

# BUSINESS FOCUS

OFFICIAL PUBLICATION OF COMMERCE LEXINGTON INC.

JANUARY 2018

VOLUME XXVI, ISSUE I

COMMERCE LEXINGTON INC.

## ANNUAL DINNER

JANUARY 25, 2018

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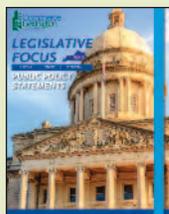
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Statements



Blue Grass Airport  
Hosts Business Link  
on Thursday, February 1

Winner's Circle Campaign  
Surpasses Production Goal

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## Commerce Lexington Inc. Personnel Additions



NATALIE  
SHEPARD

Commerce Lexington Inc. recently added a couple of people to its team, including **Natalie Shepard**, who was named as partnership manager of Commerce Lexington Inc.’s Business & Education Network (BEN), and **Melody Friday**, who will be assisting with Commerce Lexington Inc. events and marketing efforts. We are very excited to have these two individuals on our team.



MELODY  
FRIDAY



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### 2018 Chair of the Board:

Karen Hill

*Chief Operating Officer/Chief Nursing Officer*  
Baptist Health Lexington

### Publisher:

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## Display Rates

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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.

## MESSAGE FROM THE CHAIR: Healthy Living is Key to Economic Vitality

Having worked in the health care industry for most of my career, I have come to realize not only the impact that health care has on individuals and families, but also our overall economy. Studies indicate a direct correlation between health and prosperity for both individuals the community. As a person's income level rises, their health also typically improves. Likewise, better health for an individual often means better performance at school and work, thus leading to better opportunities.

Plain and simple, economic vitality is directly affected by community vitality. We are extremely fortunate to have so many top hospitals, clinics, health care practitioners and other facilities serving our region. Health care is our area's largest employment sector and is one of the driving forces of growth and stability in Lexington.

However, it takes a collective effort across all economic sectors to produce the kind of healthy, diverse and productive workforce necessary to keep Lexington strong. No matter where you work, lead, serve, teach, or participate, your role impacts our community's economic and physical well-being.

You see, everything that we do contributes to economic development in some way and impacts our ability to recruit and retain business and industry, creating good-paying jobs and increased family income, which ultimately is spent throughout our community and supports local businesses. This economic 'ripple effect' plays out across our community each day.

By working with our local schools, colleges and universities, and ensuring our students have the tools and resources to be successful, they will



**KAREN HILL**  
2018 CLX BOARD  
CHAIR

CHIEF OPERATING  
OFFICER / CHIEF  
NURSING OFFICER,  
BAPTIST HEALTH  
LEXINGTON

become productive, high-performing employees in what is already one of the nation's most educated workforces. Again, poor health makes it more difficult for students to succeed in school and later secure a good job.

We must continue to support and partner with our city leaders, public safety officers and officials who keep our community safe. Our city and state are facing a drug abuse crisis that continues to negatively impact families and our workforce, as employers struggle to fill available jobs. Personally, it is a crisis for families. Commerce Lexington Inc. will continue to support state legislative efforts to curb this epidemic through a comprehensive approach aimed at prevention, treatment and penalty reforms.

Lexington is extraordinarily blessed by what we have here. We live in a beautiful place and have kind and caring citizens. Many of you are active in charities and other organizations which make Lexington such a special place. Like most cities, we are not without our problems, but the collaborative spirit of our people and the willingness to help others in need has always given us a great advantage in solving our most pressing

issues.

I am very proud to represent our many health care professionals here in Lexington and throughout the region, who work tirelessly to put people on a path to good health. I also feel humbled to represent our business community, both big and small. It is an honor and privilege for me to lead the Commerce Lexington Inc. board of directors this year, and I look forward to working with many of you in our efforts to further strengthen the Bluegrass.

# THANK YOU!

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A Collaborative Effort of the Bluegrass Business Development Partnership (BBDP):



SUBMITTED BY: Gina Greathouse, Hannah Crumrine, Kimberly Rossetti & Allison Boyd | CLX Economic Development Division

## EnerBlu to Create Nearly 1,000 Jobs With Operations in Lexington, Pikeville

On December 15, Kentucky Governor Matt Bevin joined local officials and executives from EnerBlu Inc., a manufacturer of batteries for buses, military vehicles and energy-grid storage, to announce the company's decision to locate its headquarters and manufacturing operations in Kentucky.

The company will relocate its headquarters to Lexington, investing \$40 million and creating 110 new jobs as well as an additional \$372 million and 875 jobs in Eastern Kentucky at its new production facility in Pikeville.

"We look forward to the good jobs EnerBlu will create in Kentucky," said Lexington Mayor Jim Gray. "Lexington has a long history of partnering with its neighbors to the east. Partnerships between cities like Lexington and Pikeville are a win-win for all of us."

EnerBlu will relocate its headquarters from Riverside, California, to Lexington, where it will create 110 administrative, research-and-development and executive positions. The office is expected to open early next year.

As well, the company will construct a 1 million-square-foot, high-tech facility in Pikeville to manufacture lithium-titanate oxide (LTO) batteries, called EnerBlu Advanced Energy Storage Units. The batteries will power transit busses, commercial trucks, military vehicles and other equipment. Construction is scheduled to start in mid-2018 and the facility's opening is planned for 2020. We are thrilled to welcome EnerBlu to Lexington and Eastern Kentucky!



## STAT: Comparing Economic Impact – Manufacturing vs. High-Tech

Two of Commerce Lexington Inc.'s economic development strategic targets include high-tech and manufacturing – both high wage industries that create additional jobs and revenue for Lexington. In fact, average annual wages are \$77,000 for manufacturing and \$78,000 for high-tech/software and IT in Lexington.

Let's look at two hypothetical companies' impact on Lexington – a machinery manufacturer and a high-tech company. We'll assume they will both create 50 jobs and pay an average salary of \$77,500.

Both would create \$106,563 in direct payroll tax revenues for Lexington each year. The manufacturer would create an additional 55 jobs, including 30 indirect jobs that supply the manufacturer with goods and services, and 25 induced jobs as a result of employees' increased household spending, such as retail and recreation. The additional payroll from these 55 jobs creates another \$69,858 in local tax revenue, for

Economic Impact: 50 Jobs with \$77,500 Annual Wage				
	Direct	Indirect	Induced	Annual Tax Revenue
High Tech	50	30	25	\$176,421
Manufacturing	50	40	27	\$172,883

a total of 105 jobs and \$176,421 in annual tax revenue created by the manufacturer.

The high-tech company would create an additional 40 indirect jobs and 27 induced jobs, with an additional \$66,320 in local payroll tax revenue every year for a total of 117 jobs and \$172,883 in tax revenue.

Both companies contribute an impressive impact to our economy. Interestingly, even though the manufacturing company would have created fewer jobs, the yearly tax revenue is greater.

For much more news and research information about Lexington and its region, visit the Commerce Lexington Inc. Economic Development blog at <http://news.locateinlexington.com>.

[www.LocateinLexington.com](http://www.LocateinLexington.com) | [www.twitter.com/locateinlex](https://www.twitter.com/locateinlex) | [www.facebook.com/locateinlex](https://www.facebook.com/locateinlex)



Here's Our Proof Collateral Materials.

## fDi Intelligence Names "Here's Our Proof" as 2017 Slogan of the Year

fDi Intelligence released its 2017 FDI Strategy Awards. Out of 117 economic development organizations globally, Commerce Lexington Inc. was awarded the Slogan of the Year for its "Here's Our Proof" campaign. This marketing campaign is a play on words with a nod to our signature bourbon industry while proving why businesses should expand or locate here. Read the article here: <https://tinyurl.com/lexingtonaward2017>.

## BEAM Board Convenes

In mid-December, the Bluegrass Economic Advancement Movement (BEAM) board met in Frankfort for an annual update. They heard from a core team member on the BEAM initiative about our current Brookings Institute cohort focusing on market prioritization. Board members also received updates from the Kentucky FAME program and the Kentucky Community and Technical College System on its advanced manufacturing centers in Lexington and Louisville.

MARCH 1, 2018 | 4:30 - 6:30 P.M. | REPUBLIC BANK (333 W. VINE ST.)

## Make Connections With Area Purchasing Professionals at Opportunity Exchange

Commerce Lexington Inc.'s next Opportunity Exchange on **Thursday, March 1**, from 4:30 - 6:30 p.m. at Republic Bank & Trust Company's downtown location at 333 West Vine Street will feature great networking and interaction for minority-owned and small businesses in the Lexington community.

Several large companies and organizations will have purchasing professionals on hand. The featured speaker will be **Shawn Rogers**, Director of the Bluegrass Small Business Development Center, who will talk about the services available through the SBDC. Shawn has more than 13 years of experience helping small businesses and working in economic development.



PRESENTED BY:

### REPUBLIC BANK

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### TO REGISTER:

The cost to attend is \$5 for Commerce Lexington Inc. members, and \$10 for potential members. Please RSVP to Lauren Gross at [lgross@commercelexington.com](mailto:lgross@commercelexington.com).

### MBD PROGRAM SPONSORS:

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Toyota Motor Manufacturing, Kentucky, Inc.; University of Kentucky

**SILVER LEVEL:** LG&E & KU; Messer Construction

**BRONZE LEVEL:** Blue Grass Airport; Community Ventures; Fayette County Public Schools; Fifth Third Bank.



## Roundtable Networking Luncheons

Lexington | Malone's Prime Events | 12:00-1:30pm | \$35pp/event | \$130 for all four

**January 18**  
**Joyce & Autumn Nethery**  
Owners, Jephtha Creed Distillery



**February 15**  
**Colleen Swartz**  
Chief Administrative Officer/  
Chief Nurse Executive, UK HealthCare



**March 7**  
**Jayne Hancock**  
CEO, Wrigley Media Group



**March 29**  
**Kathy Witt**  
Sheriff,  
Fayette County

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## Kentucky State Lawmakers Begin 60-Day Legislative Session in January

SUBMITTED BY: Andi Johnson | CLX Chief Policy Officer & Director of Regional Engagement

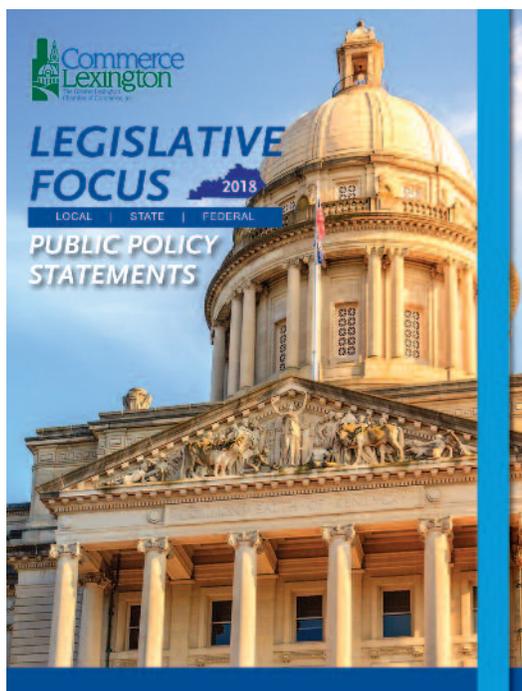
From taxes and regulation to health care and education to energy and environmental issues, our government impacts all aspects of economic development. Businesses leaders are often too busy attracting investments, creating jobs and running operations to focus large amounts of time on monitoring legislation and regulations, analyzing their effect and advocating for their passage, defeat or modification. That's why – whether at City Hall, the State Capitol, or in Washington – Commerce Lexington Inc. is proud to work on your behalf as an effective public policy voice.

Throughout the year, Commerce Lexington's Public Policy Council researches, analyzes and discusses important policy issues from the perspective of how it may affect the Central Kentucky business community, then recommends advocacy position statements. The group is comprised of more than 45 volunteer leaders and represents a cross section of Commerce Lexington's 1,700-plus member businesses and organizations. Commerce Lexington's Executive Board reviews and approves the Policy Statements recommended by the Public Policy Council.

Please take a few minutes to review the **2018 LEGISLATIVE FOCUS** inside this issue of **BUSINESS FOCUS** to learn about issues Commerce Lexington Inc. will be tracking on behalf of the business community at the local, state and federal levels this year.

In January, state lawmakers return to Frankfort for a 60-day legislative session. The "long session" occurs in even-numbered years. The primary focus will be on reforms to the state's financially-troubled public pension systems, and the crafting of the next \$20 billion two-year state budget and road plan. Tax reform is also expected to be discussed. Without pension or tax reform, the Governor and General Assembly members may have to make significant cuts to state government to balance the state's budget as is required.

Other priority issues include: workers' compensation system



CLX 2018 Policy Statements Start on Page 9.

reforms, medical liability reforms to improve the healthcare economy and essential skills legislation aimed at focusing schools on soft skills development. Commerce Lexington will be hosting its Annual Evening in the Bluegrass on February 22 at Berry Hill Mansion from 5:00 p.m. – 7:30 p.m. The reception offers members the opportunity to engage with legislators and administration officials.

At the local level, Commerce Lexington Inc. will continue to monitor regulatory, environmental and other economic development issues. The chamber continues to be focused on local and state policy efforts to improve the education and workforce development systems. This includes the partnership with the Business and Education Network (BEN) and its work to identify current and future workforce needs and develop a plan to meet those needs through collaborative community partnerships, such as the Fayette County Public Schools' Career Academies.

In July, Commerce Lexington will take a delegation of regional business and community

leaders to Washington, D.C., for a two-day Fly-In. The visit will include meetings with members of the Kentucky Congressional Delegation and their staffs to discuss the impact of federal policies on local businesses.

Commerce Lexington will also host the Public Policy Luncheon series presented by Kentucky American Water. The purpose of the series is to educate members about key policy issues and offer opportunities for members to engage with key policy leaders.

### FOR MORE INFORMATION:

If you have questions, need assistance with a policy issue, or would like to get involved with advocacy efforts, contact Andi Johnson, Chief Policy Officer and Director of Regional Engagement, at [ajohnson@commercelexington.com](mailto:ajohnson@commercelexington.com) or (859) 226-1614.



## PLACE US ON YOUR MEETING AGENDA.

As one of the Bluegrass region's premier hotels, the Hilton Lexington Downtown hotel boasts over 20,000 square feet of upscale meeting and event space. Our elegant, sophisticated facilities will make all of your corporate guests feel like VIPs.

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## REGISTER NOW! 2018 Leadership Visit is May 8-10 to Boise, Idaho

Commerce Lexington Inc. is pleased to announce that the **2018 Leadership Visit presented by Central Bank & Trust Co.** will take us to **Boise, Idaho, from May 8 - 10, 2018.** Known as the City of Trees, Boise (pronounced Boy-see) is earning national acclaim like no other mid-sized city in America. Its quality of life has attracted a thriving mix of high-tech, agribusiness and manufacturing businesses, along with a young, educated workforce to serve them.

According to the Boise Valley Economic Partnership, Boise is the 99th-largest city in the nation with a county population of 392,365 and 683,525 in the greater metropolitan area. It is the hub of commerce, banking and government for the state of Idaho and is located midway between Salt Lake City and Portland. Idaho is among the top five fastest growing states in the nation.

With companies like HP, Micron, Simplot, Albertsons, the Boise Valley has an infrastructure of talent and expertise from a legacy of large corporate headquarters. Collectively, the workforce is three years younger than the national average. A



full 40-percent of its workforce has earned college degrees. The area is also home to more than 14 institutions of higher education with a cumulative enrollment of 50,000.

### TO REGISTER:

Registration is available now for the Leadership Visit to Boise, Idaho, May 8-10, 2018. For registration options and more information, visit [www.commercelexington.com/boise-2018.html](http://www.commercelexington.com/boise-2018.html).

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## Stay Connected & Interact: Commerce Lexington Inc. Social Media Guide

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. Review the list on this page to see where you would like to connect. If you missed an event, such as our Public Policy Luncheons or a number of other events, you can review most on our YouTube channel at [www.youtube.com/commlexingtonky](http://www.youtube.com/commlexingtonky).



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Commerce Lexington Inc. has more than 3,000 members on its Facebook group page. You can also follow [www.facebook.com/LocateInLex](http://www.facebook.com/LocateInLex) for news on expansions and relocations, as well as our Minority Business Development division.



[www.twitter.com/CommerceLex](http://www.twitter.com/CommerceLex)  
[www.twitter.com/LocateInLex](http://www.twitter.com/LocateInLex)

Join the more than 10,000 people who follow Commerce Lexington Inc. on Twitter for the latest news as it happens.



[www.youtube.com/commlexingtonky](http://www.youtube.com/commlexingtonky)

There are over 280 video clips and full events posted on our YouTube channel. There are also plenty of video clips promoting Lexington and the Bluegrass Region.



[www.linkedin.com/company/commerce-lexington](http://www.linkedin.com/company/commerce-lexington)  
[www.linkedin.com/groups/Commerce-Lexington-Inc-3937103](http://www.linkedin.com/groups/Commerce-Lexington-Inc-3937103)

If you're on LinkedIn, you can join the 1,200-plus people in our LinkedIn group and post your own business-related items.



[www.commercelexington.com/clx-blog](http://www.commercelexington.com/clx-blog)  
<http://news.locateinlexington.com>

Stay up-to-date on Commerce Lexington Inc. news, policy decisions, and legislative activity on our Blog, and learn more about Lexington's demographics and other key economic statistics.

TUESDAY, JANUARY 9, 2018 | 3:30 - 5:00 P.M. | COMMERCE LEXINGTON INC. (330 E. MAIN ST. - FIRST FLOOR CONFERENCE ROOM)

## @330 Series Focuses on Creating Healthy Goals in 2018 Start Off The New Year by Learning Healthy Habits in Life and Work

PRESENTED BY:

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*Doughnuts in the conference room... Candy in the kitchen... Chocolates at the front desk.*

The holiday season is an exciting time, but with the added stress and busy schedules, not to mention a healthy supply of sweets and treats, our health is often the last thing we're able to think about during that time. However, getting your workplace in shape after the holidays can be one of the most important resolutions you make this year. Workplace wellness helps keep health insurance rates lower for your employees and increases motivation and morale within your business. Providing wellness/nutrition training for your employees and setting healthy goals for 2018 can have a positive impact on your business' bottom line through increased productivity, less frustration and a much more positive work environment inside the office.

During the next Commerce Lexington Inc. @330 Series event presented by Distillery Heights on Tuesday, January 9, beginning at 3:30 p.m. at Commerce Lexington's first floor conference room (330 East Main Street), **Laura Coombs**, owner of *moveitbuddy*, will help put you in a position to be successful with your health and wellness goals for 2018. Laura's experienced career and proven workplace wellness strategies will help you get the new year off to a great start.

**ABOUT THE SPEAKER:**

**Laura P. Coombs** is a personal trainer, fitness nutrition specialist and the owner of *moveitbuddy*, in which she



LAURA COOMBS  
MOVEITBUDDY

offers private coaching and group seminars based on the 7 pillars of good health. Her work is based on science with a dash of fun for people like herself who have a lifelong quest for health and adventure. Laura's 25-year career in exercise, nutrition, and sports medicine has included working in ergonomics, corporate fitness, physical therapy facilities, athletic sidelines, community college classrooms, and individual coaching. Laura's coaching approach focuses on the basics of good food, good movement, and helping her clients overcome their individual barriers to success. She has a psychology degree from

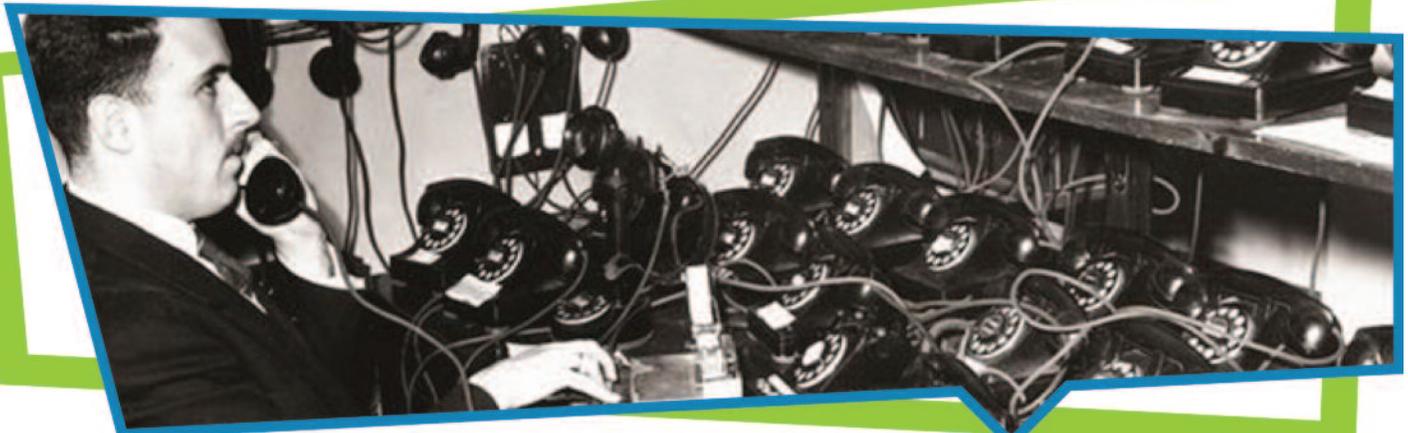
State University of New York at Stony Brook and a Master's degree in exercise physiology from Queens College.

**ABOUT @330 SERIES:**

The @330 events provide a topical presentation that is relevant to the success of entrepreneurs, business owners and business professionals. They also allow members the opportunity to discuss ideas, share best practices, and work through challenges.

**TO REGISTER:**

The @330 events are open to Commerce Lexington Inc. members at no charge. However, please register for the events by contacting Liz Bennett at (859) 226-1615 or [lbennett@commercelexington.com](mailto:lbennett@commercelexington.com).



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# LEGISLATIVE FOCUS

2018

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## PUBLIC POLICY STATEMENTS



# COMMERCE LEXINGTON INC.

## REPRESENTING YOUR BUSINESS IN GOVERNMENT

Business leaders are often too busy attracting investments and creating jobs to focus large amounts of time on monitoring legislation and regulations, analyzing their effect and advocating for their passage, defeat or modification.

That's why Commerce Lexington Inc. and its Public Policy Council gather the top experts in a variety of industries, harness that knowledge, and advocate for the interests of business in the halls of our State Capitol or the Lexington-Fayette Urban County Government to create a more business-friendly environment.

Each year, we work with you – our members – to identify issues affecting the business community and spotlight the best public policy solutions. Our strong working relationships with local, state and federal officials mean that you will be well-represented and your voice will be magnified by the more than 1,700 members on whose behalf we speak.

Please take a few moments to review this legislative agenda for Commerce Lexington Inc., as we work to help shape legislation and regulations that will enhance the success of our children, our workforce and our job creators.

### Public Policy Process

Commerce Lexington Inc.'s Public Policy Council is the bricks, mortar and labor that make the structure that is Commerce Lexington's Public Policy effort. The council members and chair are all volunteers and represent a variety of non-profit, local government, large and small businesses, education groups and utilities representing a broad spectrum of Commerce Lexington's members. The Council's Chair is appointed annually by the Chair of the Board of Commerce Lexington.

The Public Policy Council meets monthly May through December and establishes the agenda for Commerce Lexington for the upcoming session. During these meetings, the Council hears from a variety of groups, non-profits and businesses that want to join Commerce Lexington in advocating for their positions in Frankfort and Washington.

After the Public Policy Council approves the policy statements, the positions are then approved by Commerce Lexington's Executive Board. Once approved, the statements are published annually in Commerce Lexington Inc.'s "Legislative Focus." Copies of the agenda are distributed to all of Commerce Lexington Inc.'s members, all 138 members of the General Assembly and the Governor's Office.

In the heat of a Legislative Session, there are always important and timely legislative issues and bills that arise. When the Public Policy Council is asked to weigh-in on legislation, emergency meetings take place for the Council to take up the legislation and create Commerce Lexington's position. The position is then presented to the Executive Board for approval if time allows.

### CONTACT:

For more information about CLX's policy process, specific issues, or pieces of legislation, contact **Andi Johnson**, Chief Policy Officer & Director of Regional Engagement, at (859) 226-1614 or [ajohnson@commercelexington.com](mailto:ajohnson@commercelexington.com).



### What Commerce Lex. Does For You:

- Actively monitors all legislative activity from Urban County Government, the Kentucky General Assembly and the U.S. House and Senate.
- Extensive lobbying efforts for small and large businesses, non-profits and education groups at a local, state and federal level.
- Extensive lobbying and monitoring of legislative and ordinance activity with the LFUCG Council and the Mayor's Office - a product only a local chamber can provide.
- Monitors all Kentucky Administrative Regulations and actively participates in opposing regulations that negatively affects business.
- Monitors and participates in critical environmental activity including the EPA/LFUCG Consent Decree and air and water quality regulations at a local, state and federal level.
- Participates in legislative and legal coalitions, submitting letters, filing legal briefs, and testifying on behalf of business with pending court cases or at committee meetings.
- Provides weekly e-mail updates during Legislative Sessions to all Commerce Lexington Inc. members communicating important bills and action that impacts the bottom line for area businesses.
- Creates numerous networking opportunities throughout the year for members to interact with our local, state and federal delegation and their staff to communicate the needs of Central Kentucky Businesses.
- Organizes an annual regional Washington Fly-In to present the needs and concerns of Central Kentucky's businesses to Washington.





An Evening in the Bluegrass Legislative Reception

# COMMERCE LEXINGTON INC. PUBLIC POLICY COUNCIL

Dennis Anderson  
Anderson Communities

Rusty Ashcraft  
Alliance Coal

Kevin Atkins  
City of Lexington

Bob Babbage  
Babbage CoFounder

Lourdes Baez  
Baptist Health

Carla Blanton  
Carla Blanton Consulting

Tony Bonner  
Dinsmore

Patrick Brewer  
Lexmark International, Inc.

Stuart Brown  
Kentucky Thoroughbred Association

Brian Bruggeman  
KLH Engineers

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JD Chaney  
Kentucky League of Cities

Rick Christman  
Employment Solutions

Ben Crittenden  
Morgan & Pottinger, P.S.C.

Ray Daniels  
LexiDan Foods

Greg Dixon  
SMART Recycling Management

Rob Edwards  
UK HealthCare

David Freibert, **POLICY COUNCIL CHAIR**  
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Gina Greathouse  
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Andy Haymaker  
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Stephen Hillenmeyer  
Stephen Hillenmeyer Landscape Services

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Herb Miller  
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Rob Mudd  
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# EDUCATION

Commerce Lexington believes that education is one of the most important functions of local and state government and urges policymakers to make education funding and accountability measures a top priority. Having a highly educated and competent workforce is essential to attracting new business and retaining existing business and industry. Increasing educational attainment at all levels enhances the social fabric, quality of life, and promotes economic opportunity for the community, as well as those looking to locate a business in the region.

## Workforce Development

A skilled workforce is the number one concern for businesses in Central Kentucky. Lack of a qualified workforce prevents business expansion, economic investments and job creation. It is important to develop a talent pipeline for the region that has the necessary technical and professional skills to meet the needs of employers, both today and into the future. Therefore, a top priority of Commerce Lexington through its partnership with the Business and Education Network (BEN) is to identify current and future workforce needs of the region, and to develop a strategic plan to address those needs through collaborative partnerships between stakeholders in the community.

The federal and state workforce investment programs are important components to providing a highly skilled and educated workforce in Central Kentucky. Commerce Lexington supports aligning and improving existing training programs through local partnerships with employers, educators, administrators, community organizations and training providers to better meet skills gap needs of the business community. Commerce Lexington supports continued reforms to the workforce training system that ensure funding is properly allocated to initiatives that demonstrate the best possible return on investment. Commerce Lexington also supports reforms that track the success of the workforce training system and its participants for a period-of-time even after they complete their workforce training program to help in determining the successful return on investment of the tax dollars.

Federal legislation, such as The Workforce Innovation and Opportunity Act (WIOA) passed the United States Congress in July 2014, has taken positive steps toward strengthening workforce training efforts by streamlining programs, reducing burdensome mandates, providing greater state flexibility, promoting skills training for in-demand jobs, and pushing for increased accountability and transparency over the use of taxpayer dollars. However, additional steps need to be taken at the state and local level to ensure federal and state training dollars are being used efficiently and effectively to meet the needs of local employers.

**Commerce Lexington encourages lawmakers to review, and if needed, amend the existing policies to:**

- Strengthen collaborative partnerships among key local stakeholders, especially across area lines within the designated workforce planning regions.
- Establish procurement guidelines for local workforce investment boards, Local Elected Official (LEO) board and all contract parties to eliminate conflicts of interests.
- Promote greater transparency and accountability over spending practices and program outcomes for local workforce investment boards, Local Elected Official (LEO) board and all contract parties.
- Require additional mandatory training on roles and responsibilities of workforce investment boards and Local Elected Officials.



## Adult Education

Commerce Lexington Inc. fully supports the development of effective public/private partnerships focused on addressing adult education and retraining needs. We support priority investments that address the unique needs of adults who need to gain literacy and math skills, a GED and workforce skills simultaneously by:

- Identifying adult education needs.
- Actively encouraging individuals to participate in adult education and literacy programs.
- Taking deliberate steps to provide easier access to available programs.
- Supporting the full funding of the Kentucky Skills Network and adding more flexibility for eligible adults.

## Creating & Maintaining School Leaders

Commerce Lexington fully supports all efforts that help increase student achievement by providing learning and development for well-prepared school superintendents, principals, teachers and other instructional and support staff. Superintendents must have the authority to make or participate in critical personnel decisions in schools; particularly, in persistently low performing schools. Basic leadership skills and ongoing professional development are critical leadership attributes for principals to become effective leaders within our schools statewide. Teachers must be held accountable for instructional strategies and practices that yield student achievement results in the classroom. We must ensure competitive pay for our teachers, including innovative forms of differentiated compensation to reward teachers based on performance and the achievement levels of students.

# EDUCATION

## Fayette County Public Schools

Commerce Lexington fully supports the Fayette County Public Schools (FCPS) Five-Year Strategic Plan, Expect Excellence, developed with input from more than 18,000 stakeholders including students, staff, families, community and business leaders, and adopted by the Fayette County Board of Education. The five imperatives: Excellent Student Opportunities, Excellent Schools, Excellent Staff, Excellent Supports and Excellent Relationships crystallize the right focus to guide the work of the district. Commerce Lexington is encouraged by the development and implementation of the strategic plan to guide transformational efforts in the Fayette County Public Schools.

The Fayette County business community is committed to working with FCPS in efforts aimed at ensuring excellence, equitable access, opportunity, and participation for every student to meeting the districts two moral imperatives: to accelerate the academic success of students reaching toward proficiency and to challenge students who have already reached proficiency to become more globally competitive. We are also encouraged by the transparency and accountability provided by the district in reporting out its progress through status trackers, school and district report cards and an annual state of the schools publication, as well as the alignment of district priorities to budget planning.

## Family & Community Engagement

Family and community engagement is critical ensuring that Fayette County has a world-class system of great schools. As our community has grown and changed, students carry heavier burdens with them to school, such as the effects of food scarcity, housing insecurity and homelessness, poverty, and community violence – all of which can be barriers to academic achievement.

Family and community engagement is truly embraced within a community by collectively recognizing the various ways to effectively support children's learning and health development within the home and school. Students with engaged families earn higher grades, have an increased ability to adapt, possess better social and emotional skills, exude better behavior, attend school more regularly, exhibit faster rates of literacy acquisition, and graduate to go on to higher educational pursuits and careers.

Recognizing that every child deserves a champion, Commerce Lexington supports innovative approaches to increase capacity to support the engagement of families and other caring adults as partners in schools. Initiatives include: Family University, Give 10, Summer SLAM and the Real Men Read programs to provide avenues for family education and community advocacy. Commerce Lexington is committed to supporting these and other efforts that help transform schools from the outside in by strengthening families, neighborhoods and communities.

# HIGHER EDUCATION

## University of Kentucky (UK)

The Commonwealth of Kentucky recognized in 1997 that states with Top 20 public research universities have healthier, more prosperous citizens. Commerce Lexington recognizes the role that UK plays in education, health care and economic development for Lexington and all of Kentucky. Commerce Lexington encourages the Governor and General Assembly to support the Performance Funding model agreement reached by the working group consisting of members of the executive branch, the legislative branch and the universities.

- In the last six years, UK initiated or approved some \$2.4 billion in capital investments to improve student success, instruction, research and discovery, and health care. Approximately 91 percent of that investment is the result of public-private partnerships, philanthropy, strategic use of university resources, and support from UK Athletics.
- UK welcomed successive record-setting, freshmen classes that have joined the UK family and moved total enrollment past 30,700. These students are succeeding at higher levels, translating to record degree attainment, including more than 6,700 degrees conferred over the last academic year.
- Faculty and staff researchers added to a growing portfolio of transformative research, discovery, and creative scholarship. In fiscal year 2016-17, UK received \$ 331.3 million in research awards—signifying that UK is a major player among research institutions in the country. In addition, UK owns 601 worldwide patent assets, illustrating the commercial opportunities of research and directly impacting the economy of central Kentucky.
- UK HealthCare continues to meet the needs of patients and families who require complex, quality health care through its network of providers and state-of-the-art academic medical center. Annual patient discharges are approximately 40,000 annually and have

grown by more than 95 percent since 2003. Over 6,000 jobs have been created - all with no state appropriations to UK Healthcare.

- In total, UK's work yields a 12-fold return on the Commonwealth's investment in its flagship university. UK's research enterprise has a more than \$580 million impact on Kentucky's economy. More than two-thirds of graduates are employed in Kentucky after graduation.

## KCTCS/BCTC: Enhance Technical Skills Training

The Kentucky Community and Technical College System (KCTCS) is the largest provider of higher education, online education and workforce training in the Commonwealth. Bluegrass Community and Technical College (BCTC), a member college of the system, serves Central Kentucky. The central mission is to provide a well-trained workforce and pathways to a bachelor's degrees in central Kentucky and the Commonwealth. To achieve this goal, KCTCS is aligning its strategic plan with other education and workforce agencies and organizations, BCTC is working with local employers to ensure the curriculum meets local needs, and KCTCS/BCTC is maintaining the lowest tuition of postsecondary institutions in Kentucky.

Many Central Kentuckians - including incumbent workers, job seekers who need updated skills, or high school students planning for careers – need access to high quality skills training. Commerce Lexington supports KCTCS and BCTC in their efforts to support regional business development, enhance technical skills training, provide “work ready” employees and create a seamless pathway to a bachelor's degree. Commerce Lexington supports increasing funding to scholarships to expand access to technical skills training and high school dual credit.

# EDUCATION

## STEM Critical to Compete

Commerce Lexington supports legislative and local district efforts to increase graduates in the Science Technology Engineering and Mathematics (STEM) disciplines to meet the ever-growing needs of employers. Commerce Lexington believes Kentucky students should be challenged at all educational levels and provided the instruction they need to succeed in the new global economy. Improving academic achievement of all students can be done by encouraging rigorous and relevant courses and experiences. Critical to Kentucky's ability to compete in the global economy is a commitment to increasing the focus on STEM in our schools through learning opportunities that provide enrichments and exposures in aviation and aeronautics; agriculture, and related agri-science; computer and informational sciences; health care, biotechnology and biomedical sciences to name a few. Commerce Lexington also supports utilization of secondary career and technical education programs comprised of project-based learning to further this goal. An increased focus on STEM disciplines, however, does not mean the exclusion of arts and social sciences curricula.

## Financial Literacy

Commerce Lexington supports the inclusion of "Financial Literacy" education in Central Kentucky's school classrooms. This training can be achieved through traditional curriculum development or through private-public initiatives such as Junior Achievement of the Bluegrass partnership with the Fayette County Public Schools. Financial literacy programs introduce students to important life skills and concepts such as budgeting, banking, understanding the difference between debit and credit cards, using credit responsibly and financial planning, as well as investments such as stocks, bonds and other securities. In addition to providing students with a skill set essential for a successful future, Commerce Lexington believes that financial literacy education in our schools is imperative to training a future workforce that is an attractive local resource for new business and economic development.

# HEALTH CARE

## Support Changes to Federal and State Policies that Lower Premiums & Promote Greater Competition in Insurance Market

Commerce Lexington Inc. believes that both business owners and employers should have the opportunity to provide and have access to quality, affordable health insurance for themselves and their employees. However, federal and state policies have created a great deal of uncertainty for employers and business owners. Commerce Lexington remains concerned that business owners and employers that have previously provided voluntary health insurance coverage for their employees now face mandated levels of health insurance coverage as well as increased taxes, premiums, penalties and a lack of choice in obtaining necessary coverage. Therefore, Commerce Lexington encourages changes to federal and state policies that promote lower premiums and greater competition in insurance markets. Commerce Lexington will continue to provide input to our federal and state policymakers to ensure that employers can provide quality, affordable health insurance coverage to their employees and themselves without being continually overburdened with federal regulations and penalties, or be subject to adverse selection by limited choices.

## Effectively Combat Drug Abuse

Commerce Lexington acknowledges the need to address Kentucky's drug abuse problem, and will continue to support legislative efforts to curb this epidemic through a comprehensive approach aimed at prevention, treatment and penalty reforms. Both private and public-sector leaders realize the negative effect of drug and substance abuse on their employees and citizens particularly in terms of increased health care costs, loss of workforce productivity and fiscal impact of incarceration. According to the Kentucky Office of Drug Control Policy, lost productivity, health care costs and drug-related crimes associated with illegal drug abuse cost the commonwealth \$2.5 to \$3.6 billion annually. The severity of prescription drug abuse, as well as heroin and other illegal street drugs continues to be a high priority issue for Commerce Lexington. We applaud efforts of the Kentucky General Assembly for past legislative efforts to curb drug abuse and increase treatment options. We encourage legislators to continue to address the illness of addiction by expanding prevention and treatment capacities in the Commonwealth.

## Increase the Number of Health Care Professionals in Kentucky

Many areas of Kentucky are underserved by health care professionals, which contribute to poor access and higher medical costs for our citizens. Commerce Lexington encourages lawmakers to initiate programs and funding or support policies that encourage medical professionals to serve both the rural and inter-city areas which may appear less desirable.

## Reduce Tobacco Usage

Kentucky continuously leads the nation in adult smoking rates as well as rates among pregnant women, and is second among high school and middle school students. The smoking related loss of economic productivity is over \$2 billion dollars annually in Kentucky alone. Commerce Lexington fully supports raising Kentucky's cigarette tax by at least a dollar to be more in-line with the national average. Additionally, initiatives should be implemented to reduce smoking among Kentucky Medicaid patients.

## Health & Wellness Programs

Commerce Lexington supports legislation that provides tax credits and incentives to employers for creating health and wellness programs for their employees. Kentucky's population consistently ranks near the top of the list among the states for overall poor health indicators. Poor health among Kentuckians is a drain on the state's resources, leading to increased health care costs for employers and employees, as well as leading to increased utilization of health care services among the state's Medicaid recipients. Health and wellness programs offer employers the opportunity to address the culture of poor health in the Commonwealth by promoting preventive health care as well as educating and encouraging healthy lifestyles among their employees. Health and wellness programs often serve as an effective health care cost containment measure and serve to promote personal responsibility among employees for their own health outcomes. Commerce Lexington will continue to support programs and policies that incentivize companies to educate and promote health and wellness for their employees.

# EDUCATION

## Kentucky Education Television (KET)

Commerce Lexington fully supports the lifelong educational programming and work KET delivers to schools and the public. Through technology, KET provides access, equity, and quality educational resources focused on student achievement and teacher preparedness. In addition, KET plays a key role in assisting Kentuckians with less than a high school education with receiving their GED.

## Support Robust & Relevant Standards for College and Career Readiness

Commerce Lexington supports standards that are designed to be robust and relevant to the real world, reflecting the knowledge and skills that our young people need for success in post-secondary education and careers. With Central Kentucky students fully prepared for the future, our communities will be positioned to provide the workforce needed to compete for business retention and recruitment.

## Quality Education Investments

Commerce Lexington urges policymakers to make education funding a top priority in the budget process. We recognize numerous studies have determined that Kentucky's education funding is inadequate and oppose further cuts to the base funding and flexible focus funds (i.e. Extended School Services, Preschool, Professional Development, Textbooks and Safe Schools). We support quality investments in our children's education and oppose using local school district's reserve funds to balance the State Level General Fund. Commerce Lexington fully supports all investments in early childhood education including quality preschool and an equitable, full-day kindergarten program statewide to achieve school readiness. Commerce Lexington supports the General Assembly increasing the number of school days closer to the national average of 180 days, and the international average of 193 days. Commerce Lexington opposes the state mandating a local school district's calendar and advocates for keeping local decision-making reflective of the needs of each community.

## Reasonable Liability Reform

Commerce Lexington will support effective measures to address the escalating costs of health care and medical malpractice insurance for health providers, which has contributed to higher health care costs, higher health insurance premiums, and continues to create the potential for reduced access to care. Commerce Lexington supports the establishment of peer review protection and a constitutional amendment that would permit the Legislature to consider comprehensive tort reform. Kentucky is one of two states without peer review protection, a practice in which providers review clinical care and performance in a confidential manner with the goal of improving patient safety and quality of care. Currently, conversations are open to legal scrutiny putting a chill on open communication and discouraging continued improvement and learning among health professionals. The law, as it is now, precludes that free exchange of professional opinions for fear of litigation. Current law in Kentucky allows unlimited damages for noneconomic losses. These damages are awarded based on pain and suffering, emotional distress, and other intangible injuries that occur as a result of either medical malpractice or personal injuries. In addition, there is no cap on amounts a jury can award in punitive damages. Kentucky is the only state in our region that does not have any form of caps on damages. These damages involve no direct economic loss and have no precise value. It is very difficult for juries to assign a dollar value to these losses, given the minimal guidance they customarily receive from the court. As a result, these awards tend to be unpredictable. The specter of a "jackpot" verdict always in the background discourages many providers from locating in Kentucky, and represents a barrier to economic development in the region.



## Monitor Medicaid Expansion

Kentucky expanded Medicaid eligibility by executive order to persons with annual incomes up to 138 percent of the federal poverty level (\$27,310 for a family of three) beginning in January 2014. The federal government will pay 100 percent of the state's additional cost for the expansion through 2016. However, the state is required to begin paying 5 percent of the costs beginning in 2017, rising in steps each year to 10 percent in 2020. Original projections of the number of Kentuckians who would be eligible for Medicaid under the expansion have proven to be substantially low. Originally, the Kentucky Cabinet for Health and Family Services estimated 164,000 additional Kentuckians would be eligible under the Medicaid expansion in FY 2014, and that number would grow to more than 209,000 by 2017 and beyond. Currently, there are more than 443,000 Kentuckians enrolled in Medicaid under the expansion. A third of Kentucky's population is currently served by Medicaid – an unsustainable reality.

The cost of the Medicaid expansion in the recently enacted 2016-2018 state budget is \$74 million in FY 17 and \$173 million in FY 18 for a total of \$247 million over the biennium. These costs are estimated to rise to more than \$500 million in the next biennium. To address these growing costs, the Governor submitted a waiver request to the federal Department of Health and Human Services to allow Kentucky to make several changes to the Medicaid program, including the imposition of monthly premiums and a community service requirement for selected populations. Commerce Lexington supports the intent of the proposed waiver by the Governor to control costs and commends the administration for tackling the challenges of Kentucky's Medicaid program.

Commerce Lexington Inc. supports efforts to improve access to health care, create a sustainable Medicaid program while protecting critical state investments in education and other vital programs

# COMPETITIVENESS

Commerce Lexington believes that people are the driving force of business. Productivity and creativity dictate the success of individual businesses and therefore our economy as a whole. Public policy options should be about creating and sustaining an environment that encourages maximum flexibility to reward excellence and encourage innovation in human resource management. Policies that tend to foster one-size-fits-all approaches, or that intentionally or unintentionally create “us vs. them” environments in the workplace are not conducive to businesses’ goal of excellent employee relations and communications.

## Public/Private Partnerships

Commerce Lexington supports the use of public/private partnerships (P3) by local and state government agencies for the delivery of services and/or the construction and/or management of a variety of infrastructure related projects. To ensure accountability in contracting with private entities, it is essential that proper safeguards be in place to ensure transparency and that quality services are delivered at a lower cost to taxpayers.

## Public Employee Pension Systems

The recent downgrading of Kentucky's bond rating indicates the financial market has concerns about Kentucky's financial viability, specifically the underfunded public pension systems. Commerce Lexington applauds the General Assembly for taking significant steps in 2013 with the hybrid plan reforms for new employees to address funding issues, including the authorization of a compromise proposal reached by Lexington city officials, police and fire representatives.

Commerce Lexington strongly urges the General Assembly to continue progress toward the goal of establishing equitable retirement and health insurance benefits for new hires that more closely resemble those available in the private sector. Commerce Lexington supports a comprehensive review of all public employee pension systems, including the Kentucky Teachers Retirement System, and related benefits and encourages state legislators to consider other serious structural changes to all systems to assure funding pensions does not cripple state government's ability to provide essential services.

Commerce Lexington will continue to monitor reform implementation with emphasis on assuring no benefit increases without full funding and the inclusion of actuarial required contributions in the state budget. Commerce Lexington discourages lawmakers from using bonding to address shortfalls in state pension funds, which could jeopardize the state's financial stability for future generations.

## Government Efficiency

Commerce Lexington supports the need for government modernization and increased efficiency. Commerce Lexington will continue to urge the General Assembly to focus on spending reforms across government including the areas of public employee health benefits, the public employee pension system, corrections and Medicaid.

## Wage Mandates

Commerce Lexington supports government efforts to find balanced, long-term solutions to the problems confronted by our community. We do not support private sector wage mandates that exceed state or federal guidelines.

## KUDOS!

We appreciate the support of General Assembly members with the passage of Right-to-Work and the repeal of prevailing wage laws in Kentucky. Both issues have been long-time priorities for Commerce Lexington Inc. and are critical to improving Kentucky's competitiveness.

## Employer | Labor Union

Maintaining the balance between labor unions and employers is critical to continued job creation. The National Labor Relations Board (NLRB) and U.S. Department of Labor have in the past undertaken policies and rulemaking that threatened growth. Issues of concern include blacklisting, card check, secure electronic voting, release of personal employee information, persuader rule, employee poster rule, ambush election rule, micro union decision, joint-employer standard and others.

Commerce Lexington is committed to defending the rights of businesses and their employees. We strongly encourage the appointment of a full and balanced NLRB and urge federal and state officials to fight changes to our labor law system that undermine employer-employee relations.

### We urge the support for labor laws that:

- Maintain a balance of representation on the NLRB properly vetted and ratified through Congress.
- Do not upend years of carefully balanced labor laws, whether through Congress or regulation promulgated by the NLRB.
- Protect secret ballot elections to form unions.
- Maintain functional grouping of business units that do not pit “sub” or “micro” units against each other in organizing efforts (micro unions).
- Maintain a company's ability to educate employees on the consequences of unionization.
- Do not include binding arbitration provisions.
- Do not impose one-sided penalties.
- Address the use of social media to violate existing strike rules and practices.

# COMPETITIVENESS



## Public Employee Collective Bargaining

Commerce Lexington strongly opposes public employee collective bargaining. Public employees are afforded significant benefits, job protections, and established rank and pay scales – and the adjustment or alteration of them are decisions that can currently be made as a matter of public policy.

## Safer Workplaces

Commerce Lexington supports allowing employers to share factual and documented information about past employees, without subjecting themselves to undue liability, when providing references to inquiring employers during the hiring process. We also support legislation to allow employers to help fight illegal drug use in the workplace. Commerce Lexington opposes any expansion in the current concealed/carry laws that would allow employees to bring deadly weapons into the workplace.

## Unemployment Insurance

Commerce Lexington believes that the integrity of the unemployment insurance trust fund should be maintained and opposes efforts to utilize the fund in ways that are contrary to its original purpose of providing unemployment insurance to temporarily displaced workers.

Commerce Lexington was among several employer groups that supported the reforms to the state's unemployment insurance system during the 2010 special session, and the effort to address repaying the interest on the loans to the federal government during the 2012 session of the Kentucky General Assembly.

Commerce Lexington will continue to monitor the implementation of the reforms to the state's UI System, and support efforts to reform to Kentucky's unemployment insurance benefit structure to keep costs and benefits competitive with other states and increase workforce participation. Further, Commerce Lexington supports efforts to provide those out-of-work with access to training and career counseling.

## Workers' Compensation

Commerce Lexington supports a workers' compensation statute that offers clear and objective definitions of injury and disability, uses objective medical findings of impairment for awards, continues the reduction of litigation, and encourages retraining and education, to return to work at a different position at a comparable rate, while abating growing costs for central Kentucky employers. Commerce Lexington supports any legislative or regulatory measure that will help control Kentucky's rising medical and prescription drug costs in workers' compensation cases without disrupting needed services to injured workers.

## Immigration

Commerce Lexington supports a comprehensive immigration reform package which includes modernizations to the guest worker program which addresses the needs of all Kentucky's work places.

## Criminal Justice System Reforms

Kentucky made important progress with the enactment of corrections reform legislation in 2011 and juvenile justice code reforms in 2014 to protect public safety while establishing a system to control spiraling corrections. Commerce Lexington also applauds the Governor and General Assembly for the passage of limited felony expungement legislation in 2016 to help workers limited by a past mistake advance in the workforce.

Commerce Lexington will continue to monitor, and support when appropriate, this important work moving forward through the leadership of the Kentucky Smart on Crime coalition, which is focused on reducing recidivism, making communities safer, increasing our workforce and saving taxpayer dollars.

## Revision of Statute of Limitations Law

Commerce Lexington recognizes Kentucky's five-year time-period on employee wrongful termination or discrimination lawsuits places an undue requirement on employers. Commerce Lexington supports changes to Kentucky's statute that would make all employment discharge and discrimination type actions more uniform with federal guidelines while still protecting employees and employers.

## Malt Beverage Industry Regulation

Commerce Lexington supports the maintenance of a strong and independent system for the sale, distribution and regulation of malt beverages that has been in place since prohibition. Such a system promotes the locally owned and operated businesses, the preservation of jobs, strong community reinvestment, and the ability of all large and small brewers to deliver their products to the market and ultimately the consumer.



## ECONOMIC DEVELOPMENT

### Economic Development Incentives

Commerce Lexington fully supports the development of new incentives to help Kentucky's businesses grow and prosper in today's global economy. We support new strategies to increase jobs by attracting companies to Kentucky. We advocate a regional approach to economic development planning and problem solving. We work closely with local governments and community organizations across Central Kentucky to develop a common vision for the prosperity of our region.

Although not a substitute for comprehensive tax reform, Commerce Lexington supports strategic investments in incentive programs designed to encourage the growth of high wage jobs, long-term investment in strategically defined industry sectors, small business promotion, or other significant economic development projects that demonstrate a clear return on investment and would not otherwise occur without the incentive.

Commerce Lexington urges lawmakers to continue to support, and in some cases, consider enhancements to the state incentive programs promoting business growth and job creation, such as the Kentucky Business Investment program (KBI), Kentucky Enterprise Initiative Act (KEIA), Kentucky Reinvestment Act (KRA), Kentucky Investment Fund Act (KIFA), SBIR/STTR matching program, and the Kentucky Skills Network workforce training programs.

### Service & Technology Retention Tax Credits

Other states are aggressively pursuing Kentucky companies to relocate using various tax incentive and cash-based programs. Kentucky cannot afford to lose additional jobs to other states; therefore, Commerce Lexington supports a modification of the Kentucky Reinvestment Act (KRA) to include service and technology firms in addition to manufacturing firms within the KRA program to retain service and technology jobs in the Commonwealth. Commerce Lexington supports linking the tax credits directly to job retention, and would support implementing minimum requirements for companies to meet before the tax incentives become available.

### R&D Investment Incentives

American corporations focus their research and development activities on the development of new products, processes, and services while relying on research universities to do basic scientific research. In order to supplement basic research investment by federal agencies, Commerce Lexington supports the establishment of federal and state tax incentives to encourage corporations to make cash investments or endowment gifts to research departments or proof of concept centers of public research universities. Incentives should also be in place to encourage corporations to make investments in high-tech, high-risk start up technology companies.

### Bluegrass Business Development Partnership

Established in 2007, Commerce Lexington continues to support its partnership between the Lexington-Fayette Urban County Government, the University of Kentucky and the Kentucky Small Business Development Center to encourage economic development, investment and job growth in Central Kentucky. Since its inception the Bluegrass Business Development Partnership has been a one-stop shop for the economic development needs of its clients. This program has served over 16,763 clients and announced the creation of nearly 14,200 new jobs and over \$3 billion in capital investment.

### Free Trade

International trade in goods and services accounts for nearly a third of the country's GDP. Kentucky has established itself as a major exporter in a broad range of industries - from manufacturing to agriculture, as well as an attractive location for foreign investments. More than 3,200 Kentucky companies now sell products overseas. Over 76 percent of these businesses are small- and medium-sized enterprises accounting for nearly \$15 billion in annual export sales. These exports directly support 90,000 jobs in Kentucky, with tens of thousands more indirectly supported by exports. Commerce Lexington urges elected officials to support free trade agreements that open new markets and create new opportunities for businesses and workers in our region.

# ECONOMIC DEVELOPMENT

## Land Use Planning

Commerce Lexington opposes statewide, prescriptive attempts to shape local land use and development contrary to community established needs and priorities. Commerce Lexington believes it is imperative for regional communities to voluntarily collaborate and coordinate regional planning efforts related to natural resources, housing, utilities, economic development and transportation.

Commerce Lexington encourages communities to develop comprehensive plans that balance the need for housing and economic development while protecting agriculture industries and natural resources. Affordability of housing is not just an issue for low income central Kentuckians; availability and affordability of housing is an issue of concern for expanding and relocating companies. As we plan for continued growth and development, we must evaluate the impact each decision has on our ability to develop and maintain housing options within the reach of all our citizens.

Commerce Lexington strongly supports policies and initiatives to provide a sufficient supply of land that is readily available for economic development opportunities and job creation through a public and/or public-private business park aimed at recruiting high wage jobs. This land should ideally include the following components such as but not limited to: shovel-ready, properly zoned, infrastructure and transportation access, large block tracks, and competitive pricing.

Commerce Lexington encourages local officials to value and appreciate creative development ideas and implementations which are vital to the continued growth of a city confined within an urban service boundary. This includes granting flexibility to developers and builders working within the goals and objectives of the comprehensive plan as the zoning ordinances today are too restrictive to allow for effective infill development.

## High Tech Business Development and Entrepreneurial Incentives

Commerce Lexington supports initiatives that encourage the continued development of the knowledge-based economy in Central Kentucky. We support policies that facilitate the development and retention of high tech manufacturing and biotechnology investments in our region and specifically encourage additional research and development and technology transfer activity in Central Kentucky. Commerce Lexington will be an advocate for public/private partnerships that move ideas to theory, theory to applied research, and applied research to developed commercial application. To help provide additional financial support enabling such business activity to occur, Commerce Lexington supports the development of seed capital funds that focus on Central Kentucky investments and the promotion of innovative central Kentucky companies to existing venture capital firms. Commerce Lexington encourages the federal government to continue the Small Business Innovation Research (SBIR)/ Small Business Technology Transfer (STTR) and for Kentucky to continue funding the state's match program for these start-up companies. Commerce Lexington also supports the Commonwealth's continued funding of the Kentucky Innovation and the Kentucky Angel Investors Networks.

Commerce Lexington also supports policy changes to the state's SBIR/STTR grant matching program to target those investments on the most viable companies for commercialization, provide those businesses with more entrepreneurial support to help grow the business toward commercialization and allow for the state to have a greater ROI for those incentives.

## Telecommunications Infrastructure

Making investments in critical infrastructure such as roads, bridges, water and rail will continue to be important to our state's economic growth. However, future economic development and job creation will also depend on developing a robust telecommunications infrastructure. Our competitor states have shown that modernizing telecommunication infrastructure better enables providers to efficiently allocate available resources. Commerce Lexington's economic development team frequently hears from high tech companies operating in Central Kentucky about the need for increased access to affordable, high speed broadband technologies. Modernizing Kentucky's telecommunication infrastructure will help meet the growing market demands for advanced broadband technologies for businesses both large and small.

Commerce Lexington supports modernizing telecommunication infrastructure to spur critical investments in new broadband technologies, enhance economic development, attract jobs, and improve communication services for residents and business – while keeping in the place protections for reliable voice services to all residents.

## Energy Infrastructure

Economic development often requires extensive capital investment for the extension of energy infrastructure to serve new and growing businesses. The Commonwealth is benefitted by the growth in jobs, tax base, schools and additional businesses that can result from a new industry. Thirty-six out of 50 states have policies or legislation to encourage utility infrastructure expansion. Commerce Lexington supports legislation and regulatory action to allow Kentucky's utilities to develop financial mechanisms and capital incentives to extend their facilities to new and expanded businesses, industrial and business parks, residential development and other locations which will result in the creation of new economic growth not currently served by existing infrastructure.

## Enhancing Regional Transportation Infrastructure

Commerce Lexington supports substantial and sustained investment in Kentucky's transportation infrastructure – including highways, bridges, waterways, public transit, railways, and aviation. Having a dependable transportation network is critical to Central Kentucky's economic vitality. Thriving communities must be able to move workers, provide services and transport products to market quickly and safely. Commerce Lexington fully supports a regional transportation approach, including supporting the Ohio River Bridge projects in Northern Kentucky, Louisville and Western Kentucky (I-69), the U.S. 27 to I-75 Connector in Jessamine County and the Newtown Pike Extension in Lexington.

## Transportation Funding

Maintaining adequate funding for transportation infrastructure remains an issue of concern at both the state and federal levels of government. Commerce Lexington urges lawmakers to find long-term solutions to ensure sufficient, sustainable and reliable funding for all modes of transportation for projects critical to economic development. Commerce Lexington also supports state and federal transportation funding for rural and urban transit agencies to allow for improvements in direct operations; new service delivery methods for all areas including target population group such as seniors, low-income workers and people with disabilities.



## ECONOMIC DEVELOPMENT

### Condemnation

Commerce Lexington is opposed to government acquisition of privately owned businesses through condemnation for the purpose of operating the business.

### Downtown Lexington Partnership

Commerce Lexington supports the mission of the Downtown Lexington Partnership to enhance the relationship between the downtown area and surrounding neighborhoods and to attract more residents and business downtown, resulting in more citizens living and working in downtown. Commerce Lexington supports downtown development projects such as the Lexington Convention Center, Town Branch Commons and restoring and preserving the old Fayette County Courthouse and encourages responsible business planning for downtown development projects to minimize future taxpayer subsidized annual operational expenses. Commerce Lexington fully supports programs designed to increase the access and amount of public art throughout the entire community.

### Central Kentucky's Equine Industry

Thousands of acres of horse farms, world class venues such as Keeneland and the Kentucky Horse Park, and many horse related organizations' national headquarters including the United States Equestrian Federation, earn Kentucky the title of Horse Capital of the World. Because of the substantial economic impact that the equine industry has on our region as well as the state, Commerce Lexington fully supports programs and initiatives to protect and enhance the future growth of the equine industry. These programs include wagering on historical horse racing, innovative tax approaches, purse increases, increased funding for breeder incentive programs, appropriate funding to maintain the quality of the Kentucky Horse Park, and other assistance to allow the equine industry to remain competitive.

Since its inception, wagering on historical horse racing has provided a positive economic impact to communities in which these venues are located, the Commonwealth and the equine industry. We encourage all branches of state government to support this new product that is

creating jobs, attracting tourists and supporting existing programs to help the equine industry. The current taxing model provides revenue to the state but any increase in those taxes has the potential to not only deter growth in the product but to cause the product to become unsustainable from an economic perspective.

Kentucky's sales tax on equine products puts our region and the Commonwealth at a disadvantage with competitor states. Commerce Lexington supports efforts to eliminate this competitive disadvantage. Commerce Lexington also supports the equine industry's efforts to address the health, welfare and safety of the thoroughbred racing industry as well as other equestrian sports.

### Kentucky's Bourbon Industry

Kentucky's legendary bourbon distilling industry has a significant impact on the state's economy, producing 95% of the world's bourbon. Bourbon is an \$8.5 billion signature industry in Kentucky, generating 17,500 jobs with an annual payroll of \$800 million. Spirits production and consumption generates more than \$825 million in federal, state and local tax revenues every year. Commerce Lexington strongly supports initiatives to protect and grow the iconic industry. For Kentucky to maintain its dominance in the distilling industry and attract new distilleries, the General Assembly must continue to update statutes written before the Kentucky Bourbon Trail® was created to take advantage of the booming Bourbon tourism industry.

### Tourism Development

The tourism industry is an important component of an overall economic development strategy. Commerce Lexington supports initiatives and incentives designed to enhance the state's tourism and agri-tourism industry's positive impact through the promotion of events and the promotion of Lexington as a tourism and agri-tourism destination. Commerce Lexington also supports efforts to attract the media and film industry to the Bluegrass, while working to ensure that efforts that might undermine tourism's economic impact are minimized by protecting the marketing funds that **produce a \$15 to \$1 return on their investment.**

# ENERGY & ENVIRONMENT

## Protect Kentucky's Low Cost & Reliable Energy Rates

Commerce Lexington urges local, state and federal officials to support efforts to maintain the production of affordable, reliable energy for business and residents.

Kentucky offers some of the lowest electricity rates in the nation due in large part to the abundance of coal resources for electricity generation. This competitive advantage has allowed Kentucky to attract thousands of manufacturing jobs. However, Kentucky is more dependent on coal for power generation than virtually any other state in the union. As a result, Kentucky businesses and economic developers remain concerned about proposed regulations on carbon emissions, electricity generating facilities that use coal, and new regulations on Kentucky's mining industry, such as the Clean Power Plan (CPP). Commerce Lexington supports the U.S. EPA's efforts to reexamine the CPP. Commerce Lexington also urges the state and federal officials to monitor and clarify proposed rule changes including to section 111 (b) and 111 (d) of the Clean Air Act, Coal Combustion Residuals (CCR), New Source Review (NSR) and Waters of the United States (WOTUS), to mitigate the negative economic impact on Kentucky employers and families.

## Support the Coal Industry

Commerce Lexington supports protecting the viability of Kentucky's coal industry – including preserving the direct and indirect jobs that the industry provides statewide. Since 2011, Eastern Kentucky has lost more than 11,000 direct coal mining jobs which has contributed to economic devastation in the region. Coal provides over 80% of Kentucky's electricity helping to make our electricity some of the most affordable, reliable, and resilient in the U.S. This source of baseload power continues to provide Kentucky economic opportunity by attracting new businesses and diversifying our local economies. Commerce Lexington will continue to support efforts to ensure coal remains an integral part of our country's energy portfolio, and there is a level playing field for all low-cost fuel sources to secure low electricity rates in Kentucky.



## Natural Gas as Reliable Energy Source

To stay competitive and to ensure that natural gas is readily available to support economic development growth, Kentucky must also continue to develop all reliable and affordable energy resources including natural gas. Kentucky's oil and natural gas industry total value of production is over \$1 billion and employs over 9,000 Kentuckians. This industry will continue to play an increasingly important role in meeting the states' energy needs of the future. Therefore, Commerce Lexington supports encouraging the expansion of investment in the infrastructure, distribution, production and use of oil and natural gas through a review, elimination, or updating of outdated or duplicative regulations.

Commerce Lexington supports financial and infrastructure incentives to help stimulate adoption of natural gas transportation fuels to ensure that natural gas is readily available for economic development. Central Kentucky could benefit from increased use of compressed natural gas (CNG) or liquefied natural gas (LNG) motor transportation fuels such as those used for in-state and inter-state trucking fleets, waste haulers, delivery and repair vehicles, and personal cars and trucks.

## Commerce Lexington Inc. also supports legislative efforts to:

- Provide incentives for the research and implementation of clean-coal investments and other alternative energy processes.
- Provide tax credits or equivalents for carbon capture and disposal by companies.
- Support increased funding for research, development and use of new technologies to reduce emissions, and improve air quality.
- Support research grants and other incentives for our state's post-secondary institutions and private sector companies to develop technology and infrastructure needed for alternative fuels and energy such as landfill gas, biomass, wind, hydro and solar, anaerobic digestion or compressed natural gas.
- Protect our energy rates from overbearing federal regulations, fuel mandates and tax policy changes that will raise rates and neutralize Kentucky's competitive energy prices including methane gases.

# ENERGY & ENVIRONMENT

## Promote a Sensible Regulatory Approach

Commerce Lexington strongly urges local, state and federal officials to support commonsense regulatory reform that restores accountability, transparency and public participation in the rule-making process across all regulatory agencies. We urge all levels of government to engage in a thorough review of existing regulations, MOU's, MOA's and guidance documents across all agencies, specifically involved in regulating commerce, to identify policies that need to be clarified, eliminated or modified to increase economic competitiveness for businesses. We oppose the adoption and use of any guidance documents, agency policies or other administrative mechanisms that circumvent or exceed the intent of existing statutes and regulations.

Commerce Lexington opposes efforts at a local and state level to be more stringent than federal regulations or policies. Commerce Lexington continues to oppose local, state and federal regulations that are unreasonable and result in a significant adverse economic on citizens, farmers, cities and industries.

## Storm Water/Sanitary Sewer & Consent Decree Implementation

Commerce Lexington will continue to monitor implementation processes to ensure the LFUCG's plan to meet EPA requirements is completed in a timely and cost-effective manner. We support periodic, independent performance reviews/audits to ensure taxpayer dollars are being used efficiently by local government throughout project implementation.

## Track New Sanitary Sewer and Storm Water Permits and Fees

Commerce Lexington will continue to engage local and state officials to ensure that requirements of new sewer and storm water permits, fees, applications and guidance documents are not too restrictive and do not exceed state or federal regulations and that the plan and the implementation schedule is feasible and cost effective. We also will continue to educate members about the impact of the new permits.

## Air Quality Rules & Regulations

Commerce Lexington will engage local and state officials regarding the development of the air quality standards to ensure these regulations are not too restrictive, have the least cost impact on business, and protect Kentucky's low-cost energy rates.

## Water Quality Regulations

Commerce Lexington supports a process that enhances oversight of the review and approval of changes to new General Permits and other administrative actions that are proposed by state agencies. Commerce Lexington supports the President's Executive Order to rescind and clarify a commonsense approach to developing a Waters of the U.S. rule. It is important to more clearly define how a water will be regulated by the U.S. EPA, Office of Management of Budget and the U.S. Army Corps of Engineers under the Clean Water Act. These designation methods should avoid adverse impact on economic development due to unreasonable regulations and permitting requirements.

## Support Energy Efficiency Measures

Across the nation, companies— including those in Central Kentucky — are taking positive measures to make their operations more energy efficient which has led to a reduction in carbon emissions. Commerce Lexington supports voluntary energy management programs, pollution controls and pollution prevention programs because they are good for the environment and financially good for business. Commerce Lexington supports incentives for companies that go above and beyond their regulatory requirements, and recognizing companies who have already implemented positive best management practices to reduce their energy consumption.

## Central Kentucky Water Supply and Infrastructure

Commerce Lexington supports an efficient, equitable and sufficient water supply for the entire region. Commerce Lexington supports investments in maintenance and upgrades on the lock and dam systems of the Kentucky River to enhance and conserve our region's primary water supply, as well as appropriate, ongoing investments in other water system infrastructure to maintain quality, reliable water service for communities. Commerce Lexington also supports interconnectivity agreements among municipalities throughout Central Kentucky.

## Brownfield Redevelopment

Commerce Lexington strongly supports the use of Brownfield Redevelopment in communities through available state programs such as Kentucky's Bonafide Purchaser Program which reduces liability for future property owners. These programs should be expanded to allow tax incentives, low interest loans or grants or other federal and state matching funds for those committed to redeveloping the state's Brownfield sites.



# ENERGY & ENVIRONMENT

## Solid Waste

The management of solid waste is a local responsibility and existing law allows local governments the necessary flexibility to develop a solid waste disposal strategy unique to the needs and expectations of their individual communities. Commerce Lexington urges enhanced enforcement and education to address illegal dumping and littering. We support programs such as Eastern Kentucky PRIDE and Bluegrass GreenSource that encourage and assist citizens, local governments and schools to clean up illegal trash dumps and other solid waste problems as well as promoting environmental awareness and education. Education remains a critical component in changing the habits and attitudes of individuals across Kentucky. We also support programs that educate Kentuckians on the benefits of recycling, programs that make recycling more convenient, and strategies that develop and enhance market demand for recycled materials. Commerce Lexington believes that this type of multi-faceted strategy will have a more significant, long-term impact in addressing the need for Kentucky to embrace recycling.

Kentucky's solid waste statutes are currently out-of-step with recent EPA regulations. Commerce Lexington supports a review of Kentucky's solid waste statutes and a reasonable, thoughtful update to provide clear direction to the regulated community.

## Environmental Streamlining

Implementation of infrastructure projects is critical for community development. Often these public projects are subject to requirements for review of environmental impacts in accordance with the federal National Environmental Policy Act. Although such impacts can and should be considered, the process for evaluation of, and challenges to, infrastructure projects on that basis must be streamlined to assure that important public infrastructure projects are not victims of procedural maneuvering and unnecessary delay.

### Commerce Lexington Inc. supports legislative efforts that:

- Encourage concurrent review and approval of permits, where feasible.
- For critical infrastructure or environmental permits, have a lead agency designated to ensure that good communication is established between the applicant and affected agencies. This person would be responsible to ensure that all permits necessary are identified, permit review timeframes are established and met, or the timeframes for permit review are reduced.
- Allow interested applicants to reimburse the department for overtime costs incurred by employees that work overtime to expedite a permit, modification, license, registration or variance.
- Afford Departments within State Government the ability to hire contractors to expedite issuance of a permit modification, license, registration or variance.
- Have each Agency provide on-line specific information regarding how best to achieve timely permitting decisions; provide clear expectations for applicants to improve the quality of applications; establish performance measures for review staff and develop, improve and encourage electronic permitting tools.
- Ensure that the permitting process will be balanced and will take into consideration economic impact of the project, public need and the requirements of existing environmental laws and regulations.



# TAX AND REGULATORY POLICY

Commerce Lexington recognizes that in an increasingly competitive global marketplace, promoting long-term economic development and job growth must be a top priority when revenue options are being considered. Tax and regulatory policy at all levels of government must be guided by a well-researched, balanced approach that provides for necessary public investments and expenditures, while avoiding policies that could serve as disincentives to economic growth and private sector employment and investment. State and local tax code changes should recognize and encourage long-term future growth, and provide sufficient revenue options so that local governments are able to tailor their tax policy to local conditions. Commerce Lexington encourages lawmakers to monitor the impact of Kentucky's tax code on the private sector and to take action when necessary to ensure Kentucky remains competitive with its surrounding states.

## Comprehensive Tax Reform

As the Kentucky General Assembly contemplates comprehensive tax reform, Commerce Lexington strongly urges lawmakers to evaluate existing tax policies and proposed changes by using the following criteria:

- **Effective:** Tax policies should be reviewed to determine their intended or unintended consequences. Tax laws proving contrary to their intention or more burdensome than intended should be repealed or scaled back.
- **Competitive:** Tax policy should promote a positive climate that encourages business investment and job growth.
- **Revenue Sensitive:** Tax policy should provide sufficient revenues overall to fund critical priorities.
- **Predictable:** Sources of tax revenue should be relatively predictable and stable over time.
- **Equitable:** Tax policy should be fair but must not discourage economic activity, employment, or wage growth.
- **Efficient:** Any tax policy must be designed to facilitate cost efficient compliance and administration.

## Comprehensive Regulatory Review and Reform

Commerce Lexington urges federal, state and local governments to consider a comprehensive review of the regulations, taxes and fees impacting businesses to determine areas where these policies could be modified, reduced, streamlined or eliminated to improve government efficiency and create a more business friendly environment for Lexington and Kentucky. Commerce Lexington urges federal, state and local governments to look at any agency fee increase or regulatory change carefully and examine the fee increases based on need, rate of inflation and economic impact on business. No fee or regulations with significant fiscal impact on business should be increased without the clear approval from the appropriate federal, state or local legislative body with oversight authority. We encourage sensitivity at the local and state level to regulations that are more stringent than federal regulations that hurt Kentucky's economic competitiveness, and urge local or state legislative approval of any regulation that deviates significantly or is more stringent than federal guidelines. Commerce Lexington supports the **Governor's Red Tape Reduction Initiative** and will continue to encourage businesses to provide feedback to the Bevin administration on regulations that need to be modified or eliminated to make Kentucky more business-friendly.

Commerce Lexington also strongly urges the Kentucky federal delegation to support commonsense regulatory reform that restores accountability, transparency and public participation in the federal rule making process. This includes support of the **The REINS Act**, aimed at improving Congressional oversight of federal agencies and requires Congress to approve every new "major" rule that has an annual economic impact of \$100 million or more proposed by the Executive Branch before it can be enforced on the American people.

## Unfunded Mandates/Affordable Solutions

Commerce Lexington opposes unfunded mandates trickling down from federal and state agencies that impact local governments without regard to the affordability of the mandates, and the ability of a local community, its businesses and taxpayers to absorb the costs. Commerce Lexington will advocate for regulatory reform efforts at all levels of government to address the problems associated with unfunded regulatory mandates.

**These efforts should include, but not be limited to the following:**

- Agencies should be asked to demonstrate the economic impact to businesses and local communities of implementing new regulations.
- Consent Decrees or other legal or administrative requirements should take into account and publicly demonstrate the ability of local governments, quasi-governmental agencies, schools and businesses ability to afford the alternatives demanded by the state and/or EPA.
- These financial analyses should be conducted by people with experience in developing financial impacts before the solution is finalized.
- If it is determined that the entity cannot reasonably afford the solution required by the state or federal agency, then the state should be required to assist the entity in developing an alternate financial plan.

## Local Option Sales Tax

Commerce Lexington supports an amendment to the Kentucky Constitution, and enabling legislation, that would permit cities and counties, including urban county governments, to enact a local option sales tax, not to exceed one percent with a sunset provision. The tax would be for funding dedicated to specific local projects, as proposed by the local government and approved by voter referendum.

## Alcohol Taxes

As part of comprehensive tax reform, Commerce Lexington believes Kentucky must examine the manner in which the state taxes distilled spirits, beer and wine. Kentucky has one of the Top 5 tax rates on alcohol sales in the US, higher than all contiguous states except Tennessee. The Kentucky General Assembly should consider rolling back the wholesale tax on alcohol sales in order to make the Commonwealth's distilled spirit and alcoholic beverage industry more competitive with surrounding states.

## Revise the Limited Liability Entity Tax

Commerce Lexington supported the 2006 Tax Modernization by the General Assembly. However, the creation of the Limited Liability Entity Tax (LLET) and the lack of ability to offset pass-through credits against tax on income from other businesses and other years have become problematic. Commerce Lexington supports efforts to adjust the tax code to encourage entrepreneurial investment in the Commonwealth.

THURSDAY, FEBRUARY 1, 2018 | 4:30 - 6:30 P.M. | BLUE GRASS AIRPORT (4000 TERMINAL DRIVE)

## Find Some High-Flying Leads When Blue Grass Airport Hosts Business Link

Just as Blue Grass Airport connects you to cities around the world, Commerce Lexington Inc.'s after-hours networking event called Business Link connects you a world of new leads and prospects. On **Thursday, February 1, Blue Grass Airport** (4000 Terminal Drive) will host the first Business Link of 2018 from 4:30 - 6:30 p.m. During this event, you'll be able to build your client base, connect with colleagues and other business professionals, browse our member exhibit booths, and find out more about Blue Grass Airport, which is one of the most convenient and fastest-growing airports in the nation, serving more than 1.3 million passengers annually.

### TO REGISTER:

The cost to attend the Business Link event is \$5 for Commerce Lexington members, \$10 for non-members (payable at the door). Members of Lexington Forum can also attend for CLX member rate of \$5 per person. You can also pre-register for Business Link events on-line at [www.CommerceLexington.com](http://www.CommerceLexington.com). If registering online, pick up your beverage ticket at the registration table. **PLEASE NOTE: NO REFUNDS WILL BE GIVEN FOR ONLINE REGISTRATIONS.**

### EXHIBIT SPACE:

Limited exhibit space is available at this Business Link for Commerce Lexington Inc. members only. The cost to exhibit is \$175. Contact Liz Bennett at [lbennett@CommerceLexington.com](mailto:lbennett@CommerceLexington.com) to reserve your exhibit space.

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**BLUEGRASS  
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### Bluegrass Greensource is Nonprofit Spotlight at Next Business Link

The next Commerce Lexington Inc. Business Link networking event on Thursday, February 1, from 4:30 - 6:30 p.m. at Blue Grass Airport (4000 Terminal Drive) will spotlight **Bluegrass Greensource**, which is THE source for all things green in central Kentucky, encouraging small steps toward a sustainable future for our communities. Formerly known as Bluegrass PRIDE, Bluegrass Greensource is a non-profit organization that provides education and resources on how people affect the environment. Since 2001, the organization has provided outreach to schools, community groups, businesses, local governments, and citizens throughout Central Kentucky. Find out more at [www.bggreensource.org](http://www.bggreensource.org).

THURSDAY, JANUARY 25, 2018 | 5:00 - 8:00 P.M. | LEXINGTON CENTER'S BLUEGRASS BALLROOM

## KEMI Presents 2018 Commerce Lexington Inc. Annual Dinner Jan. 25th

PRESENTED BY:



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Commerce Lexington Inc.'s 2018 Annual Dinner presented by **Kentucky Employers' Mutual Insurance** will be held on **Thursday, January 25**, at Lexington Center's Bluegrass Ballroom. The pre-dinner reception is scheduled from 5:00-6:00 p.m., while dinner and the program will run from 6:00-8:00 p.m. Join us for great networking, good food, and a little business, as we take a look back at 2017 and highlight the organization's focus for 2018. We'll also present several awards, including the Ambassador of the Year, Volunteer of the

Year, Public Policy Advocate of the Year, and our Distinguished Leader Awards from our Leadership Lexington youth and adult programs.

**TO REGISTER:**

The cost to attend the 2018 Commerce Lexington Inc. Annual Dinner is \$95 per person, or \$950 per table of ten. To register, visit on-line at [www.CommerceLexington.com](http://www.CommerceLexington.com).



2017 Annual Dinner  
Photo by Mark Mahan, Mahan Multimedia

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## Winner's Circle Campaign Surpasses Goal for 15th Consecutive Year

For the 15th consecutive year, the annual Winner's Circle total resource development campaign, surpassed its total production goal and achieved the highest total in the program's history through the hard work of many volunteers. The top producing individuals included **Abby Vaughn** with Unified Trust Co., **Cheryl Eadens** (Ambassadors team) with Bluegrass Office Systems, and **Todd Sallee** from Kentucky Employers' Mutual Insurance. The top three

corporate teams during the campaign were **Central Bank & Trust Co.**, **Kentucky American Water/Windstream Communications**, and **Unified Trust Co.** Watch for a more detailed recap of the campaign in the February issue of BUSINESS FOCUS magazine.

**PICTURED LEFT TO RIGHT:** Top Winner's Circle producing individuals were Abby Vaughn, Todd Sallee, and Cheryl Eadens.



## Leadership Central Ky. Class Studies Franklin Co.

2017-18 CLASS PRESENTED BY:



PPL companies

### Excerpts of Article by Alicia Sneed, Owner, Law Office of Alicia A. Sneed

Leadership Central Kentucky rolled into Franklin County for its November 15th outing. We began the day at the Kentucky Chamber of Commerce's headquarters, where we met Amy Cloud, the Executive Director of Kentucky Chamber of Commerce Executives, and Kate Shanks, the Director of Public Affairs for the Kentucky Chamber. Kate updated us on the state chamber's legislative activities and gave us a preview of their newly-adopted legislative agenda. Then, Dave Weller helped us find our "why" using Simon Synek's Golden Circle, by giving the class guidance on developing our own personal mission statements.

We began our tour at the Stewart Home School, a private school for individuals with learning disabilities. Then, we traveled to downtown, where Huston Wells, the County Judge Executive, and Cindy Steinhauer, the Frankfort City Manager, detailed the Capital Plaza Development Project.

From downtown, we traveled to the Capital City Airport where we heard from Scott Shannon and Major Steve Martin. The class rounded out the day with a tour of Buffalo Trace, which is the oldest, continuously-running distillery in the country.

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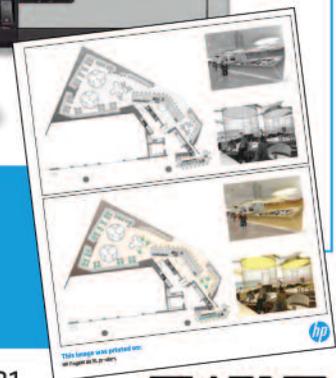
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# Leadership Lexington Youth Class Learns About Government, Public Safety

2017-18 CLASS PRESENTED BY:



**Recap by Audrey Kwun, Sayre School**

December 6th was the Leadership Lexington Youth Program's Government and Public Safety Day. I have been eagerly awaiting this day ever since the schedule was released. I have always found myself fascinated with the law, so I knew that Government and Public Safety Day was going to be my favorite. It certainly met my expectations, if not exceeded them.

We met so many incredible people and enjoyed so many interesting activities throughout this day, it is difficult to prioritize one over the other. The most cap-

tivating speaker was Judge Kimberly Bunnell. She did an amazing job of making us question the morality behind the law with conundrums such as: "is it ever okay to kill?" or "what's the difference between innocent and not guilty?" Her thought-provoking questions were followed by staggering facts by Kentucky's Secretary of State Alison Lundergan Grimes about the miniscule amount of people who actually vote.

From there, we proceeded to the Lexington Police Department, where we interacted with Chief of Police Mark Barnard and Fire Chief Kristin Chilton, who is in charge of Lexington Fire and Emergency Services. All of these incredibly knowledgeable people are amazing in their specific fields of public service, but there was an overarching message that they all projected - in the public service industry, there are so many more people putting their time and energy into making this world a better place. It is not just the obvious jobs like lawyers and judges that make everything work. It's also the clerks and maintenance and security guards, who work hard to make a difference. It is comforting to know that making a positive impact in my community does not require a law degree or becoming Chief of Police.



## The 2018 Economic Outlook Conference

sponsored by *Central Bank*

**Tuesday,  
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8:00 a.m. to 12:00 p.m.  
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Members of the Leadership Lexington Youth class participated in a mock City Council meeting with Council Member At-Large Kevin O. Stinnett during Government & Public Safety Day.

## Finalists Announced for Commerce Lexington Ambassador of the Year Award

**EDITOR'S NOTE:** The Ambassador of the Year Award winner is announced at the 2018 Commerce Lexington Inc. Annual Dinner presented by Kentucky Employers' Mutual Insurance on **Thursday, January 25th**. See page 26 of this issue for registration information.

### Cheryl Eadens

#### Bluegrass Office Systems

Cheryl joined Bluegrass Office Systems in October 2016. She was very impressed with the Canon line of equipment and the company. BOS is locally-owned and operated since 1981. Having been in the industry for 15 years was very familiar with BOS, and after meeting with owner Bill Demarcus and seeing the corporate culture, she said she knew it would be an awesome fit. Cheryl said, "My roles and responsibilities are consulting with companies to improve their office efficiency with our elite line of Canon Multi-Functional Devices, which includes copiers, printers, scanners, wide-format and integrated systems software." She thoroughly enjoys Commerce Lexington as an Ambassador and meeting with members and potential members to help them realize the many benefits of Commerce Lexington membership. Contact Cheryl Eadens at (859) 806-3708 or [cheryl.eadens@gmail.com](mailto:cheryl.eadens@gmail.com) to find out more about Bluegrass Office Systems.



CHERYL  
EADENS

### Bill Marshall

#### Capital Realty & Investments

Capital Realty & Investments is available to help Japanese companies and individuals in Kentucky with their relocation, purchase and lease needs. We have complete translation capabilities, and understand what Japanese employers and employees are looking for with lodging and commercial space. Please contact Bill Marshall at (859) 230-3086 or [bmarshall.capitalrealty@gmail.com](mailto:bmarshall.capitalrealty@gmail.com) for more information.



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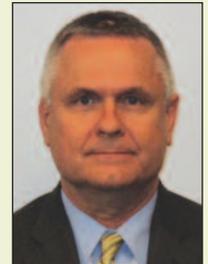
#### JAPANESE TRANSLATION:

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### Mark Wiemer

#### WesBanco Bank

With a banking career that spans more than 25 years, Mark Wiemer joined WesBanco in 2013 and currently manages the banking center on Sir Barton Way. He works with individuals and businesses to help them achieve their banking goals. WesBanco Bank is in the Lexington market as the result of its acquisition of Your Community Bank in 2016. This year is Mark's tenth year serving as an Ambassador. He said, "This privilege has allowed me the opportunity to get to know and work with many local businesses. I have been able to see them at their ribbon cutting and watch them grow over the years. I get to meet with owners of businesses who are members and share the good news of Commerce Lexington and also help them maximize the real value of their membership." Wiemer said that ribbon cuttings, Public Policy Luncheons, the Annual Dinner and Business Links are among his favorite events to attend. Contact Mark Wiemer at (859) 244-7211 or [mwiemer@wesbanco.com](mailto:mwiemer@wesbanco.com).



MARK  
WIEMER

Read More About Our Ambassadors at [www.CommerceLexington.com](http://www.CommerceLexington.com) > Connect > Volunteer Opportunities

## Leadership Lexington Class Explores Local Educational Opportunities

### Excerpts of Article by Taylor Ballinger, Special Olympics Kentucky

Leadership Lexington's 2017-2018 class took part in Education Day on December 14th. The class learned about education from pre-kindergarten through college, and heard from a host of education stakeholders across the city. The day started at Locust Trace AgriScience Center, Lexington's newest career and technical public high school.

FCPS Superintendent Manny Caulk focused on the lack of funding for public education, as well as on state- and district-wide achievement gaps (the gap in outcomes between students typically along lines of income level and race), and ways that FCPS is combatting these problems.

Following a brief, student-led tour of Locust Trace, the class headed to Transylvania University for a panel on

higher education featuring Dr. Augusta Julian (BCTC President), Dr. Seamus Carey (Transylvania President), and Dr. Eli Capitulo (UK President).

The class then heard from a panel of student leaders at BCTC, UK, and Transylvania. In a wide-ranging discussion, the students shared their experiences in higher education in Lexington, the strengths and weaknesses of their institutions, the cost of higher education, traveling abroad, and student activism and social responsibility.

The day closed with a panel of three teachers in various stages of their careers. Max Dunn, Evander Harris, and Jody Cabbie were nothing short of inspirational in their description of why they choose to teach and the ways in which it impacts their lives and the lives of their students.

Full Article at [www.leadershiplexington.com](http://www.leadershiplexington.com)

2017-18 CLASS PRESENTED BY:



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www.ecampus.com

### Alexander Bullitt's Winery Brewery & Bistro

*Restaurants*  
Main Contact: Ross May  
319 Cedar Street  
Lexington, KY 40508  
Phone: (859) 367-0087  
www.alexanderbullitts.com

### Association for Linen Management

*Associations*  
Main Contact: Linda Fairbanks  
138 N Keeneland Dr., Suite D  
Richmond, KY 40475  
Phone: (859) 624-0177  
www.almnet.org

### BDD Management, Inc.

*Accountants*  
Main Contact: Sally Daulton  
423 E. Mt. Vernon Street  
Somerset, KY 42501  
Phone: (606) 679-9344

### Bridge Eatery & Bar

*Restaurants*  
Main Contact: Gokhan Kargi  
342 Romany Road  
Lexington, KY 40502  
Phone: (859) 523-1603  
www.thebridgeeatery.com

### Broker House Lending

*Mortgages*  
Main Contact: John Moel  
11400 Shelbyville Road  
Louisville, KY 40243  
Phone: (502) 742-1502  
www.brokerhouselending.com

### Burn Boot Camp - Lexington, KY

*Fitness Centers*  
Main Contact: Teryl Greist  
363 Thompson Rd.  
Lexington, KY 40508  
Phone: (859) 446-5074  
http://burnbootcamp.com/  
lexington-ky

### Central KY Motorsports

*Recreational Vehicles*  
Main Contact: Drew Baldinger  
1050 E. New Circle Road  
Lexington, KY 40505  
Phone: (859) 888-0740  
www.centalkymotorsports.com

### Citizens Commerce

*Banks*  
Main Contact: Steve Brinson  
534 Marsailles Drive  
Versailles, KY 40383  
Phone: (859) 879-5815  
www.citizenscommerce.com

### Clark Law Office, Inc.

*Attorneys*  
Main Contact: Ed Clark  
851 Corporate Dr., Suite 300  
Lexington, KY 40503  
Phone: (859) 219-1280  
https://clarklaw.biz

### Claymont Investments

*Real Estate Management*  
Main Contact: Doug Roederer  
2121 Hart Court  
Lexington, KY 40502  
Phone: (859) 333-5147

### Conatser Enterprise Inc. 142

*Grocers-Retail*  
Main Contact: Jeff Conatser  
605 Doe Run Drive  
Mt. Sterling, KY 40353  
Phone: (859) 498-3076

### Custom Creations Inc.

*Cabinet Makers*  
Main Contact: Neal Durnil  
1410 John C. Watts Drive  
Nicholasville, KY 40356  
Phone: (859) 885-2358  
www.customcreationsky.com

### Dale Carnegie Training / International Center for Corporate Learning

*Training & Development*  
Main Contact: Lizette Yell  
2355 Harrodsburg Road  
Lexington, KY 40504  
Phone: (859) 321-3864  
www.kentuckiana.dalecarnegie.com

### Data Solutions, Inc.

*Information Technology*  
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961 Beasley Street, Ste. 250  
Lexington, KY 40509  
Phone: (859) 294-0202  
www.dspn.com

### Dr. Stereo, LLC

*Home Theater Systems*  
Main Contact: Mary Davis  
2025 Corporate Drive #3  
Richmond, KY 40475  
Phone: (859) 314-4436  
www.dr-stereo.com

### DRD Repair, Inc.

*Refrigeration Services*  
Main Contact: Johanna VanNote  
1147 Floyd Drive  
Lexington, KY 40505  
Phone: (859) 231-1190  
www.drrepair.com

### EcoGro

*Environment & Ecological Services*  
Main Contact: Jim Hanssen  
PO Box 22273  
Lexington, KY 40522  
Phone: (859) 231-0500  
www.ecogro.net

### EST Tool and Machine, Inc.

*Tool & Die Makers*  
Main Contact: Tricia Taylor  
55 Dughill Road  
Brodhead, KY 40409  
Phone: (606) 758-4646  
www.esttool.com

### Fallon Insurance

*Insurance*  
Main Contact: Bryan Fallon  
6003 Pleasant Colony Ct. #5  
Crestwood, KY 40014  
Phone: (502) 243-8118  
https://agents.allstate.com/bryan-fallon-crestwood-ky.html

### Greenbrier Golf & Country Club, Inc.

*Golf Courses*  
Main Contact: Kelly Williams  
2179 Bahama Road  
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Phone: (859) 299-5002  
www.greenbriergcc.com

### Henry at Fritz Farm

*Apartments*  
Main Contact: Michelle Rowlett  
200 Larue, Ste. 100  
Lexington, KY 40517  
Phone: (859) 258-9800  
www.thehenryatfritzfarm.com

### Kassie & Associates

*Realtors*  
Main Contact: Kassie Bennett  
4075 Iron Works Pike  
Lexington, KY 40511  
Phone: (859) 559-5969  
www.allaboutlexington.com

### Kentucky Girl

*Retailers*  
Main Contact: Brandon Daniels  
353 Southland Drive  
Lexington, KY 40503  
Phone: (502) 316-3807

### Kentucky Refugee Ministries

*Non-Profit Organizations*  
Main Contact: Alisher Burikhanov  
1710 Alexandria Drive, Ste. 2  
Lexington, KY 40504  
Phone: (859) 457-7013  
www.kyrm.org

### Keystone Financial Group

*Financial Services*  
Main Contact: Mike Kretz  
527 Wellington Way, Ste. 225  
Lexington, KY 40503  
Phone: (859) 317-8316  
www.keystoneky.com

### LightSculptor, Inc.

*Photographers*  
Main Contact: Jim Gaddis  
115 MacArthur Court, Suite A  
Nicholasville, KY 40356  
Phone: (859) 312-4906

### TRUSTEE INVESTOR

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*Logistics*  
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Phone: (859) 389-9733  
www.longship.us

#### Marnitz & Associates Insurance, Inc.

*Equine Insurance*  
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Practice*  
Main Contact: Diana Williamson  
7238 W. Hwy 80 Nancy, KY 42544  
Phone: (606) 636-4214

#### Owen Eye Care

*Ophthalmologist*  
Main Contact: Douglas Owen  
312 Jason Drive, Ste. 5  
Richmond, KY 40475  
Phone: (859) 623-5070  
www.oweneyecare.com

#### Prosource

*Printers/Service & Supply*  
Main Contact: Andy Lenzini  
4720 Glendale Milford Road  
Cincinnati, OH 45242  
Phone: (513) 769-0606  
www.totalprosource.com

#### Quality Tax Service, LLC

*Tax Returns Preparation*  
Main Contact: Tiffany Williams  
996 E. New Circle Road  
Lexington, KY 40505  
Phone: (859) 402-2227  
www.qtsprofessional.com

#### Quick Tek Machining LLC

*Machine Shops*  
Main Contact: Michael Tucker  
139 Cleveland Dr.  
Paris, KY 40361  
Phone: (859) 987-2591  
www.quicktekmachining.com

### Russell Capital Management, LLC

*Investment Banking/  
Management Services*  
Main Contact: Jeff Lehmann  
476 E. High Street  
Lexington, KY 40507  
Phone: (859) 254-5225  
www.russcap.com

### SEARAM Family LLC

*Real Estate Capital*  
Main Contact: Debbie Stevens  
3410 Halls Hill Rd.  
Crestwood, KY 40014  
Phone: (502) 417-0750

### Strategic Financial Solutions

*Accountants*  
Main Contact: Nick Katko  
971 Cooper Dr.  
Lexington, KY 40502  
Phone: (859) 268-3218  
www.StrategicFinancial  
Solutions.net

### Sutton's Italian Restaurant

*Restaurants*  
Main Contact: David Huckleberry  
110 N. Locust Hill Road  
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Phone: (859) 268-2068  
www.suttonsrestaurant.com

### Transamerica Financial Associates

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Main Contact: Darrin Gulla  
12910 Shelbyville Rd, Suite 138  
Louisville, KY 40243  
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www.tfaconnect.com

### Walther, Gay & Mack, PLC

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Main Contact: Monica Thompson  
163 E. Main Street, Ste. 200  
Lexington, KY 40507  
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www.wgmfirm.com

### Wilkey & Wilson, PSC

*Attorneys*  
Main Contact: Steven Wilson  
111 W. Second Street  
Owensboro, KY 42303  
Phone: (270) 685-6000  
www.wilkeywilson.com

### Wilmes & Associates

*Architects*  
Main Contact: Sue Wilmes  
535 W. 2nd St., Ste 201  
Lexington, KY 40508  
Phone: (859) 233-4989  
www.wilmesarchitects.com

# PERSONNEL ANNOUNCEMENTS

**Al Torstrick Insurance Agency's Mike Johnson** was installed as 2018 chairman of the Independent Insurance Agents of Kentucky, which is made up of more than 400 agencies throughout Kentucky. Mr. Johnson is the fourth member of Al Torstrick Insurance Agency to hold this position.

**Bank of the Bluegrass & Trust Co.** announced that **Kevin Hinchman** has joined its advisory board. Kevin is the director of information technology at the American Association of Equine Practitioners.

**Central Bank & Trust Co.** announced the promotions of **Ashley Norvell Rodgers** to cash management officer and **Matt Ratliff** to vice president, retail sales executive. Additionally, **Sandy Payne Combs** joined the bank as assistant vice president, trust operations manager.

**Community Ventures** was recognized by the Kentucky Small Business Administration for the seventh consecutive year for its high-impact efforts in lending throughout the state of Kentucky. At the recent Kentucky SBA Lender's Conference, Community Ventures was the recipient of two of the SBA's highest honors, including SBA Microlender of the Year and SBA 504 Lender of the Year.

**Dean Dorton Allen Ford, PLLC** recently named **Jim Tencza** as its new Louisville Market Leader, in charge of directing the strategy and operations of Dean Dorton's Louisville office. Recent additions to the firm's Lexington office included **Jon Blanchard**, CPA, and **Joe Daugherty**, CPA, to the tax team, **Heidi Hilliard** and **Bryan Rogers** to the technology team, and **Shawn Steverson** as associate director of healthcare consulting.

**Dickinson Wright PLLC** announced that four of the firm's Lexington attorneys have been named to the 2018 *Kentucky Super Lawyers* list, including **Brian M. Johnson**, **David A Owen**, **Henry (Tip) Richmond**, and **Emma R. Wolfe**. Super Lawyers recognizes outstanding lawyers from more than 70 practice areas, who have attained a high degree of peer recognition and professional achievement.

As part of the 2018 *U.S. News & World Report's* "Best Law Firm" rankings, **Dinsmore & Shohl LLP** has been named "Law Firm of the Year" for mining law, the only U.S. firm to receive such recognition for the practice area. Dinsmore's mining law attorneys practicing in Kentucky include **Jack Bender**, **Rusty Cress**, **Chauncey Curtz**, **Brady Dunnigan**, **Kerry Irwin**, **Graham Morgan**, **John Rhorer, Jr.**, and **Jason Sims**.

**Keller Williams Greater Lexington** announced the following new agents: **Andrew Kaiser**, **Quinten Hunter**, **Charles Martha**, **Tonya Thomason**, **Kristin Hufana** and **Craig Music**.

The Lexington office of **Little** recently added **Sarah T. Laren** to the firm as an associate.

**Midway University** recently hired **Jake Brumbelow** as its first-ever head coach for the Midway wrestling program, which is set to make its debut in fall 2018. Brumbelow completed a three-year stint as the head coach of Emmanuel College in Franklin Springs, Georgia.

The American Bar Association (ABA) *Health Law Section* ranked **Stites & Harbison, PLLC** fifth in its annual Regional Top 10 Recognition for the South list. The regional Top 10 listing is based on the numbers of members in the *ABA Health Law Section* in 2017. The *Health Law Section* is the voice of the national health law bar within the ABA and includes more than 10,000 members.

**Stites & Harbison PLLC's Tab Barton**, chief information officer, was recently honored by the Lead Tribune Media Group with the Louisville IT Leadership Award for 2017. Barton was one of sixteen Louisville IT professionals recognized at an awards luncheon in November.

The 2018 edition of *Kentucky Super Lawyers* recently honored 55 **Stites & Harbison, PLLC** attorneys in the Covington, Frankfort, Lexington and Louisville offices. Attorneys recognized as Super Lawyers in the Frankfort and Lexington offices included **Mark R. Overstreet**, **Robert M. Beck, Jr.**, **W. Blaine Early III**, **J. Clarke Keller**, **Gregory P. Parsons**, and **Ashley W. Ward**. Lexington attorneys recognized as Rising Stars were **Walter S. Robertson** and **Rebecca Wichard Sherman**.

**Sturgill, Turner, Baker & Moloney, PLLC** announced that 13 of its attorneys have been honored by *Kentucky Super Lawyers*, including three as Rising Stars. Attorneys recognized as Super Lawyers included **Stephen L. Barker**, **Bryan H. Beauman**, **Charles D. Cole**, **Andrew D. DeSimone**, **Kevin G. Henry**, **Ernest H. Jones II**, **Phillip M. Moloney**, **Donald P. Moloney II**, **Kevin W. Weaver**, and **Timothy C. Wills**. Those recognized as Rising Stars were **Jamie Wilhite Dittert**, **Langdon Ryan Worley**, and **Stephanie M. Wurdock**.

**Thomas Hager** has been named president of **WealthSouth**, a division of Farmers National Bank of Danville.

## SUBMIT PERSONNEL NEWS:

Submit your company's awards, personnel changes, additions, or promotions for *Business Focus* to [mturner@CommerceLexington.com](mailto:mturner@CommerceLexington.com). Information is published in the order received & as space permits.



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## COMMERCE LEXINGTON INC. UPCOMING EVENTS

### JANUARY 2018:

- 9** @330 Series presented by Distillery Heights, at CLX 1st Floor Conference Room, 3:30 - 5:00 p.m. - **SEE PAGE 8**
- 10** Leadership Lexington Youth Program presented by UK HealthCare: Arts & Media Day.
- 11** Leadership Lexington co-presented by Child Care Council of Ky./McGregor & Associates, Inc.: Health & Human Services Day.
- 17** Leadership Central Kentucky presented by LG&E & KU Energy at Fayette County.
- 18** New Member Luncheon presented by Windstream Communications, 11:30 a.m. - 1 p.m., CLX 1st floor conference room.
- 25** Kentucky Employers' Mutual Insurance presents 2018 CLX Annual Dinner at Lexington Center's Bluegrass Ballroom, 5:00 - 8:00 p.m. - **SEE PAGE 26**

### FEBRUARY 2018:

- 1** Business Link presented and hosted by Blue Grass Airport (4000 Terminal Drive), 4:30 - 6:30 p.m. - **SEE PAGE 25**
- 6** 2018 Economic Outlook Conference sponsored by Central Bank, 8 a.m. - Noon, at Lexington Center. Registration details on-line at <http://Gatton.uky.edu/economic-outlook>.
- 7** Leadership Lexington Youth Program presented by UK HealthCare: Ambassadors for Change Day Session.
- 8** Leadership Lexington co-presented by Child Care Council of Ky./McGregor & Associates, Inc.: Government Day.
- 21** Leadership Central Kentucky presented by LG&E & KU Energy at Madison County.

### MARCH 2018:

- 1** Opportunity Exchange presented & hosted by Republic Bank (333 West Vine St.), 4:30 - 6:30 p.m. - **SEE PAGE 5**
- 27** EMERGE Conference presented by Forcht Bank at Lexington Center's Bluegrass Ballroom, 8:30 a.m. - 5:00 p.m.

