

# Business Focus

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PRESENTS

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# BUSINESS FOCUS

December 2023: Volume XXXI, Issue XII

## Message from the Outgoing Board Chair

When I reflect on my term as Commerce Lexington Board Chair, I think about all the ways we collaborated with our local and regional partners to move this organization, our community, and Greater Lexington forward. We are always better together, and that has proven to be true throughout our history – whether in good times or challenging times such as national recessions or global pandemics.

Over the last couple of years, business leaders and elected officials across our nine-county region developed a Regional Competitiveness Plan aimed at making Greater Lexington more economically competitive for jobs and talent. The plan focuses on areas such as economic development, talent recruitment and retention, and advocacy. The Regional Leadership Council has begun the implementation process for several key action items with a goal of increasing jobs, median wages, and GDP within the region to at least the national average. At the Regional Summit in late November, there was great energy and enthusiasm as we discussed the overall strategy, goals, and success metrics. Stay tuned for much more on the regional plan over the next few years.

In June, I was pleased to lead a delegation of 170 area business, education, government, and nonprofit leaders to Grand Rapids, Michigan for our annual Leadership Visit. These community-building visits provide great opportunities to examine what other cities and regions are doing well, while looking inward at how we can improve our own community and region. I would highly encourage you to consider participating in the 2024 Leadership Visit to Salt Lake City, June 5-7.

Commerce Lexington continues to provide resources for small and minority-owned businesses across our community. From networking and educational events to programs like our recently launched Peer Groups, the Business Owners' Advisory Boards, and the Money Smart for Small Business classes, Commerce Lexington is there to provide you with the tools for success. Since 2001, the innovative Access Loan Program has facilitated over \$24 million dollars in approved loans for small business start-ups and expansions through the assistance of 26 participating lenders. Over the last ten years, the Minority Business Accelerator has helped ethnic-minority-owned businesses achieve procurement contracts totaling nearly \$50 million.

In the area of public policy, Commerce Lexington was at the forefront of advocating for more balanced land use policies in Fayette County, so that all of our residents can find good housing at an affordable price and businesses can locate and expand here. The Comprehensive Plan process included more diverse voices and segments of our community than ever before, while we ensured that accurate data related to vacant and available land was being presented in meetings. We appreciate the Urban County Council for recognizing the need to provide additional land within the Urban Services Boundary for housing and jobs along with improved strategies to leverage infill and redevelopment opportunities. By working together, Lexington is better positioned to be a Lexington for everyone.

As my time as Board Chair comes to a close, I want to thank the staff, board, and many of you within our membership who helped advance our mission to increase business success and economic prosperity across the community. It's been an honor for me to serve as your chair, and I look forward to seeing all that we will accomplish together in the future.



CASSIDY ROSENTHAL  
STITES & HARBISON  
2023 BOARD CHAIR



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### Personnel Updates:

Submit your company's awards and milestones or personnel changes and additions to mturner@commercelexington.com. Personnel news might include promotions, additions, awards and milestones, recognitions and certifications and/or appointments. Information is published only as space permits.



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# ECONOMIC DEVELOPMENT

Submitted by Gina Greathouse, Niki Goldey, Cheryl Klever, Falon McFarland & Katie Vandegrift

## Relationship-Building at Chicago Site Consultant Networking Event

According to the 10th edition of DCI's Winning Strategies in Economic Development Marketing publication, economic development remains a relationship-based industry with 41% of location advisors noting their leading source of information for an area's business climate comes from meetings with economic development professionals. As an annual goal, Commerce Lexington and the Bluegrass Alliance strive to cultivate 100 plus meaningful relationships throughout the year by participating in numerous networking events in key cities where location advisors are working. On November 14th, the Bluegrass Alliance hosted a group of nine consultants at Chicago's United Center for the State Farm Champions Classic featuring the University of Kentucky Men's Basketball team vs. University of Kansas. Consultants in attendance represented companies that are part of the newly identified industries we're targeting for attraction to the Greater Lexington Region.



## Commerce Lexington E.D. Team Attends KAED Annual Fall Conference

Commerce Lexington's economic development team joined economic development professionals from across the state October 25-26 in Covington for the annual Fall Forum to learn from special guests and panelists who shared their expertise on workforce development, regional collaboration, tax modernization, and the role of artificial intelligence in site selection. Attendees also had an opportunity to receive a statewide business development update from Commissioner Kristina Slattery, as well as remarks from Secretary Jeff Noel, and **Kentucky Lt. Governor Jacqueline Coleman** (below).



## COMMUNITY & MINORITY BUSINESS DEVELOPMENT

### ACCE Foundation 2023 Chamber DEI Practitioners Meeting in Raleigh, N.C.

On October 18-19, Tyrone Tyra and Falon McFarland attended the ACCE Foundation 2023 Chamber DEI Practitioners Meeting in Raleigh, North Carolina. Experienced DEI practitioners from across the country came together for an intimate gathering for networking and exchange of ideas. The meeting included a mix of presentations such as dismantling systemic racism and uncovering solutions to common challenges. Peer roundtable discussions allowed participants to engage in deep dive conversations surrounding best practices in DEI. Tyrone Tyra, Senior Vice President of Community & Minority Business Development, led a group roundtable discussion on Supplier Diversity 2.0.

### Toyota's 2023 Opportunity Exchange

Commerce Lexington's Tyrone Tyra attended Toyota's 33rd Opportunity Exchange in Novi, Michigan on November 2. Toyota is committed to supplier diversity and creates opportunities to generate new business for Certified Diverse Suppliers, as well as helping Supplier Partners diversify their own supply base. Toyota powers more than vehicles - they also power opportunity together. Participants explored how Supplier Partners and Certified Diverse Suppliers working together is critical to success during times of rapid change and overcoming new challenges. The opportunity exchange brought together over 100 Tier 2 suppliers from across the nation, providing access to motivational speakers, seminars, networking, and a tradeshow.

## ECONOMIC DEVELOPMENT BY THE NUMBERS:

For 2023 year-to-date, Commerce Lexington's Economic Development Division has responded to calls from:

**New Business: 50** prospects interested in finding a new location or expanding in the Lexington area.

**Client Visits to the Lexington Area: 24**

**Existing Business Visits: 86**

**Existing Business Attempts: 158**

**Total Active Projects: 39**



## Workforce Town Hall Discussion

Commerce Lexington's Cheryl Klever joined a variety of businesses, government officials, and educational leaders to attend a workforce discussion hosted by Team Kentucky and the Kentucky Career Center. Conversations focused on state and local workforce strategies and operations, including their successes and challenges. Guests were encouraged to share ideas that reimagine the workforce system to support a wider scope of career seekers and better serve businesses in attracting and retaining qualified diverse talent. Engaging with our workforce partners helps position our team as we strive to strengthen our region's workforce and talent pipelines to ensure we are meeting employer and economic development needs.

## Bluegrass AgTech Development Corp. Announces Grant Program

During a recent press conference, the Bluegrass AgTech Development Corp. announced a new incentive program designed to encourage agtech and food-based businesses to locate in Kentucky. Each applicant may apply for up to \$100,000 of grant funding in the first year of the program. Selected grant recipients will also be offered resource support, such as mentorship, referrals to professional services, connections to local growers and research teams, and other business development assistance. Applicants must be able to provide a 100% match. The program is open to registered, for-profit businesses currently located in or willing to establish a presence in Lexington or Kentucky, with an emphasis on startups and early-stage businesses. Applications are available on-line at <https://bluegrassagtech.org> and must be completed by February 15, 2024.

## STAT: Critical Role of Airports in Economic Development Process

In this month's stat spotlight, we underline the critical role of airports in economic development. Airports are more than transportation hubs; they function as catalysts for business growth, tourism, and employment. Lexington is uniquely advantaged with the presence of the Blue Grass Airport, conveniently located less than fifteen minutes from downtown and the interstate. This small yet efficient airport offers excellent services and personalized passenger experience. Adding to Lexington's strategic position are the airports of Louisville and Cincinnati/Northern Kentucky, expanding our access to over 100 direct flight options within an hour's drive time. For comparison, there is one airport within 75 miles of both Nashville and Indianapolis, with each offering 95 and 40 direct flights, respectively. The close proximity of our trio of airports broadens the Greater Lexington Region's international reach and business opportunities, providing a competitive edge in a globalized economy. For the Greater Lexington Region, airport accessibility is not just a convenience; it's an asset that fuels economic growth and development.



## Clean Slate Conference & Clinic Provides Important Resources

Commerce Lexington was proud to co-sponsor the City of Lexington's Clean Slate Conference & Clinic on October 31 at Central Bank Center, which not only provided resources and information to those who need expungement services to re-enter the workforce, but also helped employers learn about second chance initiatives and inclusive hiring practices, as well as promote job openings. The expungement process has been a workforce development priority for Commerce Lexington, as we worked with the Kentucky Chamber and GLI to encourage passage of felony expungement legislation in the General Assembly and also partnered with a Leadership Lexington class project and other community partners to host an Expungement Informational Session in 2017.



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## EVENTS

### Policy Luncheon Features Councilmembers in Leadership Roles

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Join Commerce Lexington for the next **Public Policy Luncheon presented by Kentucky American Water** on **Thursday, December 7**, at the Hilton Lexington Downtown (369 West Vine Street) from Noon to 1:30 p.m. as we feature Lexington's Urban County Councilmembers with leadership roles on the Council. These members are responsible for guiding critical committee work and prioritizing city policy discussions. Don't miss this interactive discussion and opportunity to learn more about the most pressing issues facing city leaders that have an impact on Lexington's

business community, including housing affordability, public safety, city services, economic development, quality of life, homelessness, and land use policies.

#### COUNCIL SPEAKERS INCLUDE:

- **Vice Mayor Dan Wu.**
- **Councilmember At-Large James Brown,** Chair of Budget, Finance & Economic Development.
- **Councilmember Liz Sheehan,** Chair of Environmental Quality & Public Works.
- **Councilmember Preston Worley,** Chair of General Government & Planning.
- **Councilmember Jennifer Reynolds,** Chair of Social Services & Public Safety.

#### TO REGISTER:

The cost to attend this event is \$59 per person for Commerce Lexington members, \$69 for non-members, and will include lunch and networking. Register on-line at [commercelexington.com](http://commercelexington.com).

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## GREETINGS From the Bluegrass

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## Registration Open Now for 2024 Leadership Visit to Salt Lake City

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Commerce Lexington is pleased to announce that the **2024 Leadership Visit presented by Central Bank & Trust Co.** will take us to Salt Lake City, Utah, **June 5 - 7, 2024**. Labeled as the Silicon Slopes, Salt Lake City is home to a buzzing tech scene - between that and the other booming businesses in the city, its downtown area has been brought to life like never before. From a top-shelf performing arts scene, to award-winning dining, craft beer, and distilling culture, this Old West town has become a forward-thinking, and burgeoning urban hub. There will be a lot for us to learn during this trip - from Salt Lake's thriving tech industry to its exceptional quality of life and efforts in the talent attraction space. It is also home to the Huntsman Cancer Institute, a nationally-recognized cancer hospital and research center and benchmark institute for the UK Markey Cancer Center.

This state capital city has a growing number of IT, finance, outdoor products, and manufacturing companies capitalizing on the area's strategic location as the "Crossroads of the West." Companies like UPS, Goldman Sachs, Doppelmayr USA, POST Consumer Brands, and many other industry leading corporations are located in Salt Lake City. Ranked as one of the best environments for business, the Salt Lake area's concentration of bio-

medical, high tech, and software firms is among the highest in the nation.

Since 2019, the city has seen a hefty 12-percent increase in tech talent to nearly 67,500 tech jobs, outpacing the national average in tech job growth over that same period. Although there has been a rapid acceleration of the tech industry in recent years, software companies like Novell and WordPerfect got their start in Utah in the late 1970's.

The city is home to University of Utah, the state's flagship university with over 31,000 students, and one of the top 25 business and entrepreneurship schools according to the *Princeton Review*. The educated, multilingual, and ambitious workforce in Salt Lake City makes it an ideal location for top companies.

### TO REGISTER:

Registration is available now on-line at **commercelexington.com** for the 2024 Leadership Visit. Full registration includes charter air travel, meals as outlined in the agenda, and two nights' accommodations at The Grand America Hotel (555 S. Main St., Salt Lake City, UT 84111).



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## Fifth Third Bank Presents An Evening With Commerce Lexington



Photo by Mahan Multimedia

Presented by **Fifth Third Bank, An Evening With Commerce Lexington** will take place on **Thursday, January 25**, from 5:30 - 8:30 p.m. at Central Bank Center. During this premier networking and community recognition gathering, we'll celebrate the regional business community, recognize a few people who were instrumental in the success of our organization, and set the stage for going forward.

Back by popular demand, this event will feature the typical dinner format, but with the more recent condensed program. Participants will enjoy great music, food and drink, a brief program, and of course connecting with other business professionals and colleagues inside the renovated convention center in downtown Lexington.

### TO REGISTER:

The cost to attend this Commerce Lexington members' only event is \$159 per person or \$1,590 for a table of ten. Register on-line at [www.commercelexington.com](http://www.commercelexington.com).

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### AN EVENING WITH COMMERCE LEXINGTON:

**WHEN:** Thursday, January 25, 2024

**TIME:** 5:30 - 8:30 p.m.

**WHERE:** Central Bank Center

**REGISTER:** [commercelexington.com](http://commercelexington.com)

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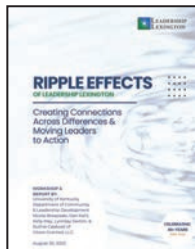
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## Leadership Lexington Alumni Participate in Ripple Effects Mapping

At Commerce Lexington, we are always proud to champion programs that empower, educate, and inspire leaders in our community. Our signature leadership development program, Leadership Lexington, has been doing just that for more than 40 years. Recently, a group of Leadership Lexington alumni took part in a unique exercise called "Ripple Effects Mapping" to measure the profound impact this program has had on our community.



The results of the study are in, and we are excited to share them with you. On August 30, 2023, a group of twenty-three alumni, representing classes from 1980 to 2023, gathered at the Lexington Central Public Library. Facilitated by Dr. Nicole Breazeale and Ruthie Caldwell, they embarked on a journey to explore the effects of this remarkable program, using an evaluation method that combines storytelling, mind mapping, group interviews, and qualitative data analysis. The purpose was simple yet profound: to map the chain of effects resulting from Leadership Lexington.

Now, months later, the final report is ready to be revealed - sharing the detailed ripple effects that Leadership Lexington has had on our community.

### Leadership Lexington:

#### 1. Promotes Diversity & Cross-Cultural Collaboration

Leadership Lexington has emerged as a beacon of diversity and inclusion. Classes are intended to reflect the diversity of our community, and for over a decade leadership has worked intentionally to make sure the environment is inclusive. Through open, honest conversations, it brings people from all walks of life together to learn from current leaders and each other. Participants connect on a human level and have been inspired to spark diversity initiatives in their workplaces. It's not just about discussing differences; it's about understanding, respecting, and making positive changes in our lives and in our community.

#### 2. Stimulates Personal Growth

Our mission: "Challenge the Mind, Open the Heart, Enrich the Spirit" shows that this program is more than just a series of classes. It's a transformative experience that pushes participants beyond their comfort zones. It helps individuals become more self-aware and empathetic. Participants are able to identify personal strengths and learn how to work with others of varying strengths. Finally, through experiential leadership development in the class project experience, they have a platform to practice and develop skills to become better leaders, both in their organizations and in their lives.

#### 3. Anchors Leaders to Community

Leadership Lexington fosters deep connections and bonds among its participants and alumni. It's not just a networking opportunity; it's a family. Participants often support one another during personal struggles, crises, and even when pursuing public office. It roots individuals in the community and makes them feel part of something bigger than themselves.

#### 4. Helps Local Organizations Prosper

As participants grow personally and professionally, they share their new skills and connections with their employers, which in turn, strengthens local organizations. It boosts sales for businesses, provides access to high-quality job candidates or board members, and improves fundraising and volunteer recruitment for nonprofits.

#### 5. Moves Leaders to Action

Leadership Lexington doesn't just create leaders; it inspires them to make a difference. Emerging leaders find their purpose and are empowered to put their energy into community causes that matter most to them. This program fosters an environment that helps turn ideas into action for the common good. These impacts are tangible, far-reaching, and awe-inspiring, and they've given our community a sense of pride and commitment to staying right here in Lexington. Participants have not only benefited from this program; they've given back to our community in immeasurable ways.

The Ripple Effects Mapping process captured the impact of Leadership Lexington, but it's not the end of the story. It's just the beginning. As we move forward, we will use these results to continue growing and evolving the Leadership Lexington program. By focusing on what's working well and identifying areas for improvement, we can make an even greater impact on our community. This report serves as a roadmap for our future discussions and projects, all aimed at expanding the reach and influence of Leadership Lexington.

**SCAN THE QR CODE TO READ THE FULL RIPPLE EFFECTS REPORT:**





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## SAVE THE DATE: 2024 EMERGE Conference is Tuesday, March 12

### Luncheon Keynote Features Hosts of Popular Podcast Pantsuit Politics

For the eleventh consecutive year, Commerce Lexington's EMERGE Conference will bring together emerging leaders across Central Kentucky for a full day of networking, engaging keynote speakers, informative breakout sessions, and discovering ways to better connect to and impact the community. An outgrowth of one of Commerce Lexington's past Leadership Visits, the **2024 EMERGE Conference** will take place on **Tuesday, March 12**, from 8:30 a.m. to 5:00 p.m. at Central Bank Center in the heart of downtown Lexington.



BETH  
SILVERS



SARAH STEWART  
HOLLAND

### ABOUT THE SPEAKERS:

Sarah Stewart Holland and Beth Silvers host the popular podcast *Pantsuit Politics*, which was named one of 2021's best shows by Apple Podcasts and has been featured in *The New York Times*, *The Atlantic*, *Good Morning America* 3, *The Guardian*, *Elle Magazine*, and *Parents Magazine*. They are also the authors of *Now*

*What? How to Move Forward When We're Divided* (About Basically Everything) (2022) and *I Think You're Wrong (But I'm Listening): A Guide to Grace-Filled Political Conversation* (2019), which was featured on MSNBC's *Morning Joe*. Sarah and Beth met in college before going their separate ways for law school. Sarah pursued a career in politics as a congressional staffer and campaign aide and Beth practiced law before serving as a human resources executive. Sarah lives in Paducah, KY, with her spouse, Nicholas, and children Griffin, Amos, and Felix. Beth lives in Union, KY, with her spouse, Chad, and children Jane and Ellen.

### LUNCHEON KEYNOTE:

The EMERGE Conference Steering Committee is pleased to announce the Luncheon Keynote will feature **Sarah Stewart Holland** and **Beth Silvers**, hosts of the podcast *Pantsuit Politics*. During their speaking engagements, they help individuals and teams establish a foundation for curious, respectful, and life-changing exploration of values and policies, harness the power of healthy disagreement, and create dialogue when organizations confront difficult issues. Sarah and Beth also help facilitate conversations about specific tensions through communication and leadership skills.

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### EMERGE 2024:

**WHEN:** Tuesday, March 12

**TIME:** 8:30 a.m. - 5:00 p.m.

**WHERE:** Central Bank Center  
(downtown Lexington)

**REGISTER:** Register on-line at  
[commercelexington.com](https://commercelexington.com)

### WANT TO SPONSOR?

Contact Lisa Mahan at [lmahan@commercelexington.com](mailto:lmahan@commercelexington.com)

### TO REGISTER:

The cost to attend 2024 EMERGE is \$225 per person for Commerce Lexington members, \$275 for non-members, and includes a full-day program, luncheon, keynote speakers, and reception. Registration is now available on-line at [emergelexington.com](https://emergelexington.com).



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Principal Investigator for NASA MAVEN

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## Emerging Leaders Explore Power of Personal & Professional Presence

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The Emerging Leaders of the Bluegrass program **presented by Keeneland** is a comprehensive initiative that helps emerging leaders expand their capacity to perform in leadership roles within Central Kentucky. Now is the time to get emerging leaders in your company or organization registered to participate in this year-round program focused on professional development, community education and networking.

In November, Emerging Leaders of the Bluegrass passholders participated in a session entitled "Elevate Your Brand: The Power of Personal & Professional Presence." In an era defined by connection, mastering the art of personal and professional branding is paramount for emerging leaders. **Emily Whitley** from Klismet Marketing led a candid dive into effective communication, strategic networking and industry-appropriate self-presentation – all of which will unlock the doors to lasting success in today's fluctuating business landscape.



### JOIN EMERGING LEADERS:

Purchase your annual pass today and begin expanding your capacity through professional development, networking and community education opportunities. The cost for a full year of professional development programming is \$100 for Commerce Lexington members, \$125 for non-members, and \$50 for students. The annual pass year runs April through March. To learn more, visit [emergingleadersbg.com](https://emergingleadersbg.com).

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## New Employer-Sponsored Dental, Vision & Life Insurance Discount

Commerce Lexington Inc. has announced a new employer benefits discount program to help businesses save money on employer-sponsored vision, dental, and life insurance, as well as short- and long-term disability programs. The program, Humana Group Benefit Solutions, is designed for businesses with between two and 99 employees that are looking to save money on their typical premiums and costs for more robust employee benefits.

The new discount program will run alongside Commerce Lexington's other offerings, including Humana HealthSolutions and Anthem ChamberAdvantage, which help small to medium-sized businesses save money on their health insurance premiums.

Commerce Lexington Inc. President and CEO, Bob Quick, said, "We are excited to offer yet another cost-saving opportunity for our members. This partnership with Humana for products like dental, vision, and life insurance will not only help businesses improve their bottom line, but also attract workers by offering competitive benefits packages."

"Humana is pleased to work with Commerce Lexington and their member companies to provide additional cost-efficient benefits to small businesses and their employees through the Humana Group Benefit Solutions program," said Hayley Doran, vice president of Employer Group Distribution for Humana. "As a home-grown Kentucky success story, Humana is committed to improving economic development in our state by helping local companies grow their businesses and attract key talent through attractive benefit program offerings."

Humana Group Benefit Solutions includes a bundle of dental, vision, life, and disability offerings in all Kentucky counties, nine counties in Indiana, and nine counties in Ohio. Participating organizations can bundle services or purchase them individually, will receive a 5% discount on typical rates, and will also receive extended rate guarantees, which differ by product. In addition, new members can lock in highly competitive rate guarantees including a three-year rate guarantee for dental, four-year rate guarantee for vision, five-year life insurance rate guarantee, and a two-year rate guarantee for Short-Term and Long-Term Disability.

### CONTACT:

Businesses interested in participating in the program can click here to learn more or contact Dawn Flickinger at (859) 226-1609 or [dflickinger@commercelexington.com](mailto:dflickinger@commercelexington.com). To review other cost-saving opportunities through our Member-to-Member Discount Program, visit [www.commercelexington.com/member-discounts.html](http://www.commercelexington.com/member-discounts.html).

35TH

## ECONOMIC OUTLOOK CONFERENCE

FEBRUARY 8, 2024

8:30 AM - 12:00 PM

CENTRAL BANK CENTER

REGISTER NOW





## CONNECT

### Save Money Through Discount Program

One of the key benefits of your membership in Commerce Lexington is saving money through the many discounts available to you. Your business can realize significant cost savings on things like health insurance, office supplies, workers' compensation, digital marketing services, dental, vision and life insurance, as well as many other discount options provided by member businesses. Check out the Member-to-Member Discounts on-line at [commercelexington.com/member-discounts.html](https://commercelexington.com/member-discounts.html).

## Kick off 2024 with TOPS



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### Build Your Connections Using Commerce Lex. Social Media Options

Commerce Lexington Inc. recognizes that business owners and business professionals live busy lives. That's why we have so many different ways to keep connected to the events, programs, and services that help you succeed. Social media is an effective way to promote your company or organization and engage your customers. Here are some of the places you can keep up with Commerce Lexington Inc. on social media. Commerce Lexington Inc. members are permitted to post items about their business to our social media channels.



[twitter.com/CommerceLex](https://twitter.com/CommerceLex)  
[twitter.com/LocateInLex](https://twitter.com/LocateInLex)

Join the more than 11,500 people who follow Commerce Lexington on Twitter for the latest news as it happens.



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Commerce Lexington has over 5,100 members in its Facebook group. Follow [facebook.com/LocateInLex](https://facebook.com/LocateInLex) for news on expansions & relocations, as well as our Minority Business Development division.



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If you're on LinkedIn, you can join the nearly 2,300 people in our LinkedIn group and post your own business-related items.



[commercelexington.com/news.html](https://commercelexington.com/news.html)  
<https://locateinlexington.com/about-us/media-center/>





## Commerce Lexington Partners With Leading Insurance Providers to Offer Affordable Employer-Sponsored Healthcare

Commerce Lexington recently expanded its health insurance cost-saving program for investors. The **Anthem ChamberAdvantage** plan has joined the **Humana HealthSolutions** program as another option for Commerce Lexington members to lower their health insurance costs.

Like Humana HealthSolutions, Anthem ChamberAdvantage offers small and mid-sized businesses health plan benefits and significant cost advantages typically enjoyed by large businesses. Chamber-Advantage, a product of the Kentucky Chamber, is a self-funded insurance plan for small businesses with 2-50 employees. The plan focuses on member whole health with dedicated behavioral health and chronic condition wellness programs, and a host of digital tools to improve access to health care and information.

Humana HealthSolutions has been offered by Commerce Lexington since 2017 and has helped save local small businesses money while offering quality health insurance to our community. However, Humana will be phasing out its commercial medical insurance plans and current Commerce Lexington investors enrolled in Humana HealthSolutions will be able to renew and be fully covered through May 2024.

Commerce Lexington Inc. president and CEO, Bob Quick, said, "The Humana HealthSolutions program has been great for our members over the last several years, and we have appreciated the quality products and customer service. We are very excited that our organization will be able to continue offering cost-savings on health insurance to our members in the future through the Anthem ChamberAdvantage program."

ChamberAdvantage is now available as another option to



Commerce Lexington small and mid-sized members. At the time that Humana ceases renewals into the HealthSolutions program in 2024, Anthem will become the sole partner to Commerce Lexington for health insurance coverage for its member investors. ChamberAdvantage, offered through the Kentucky Chamber, is one of the largest multiple employer welfare arrangements (MEWA) in the country and currently serves over 3,400 small businesses throughout the state.

### FOR MORE INFORMATION:

For all questions regarding the Humana HealthSolutions or Anthem ChamberAdvantage programs, contact Kristie Woodrum at 859-226-1628 or [kwoodrum@commercelexington.com](mailto:kwoodrum@commercelexington.com).

## Member Discount on Workers' Compensation Insurance Available

Commerce Lexington is pleased to offer another member savings opportunity. Through a partnership with ClearPath Mutual and the Kentucky Chamber of Commerce, Commerce Lexington member businesses of all sizes can receive a 10-percent discount on their workers' compensation insurance coverage. This discount offer is available to both new and existing ClearPath customers, provided they are members in good standing with Commerce Lexington within 30 days of the policy effective date. ClearPath Mutual has approximately 7,100 policyholders and nearly \$50 million in premiums, making it one of the largest and most financially stable providers of workers' compensation in Kentucky. The company has an AM Best Rating of "A-" (Excellent) with Stable Outlook.



### QUALIFICATIONS:

- Must be a member in good standing within 30 days of the policy effective date.
- Minimum of 3 years in business, or management experience.
- Experience modification factor of 1.30 or less.
- Cooperation with Loss Prevention services.
- All other existing Underwriting Guidelines prevail.

### OTHER DETAILS:

- Existing ClearPath Mutual policyholders are eligible at their renewal.
- It is the responsibility of the agent to notify ClearPath if the policyholder is a member of any participating chamber.
- Once applied, you will see the discount listed in the premium calculation under "Association Discount."

### CONTACT:

If it is time for your company to renew your workers' compensation insurance, make sure you're getting the most out of your membership! For more information, contact Dawn Flickinger at 859-226-1609 or [dflickinger@commercelexington.com](mailto:dflickinger@commercelexington.com).



## Leadership Central Kentucky Explores Uniqueness of Madison County

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Technical College

Community Ventures Corporation  
Country Boy Brewing



Photo by Commerce Lexington Staff

### Recap by Tyler Smith, Baptist Health

As a native of Lexington, I have rarely ventured outside my comfort zone to see the beauty surrounding us in Central Kentucky. Thankfully, I challenged myself to be a part of Leadership Central Kentucky to see what is taking place across our region. Regionalism and uniqueness are two themes interwoven into the mission of this group. As leaders, we are building relationships that go beyond the communities we live in. We are working to ensure we leave our region in a better place than when we arrived.

Last month, we traveled as a group to Madison County to experience everything the area had to offer. We saw firsthand how the drug epidemic impacts our region on a daily basis and the work taking place to change lives. Education is vital to our

region, and we had the opportunity to see how Eastern Kentucky University is making every decision by doing what is right for their students. They are investing real money to ensure student lives are impacted for the better.

We saw the uniqueness of Berea and how the Artisan Center attracts tourism to the region. Lastly, Chenault Vineyards is a hidden gem in our backyard that is a great location to host an event of any occasion.

Madison County has a wonderful story. It is rich with history and should be explored by anyone within our region. Are you looking for ways to make an impact locally? I highly encourage you to apply for Leadership Central Kentucky.

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## Leadership Lexington Session Covers Economic Development

**Recap by Logan Sparks, Central Bank Center**

On November 9th, the Leadership Lexington class spent the day learning about economic development and the business development community in Lexington. We began the day at Lexmark hearing about Lexington-Fayette Urban County Government's general economic development agenda from Kevin Atkins, Chief Development Officer. His presentation highlighted several programs that are working to bring business to our community, as well as several programs working to enhance the business that already exists here. He also discussed the different factors that companies and organizations consider when deciding to bring their business to Lexington, specifically mentioning that clients almost always mention how friendly, accommodating and nice Lexingtonians are.

Throughout the rest of the morning, the group heard from several community members representing the Urban League of Lexington through a panel led by Annissa Franklin, Vice President. I specifically appreciated Annissa's discussion with Miranda Scully, Director of Family and Community Engagement with Fayette County Public Schools, during which they explained the importance of educating the entire family, not just the child, and the positive impact that that philosophy can have on communities.

The group relocated to the Link Belt Excavators Customer Experience Center for lunch and the afternoon activities. First, Gina Greathouse, EVP for Economic Development with Commerce Lexington, explained in great detail the process in which she and her team work to bring new companies into Lexington,



including the site selection process, how they identify strategic targets, property search, etc. After Gina's presentation, the class broke into smaller groups to engage in a site selection simulation. Three groups represented cities and the other three groups represented companies looking to either start or relocate businesses. The simulation was so fun and demonstrated the innumerable factors that organizations take into consideration when selecting a site, sometimes even including horseracing and bourbon.

Overall, the sentiment highlighted throughout the entire day that was most memorable to me is that economic development is not just a business of numbers, tax incentives, etc. Rather, meaningful economic development is a healthy balance of managing business and the environment and community that a city provides, reminding us all that we each have a part in economic development for Lexington through our daily actions, the causes that we care about, and how we take care of our fellow man.

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Transylvania University

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Lexington History Museum

## AMBASSADOR SPOTLIGHT: Caroline Francis, UK Alumni Career Services

As the director of the University of Kentucky Alumni Career Services, Caroline Francis is tasked with keeping abreast of employment opportunities and workplace trends, while developing career-related programming for her team to carry out. She also coaches individual career clients and writes regular columns for the *UK Alumni* magazine. In 2013, she co-founded the Central Kentucky Job Club, which is still going strong.

UK was one of the first schools in the country to offer designated alumni career counseling and related programming to help people proactively manage their careers throughout their lifespan. Her team also helps employers promote their job leads. Caroline said, "I am passionate

about helping people identify their strengths, make successful career transitions, and reach their full potential."

A native Lexingtonian, Caroline said, "I love this city and feel vested in helping the region remain a positive place for people to work and live. I enjoy being able to support the businesses of local Commerce Lexington members."

She added that being involved in Commerce Lexington has allowed her to get to know more employers and leaders in the community and the relationships built will additionally benefit others that she meets in her work. "The collaboration and encouragement that I have seen between employers and business owners is impressive."



CAROLINE FRANCIS

Ambassadors volunteer their time to assist with Commerce Lexington's member relations and retention efforts. The individuals on this important committee serve as a mentor to members and to help members make business connections. They also represent Commerce Lexington at community ribbon cutting and grand opening events. Find out more on-line at [www.commercelexington.com/ambassador-program.html](http://www.commercelexington.com/ambassador-program.html).



# WELCOME NEW MEMBERS

New Commerce Lexington Inc. Members From October 20 to November 16, 2023

## NEW CHAIRMAN'S CIRCLE INVESTORS

### City of Lexington

*Government Offices*  
Contact: Mayor Linda Gorton  
200 East Main Street  
Lexington, KY 40507  
Phone: (859) 425-2255  
[www.lexingtonky.gov](http://www.lexingtonky.gov)

### VisitLEX

*Associations*  
Contact: Mary Quinn Ramer  
215 West Main St., Suite 150  
Lexington, KY 40507  
Phone: (859) 233-1221  
[www.visitlex.com](http://www.visitlex.com)

## NEW TITANIUM ECONOMIC INVESTOR

### Brett Construction/Setzer Properties

*Construction*  
Contact: Brett Setzer  
354 Waller Ave., Suite 200  
Lexington, KY 40504  
Phone: (859) 255-7901  
[www.brettcon.com](http://www.brettcon.com)

## NEW BRONZE PREMIER PARTNER

### The Gibson Co., Inc.

*Real Estate Management*  
Contact: Jenny Hiten-Campbell  
1050 Monarch St., Suite 200  
Lexington, KY 40513  
Phone: (859) 224-8833  
[www.thegibsoncompany.com](http://www.thegibsoncompany.com)

### Accounts by the Book

*Bookkeeping Service*  
Main Contact: Jenny Schnurr  
5826 Ecton Rd., Winchester, KY 40391  
Phone: (859) 806-9540  
[www.accountbythebook.com](http://www.accountbythebook.com)

### Barrel House Distilling & Elkhorn Tavern

*Distillery*  
Main Contact: Jake Wiseman  
1200 Manchester Street  
Lexington, KY 40504  
Phone: (859) 259-0159  
[www.barrelhousedistillery.com](http://www.barrelhousedistillery.com)

### Behind The Door

*Construction-Remodeling*  
Main Contact: Elijah Zimmerman  
764 Malabu Dr., Lexington, KY 40502  
Phone: (859) 469-2721

### Blue Grass Tours

*Transportation Services*  
Main Contact: Deanna Singleton  
817 Enterprise Dr., Lexington, KY 40510  
Phone: (859) 252-5744  
[www.bgtky.com](http://www.bgtky.com)

### Bluegrass Final Matters LLC

*Consultants*  
Main Contact: Remona Edenfield  
1890 Star Shoot Pkwy., Suite 170-378  
Lexington, KY 40509  
Phone: (859) 350-6444  
[www.bluegrassfinalmatters.com](http://www.bluegrassfinalmatters.com)

### Bronzed Babes

*Tanning Salon*  
Main Contact: Justin Hanks  
2692 Richmond Rd., Suite 105  
Lexington, KY 40509  
Phone: (859) 576-4006  
[www.bronzedbabeslex.com](http://www.bronzedbabeslex.com)

### Craig Simpson Insurance Inc.

*Insurance*  
Main Contact: Craig Simpson  
185 Pasadena Drive, Ste. 220  
Lexington, KY 40503  
Phone: (859) 313-5400  
[www.kyfb.com/fayette/nicholasville](http://www.kyfb.com/fayette/nicholasville)

### Delta Dental of Kentucky

*Dental Insurer*  
Main Contact: Laura Wince  
10100 Linn Station Rd.  
Louisville, KY 40223  
Phone: (502) 736-4691  
[www.deltadentalky.com](http://www.deltadentalky.com)

### Divine Spirits LLC

*Distillery*  
Main Contact: Brian Woodard  
203 Lisle Industrial Ave., Suite 150  
Lexington, KY 40511  
Phone: (859) 552-1100  
[www.divinespiritsky.com](http://www.divinespiritsky.com)

### Donnie Rowe Heating & Air Conditioning LLC

*Air Conditioning & Heating Systems*  
Main Contact: Donnie Rowe  
283 Gold Rush Rd.  
Lexington, KY 40503  
Phone: (859) 327-8212  
[www.donnierowe.com](http://www.donnierowe.com)

### Federated Global Ventures

*Security Guard & Patrol Services*  
Main Contact: Tony Coffee  
2265 Harrodsburg Road, Suite 300  
Lexington, KY 40504  
Phone: (859) 359-8120  
[www.federatedenforcementagency.com](http://www.federatedenforcementagency.com)

### FinFit Life

*Financial Services*  
Main Contact: Catrina South  
4190 Spears Rd., Lexington, KY 40515  
Phone: (513) 926-8985  
[www.finfitlife.com](http://www.finfitlife.com)

### First Choice Childcare Inc.

*Childcare/Daycare/Education Center*  
Main Contact: Catherine Brumagen  
505 Kingston Rd., Lexington, 40505  
Phone: (859) 293-6669

### Gina Toombs Hopper State Farm

*Insurance*  
Main Contact: Gina Hopper  
115 N. Locust Hill Dr., Suite 107  
Lexington, KY 40509  
Phone: (859) 268-6998  
[www.ginahopper.com](http://www.ginahopper.com)

### Goldfish Swim School

*Swimming Pools*  
Main Contact: Theresa Carnes  
2520 Nicholasville Rd., Suite 30  
Lexington, KY 40503  
Phone: (502) 408-4930  
[www.goldfishswimschool.com/nicholasville-rd-lexington/](http://www.goldfishswimschool.com/nicholasville-rd-lexington/)

### JBC Pros

*Employee Benefits Consultants/  
Programs*  
Main Contact: Lauren Johnson  
1029 Monarch Street, Suite 130  
Lexington, KY 40513  
Phone: (859) 277-4291  
[www.jbcpros.com](http://www.jbcpros.com)

### Justice Builders LLC

*Building Contractors*  
Main Contact: Jason Justice  
6800 Man O' War Blvd.  
Lexington, KY 40509  
Phone: (859) 293-1989  
[www.ashfordoaksky.com](http://www.ashfordoaksky.com)

### Kentucky APEX Accelerator

*Non-Profit Organizations*  
Main Contact: Nancy Brown  
380 South Mill Street, Suite 300  
Lexington, KY 40508  
Phone: (859) 213-0553  
[www.kyapex.com](http://www.kyapex.com)

### Millennium Learning Concepts

*Business Consultants*  
Main Contact: Dr. Roger Cleveland  
465 Skyview Lane, Lexington, 40511  
Phone: (859) 420-8032  
[www.millenniumlearningconcepts.org](http://www.millenniumlearningconcepts.org)

### Peace Homes

*Real Estate*  
Main Contact: Marshall Peace

328 Leawood Dr., Lexington, 40502  
Phone: (512) 921-2794

### Pedal Pub Lexington-Frankfort Entertainment

Main Contact: Becky Arthur  
14509 McKinley Ridge Dr.  
Louisville, KY 40245  
Phone: (763) 498-9481  
[www.pedalpub.com/lexington/ky](http://www.pedalpub.com/lexington/ky)

### Pegasus Industries & Packaging Distributors

Main Contact: Chris Peterman  
421 Haven Hill Rd.  
Shelbyville, KY 40065  
Phone: (859) 559-7462  
[www.pegasuspackaging.com](http://www.pegasuspackaging.com)

### Royce Publications Inc.

*Advertising-Other*  
Main Contact: Michael McBeath  
733 Allendale Dr., Lexington, KY 40503  
Phone: (859) 219-9861  
[www.roycepublications.com](http://www.roycepublications.com)

### Spectrum Enterprise

*Telecommunications*  
Main Contact: Michael Hagan  
101 Prosperous Place  
Lexington, KY 40509  
Phone: (704) 650-1245  
<https://enterprise.spectrum.com>

### Structured, Inc.

*Information Technology*  
Main Contact: Lindsey Crabtree  
1016 S. Cleveland Rd.  
Lexington, KY 40515  
Phone: (859) 300-3321  
[www.structured-inc.com](http://www.structured-inc.com)

### The Lextropolis

*Magazines-Distributors*  
Main Contact: Debora Logan Lawson  
P.O. Box 11285, Lexington, KY 40574  
Phone: (859) 429-1442  
[www.thelextropolis.com](http://www.thelextropolis.com)

### TwelveStone Health Partners Infusion Center Lexington

*Medical Services*  
Main Contact: Jess Harper  
1001 Monarch Street, Suite 110  
Lexington, KY 40513  
Phone: (859) 207-7771  
[www.12stonehealth.com](http://www.12stonehealth.com)

### Upglow Medical Spa Spas

Main Contact: Julie Salters  
185 East Brannon Rd.  
Lexington, KY 40356  
Phone: (859) 303-7143  
[www.upglowspa.com](http://www.upglowspa.com)



# PERSONNEL ANNOUNCEMENTS

Corporate Moves, Company Awards and Notable Milestones



The **City of Lexington** was recognized as a leading equality community, ranking in the top two-percent of municipalities nationwide as a leading city for lesbian, gay, bisexual and transgender equality, according to the Human Rights Campaign, a national civil rights organization. The city is the tenth-highest ranked city among 506 municipalities across the country. Additionally, for the third year in a row, Lexington has received the highest score in Kentucky. The annual Municipal Equality Index, MEI, review is based on how inclusive municipal laws, policies, and services are of their LGBTQ communities. Lexington is fourth-best among rated municipalities in surrounding states, behind Cincinnati, Virginia Beach, and Columbus.

**City of Lexington:** **Shauntae Hall**, who has worked for the city for 16 years, is the new administrator of the Urban County Council. In addition, **Bob Helton** has been named executive director of Bluegrass AgTech Development Corp., a new organization that is cultivating an innovation ecosystem for entrepreneurs and startups in the agricultural sector.

**Dentons Bingham Greenebaum LLP** welcomed new associates **Natalie Beshock** and **Georgiana “Georgie” Stacy** to its Lexington office. Natalie focuses her practice on intellectual property matters, including patent and trademark prosecution. Georgie focuses her practice on real estate law and corporate law.

**Dickinson Wright** received 26 national rankings and ten rankings in Lexington in the 2024 Best Law Firms® report by *Best Lawyers*. The firm received 110 first-tier rankings overall and was recognized for legal excellence for practices in 15 different cities.

*TIME Magazine* and Statista have recognized **Dinsmore & Shohl LLP** on its inaugural list of “America’s Top Law Firms.” The list recognizes the 150 most recommended law firms in the United States and was created after a comprehensive research study to identify the top-performing law firms in the country. The firms on the final list were designated as highly recommended based on a peer-to-peer survey sent to more than 50,000 attorneys and clients.

**GALLS** has been recognized as one of “America’s Greatest Workplaces 2023” by *Newsweek* and Plant-A Insights Group. This honor emphasizes the company’s commitment to promoting equality and diversity, offering competitive compensation and benefits, fostering a culture open to new ideas, encouraging career development, and enabling work-life balance. An independent study was completed at companies with 1,000 or more employees in the United States.

**Haymaker Company** recently welcomed **Micheal (Mike) Wilder** as a commercial real estate advisor focusing on industrial, office, land, and investment sales and consulting.

**Independence Bank** recently announced strategic leadership advancements within the company in order to build upon future of the bank, including the promotions of **Jacob Reid** to CEO and President of Independence Bank Holding Company, **Greg Mullican** to CEO of Independence Bank, **Phil Riney** to President of Independence Bank, Chief Risk Officer, **Tawna Wright** to Executive Vice President, Chief Operations Officer, and **Tom McFarland** to Chief Lending Officer. **Chris Reid** will remain as Chairman of the bank’s holding company, Independence Bancshares, as well as Chairman of the Independence Bank Board.

**McBrayer PLLC** has expanded its roster of attorneys with the addition of attorneys **Katy Harvey** and **Emily Shepard**. Harvey joined the litigation department in the firm’s Louisville office, while Shepard is part of the litigation department in the Lexington office.

**McBrayer PLLC** recently achieved Mansfield Certification Plus, awarded by Diversity Lab, which measures the structural changes and steps the firm has taken over the past year and a half to ensure internal paths to leadership – including lateral hiring, client pitch teams, promotions, appointments, and more – are open to all qualified lawyers. The “Plus” designation indicates that McBrayer has not only taken steps to increase inclusivity in leadership, it has made measured progress in doing so. Only half of the Certified firms achieved this honor this year.

**Shannelle Hooten** joined the **NAI Isaac** team as an operations administrative assistant

**Omni Architects** received two of six design awards bestowed by AIA Kentucky during the institution’s 2023 awards season. The Jefferson Community and Technical College Advanced Manufacturing and Information Technology Center in Louisville received an Honor Award, and the Bullitt County Central Library in Shepherdsville, was recognized with a Merit Award. Omni Architects has received more awards from AIA Kentucky than any other firm in the Commonwealth.

**Republic Bank & Trust Company** has been named to *Newsweek*’s Best Online Lenders in America 2024 list in multiple categories. The rankings, a collaboration between *Newsweek* and *Lending Tree*, named Republic in five different loan types across two categories. The bank received recognition for three different loan types in the Best Customer Satisfaction category and

for two different loan types in the Overall category. The rankings assessed more than 2,500 financial institutions based on various criteria, including best rates offered to customers, customer satisfaction and availability.

The 2024 edition of *Benchmark Litigation* named 11 **Stites & Harbison, PLLC** attorneys as “Litigation Stars” and three as “Future Stars” in Kentucky. Attorneys recognized from the firm’s Lexington office included **Daniel Danford**, **William Gorton III**, **Gregory Parsons**, and **Ashley Ward** as “Litigation Stars,” and **Cassidy Rosenthal** as a “Future Star.”

**Stoll Keenon Ogden PLLC** managing director **Doug Barr** was named among *Louisville Business First*’s Most Admired CEO’s list. This program honors outstanding chief executives in the Louisville metropolitan area in for-profit companies and nonprofits.

**Traditional Bank** welcomed **Hunter Stewart** to its Lexington lending team as community loan officer.

**VisitLEX** earned a best in show, an award of distinction, two gold, four silver and four bronze awards from the Kentucky Travel Industry Association, which represents 900 members across the commonwealth. In addition, VisitLEX President **Mary Quinn Ramer** was presented the Mangeot-Oaken Distinguished Service Award, which is the highest honor given by Kentucky’s travel and tourism industry.

**VisitLEX** is the silver winner as “Best Convention and Visitors Bureau” in the Midwest Category by the 2023 international Stella Awards, which honor organizations across the globe that consistently deliver superlative service and innovation across all sectors of the meetings and events industry. With a record number of more than 900 nominations in 16 categories and six regions worldwide, VisitLEX was one of three convention and visitors bureaus in the Midwest region to receive that honor.

**Wyatt, Tarrant & Combs, LLP** recently welcomed attorneys **Glen W. Krebs** (Labor & Employment service team) and **C. Williamson Mathews** (Real Estate & Lending group) to its Lexington office.

## SUBMIT PERSONNEL ANNOUNCEMENTS:

Submit company awards, personnel changes, additions, or promotions to [mturner@commercelexington.com](mailto:mturner@commercelexington.com). Information is published in the order received and as space permits.



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## COMMERCE LEXINGTON CALENDAR OF EVENTS

### DECEMBER 2023:

**7** **Public Policy Luncheon presented by Kentucky American Water**, 12 - 1:30 p.m. at Hilton Lexington Downtown (369 W. Vine Street). **- SEE PAGE 7**

**13** **Leadership Central Kentucky program presented by Kentucky Utilities** at Franklin County.

**14** **Leadership Lexington presented by Community Trust Bank: Health & Human Services Day Session.**

**15** **Legislative Appreciation Breakfast presented & hosted by Kentucky Eagle, Inc.** (2440 Innovation Drive), 9:00 - 10:00 a.m. Register at [commercelexington.com](https://commercelexington.com).

**25-26** Commerce Lexington Inc. offices closed for Christmas holiday.

**29** Commerce Lexington offices closed for New Year's Eve.

### JANUARY 2024:

**1** Commerce Lexington offices closed for New Year's Day.

**11** **Leadership Lexington presented by Community Trust Bank: Government Day Session.**

**17** **Leadership Central Kentucky program presented by Kentucky Utilities** at Fayette County.

**25** **An Evening With Commerce Lexington presented by Fifth Third Bank**, 5:30 - 8:30 p.m. at Central Bank Center. **- SEE PAGE 9**

### MARCH 2024:

**12** **EMERGE Conference**, 8:30 a.m. - 5:00 p.m. at Central Bank Center in downtown Lexington. **- SEE PAGE 11**

### JUNE 2024:

**5-7** **Leadership Visit presented by Central Bank & Trust Co.** to Salt Lake City, Utah. **- SEE PAGE 8**