairs<br>UK HealthCare<br>Lexington | <b>Ashli Watts</b><br>President/CEO<br>Kentucky Chamber of<br>Commerce<br>Frankfort  |  |

## Board of Directors *Business leaders from every region in the state who govern the Kentucky Chamber*

|  |   |  |  |   |  |  |  |  |   |
|--|---|--|--|---|--|--|--|--|---|
|   |                    |                   |   |                 |   |                               |           |                                 |                      |
| <b>Matt Adams</b><br>General Manager/General Affairs<br>& Human Resources<br>Sumitomo Electric Wiring Systems<br>Bowling Green | <b>Calvin Barker</b><br>Regional President<br>BB&T<br>Louisville                                      | <b>P. Douglas Barr</b><br>Managing Director<br>Stoll Keenon Ogden PLLC<br>Lexington                  | <b>Stephen Branscum</b><br>President and CEO<br>Branscum Construction<br>Company<br>Russell Springs                        | <b>Gabby Bruno</b><br>Regional Governmental<br>Affairs Director<br>Ford Motor Company<br>Louisville | <b>Kimra Cole</b><br>President & Chief<br>Operating Officer<br>Columbia Gas of Kentucky<br>Lexington   | <b>Gerard Colman</b><br>CEO<br>Baptist Health<br>Louisville  | <b>Jonathan Copley</b><br>President<br>Aetna Better Health<br>of Kentucky<br>Louisville        | <b>Paul Costel</b><br>Region Manager of<br>Kentucky<br>Chase<br>Louisville   | <b>Russell Cox</b><br>President/CEO<br>Norton Healthcare<br>Louisville                                    |
|   |                    |                   |   |                 |   |                               |           |                                 |                      |
| <b>Brian A. Cromer</b><br>Member<br>Stites & Harbison, PLLC<br>Louisville  | <b>Ben Cundiff</b><br>Owner<br>Cundiff Farms<br>Cadiz   | <b>Ray Daniels</b><br>Owner<br>Equity Solutions Group<br>Lexington                                   | <b>Les Fugate</b><br>VP and Director State & Local<br>Government Relations<br>Brown-Forman<br>Louisville                   | <b>Mark Gooch</b><br>President/CEO<br>Community Trust Bank, Inc.<br>Pikeville                       | <b>Joe Grossman</b><br>President/CEO<br>Appalachian Regional<br>Healthcare<br>Lexington  | <b>Mark Guilfoyle</b><br>Partner<br>Dressman, Benzinger &<br>LaVelle, PSC<br>Crestview Hills                       | <b>Adam Hancock</b><br>President<br>Riney Hancock CPAs PSC<br>Owensboro                        | <b>Chad Harpole</b><br>Director of Government<br>and Community Affairs<br>Century Aluminum of Kentucky<br>Hawesville | <b>Larry Hayes*</b><br>Interim Secretary<br>Cabinet for Economic<br>Development<br>Frankfort              |
|   |                    |                   |   |                 |   |                               |           |                                 |                      |
| <b>Andrew Henderson</b><br>CEO<br>Lexington Clinic<br>Lexington  | <b>Maria Hughes</b><br>SVP, Chief Inclusion and<br>Diversity Officer<br>Humana<br>Louisville          | <b>Cindy Johnson</b><br>President<br>Mountain Top Media<br>Pikeville                                 | <b>Jason Keller</b><br>Vice President, Government<br>Affairs & Regulatory Strategy<br>Charter Communications<br>Louisville | <b>Amy Luttrell</b><br>President/CEO<br>Goodwill Industries of<br>Kentucky, Inc.<br>Louisville      | <b>Rich Maddux</b><br>Principal<br>The Rabbit's Basket, LLC.<br>Hopkinsville   | <b>Mark Martin</b><br>Vice President, Rates &<br>Regulatory Affairs<br>Atmos Energy<br>Owensboro                   | <b>Brett Mattison</b><br>President/COO<br>AEP - Kentucky Power<br>Ashland                      | <b>John Megibben</b><br>Vice President<br>Messer Construction<br>Louisville  | <b>Steve Merrick</b><br>President and Owner<br>Somerset Hardwood<br>Flooring, Inc.<br>Somerset            |
|   |                    |                   |   |                 |   |                               |           |                                 |                      |
| <b>Bill Mudd</b><br>President and Chief<br>Operating Officer<br>Churchill Downs Inc.<br>Louisville                             | <b>Chris Perry</b><br>President/CEO<br>Kentucky Association of<br>Electric Cooperatives<br>Louisville | <b>Scott Powell</b><br>Market President and Senior<br>Commercial Team Leader<br>U.S. Bank<br>Paducah | <b>Edward Quinn</b><br>President/CEO<br>R. J. Corman Railroad<br>Group LLC<br>Nicholasville                                | <b>Lennie Rhoades</b><br>CEO<br>Big Ass Fans<br>Lexington   | <b>Jay Richert</b><br>Refining General Manager<br>Marathon Petroleum<br>Corporation<br>Catlettsburg  | <b>Chuck Session</b><br>Vice President, Ohio/<br>Kentucky Government Affairs<br>Duke Energy-Kentucky<br>Cincinnati | <b>Rodney Shockley</b><br>General Counsel<br>Forcht Group of Kentucky<br>Corbin/Lexington      | <b>Mark Sommer</b><br>Member<br>Frost Brown Todd LLC<br>Louisville   | <b>Matthew Tackett*</b><br>President/CEO<br>Kentucky Association for<br>Economic Development<br>Frankfort |
|   |                    |                   |   |                 |   |                               |           |                                 |   |
| <b>Bruce Tassin</b><br>CEO<br>CHI St. Joseph Health<br>Lexington   | <b>Aaron Thompson*</b><br>President<br>Kentucky Council on<br>Postsecondary Education<br>Frankfort    | <b>Paul Thompson</b><br>Chairman, CEO<br>and President<br>LG&E and KU Energy LLC<br>Louisville       | <b>Cathy Waddell</b><br>CFO<br>Nucor<br>Ghent  | <b>Art Walker, III</b><br>President<br>Walker Construction<br>Mount Sterling                        | <b>Kennan Wethington</b><br>President, Kentucky<br>Commercial Business<br>Chamber<br>Ashland Blue Cross and<br>Blue Shield of Kentucky<br>Louisville | <b>Elmer K. Whitaker</b><br>CEO<br>Whitaker Bank, Inc.<br>Lexington  | <b>LaJuana S. Wilcher</b><br>Partner<br>English Lucas Priest &<br>Owsley, LLP<br>Bowling Green | <b>Kelley Workman</b><br>President<br>Planters Bank, Inc.<br>Hopkinsville  |   |

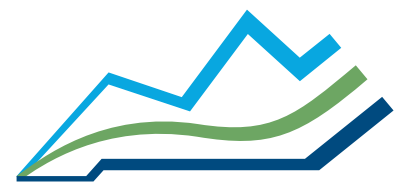
\* Ex-Officio

## Local Chamber Advisory Board

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|--|--|---|--|---|---|---|--|---|---|--|
|   |   |      |         |   |  |  |         |  |  |       |
| <b>Candance Brake*</b><br>President/CEO<br>Greater Owensboro<br>Chamber<br>Owensboro | <b>Ron Bunch*</b><br>President/CEO<br>Bowling Green Area<br>Chamber<br>Bowling Green | <b>Bruce Carpenter*</b><br>Executive Director<br>Southern Kentucky<br>Chamber<br>Corbin | <b>Bobby Clue*</b><br>Executive Director<br>Somerset Pulaski County<br>Chamber<br>Somerset | <b>Brent Cooper*</b><br>President/CEO<br>Northern Kentucky<br>Chamber<br>Ft. Mitchell | <b>Tim Gibbs*</b><br>President/CEO<br>Ashland Alliance<br>Ashland                     | <b>Jordan Gibson*</b><br>President/CEO<br>Southeast Kentucky<br>Chamber<br>Pikeville  | <b>Sarah Davasher-<br/>Wisdom*</b><br>President/CEO<br>Greater Louisville Inc.<br>Louisville | <b>Bob Quick, CCE*</b><br>President/CEO<br>Commerce<br>Lexington Inc.<br>Lexington    | <b>Brad Richardson*</b><br>President/CEO<br>Hardin County<br>Chamber<br>Elizabethtown | <b>Sandra Wilson*</b><br>President<br>Paducah Area<br>Chamber<br>Paducah<br>KCCE President |



# Commerce Leadership



**Kentucky Chamber**  
Uniting Business. Advancing Kentucky.

**Key Investors** *An exclusive group of top Kentucky executives whose companies provide significant financial support and leadership for Chamber involvement in critical issues affecting businesses.*

|                              |   |   |  |  |   |  |  |   |   |  |   |  |  |   |   |   |  |   |  |   |  |  |  |
|------------------------------|---|---|--|--|---|--|--|---|---|--|---|--|--|---|---|---|--|---|--|---|--|--|--|
| <b>Commonwealth Partners</b> | <br><br>Kennan Wethington<br>Louisville | <br><br>Calvin Barker<br>Louisville | <br><br>Kevin Smith<br>Clermont          | <br><br>Lawson Whiting<br>Louisville       | <br><br>Bruce Broussard<br>Louisville   | <br><br>Paul Thompson<br>Louisville    | <br><br>Susan Elkington<br>Georgetown    | <br><br>Brendan Canavan<br>Louisville |   |  |   |  |  |   |   |   |  |   |  |   |  |  |  |
|                              | <b>Chairman's Circle</b>  | <br><br>Brett Mattison<br>Ashland   | <br><br>Jonathan Copley<br>Louisville    | <br><br>Hood Harris<br>Louisville          | <br><br>Gerard Colman<br>Louisville       | <br><br>Jason Keller<br>Louisville         | <br><br>Bruce Tassin<br>Lexington          | <br><br>Jude Thompson<br>Louisville   | <br><br>Kevin Canafax<br>Covington              | <br><br>Terry Forcht<br>Corbin/Lexington   | <br><br>Spencer Coates<br>Bowling Green                   | <br><br>Nick Rowe<br>Lexington           | <br><br>Christopher Perry<br>Louisville  |   |   |   |  |   |  |   |  |  |  |
|                              |   | <b>Champions</b>  | <br><br>Allen Waugerman<br>Lexington | <br><br>Russell Cox<br>Louisville      | <br><br>John Farris<br>Ghent          | <br><br>Donovan Blackburn<br>Pikeville | <br><br>John Gohmann<br>Lexington        | <br><br>Nate Morris<br>Atlanta, GA    | <br><br>Mark Newman<br>Lexington              | <br><br>William Jones<br>Paducah       | <br><br>James Rickard<br>Louisville                   | <br><br>Richard Pops<br>Louisville   | <br><br>Mark Martin<br>Owensboro     | <br><br>Bill Mudd<br>Louisville       |   |   |  |   |  |   |  |  |  |
|                              |   |   | <b>Advisors</b>  | <br><br>Janet Jakubowicz<br>Louisville | <br><br>Amy Spiller<br>Cincinnati, OH | <br><br>Jay K. Box<br>Versailles       | <br><br>Josh Brown<br>Franklin, TN       | <br><br>Bill Lear<br>Lexington        | <br><br>Joseph Craft, III<br>Lexington          | <br><br>Deirdre Lyons<br>Nicholasville   | <br><br>Joe Nolan<br>Washington, District of Columbia | <br><br>Joe Grossman<br>Lexington    | <br><br>Robert Berry<br>Henderson    | <br><br>Brent Wilson<br>Bowling Green | <br><br>Luther Deaton, Jr.<br>Lexington | <br><br>Robert Strub<br>Florence            |  |   |  |   |  |  |  |
|                              |   |   |  | <b>Trustees</b>  | <br><br>Kimra Cole<br>Lexington       | <br><br>Chris Gilligan<br>Lexington    | <br><br>Jeff Billingsley<br>Erlanger     | <br><br>Laura Holoubek<br>Lexington   | <br><br>Mark Guilfoyle, Esq.<br>Crestview Hills | <br><br>Nick Dilks<br>Baltimore, MD        | <br><br>Bill Johnson<br>Louisville                      | <br><br>Michael K. Ash<br>Louisville | <br><br>Rob Pantoja<br>Nashville, TN | <br><br>James Hackett<br>Louisville   | <br><br>Mark Sommer<br>Louisville       | <br><br>Michael Del Negro<br>Louisville     | <br><br>Chris Reid<br>Owensboro      | <br><br>Kim Shelton<br>Lexington        |  |   |  |  |  |
|                              |   |   |  |  | <b>Trustees</b>   | <br><br>Andrew Henderson<br>Lexington  | <br><br>William Haugh<br>Georgetown      | <br><br>Dan Whitney<br>Wichita, KS    | <br><br>Hector Alvarez<br>Lexington             | <br><br>Taylor Teepell<br>Des Moines, Iowa | <br><br>Darryl Phillips<br>Nicholasville                  | <br><br>Diane Medley<br>Louisville     | <br><br>Michael Yungmann<br>Irvine   | <br><br>John Megibben<br>Louisville   | <br><br>Cris Fuentes<br>Ghent           | <br><br>Greg Strahan<br>Owensboro           | <br><br>Scott Bowers<br>Louisville   | <br><br>Andrew Corsig<br>Cincinnati, OH | <br><br>Ed Quinn<br>Nicholasville      |   |  |  |  |
|                              |   |   |  |  |   | <b>Trustees</b>  | <br><br>Joseph Steier, III<br>Louisville | <br><br>Garren Colvin<br>Edgewood     | <br><br>Bob Connolly<br>Louisville              | <br><br>Simon Richards<br>Louisville       | <br><br>Akihiro Sago<br>Georgetown                        | <br><br>Samuel Mitchell<br>Lexington     | <br><br>William Jones<br>Louisville    | <br><br>Bryan Fite<br>Calvert City    | <br><br>Franklin Jelsma<br>Louisville   | <br><br>Tim Robinson<br>Louisville          | <br><br>Larry Schaefer<br>Louisville | <br><br>Ray Takigiku<br>Covington       | <br><br>Lennie Rhoades<br>Lexington    |   |  |  |  |
|                              |   |   |  |  |   |  | <b>Trustees</b>  | <br><br>Joel DiGrado<br>Arlington, VA | <br><br>Gil Steadman<br>Hawesville              | <br><br>Michael Taylor<br>Frankfort        | <br><br>Barb McFarland<br>Loveland, OH                    | <br><br>Chad Harpole<br>Hawesville       | <br><br>Scott Walton<br>Herdon, VA       | <br><br>Paul Costel<br>Louisville       | <br><br>Don Bloomer<br>Somerset         | <br><br>Hans-Peter Gabski<br>Louisville     | <br><br>Brian Outland<br>Louisville  | <br><br>Karen Harbin<br>Frankfort       | <br><br>Jean Hale<br>Pikeville         | <br><br>John Williams<br>Paducah        | <br><br>Jeff Cole<br>Maumee, OH            |  |  |
| <b>Trustees</b>              |   |   |  |  |   |  |  | <br><br>David Bundy<br>Lexington      | <br><br>Kevin Joynt<br>Louisville               | <br><br>Raymond Weis<br>Louisville         | <br><br>Jamie Johnson<br>Warsaw                           | <br><br>Scott Koloms<br>Louisville       | <br><br>Jose Rolon<br>Louisville         | <br><br>Stephen Gray<br>Lexington       | <br><br>Rodney Wilson<br>Berea          | <br><br>Gordon Rosenberry<br>Cincinnati, OH | <br><br>John Sparrow<br>Louisville   | <br><br>Steve Merrick<br>Somerset       | <br><br>James Chaney<br>Lexington      | <br><br>Stephanie Bell<br>Lexington     | <br><br>Winston Griffin<br>London          |  |  |
|                              |   |   |  |  |   |  |  | <b>Trustees</b>   | <br><br>Craig Sundell<br>Lexington              | <br><br>Mike Buckentin<br>Russellville     | <br><br>Spencer Bruce<br>Louisville                       | <br><br>Jay Richert<br>Catlettsburg      | <br><br>John Raymer<br>Shelbyville       | <br><br>Anne-Tyler Morgan<br>Lexington    | <br><br>Marlene Sanders<br>Nashville, TN  | <br><br>Tim Bauer<br>Florence               | <br><br>Kimberly Bauman<br>Verona    | <br><br>James Sheehan<br>Florence       | <br><br>Jak Knelman<br>Bloomington, MN | <br><br>Steve Rasmussen<br>Columbus, OH | <br><br>Derek Sublette<br>Indianapolis, IN | <br><br>Holly Broce<br>Louisville  |  |
|                              |   |   |  |  |   |  |  |   | <b>Trustees</b>   | <br><br>Bob Munday<br>Lexington            | <br><br>Elizabeth McCoy<br>Hopkinsville                   | <br><br>Sean Riley<br>Louisville         | <br><br>Dan Fannin<br>Maysville          | <br><br>Steve Trager<br>Louisville        | <br><br>Rod England<br>Bowling Green        | <br><br>Vaughn Bell<br>Boca Raton, FL         | <br><br>Jason Maxwell<br>Lexington   | <br><br>Jeffrey Phillips<br>Lexington   | <br><br>Ja Hillebrand<br>Louisville    | <br><br>Glenn Sullivan<br>Louisville    | <br><br>Matt Adams<br>Bowling Green        | <br><br>Randy Frantz<br>Louisville | <br><br>Elmer K. Whitaker<br>Lexington |



# CREATING CHANGE

ADVOCATING FOR A FAIR CHANCE



## Transformational Employers

IN KENTUCKY SEEING LOWER TURNOVER RATES, HIGHER PRODUCTIVITY, AND FINANCIAL GROWTH



ASHLEY MCCARTY



MICHAEL RODENBERG



ROB PEREZ



JAMIE JOHNSON



TIFFANY CARDWELL

Kentucky lawmakers heard from transformational employers across the state in September about the critical role the business community must play in addressing the opioid epidemic.

At a meeting of the Substance Use Recovery Task Force, Kentucky Chamber Vice President of Public Affairs Kate Shanks said the Chamber got involved in the areas of addiction and criminal justice in 2016 when looking at the state's alarming workforce participation rate and overdose deaths. She said when the Chamber began seeing a lot of Kentucky employers struggling to navigate the issue on their own, they made a commitment to help employers provide opportunities for those in recovery to ensure success for both.

One of the programs the Kentucky Chamber started as a result of these efforts is the Opioid Response Program for Business launched in June 2019. Ashley McCarty, business liaison with the Chamber program, spoke to legislators about her own personal struggles with substance use disorder and how she is now using her experience to help Kentucky companies fix their outdated HR policies to allow for a fair chance and notice early warning signs.

McCarty, who is seven years in active recovery, emphasized that at no point during her struggle did her employer at the time ask the simple question, "Are you okay?" Instead, she said, the issue was not discussed, she lost her career and was living in her car before ending up in prison. In 2013, she was ordered to treatment for a second time and used the opportunity to turn her life around. But McCarty said she came out with a strong fear that she would not be able to gain meaningful employment because of her past.

After working with a recovery center to help others for a few years, she applied for the position with the Kentucky Chamber and was selected out of 350 applicants.

McCarty stressed how important it is for employers to realize and acknowledge that people change and giving that fair chance is so critical for so many.

And many companies across the state are working every day to provide a recovery-friendly work environment. Murakami Manufacturing CEO Michael Rodenberg said his company used to have a zero-tolerance policy and felt if someone struggled with addiction, they could not take the chance on employing them. However, the company now looks at applicants on a case-by-case basis and works with partners like The Healing Place to provide transportation to work and other wrap-around services to assist those in recovery.

Rob Perez owns DV8 Kitchen in Lexington where all of his employees are in recovery. He stated his business has seen huge successes including a turnover rate that is 1/3 better than the national average, longer tenure of employees, and DV8 was named the 40th best restaurant in America.

Dorman Products Senior Director of Operations Jamie Johnson said his goal of ensuring his company was a transformational employer started with his personal journey of adopting a child removed from a home struggling with addiction. He realized his daughter is one of many in the same situation as so many families struggle with addiction issues.

Through Dorman Products' fair chance employment efforts, Johnson said they have seen an 80 percent drop in workers' compensation claims, favorable reactions from customers and the communities they serve, and huge growth in the company.

Louisville HR professional Tiffany Cardwell also stressed the importance of companies looking at their own internal policies to create opportunity and help generate much-needed change the state needs. Companies give personalized time and flexibility when an employee needs medical treatment like chemo and she said, "substance use disorder is also a disease that must be given the same consideration."

### READ MORE

Visit [kychamberbottomline.com](http://kychamberbottomline.com) to read more.

## 36th Annual KYSHRM Conference

HELD VIRTUALLY OVER THREE DAYS



The 36th Annual Kentucky Society for Human Resource Management (KYSHRM) Conference, presented by Kentucky Career Center, was held virtually this year on October 13-15, 2020. This year's conference included over 350 attendees, 37 sponsors and exhibitors, and nearly 100 speakers.

The conference offered 59 sessions including six tracks: diversity and inclusion; benefits and compensation; human resource law; management; motivation; and business management strategy. Attendees could earn up to 59 professional development credits. All sessions were livestreamed and also recorded for easy access to watch at the most convenient time for each participant.

Learn more about how you can access the recordings at the conference website [www.kyshrmconference.com](http://www.kyshrmconference.com).

### SAVE THE DATE!

Join us next year August 31 – September 2, 2021 at the Galt House Hotel in Louisville.

APPLICATIONS OPEN SOON!



Leadership Institute for School Principals

CLASS OF 2022

Apply starting in December at [principalsleadky.com](http://principalsleadky.com)



# NEARLY 2,000 PARTICIPATE IN VIRTUAL *Best Places to Work in Kentucky Awards Celebration*



The **16th Annual Best Places to Work in Kentucky awards celebration**, hosted by the Kentucky Chamber of Commerce and the Kentucky Society for Human Resource Management (KYSHRM) and presented by ClearPath Mutual, was held virtually on September 8. Edward Jones, Houchens Insurance Group and MiddleGround Capital took the top spots in their respective categories.

Nearly 2,000 joined the online celebration of the 100 Kentucky companies who were recognized for their commitment to focus, measure and move their workplace environments toward excellence.

**A complete list of the ranked winners follows.** Members of the Kentucky Chamber are listed in **bold**.

## SMALL COMPANIES

Companies of 15-149 U.S. Employees

- |  |  |
|--|--|
| <ol style="list-style-type: none"> <li>1. <b>MiddleGround Capital</b></li> <li>2. <b>Ward, Hocker &amp; Thornton, PLLC</b></li> <li>3. Clinical Behavior Analysis (CBA)</li> <li>4. EdjAnalytics</li> <li>5. <b>Connected Nation</b></li> <li>6. Wehr Constructors, Inc.</li> <li>7. <b>MCF</b></li> <li>8. <b>Peel &amp; Holland</b></li> <li>9. Bim Group</li> <li>10. <b>Delta Dental of Kentucky, Inc.</b></li> <li>11. <b>All Star Purchasing</b></li> <li>12. PriceWeber</li> <li>13. Oasis Solutions</li> <li>14. Venminder, Inc.</li> <li>15. Volta</li> <li>16. Marine Solutions, Inc.</li> <li>17. <b>People Plus, Inc</b></li> <li>18. KECH, Inc.</li> <li>19. BUDGET For The People</li> <li>20. Middleton Reutlinger</li> </ol> | <ol style="list-style-type: none"> <li>21. <b>KLH Engineers</b></li> <li>22. <b>NetGain Technologies, LLC</b></li> <li>23. <b>DBL Law</b></li> <li>24. United States Hunter Jumper Association</li> <li>25. Massage Envy Lexington</li> <li>26. <b>Town &amp; Country Bank and Trust Co.</b></li> <li>27. <b>Tri-Arrows Aluminum Inc.</b></li> <li>28. <b>Unified Technologies LLC</b></li> <li>29. <b>Fahe</b></li> <li>30. <b>CHI Saint Joseph Health, Saint Joseph Jessamine</b></li> <li>31. <b>Associations International</b></li> <li>32. <b>Unified Trust Company</b></li> <li>33. SIS, A Converge Company</li> <li>34. Strothman and Company</li> <li>35. <b>Hardin County Water District No. 1</b></li> <li>36. <b>Clay Ingels Co. LLC</b></li> <li>37. Mirazon</li> <li>38. Extell Financial Services, Inc.</li> </ol> |
|--|--|

## MEDIUM COMPANIES

Companies of 150-499 U.S. Employees

- |   |   |
|---|---|
| <ol style="list-style-type: none"> <li>1. <b>Houchens Insurance Group</b></li> <li>2. <b>Harrison Memorial Hospital</b></li> <li>3. L&amp;N Federal Credit Union</li> <li>4. <b>Community Financial Services Bank</b></li> <li>5. <b>ARGI</b></li> <li>6. ISCO Industries</li> <li>7. <b>Harshaw Trane</b></li> <li>8. <b>Independence Bank</b></li> <li>9. Kentucky Bank</li> <li>10. <b>Signature HealthCARE Consulting Services</b></li> <li>11. <b>Associates in Pediatric Therapy LLC</b></li> <li>12. <b>Commonwealth Credit Union</b></li> <li>13. <b>Forcht Bank</b></li> <li>14. <b>Winterwood Incorporated</b></li> <li>15. <b>WDRB Media</b></li> <li>16. Louisville Tile</li> <li>17. <b>Dean Dorton</b></li> </ol> | <ol style="list-style-type: none"> <li>18. <b>MCM CPAs &amp; Advisors LLP</b></li> <li>19. <b>Columbia Gas of Kentucky</b></li> <li>20. <b>CHI Saint Joseph Health, Flaget Memorial Hospital</b></li> <li>21. US WorldMeds</li> <li>22. Park Community Credit Union</li> <li>23. Blue &amp; Co., LLC</li> <li>24. <b>LIMESTONE BANK</b></li> <li>25. Abound Credit Union</li> <li>26. <b>STOBER Drives, Inc.</b></li> <li>27. <b>Stites &amp; Harbison, PLLC</b></li> <li>28. <b>CLARK Material Handling Company</b></li> <li>29. <b>Southcentral Kentucky Community and Technical College</b></li> <li>30. <b>Elizabethtown Community &amp; Technical College</b></li> <li>31. <b>The Keeneland Association</b></li> </ol> |
|---|---|

## LARGE COMPANIES

Companies of 500 or More U.S. Employees

- |  |  |
|--|--|
| <ol style="list-style-type: none"> <li>1. Edward Jones</li> <li>2. Kronos Incorporated</li> <li>3. <b>WellCare of Kentucky, Inc.</b></li> <li>4. <b>Vaco</b></li> <li>5. Booz Allen Hamilton Inc.</li> <li>6. Envoy Mortgage, Ltd.</li> <li>7. <b>Central Bank &amp; Trust Co.</b></li> <li>8. <b>Farm Credit Mid-America</b></li> <li>9. <b>Neustar</b></li> <li>10. Appriss</li> <li>11. Jack Henry &amp; Associates</li> <li>12. <b>Genentech Inc</b></li> <li>13. Comcast</li> <li>14. <b>Kentucky Power Company</b></li> <li>15. <b>Steptoe &amp; Johnson PLLC</b></li> <li>16. <b>Republic Bank</b></li> </ol> | <ol style="list-style-type: none"> <li>17. <b>Frankfort Regional Medical Center</b></li> <li>18. <b>Novelis Inc.</b></li> <li>19. V-Soft Consulting</li> <li>20. Total Quality Logistics</li> <li>21. <b>Long John Silver's, LLC</b></li> <li>22. <b>KORT Physical Therapy-The Best in Rehab</b></li> <li>23. <b>Galen College of Nursing</b></li> <li>24. <b>Corning Incorporated</b></li> <li>25. <b>CSI</b></li> <li>26. <b>Bluegrass Care Navigators</b></li> <li>27. Senture, LLC</li> <li>28. <b>Valvoline</b></li> <li>29. <b>CHI Saint Joseph Health, Saint Joseph London</b></li> <li>30. <b>St. Elizabeth Healthcare and St. Elizabeth Physicians</b></li> <li>31. <b>AssuredPartners</b></li> </ol> |
|--|--|

Visit [www.bestplacestoworkky.com](http://www.bestplacestoworkky.com) to learn how you can add your company to this prestigious list!

**Thank you for  
your investment.**

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

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### EQUITY PARTNER

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Bon Secours Mercy Health  
LUMEN

### TRUSTEE

CareSource  
CertainTeed  
Dismas Charities  
Geronimo Energy  
Speranza Therapeutics  
Stantec Consulting Services, Inc.  
Tennessee Valley Authority

### CORNERSTONE

College Board  
EXE Lines, Inc.  
Foundation for Appalachian Kentucky  
G Alexander HRG - The Job Guy  
MiddleGround Capital  
PCMA  
Step CG  
Woodhouse Day Spa

### STAKEHOLDER

Appalachian Early Childhood Network  
Ashley/Rountree and Associates  
Balanced Wellness  
Bluegrass Ear, Nose & Throat Clinic PSC  
Bringing in the Green, Inc.  
Cave Run Water Commission, Inc.  
CORE Risk Services  
Diversified Electrical, Inc.  
Fahe  
Farmers National Bank  
Flip Remodeling  
Governor's Scholars Program  
Horizon Health  
Integrated Corporate Wellness Solutions LLC  
Interapt  
Kentuckiana Children's Center  
Kentucky Association of Child Care Owners  
Kentucky Voices for Health  
Krauth Electric Company, Inc.  
Little Links To Learning, LLC  
OpenFiber Kentucky  
Radcliff Realty  
Rockcastle County Chamber of Commerce  
Specific Waste Industries  
The Logo Warehouse  
The Wolfe Agency  
Thorough-Graphics  
Viking Ministries



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kentucky chamber of  
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**2021 CHAIR  
SANDRA WILSON**

PRESIDENT AND CEO,  
PADUCAH AREA CHAMBER



We recognize the current  
**COVID-19**  
**related crisis**  
is causing financial  
strain on businesses.

We have partnered with ClearPath Mutual, Anthem and Lifestyle Health Plans to offer **cost-saving programs** to help companies save on insurance benefits.



#### **SMALL GROUP HEALTH COVERAGE**

The newest health coverage solution designed to help small business with plans designed to serve **employers with 2-50 employees**.

Your business will be covered with great benefits at a lower cost and more predictable rates, all backed by Anthem of Kentucky.



Anthem  | SMALL BUSINESS

#### **GROUP HEALTH COVERAGE**

A group health insurance program serving **employers of all sizes** featuring innovative cost-containment strategies, value added benefits and a robust wellness program.



#### **WORKERS' COMPENSATION**

ClearPath Mutual is open for business and is committed to helping Kentucky Employers save money and protect our community and employees. All members who meet underwriting guidelines will receive a **10% discount**.



#### **ACCIDENT AND CRITICAL ILLNESS INSURANCE**

Members enjoy **exclusive benefits** with The Standard on accident and critical illness insurance.



**CONTACT US TO LEARN MORE**

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Kentucky Chamber  
**NEWS**  
OCTOBER 2020

**ROWE LEADS  
CHAMBER  
THROUGH  
MAJOR YEAR**

