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## BUILDING A BETTER WORKFORCE

Bowling Green's Chamber has led an effort to put business skills at the center of the school curriculum

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## PERSPECTIVE

### COLLABORATE FOR KENTUCKY

The more of us who participate  
in problem solving, the better

BY MARK GREEN

**T**HEMES bubble up regularly in our collective pursuit of business and commercial enterprise as technology evolves and social styles change. An idea seems to turn up everywhere, in nearly every field, activity, discussion and endeavor. And if it's not there already but you add it, somehow the situation improves.

Collaboration is today's theme. It's been reshaping how work is done and how workplaces are organized.

Successful leaders in all fields emphasize "collaboration" as *The Lane Report* reports on Kentucky business activity, trends and success stories recently – for years actually. As leaders explain key new characteristics of construction and renovation of business work space they've undertaken, it becomes ever clearer that the workplace of today is being built less to provide solitude and much more so to intentionally provide opportunities to collaborate, to exchange ideas, interact, rub elbows with and learn what colleagues and clients are doing and thinking, to problem-solve jointly. The business world well realizes that the elements of the successful strategies others have found for their tasks, whatever those are, oftentimes can be applied to your own problems.

One of the most vibrant business sectors today, as *The Lane Report* presented last month in our September issue, is Meetings and Conventions. One might call it the Collaboration Industry. Across the United States and in Kentucky, communities are investing big into improving, expanding and updating convention centers.

The Kentucky International Convention Center reopened in Louisville bigger and better than ever in August 2018 after a \$209 million reconstruction and expansion. Lexington Convention Center and its partner Rupp Arena are now in the construction phase of a \$300 million transformation that is the biggest capital project in the city's history. Northern Kentucky Convention Center officials are actively planning toward their own upgrade project.

KICC's modern "extroverted" design features larger public areas and outer walls that are transparent to fulfill the desire for Louisville residents and their hundreds of thousands of visitors to

experience a version of collaboration. The new Lexington Convention Center will be similarly extroverted, and it's a good bet meetNKY will require a similar design.

The newest offices and workspaces we have visited recently have as much space devoted to common areas, meeting rooms and collaboration spaces as to employee workstation space and traditional offices. It's a significant change in structure, but it is happening because it is proven to be effective. Achieving and maintaining success requires adapting to and evolving with the marketplace, which requires innovating steadily.

There is a reason the phrase "To stay the same is to fall behind" became a truism.

When it comes down to it, *The Lane Report*, our website [lanereport.com](http://lanereport.com) and our FasterLane email blasts are a collaboration platform, for you. It is where members of the Kentucky business community learn what their peers, friends and frenemies are doing. *The Lane Report* focuses on sharing best practices and success stories because readers not only find it interesting, it is our value proposition – and it convenes an audience that marketers who want to reach Kentucky's decision makers want to collaborate with.

Since we know collaboration works, there is another version you need to try – if you are not already: This is participation in Kentucky's public policy process. We could use some new answers to lingering problems, such as how to provide and pay for vital public services like education and justice and to finance a pension system that is seriously underfunded.

The business community knows for a fact that the more we work together, the better our end result. That is why many in the business community participate in matters some consider "political," but which are our best means available to collaborate on behalf of our state.

It is time for all of us to collaborate in the collective life of our commonwealth. Kentucky needs teamwork to come up with its best ideas, its best innovations, its best solutions.

Find time. Do it. We need you and your ideas.

You'll no doubt emerge from the process in a better state than you began. ■



Mark Green is executive editor of *The Lane Report*. Opinions expressed are those of the writer and not The Lane Report.



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# FAST LANE

A compilation of economic news from across Kentucky

## NICHOLASVILLE

### ALLTECH RESEARCHERS HAVE DEVELOPED POSSIBLE ALTERNATIVE TO INSULIN TREATMENT FOR DIABETES



Researchers at Alltech have been working for 12 years to develop an alternative treatment for diabetes.

**I**n a breakthrough that may offer hope to those with diabetes, researchers with **Alltech Life Sciences** have developed a possible alternative to current insulin treatments. The compound, called NPC43, is effective when administered either orally or by injection and could be used to treat both Type 1 and Type 2 diabetes.

NPC43 works by reactivating dormant insulin receptors, thereby allowing blood glucose to enter cells. Furthermore, it inhibits glucose production from diabetic liver – a condition associated with insulin resistance that worsens the problem of having excess glucose in the bloodstream.

The impact of such a development has the potential to be far reaching: An estimated 450 million people worldwide live with diabetes according to the International Diabetes Federation (IDF) and that figure is expected to increase 53% by 2045. In addition, insulin prices have more than tripled in the last 10 years, making the treatment unaffordable for many. Insulin product sales are around \$25 billion annually.

“The compound has the potential to be revolutionary,” said Dr. Zi-Jian Lan, senior research scientist with Alltech Life Sciences. “Since it works when administered orally, this could mean the elimination of injections, pens and pumps, and provide an affordable alternative to insulin.”

While Alltech has not yet discussed its business plans for what could be a lucrative new product for the Nicholasville-based company, potential strategies include licensing NPC43 to another company such as a pharmaceutical industry member or taking it to market itself. All routes for making the alternative to insulin available involve gaining government approvals. In the United States, the FDA approval process typically takes years and costs several hundred million dollars.

## McCREARY COUNTY

### FIBROTEX OPENS NEW PLANT TO SUPPLY MILITARY WITH CAMOUFLAGE NETTING, BRINGING 350 JOBS TO STEARNS

**F**IBROTEX USA has opened a new manufacturing facility in Stearns through a partnership with **Outdoor Venture Corp.** (OVC) that is expected to bring up to 350 full-time jobs to the McCreary County area.

Fibrotex was awarded a \$480 million contract in October 2018 to supply ultra-lightweight camouflage net systems (ULCANS) to the U.S. **Army**. As a strategic subcontractor, OVC assisted Fibrotex in establishing a new manufacturing location in Stearns. Company leaders project creating 150 jobs at the new Fibrotex facility to manufacture material used in ULCANS and additional signature management technologies moving forward. The \$12.1 million investment includes accommodation for a 200-job expansion at OVC’s McCreary County operation.

Founded in Stearns in 1972, OVC is a prime supplier of next-generation military tent systems for the **U.S. Department of Defense**, allied international governments and private industry. The company got its start with commercial tent manufacturing and has since expanded its product offering to include sleeping bags, military tents, hunting products, basecamp units, fire containment covers, mining chambers and automotive airbags. OVC operates four facilities in McCreary County, where the company employs 225 people.

Fibrotex Technologies is based in Israel and has developed and manufactured innovative signature management systems for armed forces and law enforcement units around the world for more than 50 years.



Fibrotex’s new Stearns facility will produce an ultra-light camouflage netting system to conceal soldiers’ positions, vehicles, tanks, various equipment and aircraft from night vision, thermal imaging, radar and more by using a camouflage screen to block radars across the electromagnetic spectrum.

## HARRODSBURG

### APPLE INVESTING \$250M IN KY CORNING PLANT THAT PRODUCES IPHONE GLASS

**A**PPLE has awarded \$250 million from its advanced manufacturing fund to **Corning Inc.**, which supplies precision glass for the **Apple iPhone, Apple Watch** and **Apple iPad**.

Apple and Corning have been product development partners for more than a decade, and

Corning’s Harrodsburg facility has played a key role in delivering glass solutions for the iPhone since its inception in 2007, when **Gorilla Glass** revolutionized the industry. The Harrodsburg facility serves as Corning’s global glass technology center, working closely with scientists at Sullivan Park in Corning, New York, to develop advanced glass solutions for next-generation technologies. Corning has operated the Harrodsburg plant for more than 65 years and currently has nearly 400 employees.

Some of the most important innovations in glass have happened at the Kentucky plant and glass for every generation of iPhone and Apple Watch, and many generations of iPad, have all been made in the Harrodsburg facility.

The newest iPhone models feature the toughest glass ever in a smartphone, as well as a back machined from a single piece of glass that allows for wireless charging.

The 2019 award builds on a \$200 million investment Corning received from the Apple fund in 2017 to support research and development into state-of-the-art glass processes, equipment and materials that are integral to the development of Apple devices. Since iPhone launched in 2007, Apple has spent nearly \$3 billion with Corning on the glass used in iPhone, Apple Watch and iPad.

Apple COO Jeff Williams specifically praised the Harrodsburg facility, saying its innovation and technology “...made our iPhone different, and we come here because the work you guys do is so great.”



Corning’s Harrodsburg plant has produced the glass for every generation of the Apple iPhone.



## DANVILLE

### MEGGITT INVESTING \$82M IN DANVILLE BRAKE PLANT AS DEMAND ASCENDS

**M**EGGITT is investing \$82.7 million to expand its commercial and military aircraft carbon brake manufacturing facility in Boyle County, creating 83 full-time jobs.



*Meggitt's Danville manufacturing plant produces carbon brakes for both commercial and military aircraft.*

The project will allow the company to fulfill increasing orders following recent contract awards for braking systems. The facility already provides braking components for a number of customer programs, including the **Airbus A220** and **A321**, as well as for **Embraer**, **Gulfstream**, **Dassault** and **Bombardier**. The new facility also will serve as a maintenance, repair and overhaul hub to meet rising demand for aircraft maintenance. The 95,000-s.f. expansion will include new carbon furnaces plus ancillary equipment, as well as upgrades to existing machinery.

"Our order book has grown substantially in recent years and we are also witnessing a significant increase in carbon brake demand," said Brian Bondarenko, president of Meggitt Braking Systems. "It is a trend that is set to continue and this investment is an essential part of our future strategy."

## MURRAY

### FIBONACCI OPENS \$5.8M PLANT TO MAKE SUSTAINABLE WOOD MADE FROM HEMP



*Fibonacci's patented HempWood, made from hemp fiber and soy-based adhesives, can be used in a wide variety of products.*

**F**IBONACCI LLC has opened a \$5.8 million manufacturing facility in Murray that will produce sustainable wood made from hemp fiber and soy-based adhesives, known as **HempWood**. The facility will be the first of its kind in the United States.

Company founder and CEO Greg Wilson and his team developed HempWood over the past decade and have patented the manufacturing process. HempWood offers a number of advantages over traditional oak hardwood, including higher feedstock availability. Hemp stalks grow in six months, compared to oak trees, which take decades. In addition, Wilson said, processed hemp can reach 20% higher density than oak, which provides sustainability and hardness. HempWood can be used in products ranging from flooring and furniture to woodworking projects and culinary serving boards.

Wilson formed Fibonacci in March 2018 following 15 years of experience, research and development in the wood products industry. Wilson also co-owns **SmartOak**, which creates engineered wood from logs that would otherwise be chipped. Fibonacci uses technology popularized by China's strand-woven bamboo industry in addition to SmartOak technology, which originated in Australia.

Fibonacci has leased a 15,000-s.f. facility for its automated HempWood operation, which is creating 25 full-time jobs.

## BUSINESS BRIEFS

### ASHLAND

■ After announcing earlier this year that it planned to close its **Ashland Works** facility, **AK Steel** is now making the final steps toward permanently closing the plant by Dec. 31. The facility has largely been idle for the last three years with the exception of a single hot dip galvanizing coating line. The closing will impact 260 employees. Layoffs will begin Nov. 4.

### BARDSTOWN

■ The **Bardstown/Nelson County Tourist & Convention Commission** recently took home a national award for best destination marketing from the **U.S. Travel Association** for its new "Bourbon Comes From Bardstown" campaign. Louisville-based advertising agency **Doe-Anderson** worked closely with Mike Mangeot, the tourism bureau's executive director to produce the winning work.



### BELL COUNTY

■ The **Kentucky Heritage Land Conservation Fund** has acquired more than 2,000 forested acres in Bell County for the **Pine Mountain State Scenic Trail**. The property will provide hiking, birding and other recreation opportunities as well as conserve a habitat for rare species, including the federally listed Northern long-eared bat and several state-listed plants.



### CLERMONT

■ **Bernheim Arboretum and Research Forest** has joined the Motus Wildlife Tracking System, an international network of researchers, to further its efforts to protect bird species and their habitats. Data collected by Bernheim and its partners, **Cellular Tracking Technologies** and the Office of Kentucky Nature Preserves, will significantly increase understanding of how birds use

Bernheim's habitats, identify migrating species, facilitate networking with other bird researchers and provide outreach and education for visitors.

### COVINGTON

■ Mitch Arens, executive chef of **Coppin's Restaurant**, and Stephen Williams, owner of **Bouquet Restaurant** in Covington have become investors in **RiverCenter Entertainment Venues LLC**, the operator of three venues on the Plaza of RiverCenter in Covington, and will take over the operations of **Fire, Biscuits to Burgers**, and **Butler's Pantry**. A new venue, **Spoon**, is also planned for the new **River Haus Apartments** project under construction at 5th and Main Streets as well as three more venues to be developed on the Plaza at the **Towers of RiverCentre**, where Fire and Butler's Pantry are located.

### DANVILLE

■ **Bluegrass Community and Technical College Danville** held a groundbreaking ceremony on Sept. 12 for its new Advanced Manufacturing Center, which will be located in the John Hill Bailey Industrial Park. The 13,780-s.f. facility will expand the newly implemented advanced manufacturing technician program and the electrical and industrial maintenance programs by doubling their annual capacity and increasing the number of program graduates from 38 to 76 annually. The center will open in the summer of 2021.



### EASTERN KENTUCKY

■ The **USA Drone Port** in Perry and Knott counties has been awarded a \$1.5 million 2018 AML (Abandoned Mine Lands) grant to construct a 20,000-s.f. indoor drone flight-testing facility that will enable all-weather drone research and development and make available drone testing 24 hours a day to private industry, government and educational institutions. The AML pilot program was formed to help revitalize the coalfields in Kentucky's Appalachian region.

## BUSINESS BRIEFS

### ELIZABETHTOWN

■ In an annual survey of more than 1 million health care employees across the country conducted by Press Ganey, **Hardin Memorial Health (HMH)** ranked among the top 25 percent of 2,200 hospitals and health care systems in the country in terms of employee engagement. Of the 2,225 HMH employees who completed the survey, 90% said they are proud to work at HMH and 88% would recommend HMH to their friends and family. Ninety-eight percent said the organization provides high-quality care and service, and 94% have confidence in senior leadership.

■ **Elizabethtown Community and Technical College** has partnered with the **U.S. Army Garrison Fort Knox** to create the new Advanced Manufacturing Army Career Skills Program, giving service members a path to train in three areas: computer-aided drafting and design, electrical technology and engineering, and electronics technology. Each program offers an opportunity to earn industry certificates that lead to in-demand careers. The training is available to service members at any duty station who have 180 or fewer days of service remaining.

### HIGHLAND HEIGHTS

■ The **University of Kentucky College of Medicine** joined **St. Elizabeth Healthcare** and **Northern Kentucky University** in early September for an official ceremony marking the opening of the UK College of Medicine-Northern Kentucky Campus. The new site welcomed a class of 35 medical students in August. The Northern Kentucky Campus utilizes the same curriculum and assessments as the Lexington campus and third- and fourth-year medical students will gather their clinical experience at St. Elizabeth Healthcare. The Highland Heights campus is the College of Medicine's second regional campus: the first opened in Bowling Green in 2018.

### HORSE CAVE

■ Construction is now underway for **Ken Bale Studios**, a permanent film studio in Horse Cave being built on land donated by the Bale family. The project is a joint venture between actor/producer Branscombe Richmond, an advisory member of the Southern Kentucky Film Commission who has appeared in movies including **"License to Kill"** and **"Commando,"** and developer Jerald Embree. Richmond said the studio is already slated to work with six projects. Horse Cave-Hart County Tourist Commission Executive Director Sandra Wilson noted that each of the past films produced under the local film commission brought around \$500,000 into the local economy as a result of cast and crew members' expenditures for supplies, lodging and food.



### KNOTT COUNTY

■ **Mine Made Adventures** will receive \$1.5 million in Abandoned Mine Lands (AML) funding to expand and develop the newly developed park, which serves as a trailhead for hundreds of miles of interconnected, multipurpose trails. The project will include campground sites, cabins and a multi-use building.

### LEBANON

■ **King Harris Bancorp** has acquired controlling interest in **Community Financial of Kentucky Inc.**, the holding company for **Peoples Bank**, a community bank headquartered in Lebanon that has been in operation since 1910. King Harris Bancorp is a new entity based in Louisville, formed for the purpose of engaging in the acquisition. Peoples Bank President and CEO Bobby Miles said the partnership will allow Peoples to expand its geographic reach and continue to grow.

### LEXINGTON

■ **United Airlines** will resume direct air service between Lexington and Houston beginning Oct. 5. The airline had decided last spring to end the direct route but reconsidered the decision after **Commerce Lexington** and a significant number of area CEOs mounted an effort to convince United to resume the flights.

■ The **Keeneland Association** has continued a longstanding philanthropic relationship with the **University of Kentucky** with a gift of \$1.3 million to the Keeneland Endowed Chair in Equine Veterinary Science. The gift will grow the fund to \$3 million and will allow the College of Agriculture, Food and Environment's **Gluck Equine Research Center** to launch an equine drug research and testing program.

### NORTHERN KENTUCKY

## CHURCHILL DOWNS PLANS \$200M RACING AND GAMING VENUE IN NORTHERN KY

**CHURCHILL Downs** has announced plans to construct a racing and gaming venue in Northern Kentucky that would host both live and historical racing and serve as a year-round training facility.



*A rendering of the proposed New Latonia racing and gaming venue.*

The first phase of the proposed **New Latonia** facility represents an investment of up to \$150 million and would include a historical racing machine facility featuring up to 1,500 machines, a clubhouse, food and beverage venues, a synthetic race track, an inner dirt track and stabling facilities. The second phase of the proposed project could include a hotel, with an incremental investment of up to \$50 million. The exact location of the proposed facility has not been disclosed.

The first phase of the project is expected to create nearly 400 direct full- and part-time jobs.

The company is filing an application with the **Kentucky Horse Racing Commission** to request a racing license for live Thoroughbred racing in January through March and in December 2020. The 2020 meets would be held at Churchill Downs in Louisville and then move to Northern Kentucky once the new facility is complete.

Churchill Downs' action has, however, stirred some controversy in Northern Kentucky, where **Turfway Park** officials say they already have received approval to host racing this year for Dec. 4-31. Turfway also hosted racing from Jan. 1 through March 30 this year. Turfway was purchased earlier this year by **Hard Rock International** and **VICI Properties**, and is slated to get \$100 million in upgrades. The change in ownership should not impact the assigned racing dates, according to a statement from Turfway CEO Mark Dunkeson. Dunkeson has said Turfway's owners will "defend (the track's) long-standing race dates..."

The Kentucky Horse Racing Commission typically allocates racing schedules so that meet dates at the state's racetracks don't coincide. The commission will set race dates for 2020 this fall.

### LEXINGTON

## ANIXTER ADDING 100+ JOBS TO CREATE EAST COAST SALES HUB IN LEXINGTON

**ANIXTER Inc.**, a global distributor of technology, electronic, network and security products, is investing \$4.23 million to expand its presence in Lexington and plans to add 103 full-time jobs with an average hourly wage of \$44, including benefits.

The Illinois-based company, which has been in operation for more than 50 years and is a Fortune 500 company, will move its existing 12-member sales office to a newly constructed building on Lexington's Fortune Drive, where it will occupy 21,000 s.f.

The expanded Lexington location will serve as the home of the Anixter's East Coast sales hub for the company's network and security solutions segment. The new facility will also bring the opportunity to add at least three new Anixter technologies to Kentucky, including audio visual, wireless communication and power services.





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## BUSINESS BRIEFS

### LORETTO

■ **Maker's Mark** has partnered with **Kentucky Utilities'** Business Solar Program to construct a new solar array at its distillery in Loretto. The new solar array will be made up of 560 photovoltaic panels and is expected to produce about 268,000 kilowatt-hours per year, offsetting the energy needs required to maintain rickhouses where bourbon is stored for aging. Construction will get underway this fall and the array is expected to be operational by the end of the year.



### LOUISVILLE

■ **Industrial Services of America**, a metals recycling business that is one of only 16 publicly traded companies in Louisville, has entered into an agreement to sell the company to **River Metals Recycling** for \$23.3 million. River Metals Recycling is a subsidiary of Cincinnati-based **The David J. Joseph Co.**, one of the largest scrap metal companies in the country. Though ISA CEO Todd Phillips is not expected to join River Metals, the company intends to hire substantially all of ISA's employees following the transaction closing, which is expected in late 2019 or early 2020.



■ **Ford Motor Co.** is investing \$550 million to install new equipment and modernize its **Louisville Assembly Plant**. The investment is being made to prepare for the launch of its new **Escape** and **Lincoln Corsair** models.

■ After investing more than \$4 million last year to open its National Executive Assistant Team facility in downtown Louisville, **Ernst & Young** is adding 30,000 s.f. to its operations on West Market Street and plans to add more than 60 employees as part of the expansion. The company has also signed a lease for additional space in the building that is expected to be complete by next March.

■ Data analytics provider **Verisk** has signed a definitive agreement to acquire Louisville-based **Genscape**, a global provider of real-time data and intelligence for commodity and energy markets, for \$364 million in cash. Genscape will become part of **Wood Mackenzie**, a Verisk business, and will enhance Wood Mackenzie's existing sector intelligence in energy data and analytics.

■ Lexington-based **West Sixth Brewing** has announced plans to expand into Louisville with a new brewery and taproom that will also feature private event space. The brewery is the first announced tenant for **NuLu Marketplace**, which will feature shops, restaurants and office space under one roof. West Sixth NuLu will have a new brewing system on site that will brew experimental beers each week and will have a strong focus on bourbon barrel-aged beers. The new location is scheduled to open early next year.



### MCLEAN COUNTY

■ **Pennyrile Energy** has notified the state that it is closing its **Riveredge** coal mine later this year as a result of the sale of the mine and other facilities to **Alliance Resource Partners**. The closing will eliminate 169 jobs.



### MUNFORDVILLE

■ **The Amish Cabin Co.** is now producing park model cabins and cottages at its facility in Munfordville. Certified by the RV Industry Association (RVIA), the park model cabins and cottages are designed to look like homes but are built on a chassis and titled as RVs, with individual vehicle identification numbers. The park models are being built on the company's 20,000-s.f. off-grid facility located on a functioning Amish farm that is powered by rooftop solar and diesel generators and heated with radiant in-floor heat provided by a scrap wood-burning furnace.

### MURRAY

## BRIGGS & STRATTON ENGINE PLANT TO CLOSE NEXT YEAR, CUTTING 600 KY JOBS

**B** R I G G S & S t r a t t o n has announced that it will close its plant in Murray next year as part of the company's decision to consolidate production of its small vertical-shaft engines at its Poplar Bluff, Missouri, facility.



*Briggs & Stratton's Murray plant produces small engines used in walk-behind lawn mowers, which have seen a decline in sales in recent years.*

The closing will eliminate 600 jobs in Murray, where Briggs & Stratton has been in operation for three decades.

In a statement announcing the decision, the company said the market for the engines produced by the Murray plant "has been relatively stable but has not grown for various reasons, including a difficult housing market driven by the lack of affordable single-family homes in the United States. Unlike other areas of Briggs & Stratton's business such as commercial engines and products, which have seen double-digit growth, the residential walk-behind mower market, where the vast majority of these engines are used, has not rebounded to historical levels. Accordingly, the company is taking action to right-size its footprint."

Employees impacted by the closing will have the opportunity to relocate to another facility. The Poplar Bluff plant will be hiring to accommodate the increased production being added to that facility, in addition to the hiring taking place within the company's commercial businesses.

City of Murray Finance Director Kim Wyatt told the **Murray Ledger** that the loss of Briggs & Stratton will result in the loss of \$300,000 in combined payroll and property taxes for the city, as well as \$55,000 that goes to the **Murray Independent School District** from property taxes and \$1 million in utility revenues.

### HAZARD

## INTUIT INC. AND SYKES PARTNER ON 300-JOB CUSTOMER SERVICE CENTER

**I** N T U I T Inc. and **Sykes Enterprises** have formed a partnership to create 300 full-time customer service jobs in Hazard.

Intuit is a California-based global financial platform company that produces well-known products such as **QuickBooks**, **TurboTax** and **Mint**. Sykes, headquartered in Tampa, Fla., operates in 23 countries to provide customer engagement services. The company has operated in the Perry County area for more than a decade, but earlier this year announced layoffs of 179 employees there due to losing one of its clients. The partnership with Intuit comes in response to Sykes' efforts to find another partner for the Perry County center. Following the announced layoffs earlier this year, Sykes deeded the property to Perry County for use in the proposed project.

The partners will renovate a facility in the Perry County Coal Fields Regional Industrial Park that has been home to Sykes since 2007. Intuit plans to hire 150 people by the end of 2019 and an additional 150 by the end of 2020, with Sykes handling responsibility for hiring and operations of staff. The renovated facility is expected to be operational by January 2020.



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## BUSINESS BRIEFS

### MURRAY

■ The Office of Development at **Murray State University** has reported a significant increase in private giving over the last year. With new gifts and pledges from over 5,000 donors, more than \$9.1 million was raised from July 1, 2018, through June 30, 2019m reflecting a 133% increase from the previous fiscal year, in which \$3.9 million was raised.



### NICHOLASVILLE

■ The **R. J. Corman Railroad Co.** has finalized a long-term agreement to lease and operate a short line railroad in Coosa Pines, Alabama, southeast of Birmingham. The 13.32-mile Childersburg line, previously operated by **Norfolk Southern** and **CSX**, hauls a diverse commodity mix and serves a 2,400-acre industrial park, providing inbound and outbound shipments for multiple customers, one

of which is a leader in paper product production. Nicholasville-based R. J. Corman now operates 14 short line railroads in 10 states and also provides services to the railroad industry that include emergency response, track material distribution, track construction, signal design and construction, and locomotive construction.

■ **Aviation Safety Resources Inc.** has opened a new facility in Nicholasville to accommodate rapid growth and provide for future expansion of the company, which designs, tests and produces emergency recovery systems for new aircraft and urban air mobility (UAM) vehicles. The Nicholasville facility includes a hard test stand for engineering and testing aircraft interfaces with ASR products, including its line of products for light sport, ultra light and experimental aircraft. The facility also will serve the needs of the UAM market for recovery systems for vertical takeoff and landing vehicles. The expansion will create 12 new jobs this year and more than 40 full-time positions over the next three years.

### PAINTSVILLE

■ **Big Sandy Community and Technical College** has signed an agreement with **Paintsville High School** and **Hazard Community and Technical College** to establish a dual-credit associate in applied science degree in unmanned systems technologies. Students of Paintsville High School can now earn drone certifications by taking dual credits in general education through BSCTC and courses in unmanned systems technology through HCTC.

### SOMERSET

■ **Somerset Community College** has become the first college in the **Kentucky Community and Technical College System** to add metal additive manufacturing – also known as 3D printing – to its advanced manufacturing capabilities. The program will help support the aerospace and automotive industries, two of Kentucky's most economically significant export industries. SCC is offering a certificate in additive manufacturing/3D printing to meet the growing demand for specialists in the field.

■ **Eastern Kentucky University** has signed an agreement to become part of the **University Center of Southern Kentucky** at **Somerset Community College** (UCSK). Launched this past May, UCSK provides space for four-year partners to offer the third and fourth year of a bachelor's degree on SCC's Somerset campus. The partnership enables high school graduates who want to get a four-year degree the option of staying closer to home and reducing education costs and gives nontraditional students another option to further their education. **Western Kentucky University** and **Morehead State University** are also part of UCSK.

### SPARTA

■ The **Gallatin Airport** will receive \$9 million from the **U.S. Department of Transportation** to invest in grading and drainage work critical to building a new general aviation airport. (General aviation airports serve private aircraft and are not used for commercial passenger flights.) The Gallatin regional airport will be the first general aviation airport to serve the business needs of the I-71 corridor from Louisville to Cincinnati. Once complete, the airport will feature a 5500-foot runway, full-length parallel taxiway, a terminal building, fuel system, and corporate and conventional t-hangars. Construction is slated to begin this fall.

### WILLIAMSBURG

## UNIVERSITY OF THE CUMBERLANDS RANKS AMONG FASTEST GROWING IN THE NATION

THE *Chronicle of Higher Education* has recognized the **University of the Cumberland** as one of the fastest growing colleges in America.

"The online move has made **Cumberlands**, which was founded by a group of Baptist ministers in 1888, the fastest-growing doctoral private nonprofit institution in the country," wrote Kelly Field for the *Chronicle*. "In the decade from 2007 to 2017, **Cumberlands'** enrollment grew 350 percent." **Cumberlands'** largest growth has been in the school's online graduate programs, which launched in 2011. Among the most sought-after online degrees are information technology, digital security, digital forensics, and other technology-related programs.

The *Chronicle* noted that UC has used the success of its online programs "to subsidize the education of its residential learners." In September 2018, UC announced it was slashing tuition costs by 57 percent for all on-campus, undergraduate students beginning in fall 2019. The average annual tuition for a four-year, not-for-profit private college in Kentucky is \$22,359, according to data from 2018-2019 collected by the **U.S. Department of Education**. **Cumberlands'** tuition used to be on par with the average at \$23,000, but as of this fall, the cost dropped to \$9,875.

Cumberlands photo



Enrollment at the University of the Cumberland grew 350 percent between 2007 and 2017.

### LOUISVILLE

## CLEANING SUPPLY STARTUP LANDS \$5M INVESTMENT, WILL LOCATE HQ IN NULU



Truman's products include four non-toxic cleaners that use concentrate-filled cartridges and reusable bottles.

TRUMAN'S, a direct-to-consumer cleaning products company founded last year by two former **Big Ass Fans** executives, has raised \$5 million from an investor group led by industry leader **Henkel** to establish its headquarters in Louisville.

The seed funding will allow Truman's to locate its headquarters in Louisville's rapidly growing NuLu district. The location will house the company's sales, marketing and customer service operations. Other companies supporting Truman's seed round include **Uncommon Denominator**, **Starting Line** and **BFG Partners**.

Truman's launched in early 2019 to provide an environmentally friendly alternative to plastic waste within the cleaning supplies market. The company aims to eliminate single-use plastic bottles within the cleaning industry, as well as simplify distribution by shipping direct to customers. Truman's product line includes four non-toxic cleaners using concentrate-filled cartridges and reusable bottles. The investment by Henkel is a natural fit: one of the Germany-based company's three main business sectors is laundry and home care and its largest U.S. laundry plant is located in Bowling Green.



## BOWLING GREEN

### HENKEL AND ALPLA PARTNER ON \$130M EXPANSION PROJECT IN WARREN COUNTY



Henkel photo

*Henkel and ALPLA are partnering on a \$130 million project to improve laundry detergent production.*

**H**ENKEL, a manufacturer of laundry, home, beauty and adhesive products, is partnering with packaging supplier **ALPLA Inc.** on a \$130 million investment to enhance laundry detergent production in Bowling Green.

The investment will create a 170,000-s.f. packaging operation on Henkel's Bowling Green campus and cover the cost of equipment to support a new bottle production line. The project will create up to 60 full-time jobs with an average hourly wage of \$33, including benefits. The new packaging line is expected to be operational by the middle of next year.

The announcement represents continued growth for both companies in Warren County. In July 2018, ALPLA shared plans for a 100,000-s.f. expansion project to add warehousing space and 24 jobs in Bowling Green. Headquartered in Austria, the company produces a wide variety of bottles made from polyethylene, PET and other plastics.

Henkel has invested more than \$100 million over the past three years in its Bowling Green operation, in addition to the most recent announcement. Henkel's Bowling Green facility is the Germany-based company's largest U.S. plant, with more than 2 million square feet.

## BUSINESS BRIEFS

### WEST LIBERTY

■ The **Licking Valley Rural Electric Cooperative** has received a \$19.7 million loan from the **U.S. Department of Agriculture** to build and upgrade 74 miles of line and install nearly \$338,000 in smart grid technologies. The project will involve more than 2,072 miles of line and serve 17,300 residential and business customers in Breathitt, Elliot, Lee, Magoffin, Menifee, Morgan, Rowan and Wolfe counties.

### WINCHESTER

#### ■ CHI Saint Joseph

**Medical Group** is building a new medical office building in Winchester to serve the growing central Kentucky market. The 24,693-s.f. facility is slated to be complete by spring 2020 and will house physician offices and offer a variety of health-care services, including primary care, cardiology, orthopedics, imaging, lab and other specialists on a rotating basis. It will also house radiology, computerized tomography (CT), ultrasound, nuclear medicine, and a physical therapy gym.



### STATE

■ The **Kentucky Center for Statistics** has launched a free online tool to help students and job seekers explore careers that match their knowledge, skills and abilities. Using the online platform, individuals can complete a self assessment at [kystats.ky.gov/Career Explorer](http://kystats.ky.gov/CareerExplorer) to gain a better understanding of the skills, education and training needed for various career pathways and obtain a list of careers that best matches their interests and skills. The tool also provides information about Kentucky schools that offer the training and education for the degrees or certifications needed to pursue a specific career path.

## THE GATTON ACADEMY of Mathematics and Science

We come from all across Kentucky to The Gatton Academy on the campus of Western Kentucky University. As juniors and seniors in high school, we enroll in WKU courses, conduct research with WKU professors, and study abroad. While we are challenged academically, we thrive in a supportive environment designed just for us and make lifelong friends. Best yet, our tuition, meals, housing, and fees are all paid for by the Commonwealth of Kentucky. You, too, can have a future filled with infinite possibilities.

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of Top Performing Schools with Elite Students  
**136** National Merit Finalists



# INTERSTATE LANE

Business news from Indiana, Ohio, Tennessee and West Virginia

## BUSINESS BRIEFS

### INDIANA

■ **Sitel Group**, a global customer experience management company, is establishing a Midwest hub for CX programs in Central Indiana that will create up to 350 new jobs by the end of 2020. The Miami-based company is investing more than \$4 million to lease and equip a 42,000-s.f. facility in Fishers that is expected to be operational this fall.



### OHIO

■ **Coney Island**, a small amusement park that has been synonymous with summer for generations of Cincinnatians, is selling off all 24 of its rides to focus on further developing **Sunlite Pool** water park. Coney Island President and CEO Rob Schutter Jr. said feedback from patrons indicated that most visited Coney Island to enjoy the water park experience, which has already been upgraded in recent years to

add attractions such as Typhoon Tower and Cannonball Cove. Work on the project is already underway and will culminate in 2025 with the 100th anniversary of the Sunlite Pool. In addition to expanding the water park, Coney Island plans to add more space for its events, such as the Appalachian Festival and Summerfair Cincinnati, while also creating space for new events and festivals.

■ **Wendy's** has announced plans to launch its breakfast menu, currently available in more than 300 restaurants, across the U.S. system in 2020. The morning menu features signature Wendy's items and tweaks them for breakfast with offers such as the Breakfast Baconator and the Frosty-cino. To support its expansion into breakfast, the Dublin, Ohio-based company and its franchisees plan to add approximately 20,000 employees across the country.



### TENNESSEE

■ **ServiceMaster**, a Memphis-based company that is a leading provider of pest control and cleaning/restoration services, has entered the European pest management market with a \$200 million acquisition of **Nomor Holding AB**. Nomor, headquartered in Stockholm, has operations in Sweden and Norway and is the fourth largest pest control company in Europe with approximately 500 employees and 30,000 customers. ServiceMaster brands include **Merry Maids**, **Terminix** and **Furniture Medic**.



Kodiak Boots photo

■ **VF Corp.**, a major apparel, footwear and accessories company, is investing nearly \$7.5 million to locate a new manufacturing facility in Covington, Tenn., that will create more than 220 new jobs in west Tennessee. The new facility is part of the company's move to expand its Workwear operations, which includes brands such as **Dickies**, **Kodiak** and **Red Kap**.

■ **EnableComp** is investing nearly \$1 million to open an office in Tullahoma, Tenn., where it will process medical insurance claims. Based in Franklin, Tenn., the company employs approximately 350 people at its headquarters and serves more than 800 health care providers across 39 states. The Tullahoma facility is expected to create 200 jobs over the next five years.

### INDIANA

## INDIANA LAUNCHES NEW 5G ZONE TO ACCELERATE INNOVATION, TECHNOLOGY

INDIANA is launching a new 5G hub this fall to attract business, foster innovation and propel research and development in 5G-enabled advanced technologies.

5G is the next generation of wireless technology, offering businesses and consumers enhanced connectivity, reliability, data latency, and capacity and coverage among devices and technologies. With speeds up to 100 gigabits per second, more than 20 times faster than current networks, 5G will help companies propel innovation and R&D and improve capabilities in industries ranging from ag-biosciences to health care.

The **Indiana 5G Zone**, which will be located within educational nonprofit **Eleven Fifty Academy's** headquarters in downtown Indianapolis, will feature a 3,000-s.f. research lab used to develop and test 5G-supported technologies, products and service applications. Indianapolis has been selected as one of only two metro areas in the United States selected for the launch of both **AT&T** and **Verizon** 5G broadband networks.

Businesses, universities and research institutions will be able to lease lab space at the facility and have access to shared spaces for programming and events. Additionally, Eleven Fifty Academy will integrate the 5G infrastructure and testing facilities into the academy's immersive coding and cybersecurity training programs.

The Indiana 5G Zone is being established by the Indiana 5G Forum, which includes several stakeholders, including AT&T, Verizon, **Purdue University**, **Eleven Fifty Academy**, **Indiana University** and **Notre Dame**, among others.



INDIANA  
WHERE SPEED MATTERS

### WEST VIRGINIA

## NEW COAL-TO-LIQUIDS FACILITY WILL BRING 260 JOBS TO WEST VIRGINIA

**DOMESTIC Synthetic Fuels** plans to build a coal-to-liquids facility near Point Pleasant, W. Va., with construction slated to begin this fall.

Once up and running, Domestic Synthetic Fuels will take 2,500 tons of coal a day, combine it under heat and pressure with a catalyst and hydrogen derived from natural gas to produce more than 10,000 barrels of fuel a day. The self-contained process also will produce other value-added products that can be sold.

The facility is expected to create 130 jobs on site, plus another 130 new coal mining jobs to supply the facility with raw materials.

The West Virginia Department of Environmental Protection approved the Domestic Synthetic Fuels facility as a minor source of emissions, meaning emissions from the facility are minimal under federal and state law. Synthetic fuels derived from coal are cleaner and more ecologically friendly than fuels derived from petroleum.

Chris Hamilton, chairman of the West Virginia Business & Industry Council, said he has seen identical technology being used to turn coal into fuels in China.

"It's truly state-of-the-art," Hamilton said. "To be able to turn coal into fuel here in West Virginia can go a long way towards establishing U.S. energy independence and expanding our state's reliance on instate coal supplies."



## KENTUCKY'S FASTEST GROWING COMPANIES

Each year, *Inc.* magazine publishes its list of the 5,000 fastest growing privately held companies across the nation. This year, 34 companies headquartered in Kentucky made the list:

RANK	COMPANY	GROWTH	INDUSTRY	REVENUE	LOCATION
<b>21</b>	Tailor Made Compounding	8,327%	Health	\$10.2M	Nicholasville
<b>92</b>	Kentucky Counseling Center	3,418%	Health	\$ 4.9M	Louisville
<b>317</b>	HANDLE	1,448%	Health	\$ 2.3M	Prospect
<b>546</b>	LEDMyplace.com	810%	Energy	\$ 7.3M	Louisville
<b>782</b>	Synergy Home	553%	Consumer Products & Services	\$ 4.0M	Lexington
<b>1346</b>	CAP Venture Group	307%	Real Estate	\$ 3.8M	Louisville
<b>1468</b>	CisCom Solutions	282%	IT Management	\$ 8.6M	Louisville
<b>1491</b>	Vac2Go	277%	Business Products & Services	\$12.3M	LaGrange
<b>1913</b>	United Installs	209%	Construction	\$10.6M	Erlanger
<b>2066</b>	Mightily	195%	Advertising & Marketing	\$ 2.9M	Louisville
<b>2174</b>	SkuVault	185%	Software	\$ 5.8M	Louisville
<b>2354</b>	Athletx Sports Group	170%	Consumer Products & Services	\$ 9.5M	Louisville
<b>2428</b>	Denton Floyd Real Estate Group	164%	Real Estate	\$46.4M	Louisville
<b>2576</b>	Senture	152%	Government	\$97.0M	London
<b>2629</b>	Material Handling Systems	148%	Engineering	\$733.7M	Mt. Washington
<b>2864</b>	iKeyless	131%	Manufacturing	\$ 66.8M	Louisville
<b>2940</b>	Excel Services	127%	Construction	\$ 28.3M	Louisville
<b>3228</b>	ARGI Financial Group	113%	Financial Services	\$ 26.7M	Louisville
<b>3545</b>	Boss Logistics	99%	Logistics & Transportation	\$ 7.3M	Newport
<b>3573</b>	Louisville Geek	98%	IT Management	\$15.9M	Louisville
<b>3660</b>	Advanced Business Solutions	95%	IT Management	\$13.8M	Louisville
<b>3677</b>	Divisions Maintenance Group	94%	Business Products & Services	\$262M	Newport
<b>3704</b>	Capture Higher Ed	93%	Education	\$ 9.2M	Louisville
<b>3790</b>	Cuddle Clones	88%	Consumer Products & Services	\$3.5M	Louisville
<b>3855</b>	TiER1	86%	Business Products & Services	\$36.4M	Covington
<b>3880</b>	Al's Complete Lawn Care	85%	Construction	\$8.3M	Lexington
<b>4093</b>	Tom Drexler Plumbing Air	78%	Construction	\$23.3M	Louisville
<b>4322</b>	Blair Technology Group	70%	Computer Hardware	\$18.7M	Covington
<b>4405</b>	V-Soft Consulting Group	68%	IT Management	\$120.1M	Louisville
<b>4493</b>	Pro Mach	66%	Manufacturing	\$872.1M	Covington
<b>4524</b>	BM2 Freight Services	65%	Logistics & Transportation	\$36.6M	Covington
<b>4537</b>	All Safe Industries	65%	Security	\$12.3M	Louisville
<b>4691</b>	LSS Life Safety Services	61%	Business Products & Services	\$11.7M	Louisville
<b>4774</b>	Hughes Environmental	59%	Environmental Services	\$3.7M	Louisville

Source: *Inc.*

# CORPORATE MOVES

New leadership for Kentucky businesses

## BIG MOVES

■ Attorney **Drake Staples** has joined McBrayer's Lexington office, where his practice is focused in the area of general litigation.



*Drake Staples*

■ Louisville-based architecture/engineering firm Luckett & Farley has announced the following additions to its staff:  
**Dana Zausch** – senior architect



*Dana Zausch*

**Juan Ricardes** – senior project manager for the corporate, commercial and hospitality design studio



*Juan Ricardes*

**Matt Gullo** – urban planning and landscape architecture discipline manager



*Matt Gullo*

**Jessica Gilbert** – project manager, higher education design studio



*Jessica Gilbert*

## PROMOTED LISTINGS

## ARTS

■ **Amanda Boyd** has been named artistic and managing director of VOICES of Kentuckiana.

■ **Whit Whitaker** has been named executive director of the Lyric Theatre and Cultural Arts Center in Lexington.

## BANKING/ FINANCE

■ **Amelia Martin Adams** has been promoted to vice president and senior trust officer for Wesbanco Trust and Investment Services.



*Amelia Martin Adams*

■ **John A. Hubbach Jr.** has joined Central Bank in Louisville as vice president, commercial lending.



*John Hubbach*

## ECONOMIC DEVELOPMENT

■ **Angie Milton** has been named controller for Commerce Lexington Inc.

## FOOD/SPIRITS/ HOSPITALITY

■ **Rob Lynch** has been named president and chief executive officer of Louisville-based Papa John's International Inc.



*Rob Lynch*

■ **Mackenzie Clark** has been named catering and events manager for the Lexington Marriott City Center and Residence Inn Lexington City Center hotels. **Cameron Jones** has been named sales manager for the hotels. **Chase Niceley** has been named human resources coordinator.

■ **Wes Hutchison** has been named executive chef for the East Kentucky Expo Center in Pikeville.

■ **Matias Bentel** has been named chief brands officer for Brown-Forman, effective Jan. 1, 2020. Bentel succeeds **Mark McCallum**, who is retiring as executive vice president, chief brands officer at the end of December.

## GOVERNMENT

■ Retired Brigadier General **Steven Bullard** has been named executive director of the Kentucky Commission on Military Affairs.



*Steven Bullard*

■ **Sean A. Muldoon** has joined the Kentucky Cabinet for Economic Development as economic development executive.

■ **Dr. Angela Tackett Dearing** has been appointed commissioner of Kentucky's Department of Public Health.



*Angela Tackett Dearing*

## HEALTH CARE

■ **Dr. Travis Sewalls** has been named chief medical officer for Saint Joseph Hospital and Saint Joseph East Hospital in Lexington.



*Travis Sewalls*

■ **Kim Perry** has been appointed vice president and chief medical officer of Louisville-based Kindred Healthcare.

## INSURANCE

■ Louisville-based ClearPath Mutual Insurance Co. has announced the following appointments: **Kevin Fallahay** – vice president of claims; **Robert Korsan** – vice president of marketing; **Alan Simpson** – director information technology.



*Kevin Fallahay*



*Robert Korsan*



*Alan Simpson*

## LEGAL

■ **Gene Price** has returned to Frost Brown Todd's privacy and data security team after

serving as commander of the Office of Naval Intelligence. Price is based out of FBT's Louisville office where he will focus on both cybersecurity and maritime law.

■ **Nancy Eff Presnell** and **Laura Theilmann** have joined Frost Brown Todd's financial services industry team. Both members, they are based out of the firm's Louisville office.



*Nancy Eff Presnell*



*Laura Theilmann*

## MEETINGS/ CONVENTIONS/EVENTS

■ **Matt Gibson** has been named president and CEO of the Kentucky Derby Festival.



*Matt Gibson*

## NONPROFIT

■ **Steve Cunanan** has been named CEO of the Kentucky region for the American Red Cross.

## PHARMACEUTICAL

■ **Jun Liu** has been promoted to chief technology officer for Louisville-based PharmaCord.

## TOURISM

■ **Susan Furlong** has joined the Kentucky Derby Museum in Louisville as director of marketing.



*Susan Furlong*

## UTILITIES

■ **Justin Sensabaugh** has been appointed senior manager of operations for Kentucky American Water.



*Justin Sensabaugh*

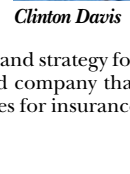
## OTHER

■ **Doug Draut** has been named president of the Kentucky Governor's Scholars Program Foundation. He succeeds **Hal Smith**, who has retired.



*Doug Draut*

■ **Bernheim Arboretum and Research Forest** has appointed **Clinton Davis** as director of facilities.



*Clinton Davis*

■ **David Pedersen** has been named executive vice president of enterprise growth and strategy for Ladder Now, a Louisville-based company that provides roof inspection services for insurance companies.

## DEPARTURES

■ **Joe Lilly** has retired as executive director, marketing and public affairs for the Kentucky Cabinet for Economic Development.

■ **Leslie Combs** has stepped down as executive director of the Kentuckians for Better Transportation.



# ON THE BOARDS

Kentuckians named to organizational leadership roles

## ADVISORY COUNCIL FOR MEDICAL ASSISTANCE

■ **Anne-Tyler Morgan** has been appointed to the Advisory Council for Medical Assistance, which advises the Kentucky Department for Medicaid Services. Morgan is a health care attorney with the McBrayer law firm.



Anne-Tyler Morgan

## ALPHA LAMBDA DELTA

■ **Travis Martin** has been selected as a professional member-at-large in the Alpha Lambda Delta National Council. Alpha Lambda Delta is an honors society for first-year students who emerge as high achievers. Martin, who was selected through a competitive nationwide selection process, is a first-year courses administrator at Eastern Kentucky University.



Travis Martin

## AMERICAN BAR ASSOCIATION

■ **Crystal Patterson**, general counsel for Gulfstream Commercial Services, has been named to three leadership appointments from the American Bar Association. Patterson will serve as group chair for the trust and estates litigation, ethics and malpractice group; co-chair of the special committee on in-house counsel; and member of the National Conference of Lawyers and Corporate Fiduciaries.



Crystal Patterson

## APPALACHIAN/KENTUCKY ARTISANS GATEWAY CENTER AUTHORITY

■ **Judith Stamps Piazza**, of Lexington, has been appointed as a member of the Appalachian/Kentucky Artisans Gateway Center Authority.

## ASHLAND COMMUNITY AND TECHNICAL COLLEGE

■ **Robert J. Maher**, **Amanda Brooke Collins**, and **Benjamin Collier** have been appointed as members of the Ashland Community and Technical College board of directors. Maher, of Ashland, is a financial advisor. Collins, also of Ashland, is a lab supervisor. Collier, of Garrison, is the president of a plumbing company.

## EDUCATION COMMISSION OF THE STATES

■ **Aaron Thompson** has been appointed to the steering committee for the Education Commission of the States, a nonpartisan policy group for all 50 states. Thompson is president of the Kentucky Council on Postsecondary Education.



Aaron Thompson

## GOODWILL INDUSTRIES INTERNATIONAL

■ **Amy Luttrell**, president and CEO of Goodwill Industries of Kentucky (Louisville), has been named board chair of Goodwill Industries International.

## HOPKINSVILLE COMMUNITY COLLEGE

■ **Leigh Tribble Durden** and **Richard Ryan Nelson** have been appointed to the Hopkinsville Community College board of directors.

## KENTUCKY AGRICULTURAL DEVELOPMENT BOARD

■ **Albert William Pedigo**, of Scottsville; **Gordon Ferrell Jones**, of Bowling Green; and **Matthew Russell Hinton**, of Flemingsburg, have been named to the Kentucky Agricultural Development Board.

## KENTUCKY ASSOCIATION OF CAREER COLLEGES AND SCHOOLS

■ **Chris Ernst** has been elected president of the Kentucky Association of Career Colleges and Schools. Ernst is senior vice president for administration at Sullivan University.

## KENTUCKY ASSOCIATION OF CHIEFS OF POLICE

■ **Owensboro Chief of Police Art Ealum** has been elected president of the Kentucky Association of Chiefs of Police.

## KENTUCKY BOARD OF EMERGENCY MEDICAL SERVICES

■ **Jessica Ann Fette** and **Allison Carter Rains** have been appointed as members of the Kentucky Board of Emergency Medical Services. Fette is the mayor of Erlanger. Rains, of Paducah, is an emergency medicine physician.

## KENTUCKY BOARD OF NURSING

■ **Mandi Danielle Walker**, of Louisville, has been appointed to the Kentucky Board of Nursing.

## KENTUCKY BOARD OF VETERINARY EXAMINERS

■ **Dr. Dale Richard Eckert**, of Versailles, has been appointed to the Kentucky Board of Veterinary Examiners.

## KENTUCKY BOXING AND WRESTLING COMMISSION

■ **Louisville attorney Jason Paul Smith** has been appointed to the Kentucky Boxing and Wrestling Commission.

## KENTUCKY COMMUNITY AND TECHNICAL COLLEGE SYSTEM

■ **Chris Girdler** has been appointed to the board of directors for the Kentucky Community and Technical College System. Girdler, of Somerset, is president and chief executive officer of the Somerset Pulaski Economic Development Authority.

## KENTUCKY EARLY INTERVENTION SYSTEM INTERAGENCY COORDINATING COUNCIL

■ **Elizabeth McLaren** has been appointed to the Kentucky Early Intervention System Interagency Coordinating Council.

## KENTUCKY FINANCIAL EMPOWERMENT COMMISSION

■ **Abdullah Al-Bahrani** has been appointed to the inaugural board of the Kentucky Financial Empowerment Commission. Al-Bahrani is director of the Center for Economic Education and an associate

professor of economics in the Haile/US Bank College of Business at Northern Kentucky University.



Abdullah Al-Bahrani

## KENTUCKY HORSE PARK COMMISSION

■ **Benjamin Thomas Sargent**, **Rebecca Jordan**, **Lisa Ball**, **Theodore Kuster** and **Price Bell** have been appointed as members of the Kentucky Horse Park Commission.

## KENTUCKY HOSPITAL ASSOCIATION

■ **Garren Colvin** has been elected chair of the Kentucky Hospital Association board of trustees. Colvin is chief executive officer of St. Elizabeth Healthcare in Edgewood.



Garren Colvin

## KENTUCKY STATE UNIVERSITY

■ **Melanie House-Mansfield**, of Louisville, has been appointed to the Kentucky State University board of regents.

## KENTUCKY WORKFORCE INNOVATION BOARD

■ The following individuals have been appointed to the Kentucky Workforce Innovation Board: **Ray Leathers** – Shelby County Industrial Development Foundation Inc., Shelbyville; **Lori Ulrich** – Fleming-Mason Energy, Mayslick; **Dianne Owen** – Four Rivers Foundation (Hickman), South Fulton, Tenn.; **Curtis J. Carson** – Braidy Industries, Ashland; **Keith Sparks** – Enerfab, Grayson; and **Kurtis Mishler** – AxiomOne, Louisville.

## LOUISVILLE HEALTHCARE CEO COUNCIL

■ **Benjamin A. Breier** has been named board chair of the Louisville Healthcare CEO Council. Breier, a founding member of the council, is president and chief executive officer of Louisville-based Kindred Healthcare.

## MAYSVILLE COMMUNITY AND TECHNICAL COLLEGE

■ **Annette C. Walters** and **Lisa Ann McCane** have been appointed to the Maysville Community and Technical College board of directors.

## MINE SAFETY REVIEW COMMISSION

■ **Louisville attorney William D. Donan** has been appointed to the state's Mine Safety Review Commission.

## MOREHEAD STATE UNIVERSITY

■ **Adam Lambert Hinton** has been appointed as a member of the Morehead State University board of regents. Hinton, of Flemingsburg, is vice president of Hinton Mills and director of the Kentucky Welding Institute.

## MURRAY STATE UNIVERSITY

■ **Charles "Leon" Owens** has been appointed to the Murray State University board of regents. Owens, of Paducah, is president of Swift & Staley.

# LANE ONE-ON-ONE

Kentucky's leaders express their opinions



## Dave Adkisson

Dave Adkisson is president/CEO of the Kentucky Chamber of Commerce, which represents businesses of all sizes to support a strong business climate. A native of Owensboro, he began his career at the local chamber of commerce and was later elected mayor of Owensboro at age 34. In 1999, he was named president of the Birmingham (Alabama) Chamber of Commerce and served five years before returning to Kentucky in 2005. Under his leadership, the Kentucky Chamber has doubled in size and in 2017 was named the State Chamber of the Year by the Council of State Chambers. He has held numerous state and national leadership positions, including serving as chair of the Kentucky Center for Public Issues and the American Chamber of Commerce Executives and as a board member of the U.S. Chamber of Commerce. Adkisson is a graduate of Georgetown College, where he currently serves on the board, and holds a master's from Harvard University.

## KENTUCKY CHAMBER FINDS PUBLIC POLICY SUCCESS BY CONVENING IN THE MIDDLE

Outgoing President/CEO Dave Adkisson says today's partisan divide creates opportunity for business groups

BY MARK GREEN

*Editor's note: Adkisson is retiring Oct. 31. Ashli Watts has been named to succeed him.*

**Mark Green:** In your previous *Lane Report One-on-One* 11 years ago, there was a focus on the need to improve Kentuckians' education level to support job creation and economic development. Where does the state stand now compared to a decade ago?

**Dave Adkisson:** That is still a top priority of the business community. It has evolved into an issue of workforce development. Educational improvement and workforce development are inseparable, and that is the top issue of the business community. Pensions is the top issue of Frankfort, but workforce is the top issue of businesses across the state. Kentucky made significant progress in the years after KERA (Kentucky Education Reform Act) was implemented in 1990, and during the next generation we came out of the basement of state rankings and solidly into the middle of the pack, in the 30, 32, 33 range of rankings of the 50 states. Unfortunately, we have stalled out. There are some positive indicators about how students are doing in the fourth and eighth grade on math and reading compared to other states, and our high school graduation rate is in the top 10 of states. But in terms of overall achievement, we're still middle of the

pack. It's important for Kentucky to rededicate itself to educational progress.

**MG:** What specific approaches does the chamber advocate to achieve that?

**DA:** We issued a report last year called "Striving to be Top Tier for Talent." Top business leaders and education leaders met for two years to develop this report, and we focused on four things: greater investments in early childhood; making the high school diploma more meaningful to employers; encouraging all adults in Kentucky toward a relevant degree or credential; and fourth, businesses have to be engaged in shaping education and workforce training.

**MG:** Over your 15-year tenure, the chamber has had some successes in getting the General Assembly and governor to enact pro-business agenda items. What are the elements of success in advocating public policy?

**DA:** Although it wasn't a piece of legislation, the Leaky Bucket Report we did in 2009 reset the conversation in Frankfort, not just for the chamber but for policy-makers. It framed the business community's view of Frankfort and Frankfort's spending, and had a positive effect on pointing out some of our spending problems. In terms of legislation, I point to the pension reform

of 2013. We assembled a coalition of more than 50 groups to support that pension reform, and to me, that's the most meaningful piece of legislation in my nearly 15 years. It will literally, according to outside third-party estimates, save billions of dollars for the state of Kentucky over the next 20 years. We had more than 30 local chambers and about 20 employer-based groups, including the Kentucky League of Cities and the Kentucky Association of Counties. When you have mayors, judges, business leaders and local chambers all speaking with one voice, that's when good things can happen.

Also significant was the unemployment insurance reform during the Beshear administration where we negotiated with organized labor a solution by which we could get the state's unemployment insurance fund back to solvency. Kentucky owed over \$1 billion to the federal government during the recession, so that was a major fix. And then the worker's comp legislation passed in the 2018 session literally saved billions of dollars for employers and Kentucky. Those three things together saved tens of billions.

**MG:** There has been 'disruption' in nearly every field. What is today's value proposition to a business for membership in the state chamber?

**DA:** Chambers across the country are reevaluating that. A trend nationally is most chambers have fewer members, but those members are investing more money. Our chamber has grown at a healthy pace financially, even during the recession, but fewer businesses these days join a chamber out of a sense of civic duty the way our grandfathers might have joined a chamber of commerce or Rotary or Kiwanis. They don't join for the same reasons today; they're looking for a return on investment: What will I get? Will I get exposure for my business? Will I get to be in the room with other businesses where I can establish contacts? Will you fight for my cause in Frankfort? Those are the questions we are asked.

What I see as an exciting new opportunity for chambers is in the area of fundraising, but not in the same sense of selling memberships. A business that will argue with you over a \$200 increase in their dues will write you a check for \$25,000 if you're working on something they care about. Our charitable foundation, the Kentucky Chamber Foundation, is a 501(c)(3) entity and has really taken off, with help from other foundations like the Bill and Melinda Gates Foundation. Other foundations have seen what we're doing and said, "Hey, we support that," and they'll write a check for \$150,000 or \$500,000.



**MG: You've been president of the American Chamber of Commerce Executives and exposed to many other operations. How does the Kentucky Chamber's portfolio of programs and activities compare to other states?**

**DA:** ACCE is thousands of chambers – local chambers like Bardstown, Paducah, Louisville, the Kentucky Chamber. We compare ourselves, usually, to other state chambers. We're also a member of the Council of State Chambers and that's our peer group. We're the 17th largest state chamber in membership revenue. By total revenue, we're the 7th largest, and if you add our foundation revenue I'm confident we're in the top five. California is No. 1, in a league by itself, but we're larger than Texas, larger than Florida and larger than the New York state chamber. We have a solid chamber in terms of our financial base in a state this size.

California is No. 1 in terms of services for members, like seminars, educational programs, that sort of thing. We are tied for No. 2; Indiana and Kentucky are right there together. We're unique in a couple of ways. We have a very robust set of services. We were the first state chamber in the country to hire a reporter to report state capital news for a business audience; and, of course, we've become the Frankfort bureau for *The Lane Report*, which has been a great partnership for us. Other state chambers, including Ohio and Arizona, have stepped into that space. Chambers around the country are so discouraged about the plight of daily newspapers and the level of news coverage that we've decided we need to communicate with our members through our own channels, hence the hiring of a reporter and creating The Bottom Line.

**MG: The Kentucky Chamber was the first to do it?**

**DA:** Right. John David Dyche, the (Louisville) attorney – a former columnist and an outspoken and entertaining Republican observer who wrote (U.S. Sen.) Mitch McConnell's biography – spoke to our board of directors. He made

the comment, "Can you imagine how much progress there would have been in this state if instead of the (Louisville) *Courier-Journal* and the (Lexington) *Herald-Leader*, we had two newspapers more of the editorial persuasion of *The Wall Street Journal*?" He challenged the chamber and said, "You folks need to create your own news source, through social media and whatever emerging opportunities. The Kentucky Chamber ought to be its own news source."

That resonated with me for – I hate to say – three or four or five years before we made a move and decided we needed to be generating news content. It's really been a success for us.

**MG: How does the Kentucky Chamber's member participation and activity level compare to your peer institutions?**

**DA:** Our chamber has a very expansive view of its mission: We ought to take on whatever we're big enough to take on if it moves this state forward. Other state chambers are comfortable to stay in the pure advocacy mode: lobby the legislature for pro-business legislation, fight regulations, etc., and don't veer from that. We've gotten involved in things like creating a Workforce Center two years ago. I found some outside money from a national foundation and we hired Beth Davisson to be our Workforce Center director. We now have a staff of nine people. Workforce is 'the' issue of the business community, and we've responded very aggressively.

On another front, nine years ago we created the Leadership Institute for School Principals. We select principals from across the state and send about 50 each year to the Center for Creative Leadership in North Carolina, an institute where you send corporate executives to be trained in leadership techniques. It's not about running a school, handling the cafeteria or the buses or disciplining students; it's about leadership style, what it takes to be an effective leader. It costs about \$4,500 per principal, but they come back saying it's the best professional

experience they've ever had. We've had about 400 principals go through it and invested more than \$3 million now. We raise that from our members. If there's a qualified principal from the Green County High School who has been admitted to our institute, we go to a business in Green County and say, "Would you sponsor your local principal?"

**MG: Is it difficult to enlist participation in the public policy process in today's increasingly divided, partisan political environment?**

**DA:** No. Actually, as distasteful as the partisan divide is – and it's not just Washington, we have polarization in Frankfort too – we have taken that as an opportunity for the chamber to engage business leaders and be involved in making meaningful progress in the state. We have to do our homework, have our data, do polling, build relationships with legislators; we have to earn their trust that we won't mislead them with our information. But we've been successful by developing those relationships. It's painful in the day-to-day to navigate all of that polarization, but it creates an opportunity for business leaders to speak in what I call "the sane middle."

**MG: Recently Democratic gubernatorial nominee Andy Beshear said he thinks the chamber sides with the Republican Party too much and refused to participate in a chamber forum with Gov. Matt Bevin. How do you address the concern he expresses?**

**DA:** It was very unfortunate. I've known Beshear personally and his family for 35 years. I thought he got bad advice, so I think it was a mishap politically. We have a standing offer for him to address the job creators in this state. If he's successful in his campaign, he will need a relationship with businesspeople who are trying to grow the economy, trying to grow their companies, trying to create more jobs. The polarization has gotten the best of a few people, but hopefully after the campaign, whichever way it goes, we'll



"We don't say people are irreplaceable very often. Dave Adkisson is almost as close to irreplaceable as anybody that I can think of. His skill set matches so perfectly with this position. It's almost as if Dave was born for this job and he has really served the state of Kentucky so very well."

-Elizabeth McCoy past Chair of KY Chamber/CEO Planters Bank

have an opportunity to build bridges. The chamber will certainly reach out at every point to whoever is governor. It makes no sense not to build those bridges.

**MG: Does the chamber have goal regarding Kentucky's minimum wage? Should government have a role in determining that?**

**DA:** We just surveyed our members, and fewer support raising the minimum wage than in the past. Our members, which are most of the leading businesses in the state, pay far more than the minimum wage already, so they consider it irrelevant to their particular situation. They react with general resistance to government telling businesses what to do.

**MG: The state chamber and Northern Kentucky Chamber in early September issued a commentary about the need to allow more skilled immigrants to enter the country for our workforce needs. Kentucky has incentives for tech business that locate their operations in the state. Should Kentucky have incentives for skilled immigrants?**

**DA:** We're hurting ourselves as a state and a nation by not implementing a reasonable immigration policy. Economists have long since concluded that Kentucky's economy can't grow, and the nation's economy can't grow, without immigrants. There are jobs going begging right now. We need them in various skill categories, but certainly we want the best and brightest. The president of Harvard yesterday made a statement that American universities are still considered the top universities in the world and attract the best and brightest from all over the world. Why wouldn't we invite those people to help us achieve economic prosperity in this country? We need a reasonable immigration policy, including for "dreamers." We wish the U.S. Senate would take that up.

**MG: The state's economic development incentives are 10 years old. Is the chamber looking at recommendations to update Kentucky's incentives?**

**DA:** We haven't taken a systematic look at economic development incentives. We support reasonable incentives – and those incentives being scrutinized and exposed to periodic public review. If the state didn't have incentives to offer companies to locate and grow, it would be like the UK or UofL basketball coach saying, "I know a lot of you don't like us giving full scholarships to basketball players, so we're gonna put a team on the court next year without offering scholarships." It's nice to imagine a world where you wouldn't offer companies any incentives, but that's not

where the marketplace is, and other states will eat our lunch if we are not competitive.

**MG: A decade ago the chamber helped defeat removal of sales tax exemptions on business services, but in 2018 the General Assembly did remove some exemptions to broaden the state tax base. Where does the business community and the Kentucky Chamber stand on further services tax reform?**

**DA:** We're open to expanding the tax base of services but avoiding what are called business-to-businesses or B2B services: architecture, engineering, law firms. Economic studies have shown taxing those is an inhibitor of economic growth, but in terms of luxury goods, luxury services, so-called "spa" types of services, a certain element of fairness would call for that. When your teenagers have to pay a tax to go to a movie, but you can go across the street and get a spa treatment tax-free, you have to question the fairness.

Kentucky's revenue is down significantly as a percentage of the state's economy. State government is smaller than it was 10 or 15 years ago, certainly smaller than it was right after KERA was passed in 1990. State revenues peaked at about 6%, right after KERA was passed – that was a billion-dollar tax increase. State revenue is now around 5.2% of state GDP, and what that means is about \$430 million less in real dollars than the historic average for the last 25 years. Add to that more than a billion dollars of additional money each year is being put into pensions. State government and our schools and universities are operating on probably less than 85 cents of every dollar that they would have been operating on if it were the average of the past generation.

While many businesspeople would applaud a smaller state government, not many businesspeople applaud eighth-graders not getting textbooks or schools having to eliminate the soccer coach or the Spanish teacher. After awhile, it's cutting back at the basic investments we all want the state government to make.

**MG: You leave your official chamber role at the end of this month. But as a well-informed and respected voice in the state, what tax reforms would you advocate for Kentucky?**

**DA:** The business community generally supports consumption-based taxes rather than income-based taxes; we should tax consumption, not productivity. We would be open to an increase in the sales tax if it were offset by a reduction in personal income tax. The inventory tax continues to nag the economy, but it's a complicated formula and a lot of that goes to local schools and local governments. It would

be nice to be able to eliminate the inventory tax because we're here in the middle of the United States and we're a haven for logistics like UPS, Amazon, DHL; people want to ship things here to ship things out of here. Over 150 companies have located near UPS, and look what Amazon is doing in Northern Kentucky; it's gonna explode up there. And yet we tax those goods that we want to be shipped from here to the world. That's an inconsistency that we need to address.

**MG: What about legalizing and taxing additional forms of gambling, or medical or recreational marijuana?**

**DA:** The chamber has not taken a position on medical marijuana except to work with the bill sponsor last year to get language inserted that would protect employers from liability if medical marijuana were legalized in Kentucky. We have not taken a position on recreational marijuana. We're generally open to expanded gaming, but we play second fiddle to the equine industry there and have waited to see how they – especially the Churchill and Keeneland tracks – want to move forward toward expanded gaming. We see it as an economic development thing and see a lot of dollars going across the river. None of those potential forms of revenue, though, are nearly as substantial as, for example, increasing the sales tax by a penny; they're only nibbling at the margins.

**MG: Regarding the Kentucky economy, what encourages you and what gives you concern?**

**DA:** One is our central location; nobody can take that away from us. Second is our economic diversity. We have autos, agriculture, tourism, river traffic. All those are huge and are very, very positive.

The concern is the lack of workers. Over 100,000 people sit on the sidelines each day, working-age people who are generally able-bodied and yet not in the workforce. We did a study of that and found three basic reasons: addiction, incarceration and disability. Those are really tough issues to address, but we've got to address them. The Kentucky Chamber's gotten heavily involved this year in the opioid issue – Ohio and Kentucky are the first two state chambers to really get involved in the opioid issue. We see it as a workforce issue, and people who could be gainfully employed and feeling the satisfaction of work and wages are unfortunately sidetracked by this horrible epidemic.

Another concern is the pension problem. It's huge. The average person in Kentucky is just now capturing a glimpse of the reality, with mental health agencies and universities having to cut back



because of the incredible pension costs or possibly facing bankruptcy and going out of business. Payments that ought to be going to improve education are going into a pension problem. Frankfort got us into this problem, and unfortunately we have to look to Frankfort to get us out of this problem. There have been some meaningful reforms, but we'll be paying the piper for 25 years.

**MG: Do you sense any collective expectation in Kentucky's business community about whether this record-long economic expansion is going to continue for the foreseeable future?**

**DA:** I don't hear anything in Kentucky, anecdotally, that would differ from the national anxiety in the business community that we all hear about and notice. Kentucky's diversified economy generally rolls with national waves. There's anxiety out there over the tariffs, the unpredictability of trade policy. Regardless of business people's political persuasion, they want stability and predictability, and we live in uncertain times right now.

**MG: As your tenure as the chamber president/CEO nears its end, is there a most satisfying accomplishment?**

**DA:** The growth of the chamber: We've more than doubled the staff. Fifteen years ago I was employee 19, and we now have 43 on staff. We've tripled the budget. We have grown by making ourselves relevant and giving business leaders a forum by which they can address state issues. The board of directors of the Kentucky Chamber is 75 people. We have top business leaders, and earning their respect is satisfying.

To see Kentucky dealing with tough issues but finding a way to move the needle on those issues is very, very satisfying. Too, in spite of the political rhetoric out there we've stayed true to the business community's agenda. We're routinely listed as the top lobbying association in the state because whereas another association might have five bills in a given session, we have several hundred we have to watch. I told our young public affairs staff members, "If you've got the Democrats and the Republicans mad at you on a given day, it's probably because you're doing your job for the business community." So navigating that middle ground has been one of our successes.

**MG: Is there a biggest disappointment?**

**DA:** I wish we hadn't had to spend so much time and energy and rhetoric and emotion on the pension problem over the last five years and instead could have spent that same energy on how we get the math scores of our high school students up above the national average. The pension problem is a double whammy. It's a financial issue we'll be dealing with for 25 years, but it also exhausts our capacity to deal with opportunities.

**MG: What advice do you offer for your successor?**

**DA:** Continue to convene the most talented business leaders in the state to address Kentucky's toughest challenges and brightest opportunities. The word 'convener' is in our mission statement; it's why we exist: to bring together. Coalitions form and dissolve on a daily basis in Frankfort, and we have to be nimble in terms of how we can gather support. No one group – no labor union, no farm

group, no business group – is strong enough in Frankfort to pound on the table and get its way. Hopefully, we're strong enough to stop bad things that we see coming, but we have to form coalitions. We constantly have to regroup with like-minded people who share our goals.

**MG: Any closing statement that you'd like to make?**

**DA:** I made notes to myself before today about the things that have been the real trends that have affected the last 15 years I've been here. We spoke out on pensions in 2006, and some changes have been made. The digging out will continue for the next generation. That's the No. 1 issue in Frankfort and will be for the foreseeable future. Workforce is the dominant issue for the business community and will be for the foreseeable future, because baby boomers are retiring at 10,000 per day in this country. We don't have enough Kentuckians to fill the jobs that are currently available. Taxes and revenue – the chamber has spoken out and said we are open to new revenue. When we saw what was happening to this state with pensions and to education spending, we revised our position to where we are more tolerant of revenue reform. Political polarization has gotten more intense and I don't see that letting up any time soon. But that polarization has allowed the chamber to emerge as a voice for common-sense solutions. ■



*Mark Green is executive editor of The Lane Report. He can be reached at [mark@lanereport.com](mailto:mark@lanereport.com).*

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# Building a Better Workforce



Bowling Green's Chamber has led an effort to put business skills at the center of the school curriculum

BY DEBRA GIBSON ISAACS

*Editor's note: This is the first in a two-part series looking at initiatives in Kentucky to make real-world job skills a bigger part of the education curriculum*

**B**ACK in 2013, when the issue was only a faint blip on national business radars, Bowling Green Area Chamber of Commerce President/CEO Ron announced that creating a sufficient and trained workforce was the region's top priority. The chamber not only foresaw the need and the consequences of not acting, it joined forces with the business and educational communities to create a multifaceted plan.

Few today question that Bunch and his colleagues were right. The issue is now more on the level of an earthquake

as communities grapple with how to grow without that trained workforce in place.

And although Bowling Green remains ahead of the curve and a model for others, they are not immune to the ever-increasing need for trained workers either, especially as the massive baby boomer population begins to retire.

"We typically have 6,000 jobs open in our 10-county area," Bunch said.

Where will the employees come from to fill those jobs and many more in the future? In Bowling Green, they believe the answer is young people already in the area.



*Ron Bunch, President/CEO, Bowling Green Area Chamber of Commerce*

*The SCK LAUNCH program, which begins in preschool, brings the business community to the classroom to help students develop work ethic and leadership skills, and learn about career and educational paths available to them upon graduation. It's part of a partnership between the Bowling Green Area Chamber of Commerce, the Bowling Green Independent School District, Warren County Public Schools and local businesses.*

## Career planning in pre-K?

"What do you want to be when you grow up?"

Ask a child in Warren County that timeless question and you may be surprised at the depth and breadth of the answer and the thought that has already gone into the decision – even if you are asking a kindergarten student.

The reason is a multifaceted program called South Central Kentucky Learning About Unique and New Careers Here, or SCK LAUNCH. It is the community's "urgent call to action" that started in 2013, according to Bunch. SCK LAUNCH is a partnership between the Bowling Green Area Chamber, the Bowling Green Independent School District, Warren County Public Schools and local businesses.

The program has as many tentacles as an octopus, but the main thrust is meeting the workforce needs of local employers and future employers by helping local students explore their interests, experience relevant work and connect with the real world of work from the moment they start school. Once they find their passion, educators and business people collectively help them create a plan for achieving their career goals.

The process literally begins in preschool, according to Meredith Rozanski, chief operating officer for the Bowling Green Area Chamber. Kindergarten students participate in The Leader in Me program, which embeds leadership development into the curriculum, activities and culture of each school.

"By teaching students leadership skills – the same skills that employers seek in top talent – they create a human capital advantage for our community in the long run," Rozanski said.



*Eighth-grade students get an up-close look at careers available in South Central Kentucky through interactive exhibits at SCK LAUNCH Experience, an annual career expo. It focuses on the region's high-growth, high-demand sectors. SCK LAUNCH is designed to create a robust pipeline of well-trained talent to support area businesses.*

Kindergarten students learn the Franklin Covey organization's "7 Habits of Highly Effective People." At this level, 5-year-olds apply for leadership positions such as leading the class down the hall or handing out papers. Although spelling and grammar are rarely perfect, their written application process teaches youngsters to create goals and do what it takes to achieve those goals.



*Meredith Rozanski, Chief Operating Officer, Bowling Green Area Chamber*

Franklin Covey Co. formed in 1997 when time management and planning firm Franklin Quest, which employed the writings of Benjamin Franklin, acquired Covey Leadership Center, which used the principles of Stephen Covey's 1989

**"This is not a class, not a curriculum. Students are the leaders of their own lives."**

—Meredith Rozanski, Chief Operating Officer, Bowling Green Area Chamber of Commerce



*An eighth grader prepares to use a Lincoln Electric virtual welding simulator at the SCK LAUNCH Experience career expo in Bowling Green, a hands-on event that focuses on the region's high-growth, high-demand sectors. The simulator has a realistic welding puddle and accurate sounds and movements.*



bestselling book "7 Habits of Highly Effective People."

Incorporating the philosophies in Covey's business bestseller to education curricula wasn't a random act. It was based on south-central Kentucky employer feedback regarding soft skills.

#### **Engagement is key**

"We raised \$1.4 million from the private sector to be the first community to implement Franklin Covey's '7 Habits of Highly Effective People' across two school districts K-12," Rozanski said.

Other groups have contributed as well. For example, the Leadership Bowling Green Class of 2018 raised \$13,900 (\$6,700 in cash and \$7,200 in kind) to support a Leader in Me School at Warren Elementary.

Then the hard work began, Rozanski said.

"Based on employer feedback and our reality of 6,000 open positions, we identified our top sectors; the top 10 in-demand positions within each sector; the knowledge, skills and abilities needed to be successful; and the average salary here in south-central Kentucky. We did an 'all call' (event) at Western Kentucky University for all the businesses in those sectors to come in and review the data (Is it really what they need? What do they pay?) and then created posters with the career ladders for the schools, adult education centers and workforce board. This information is true regardless of age."

The chamber then brought the private sector and educators (in equal numbers) to the same table to develop the profile of an ideal graduate and then worked with Ford Next Generation Learning, Franklin Covey and Alignment Nashville to develop the community's specific plan.

#### **Meaningful work experiences**

"We kept in mind Gallup's research that shows a student who has a meaningful work-related experience in high school is more likely to persist in the world of work," Rozanski said. "Our goal is that every student graduates with a career-related opportunity."

The Bowling Green Independent School District even chose to employ a college and career readiness coach and the Warren County School District followed a few years later.

"I help students figure out what they want to do when they graduate from high school," said Destiny O'Rourke, the first college and career readiness coach.

O'Rourke focuses on student transition services – helping students get jobs and scholarships, write resumes, learn interview skills and meet college recruiters and area employers.

"If a group of students is interested in a particular college in Kentucky, we'll load up a bus and go for a visit," O'Rourke said. "We do lots of fieldtrips to health care facilities, industries and other businesses with opportunities."

"A lot of students don't really understand what waits for them when they leave high school. They just have an abstract idea. We help them identify their own strengths and interests and help them see their education through the lens of their interests and what kind of jobs are available," she said. "That way, when they are sitting in a class, it means more than



*Destiny O'Rourke, College and Career Readiness Coach, Bowling Green Independent School District*



## COVER STORY

*Each fall, the SCK LAUNCH Experience gives eighth graders an interactive look at careers in high-growth, high-demand sectors, such as construction; health care; hospitality; manufacturing; professional services; public services; and transportation, distribution and logistics.*

just the academics they are learning. Every student needs math – it is a core subject – but what does that mean for their career? It's the same with any subject. Students begin to understand they are really building their future in high school."

### Step into the cash machine

Brad Howard, president of Independence Bank in Bowling Green, is an employer who will hire some of those students. He has been involved from the beginning of SCK LAUNCH. In fact, he has been involved with the Bowling Green Area Chamber for 25 years, including a stint as chamber chairman, the top volunteer position.

He is especially pleased with the opportunities eighth-graders receive.

"Before we implemented SCK LAUNCH, we went to Florida and Alabama," Howard said. "We saw what they did with kids in the eighth grade to expose them to opportunities in their own markets. It would work (here), we agreed. We took that idea and combined it with some other efforts."

The result is SCK LAUNCH Experience, an interactive career expo where eighth-graders can explore the area's high-demand sectors: construction; health care; hospitality; manufacturing; professional services; transportation, distribution and logistics; and public services.



**Brad Howard,**  
Bowling Green  
President,  
Independence  
Bank



*SCK LAUNCH programs, such as the annual career expo, are designed to help create a robust pipeline of well-trained talent to support businesses in the South Central Kentucky area and grow the economy.*



Howard is at the Expo frequently. His goal is to help students understand what bankers, accountants and insurance representatives do and why they are needed. And he uses a can't-miss strategy to attract their attention.

"We have an inflatable booth," Howard said. "We put 30 to 35 dollar bills in an inflatable money machine (that swirls the cash in the air). The kids step into the booth and try to grab as much money as they can; that becomes their annual salary. We then walk down the line of kids and create real-life scenarios.

"Did you just slip and fall?" the banker questions one student. "If so, you are going to need an attorney. Do you know what an attorney will do for you? What kind of attorney do you need?"

The student eyes her dollars and thinks.

"Congratulations, you just bought a new car," he tells another. "Did you buy insurance? You have to have insurance to legally drive that car. Do you know why else you need insurance?"

"We have representatives from actual companies talk to the kids. If they have any interest, the representatives give them advice about how to get into the field."

The beauty of the approach now, Howard said, is that the school systems are starting to teach toward curriculum in specific sectors. Bowling Green High School offers classes in math and English geared toward what health care professionals need. Warren East High, located near the industrial park, has classes in robotics and welding. Students can earn industry certifications while they are high school juniors and seniors.

"They can step out of high school with the credentials they need to earn \$60,000 to \$80,000 a year with no school debt," Howard said. "We are not downplaying four-year degrees. We now have a med school here (University of Kentucky College of Medicine Bowling Green). We just want kids to understand the skill sets they are going to need for whatever career they choose. We have learned that at the middle-school age, if

### BY THE NUMBERS

Numbers based on 1,143 Bowling Green area seniors in the Spring 2017 graduating class.

**23%** Graduated with an industry credential

**28%** Graduated with six or more post-secondary credits.

**53%** Graduated with a career preparatory program

**98%** Graduation Rate (92.1 to 98.4%)

**95%** Attendance Rate (92.7 to 95.3%)

we can get their attention for just a little bit we can help them develop an interest and a path. Most have no idea what job opportunities we have here."

But that is changing, said Rob Clayton, superintendent of the Warren County Public Schools.

"We are seeing more students with high-quality job offers," Clayton said. "We have dialogue now with industry partners that have led to amazing opportunities for our students, whether from they are from area technology centers or one of our high schools."

However, Clayton warns that today's manufacturing jobs and those in many other categories are not similar to what they were decades ago.

The chamber compiles a workforce needs list monthly and shares it with local school systems.

"From our standpoint, it is still like putting a puzzle together," Clayton said. "We have to find a proper balance, find opportunities outside the school setting and provide assessments in all our schools."

One positive impact is that school people are engaged with business and industry.

"Because of the partnership, business people are having conversations with kids," Clayton said. "The kids are becoming more aware of what is out there. These conversations look different now."



**Rob Clayton,**  
Superintendent,  
Warren County  
Public Schools



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*The SCK LAUNCH curriculum starts with preschool-aged students and goes through high school graduation. SCK LAUNCH is part of a partnership between the Bowling Green Area Chamber of Commerce, the Bowling Green Independent School District, Warren County Public Schools and local businesses.*

Gary Fields, superintendent of the Bowling Green Independent School District, agreed.

Fields credits the BG Chamber with bridging a long-standing gap between education and real jobs.

## What about Your Community?

It explains how to identify local economic sectors, the entrepreneurial mindset and research job positions available in the community. The Seventh-Grade Experience – focused more on personality profiles and career interests – will be available soon.

"In November 2018, we implemented an eighth-grade career launch," said Sandra Wilson, president of the Paducah Area Chamber of Commerce. "The Bowling Green Chamber folks received a state grant to assist us in implementing the career launch. They spent most of the day with us and provided us with lots of materials to prepare for it."

"We feel like this is a great opportunity to begin another form of workforce development," Wilson said. "We identified our most pressing openings through websites they had access to that we didn't at the time and built the event from there. It turned out to be very successful, and we appreciated their help."

"We have students who earn their OSHA 10 (safety) certification while still in high school," he said. "Employers such as M&L Electric want to interview those kids on the spot. The students have a base of knowledge to begin to work in their field and be long-term employees."



Accordingly, Fields <sup>8</sup> <sup>1</sup> <sup>7</sup> *School District* said there has been a shift in enrollment patterns.

Teachers as well as students are involved.

“Nov. 22 will be our fourth Experience Event, and this school year will be our third year of ramping up career shadowing and educator externships (time spent at workplaces),” Rozanski said. “We continue to add more opportunities each year and could not do any of it without superior leadership at both the school districts and in the private sector. We are truly blessed with the best group of passionate people to pull this community lift off.”

During career shadowing, for example, small groups of students observe professionals on the job and experience “a day in the life” of a professional.

Through externships, educators experience first-hand what careers might look like for their students and gain a deeper understanding of the technical and employability skills their students need for the workplace, according to the SCK website. They earn the skills needed for their students to be successful in the world of work and how their work in the classroom connects to the private sector.

O'Rourke, the Bowling Green High School-based college and career readiness coach, has completed two externships, one of them 35 miles away in Russellville at Logan Aluminum, where her expectations about what working at a factory were forever changed.

"My externship at Logan Aluminum was in advanced manufacturing," she said. "Advanced manufacturing is a great pathway. It requires highly skilled work. Now I can help my students understand how their studies prepare them for a job like this."

“This understanding has always been such a huge component of education. Students have to decide about the quality of life they want, what is most important to live the quality of life they want, and what kind of job will help them reach that quality.”

Collectively, all the efforts will create a better match between the skills graduates possess and the skills employers need, which is what motivates SCK LAUNCH.

*Debra Gibson Isaacs is a correspondent for The Lane Report. She can be reached at [editorial@lanereport.com](mailto:editorial@lanereport.com).*





EOP + HOK Chicago

NBBJ + EOP and Don Grinberg



*EOP Architects is part of the design partnerships for Kentucky International Convention Center, left, which reopened in August 2018, and Rupp Arena-Lexington Convention Center, which is under reconstruction, to transform both into modern, open, “extroverted” facilities.*

## CREATIVE COLLABORATION

Partnerships key to EOP’s success in convention center design

BY MARK GREEN

WITH “collaboration” the leading business strategy of the day – maybe the decade – the meetings and conventions industry is a hot business sector, and communities everywhere are upgrading their facilities. Louisville’s modernized Kentucky International Convention Center (KICC) just celebrated the first anniversary of its reopening, and the Lexington Convention Center is midway through an ambitious reconstruction that includes a “reimagining” of iconic Rupp Arena.

Lexington-based EOP Architects cites its own professional collaborations as a key to why it won contracts to design both of Kentucky’s two biggest convention center projects.

To reach its position as a convention center specialist, EOP first pursued the LCC-Rupp Arena reimagining project that former Lexington Mayor Jim Gray initiated early in his first term.

“It was *the* project” for the architecture community, said Mark Henderson Thompson, marketing director for EOP. Firm managers put a large bull’s-eye target on the wall in the break room with an image of Rupp Arena in the center. “It was the golden cow.”

Redesigning the nationally famous sports venue, venerated by University of Kentucky basketball fans across the commonwealth, is one of those once in a lifetime career opportunities. EOP

created three different schemas, or plans, for the LCC-Rupp project with physical models that lit up, a wall of 8-foot-tall presentation boards, PowerPoints and video, including a “fly-through” perspective, Thompson said.

Importantly, EOP in its LCC-Rupp pitch also partnered with NBBJ, a global firm with expertise in sports facilities. NBBJ led design of Pauley Pavilion’s expansion at UCLA, the Staples Center in Los Angeles and the modernistic Hangzhou Olympic Stadium in China.

EOP’s relationship with NBBJ dates to the first half of the previous decade in their work on the Kentucky Transportation Cabinet building in Frankfort.

NBBJ + EOP with Don Grinberg, FAIA, won the LCC-Rupp contract. EOP is leading the design of the Lexington Convention Center with NBBJ and Grinberg, one of the nation’s leading architects specializing in public assembly facilities.

“We learned from Don ... that conventioners want to do more than just go to the convention and then to their hotel room,” Thompson said. They also want to see and experience their destination.

Meanwhile, officials in charge of the state-owned KICC needed to update that downtown Louisville venue. EOP teamed with HOK Chicago and with Grinberg again and won that contract as well. Although the Louisville project bid

came well after Lexington’s, its two-year reconstruction was completed and KICC reopened in August 2018 only a month after the LCC-Rupp job finally broke ground in July 2018.

“Selecting the right collaboration partners” was an important step to winning both jobs, Thompson said.

The design of both facilities aims for “extroverted connectivity,” said Rick Ekhoﬀ, EOP co-founder and design principal. The “closed box” buildings were given lots of glass on outside walls and “transparency” so that visitors can see and connect with the downtown around them, and local residents “can feel the energy” of the activity – and economic impact – taking place inside. They incorporate visual themes and building materials to reflect the locale and surroundings.

Architectural relationships built during big design projects often continue after the construction is completed. For example, EOP is working currently on the renovation of a section of older roof at KICC and installation of audio-visual systems in its 175-seat conference theater.

Due to its KICC work, EOP opened a Louisville office, which had long been a goal, Thompson said. While the projects are big, the firm’s personnel numbers grew modestly, from 25 to around 30. It is not a goal of the firm to grow its staff much beyond that, but there has been a significant capital investment to increase its technical infrastructure.

Will EOP be doing other convention center projects?

“We hope,” Thompson said. ■

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## Kentucky's medical review panel missed the mark on a moving legal target

**I**N December 2018, the Kentucky Supreme Court ruled unconstitutional a new state law requiring prospective medical malpractice claims to be screened by expert review panels. The court's opinion said too many claimants were being denied timely access to court by a process that was too slow and gave defendants too much influence.

The bill had been a priority of the medical community for more than 20 years, with proponents arguing review panels would cut down on “frivolous medical malpractice suits” that were cited as one of the causes of the rising cost of claims and malpractice insurance in the state. In early 2017, the medical review panel law was enacted after Kentucky Republicans gained control of the state House, Senate and governor’s office. Kentucky followed in the footsteps of 17 other states, including Louisiana, Indiana and Texas as well as the Virgin Islands.

claims paid on behalf of physicians. (It) decreased by 55.7% from 1992 to 2014,” according to the National Practitioner Data Bank (NPDB).

Public Citizen, a nonprofit consumer advocacy organization, wrote a report based on its examination of Kentucky's malpractice numbers, along with costs and impacts.

“Extrapolating from the Institute of Medicine findings, we estimate that there are at least 632 to 1,407 preventable deaths in Kentucky hospitals each year that are due to preventable medical errors,” Public Citizen reports. “The costs resulting from preventable medical errors to Kentucky’s residents, families and communities is estimated at \$244 million to \$416 million each year. But the cost of medical malpractice insurance to Kentucky’s health care providers is only \$81.8 million a year...

while the cost of medical services increased 30.5%, or 4.4%, annually during these seven years. When measured in 1995 dollars, total malpractice payouts to injured patients in Kentucky declined from \$38.5 million in 1995 to \$36.9 million in 2002.

NPDB itself directly reports that from 1992 to 2014 “the amount of payment increased by 23.3 percent” nationwide. In Kentucky, when adjusted for inflation, medical malpractice payments have not increased in the last 10 years, staying largely stable and even sometimes decreasing.

In 2009, NPDB reported \$50 million in medical malpractice payouts for Kentucky. In 2018 that payout figure was \$54.35 million, with the lowest year in the past decade being 2013 at \$32.89 million. As of June 30, 2019, Kentucky had seen \$19.94 million in payouts.

Total malpractice payouts from 1990 to 2019 (as of June 30) are \$1.426 billion, putting the annual average at slightly more than \$50 million.

The Kentucky Supreme Court found that medical review panels, rather than offering effective reform to a problematic situation, effectively shut the courthouse doors to many Kentucky citizens – with some aspects of the law’s process putting claimants at the “mercy of the other parties involved,” thus exacerbating the problem.

As reported by state newspapers and other sources, Medical Review Panel statistics for the first year indicated that of the “531 complaints filed: 58, or 11%, (being) assigned to panel; 13, or 3%, adjudicated by panel naming 20 defendants; 18 pending with panel; (and) 27 withdrawn, settled or dismissed from panel.” The law directs panels to issue findings within 30 days of receiving a defendant’s submission of



evidence, but there was a determination on only about 26% of filings.

A new panel had to be developed for each case.

Attorneys had to choose a panel chairperson, who then was required to provide two lists of physicians to serve as potential reviewers; attorneys were able suggest medical specialties to serve on the review panel. Furthermore, if panel members were deemed unsuitable by attorneys, they had the opportunity to strike physicians from the list provided by the chairperson. This initial process was intended to end with two panel members agreed upon by all attorneys involved and who would then go on to choose a third panel member to serve and review.

"The system never got off of the ground because the chairpersons, at least in my area, were not very successful in finding enough physicians to place on the striking list and serve on the review panel," said Ellen Houston, a DBL Law partner practicing in the areas of medical negligence defense and health care. "Sometimes a physician would agree to serve and then back out.



*Ellen Houston,  
Partner,  
DBL Law*

"This was not necessarily the case in all areas of Kentucky. I believe in Louisville, for example, several attorneys had cases go all the way to decision," Houston said. "I unfortunately did not have that experience...

"I spent a significant amount of time trying to identify appropriate physicians who would agree to serve on panels. During the year or so the panels were in effect, I didn't have a single case go to a panel decision due to delays caused by the inability to form a panel of physicians in the right specialties and without a conflict of interest," she said.

The *Courier-Journal* newspaper in Louisville reported the following breakdown of adjudicated cases: Nine finding for the defendant, one finding for the claimant, [and] three finding that standard of care was violated without causing an injury.

#### **Time frame considered too tight**

The only way the process could be bypassed was if both parties involved, claimant and defendant, "secure the signed consent of all named defendants to either submit to binding arbitration or waive the panel process altogether." In order to expedite cases within a reasonable timeline, the Kentucky Supreme Court found, claimants were effectively at the mercy of the defendants to agree that the process was unnecessary or overly complex.

Jennifer M. Barbour, attorney and director at Middleton Reutlinger law firm, said, "While the law was still valid, most law firms were frustrated with the medical review panel act. It required the parties to gather evidence and submit their cases to the panel on a very tight timeframe that frankly was not workable with complex medical cases.

"There was also a lot of frustration and confusion about the panel composition, namely, panel members who could comment on standard of care but not causation, such as nurses," Barbour said. "Some lawyers did not want to include nurses on the panels, even if a nurse's care was at question, because that meant one less panel member to address causation. In complex cases, such as birth injury cases, three medical professionals were often too few to address all the standard of care and causation issues involved.

"Now that the law was declared unconstitutional, there was an immediate glut of cases that were filed in circuit court. Law firms were exceptionally busy as a result, but that has passed now," she said.

The Pew Charitable Trust funded studies of medical review panel use that found they complicated the malpractice case process, thus making it more expensive.

"Medical screening panels, by contrast, seem less useful and more costly" than existing legal processes, according to Pew. "The available data provide little indication that panels are a preferable way



*Jennifer M.  
Barbour,  
Attorney  
and Director,  
Middleton  
Reutlinger*

to screen out weak cases or to promote dispute resolution. To the extent that a neutral expert opinion is needed at trial, other measures could provide that input more efficiently. Likewise, though specialized medical malpractice courts might develop useful expertise, specialization has potential disadvantages that likely offset its benefits."

Kentucky's review panel law was brought down by a lawsuit brought on behalf of Ezra Claycomb, who, the filings asserted, "suffers from severe brain damage and cerebral palsy allegedly caused by medical malpractice." The Supreme Court ruling striking down the malpractice case review panels cited Section 14 of Kentucky's Constitution, known as the 'open-courts' provision, that guarantees all state citizens have access to the courts "without delay."

#### **Review desirable but hard to do**

Legal challenges to the medical review panel act occurred almost as soon as the law became effective, Barbour said, and its eventual invalidation created confusion.

"While those challenges made their way up to the Kentucky Supreme Court, several cases made their way through the panel process," she said. "Once the Kentucky Supreme Court ruled, there was a lot of uncertainty. For the cases that had completed the process, were the panel opinions admissible in court? For those that were still pending before the panel, would the physicians who were working on reviewing the cases be compensated for their time?

"Even the parties who successfully challenged the law were unclear as to when a litigant would need to timely file



## HEALTH CARE

a lawsuit that was pending before the panel. There's been a lot of litigation at the trial court level alleging that complaints filed were untimely," Barbour said. "With regards to future litigation, I think many medical providers are now concerned that no tort reform would ever pass the legislature and survive judicial review."

The basic idea of screening malpractice claims medically continues to have advocates.

"I understand the legal reasoning behind the court's opinion, but I believe the medical review panel process was a step in the right direction for Kentuckians," Barbour said. "Like all laws, once put into practice, ways to improve it became evident, but requiring a basic level of medical support for a case before allowing it to proceed in the court system is a good step towards ensuring injured people can seek redress, our courts are not burdened by baseless lawsuits, and practitioners can practice medicine with reduced fear of baseless lawsuits."

In response to the ruling, as reported by the *Insurance Journal*, an insurance industry trade magazine, "The law's sponsor (Sen. Ralph Alvarado, a Winchester Republican and previously a nursing home physician) ... is considering an amendment to the state constitution to establish medical review panels."

Medical review panels' invalidation in Kentucky highlights a number of issues in the state when it comes to malpractice litigation (both during the use of medical review panels or otherwise), the historic cost of health care in Kentucky, and the subsequent higher malpractice insurance rates for medical providers.

### Risk and cost is concentrated

So what are medical providers and law firms that represent them doing to address the risk of medical malpractice lawsuits? Turns out, the issue of malpractice costs is more complex than what initially meets the eye and varies across the medical, economic or geographic spectrum in Kentucky.

There is substantial variation in the likelihood of malpractice suits and the size of indemnity payments across specialties, according to the *New England Journal of Medicine* in its "Malpractice Risk According to Physician Specialty." The risk of facing a malpractice claim is high in all specialties, but most claims do not result in payouts to plaintiffs.

Not all medical malpractice lawsuits are created equal. Certain areas of the medical field typically face higher



number of malpractice lawsuits compared to others. The highest number of medical malpractice lawsuits, occupying 85% of all cases, are filed against surgeons and OB-GYNs, according to Medscape.com. OB-GYNs have the highest payouts in Kentucky at between \$40,000 and just over \$90,000 per successful suit, which is considerably higher than other medical fields.

Malpractice tort and insurance costs impact how some providers approach their provision of care.

"Some medical providers are more concerned than others, largely because they are in fields that see a higher number of lawsuits, such as obstetricians and anesthesiologists," Barbour said. "Some practitioners practice defensive medicine, such as ordering tests out of an abundance of caution. Documentation of risks and benefits of treatment options is another area practitioners focus on for risk management. Larger medical providers have in-house risk managers who provide training on documentation and provide evidence-based medical guidelines for practitioners to use in their practice."

"Some industries, like the nursing home industry, tend to just settle cases, even those with little to no merit, due to the bias many jurors have against the industry," she said. "With rising premiums, many institutional providers, like hospitals and nursing homes, have either become self-insured, or carry only umbrella/excess policies of insurance in an effort to keep costs down."

"In 1995, the median malpractice

payout in Kentucky was \$92,500, according to the NPDB. By 2002, the Kentucky median had declined to \$47,500 – a drop of 48.6%. The 2002 median payout for Kentucky was significantly lower than for preceding years, reflecting the unusual record of a single physician who made 76 payouts totaling \$947,500. If payouts by this one physician were eliminated from the 2002 totals, Kentucky's median payout would have been \$97,500 – still only a 5.4% increase since 1995 at a time when medical inflation rose 30.5%."

### 1.6% of doctors had 26.7% of payouts

The Public Citizen report on Kentucky highlights that the relative percentage of doctors who face medical malpractice claims is overwhelmingly fixed to a small percentage of doctors with repeat claims (with the highest percentage of payout claims being filed in Eastern Kentucky), rather than being spread across the spectrum of overall providers.

The Gallagher Malpractice brokerage firm concludes similarly:

"In 2014, Kentucky had 17,645 physicians and saw 119 paid medical malpractice claims against the physicians in the state. This amounted to 0.67 paid claims per 100 physicians, which is relatively low compared to the national average (0.97 paid claims per 100 physicians) and the state with the highest claims (Louisiana, with 1.50 paid claims against 100 physicians)."

Payouts over \$1 million are now less frequent in Kentucky. In 2012 and 2013, as reported by the Gallagher firm, there was only one medical malpractice



payout over \$1 million, a considerable decrease from years with six \$1 million or more payouts in 1995 and five as late as 2002.

Public Citizen notes that malpractice cases are concentrated among a relatively small number of physicians.

“Overall, these 411 doctors, all of whom have made two or more payouts, have paid \$171.9 million in damages since 1990. Even more surprising, just 1.6% of Kentucky doctors (141), each of whom has paid three or more malpractice claims, were responsible for 26.7% of all payouts.”

Because most Kentucky doctors are practicing medicine competently and effectively, the cost burden now borne by all medical provider organizations and insurers could be lightened by a focus on repeat defendants of medical malpractice claims. Public Citizen notes “83.3 percent of (Kentucky) doctors having not made a medical malpractice payout since September 1990,” and the ratio of doctors to Kentucky patients is actually increasing faster relative to neighboring states and putting Kentucky in a more stable medical care situation for patients regionally.

The recent attempt to create medical review panels was the only real tort reform that the medical malpractice field saw in recent years and there is currently no limit on damages and no arbitration rule in place in Kentucky. The statute of limitations is relatively strict compared to other states, giving patients only one year after the discovery, or reasonable discovery, of injury to file a claim.

#### **Premium spike hit in 2003**

Many blame insurance premiums as the origin of the latest ongoing medical malpractice crisis. In 2003, national insurance premiums rose sharply and a number of physicians across the U.S. closed their practices due to malpractice insurance premium costs. In 2004,

medical malpractice insurance companies reported premiums would continue to rise by double-digit percentages annually and many small medical providers and organizations could not keep up with the costs.

The rise in medical malpractice insurance premiums ultimately most affects smaller private practices or community hospitals and the most vulnerable of patients. Some physicians opted out of volunteering at “medical clinics for the poor or at the Medical Reserve Corps because they have no malpractice insurance coverage.”

In Kentucky, insurance premium increases hit poorer areas such as Eastern Kentucky harder and drive physicians to work at larger hospitals (a growing trend in Kentucky and nationally), which can afford insurance costs but operate farther away from the most rural areas of the state.

The National Academy for State Health Policy succinctly outlined the wheel of blame with regard to the national crisis, reporting:

“Insurers and doctors blame ‘predatory’ trial attorneys, ‘frivolous’ lawsuits, and ‘out of control’ juries for the spike in insurance premiums. In turn, consumer groups accuse insurance companies of ‘price gouging,’ while plaintiffs’ attorneys point to an exorbitant rate of medical errors and the need to deter malpractice and provide compensation to injured patients.”

The debate is enough to make one’s head spin and is evidence of just how complicated the U.S. medical system has become. Consensus for effective action still seems out of reach. However, actions and considerations on various fronts are being taken slowly but surely.

Barbour notes, “The legislature should consider laws that would require litigants to file affidavits supporting their medical claims when they file suit in court, both as to

standard of care and causation. Also, laws that would address admissibility of certain evidence would be helpful. For instance, limiting the admissibility of survey or inspection results of hospitals and nursing homes would greatly help providers as well. There’s no real consistency in Kentucky’s current law on the admissibility of that evidence, and plaintiffs often use that uncertainty to their advantage to gain leverage over defendants in litigation. Revising the Kentucky Resident’s Rights Act would also be helpful, particularly removing the provisions for awards of punitive damages and attorneys’ fees.”

Houston also recommends a number of steps to mitigate risk as well:

“The legislature recently enacted KRS 411.167, which requires a certificate of merit. This certificate, which must be filed with the complaint, must demonstrate that the claimant has consulted with at least one expert who is qualified to give expert opinions as to the standard of care and that the expert concluded that there is a reasonable basis to commence the action.”

Reducing risk can be as simple as transparency and a good bedside manner, Houston said.

Mediation early in the process can reduce litigation costs by fostering an early settlement, she said, but added that it is not always the right approach.

“An apology statute would also be a good next step,” Houston said. “Ohio has an apology statute, the purpose of which is to provide opportunities for health care providers to apologize and console patients and families without fear that such statements would be used against them in a malpractice lawsuit. This would encourage more transparency and would make certain lawsuits less likely because it would allow for an open dialogue about an unanticipated medical outcome.” ■

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The advertisement banner for QX.net features a light blue background with a subtle circuit pattern. At the top center is the QX.net logo in a stylized blue font, with the tagline "Tomorrow's Technology Delivered Today" in a smaller blue font directly below it. Below the tagline are three circular icons: a globe for "Dedicated Internet", a speech bubble with a phone handset for "Voice Services", and a cloud with signal waves for "Colocation/SDWAN". At the bottom center, the text "Serving Kentucky Businesses Since 1997" is displayed. In the bottom right corner, a call to action reads "Call us today: 1.877.835.1928".



# Supplies Over Seas

Louisville entity uses medical surplus to improve world health and sustainability

BY MATT WICKSTROM

**S**INCE 1993, one Louisville-based organization has been working to improve health outcomes not just in Kentucky but around the globe by putting a dent in the nearly 6 million tons of medical surplus generated by hospitals yearly.

Founded by the late Dr. Norton Waterman, Supplies Over Seas began as a program under the Greater Louisville Medical Society to save surplus medical equipment and supplies at hospitals, clinician offices and elsewhere from going into landfills and instead delivering them to medically impoverished areas. SOS has reached 105 countries around the globe in addition to spearheading efforts across

Kentucky and the United States.

As one of only 15 accredited Medical Surplus Recovery Organizations (MSRO) in the United States, SOS has over 180 hospitals and physicians offices that support and provide supplies throughout the country, including in Birmingham, Nashville, Cincinnati, Southern Indiana and across the commonwealth. Some of SOS's Kentucky partners include Norton Healthcare, Baptist Health, Owensboro Health Regional Hospital, Twin Lakes Regional Medical Center and Hardin Memorial.

Though each donor and partner receives a tax deduction relative to its tax bracket, SOS President and CEO Denise Sears believes much of the motivation for those who donate is to

*Supplies Over Seas is a Louisville-based nonprofit organization that meets critical health care needs in medically impoverished communities around the world by redistributing medical supplies and equipment from where there is surplus to where they are needed.*

contribute to the betterment of society and a positive social outcome.

An explosion of SOS partnerships nationwide and worldwide can be attributed to it having become a 501(c)3 nonprofit in 2010, combined with Sears – who came in 2016 – bringing her background in banking from Manufacturers Hanover, investment management from Saratoga Investment, and sales and marketing from running her own consulting company.

SOS has expanded its full-time staff from two to eight and schedules 17,000-20,000 volunteer hours yearly. Its shipping output has increased from 90,000-160,000 pounds of supplies per year to nearly 400,000 pounds.

“It’s very important for nonprofits to realize that they need to operate like a business,” Sears said. “SOS operates like a business even though we have a different reason for why we exist than a for-profit organization. At the end of the day, the way we operate needs to be as efficient and transparent as any of our friends in the corporate world.”

The organization has developed an extensive donation program for expired supplies that has doubled locally in the past 12 months according to Sears. Contributing to SOS’s mission of using or recycling 95% of the items it receives,



donations are given to local nursing schools for educational purposes; this in turn combats educational cost-cutting and lessens the need for tuition hikes and other counteractive measures.

The variety of donated supplies helps those entering the field to gain experience and knowledge working with a broad spectrum of equipment from several manufacturers.

"No matter where they go to work, they're likely to be familiar with whatever equipment that hospital uses, making them a better clinician and someone who can be more productive right away with a shorter learning curve," Sears said.

SOS is shifting from being a Medical Surplus Recovery Organization (MSRO) to a world health organization since Sears came aboard, bringing with her a more holistic approach to measuring success. While in the past SOS determined success by the volume of supplies it distributed, under Sears the measure is based on the impact of creating sustainable movements and not just short-term fixes. An example is looking at environmental factors, which, according to the World Health Organization, are attributed to 12.6 million deaths per year.

"If we are sending medical supplies to a community in Ghana, Ecuador or

somewhere without access to safe water, then we are merely putting a Band-Aid on the problem," Sears said. "All we'd be doing is getting people healthy enough to re-enter their communities and get sick again."

The difference, Sears said, is asking a few more questions and working together with other nonprofit partners to broaden assessments and make sure supplies sent out are appropriate for the health needs of the recipients. SOS used this approach when it sent supplies to Europe during the 2017 refugee crisis and more recently to Houston and Puerto Rico following Hurricanes Harvey and Maria.

The organization built on those lessons when sending aid this year to the Bahamas following Hurricane Dorian. After following weather reports ahead of the storm's landfall and determining that the Bahamas would be its area of focus, Sears reached out to representatives at UPS about transporting supplies to a hospital in the Bahamas.

When a CNN report cited the most needed medical items in recovery efforts being hospital beds, walkers and wheelchairs, Sears realized SOS had all of those items in droves. She got them sent out in mid-September to Nassau

and then their final destination of Grand Bahama.

"I've been to some of these areas and witnessed people who've lost children because they didn't have access to safe child delivery or their child contracted an infection because they didn't have anesthetics or protective gauze for a cut," Sears said. "It really hits home, and the fact that I'm also a mother who's lost a child has made this mission a very personal one for me."

Further extending its commitment to advancing health in the developing world to help save lives, SOS is working to launch a pilot program in rural Uganda in the coming months that will provide focused medical care for women and children along with education for new mothers. The goal of that clinic, Sears said, is to curb the fatality rate of mothers and newborns in Africa, which currently is one death every 11 seconds. Additionally, Sears sees the clinic as another way for SOS's partners and donors to see the real-world impact of their contributions.

For more information visit [SuppliesOverSeas.org](http://SuppliesOverSeas.org). ■

*Matt Wickstrom is a correspondent for The Lane Report. He can be reached at [editorial@lanereport.com](mailto:editorial@lanereport.com).*

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*Left: Kentucky Chamber leaders hold a news conference after passage of state public-private partnership legislation in the 2018 session of the General Assembly.*

*Below: Dave Adkisson, president and CEO of the Kentucky Chamber, speaks to the audience at an annual Economic Summit dinner about the 4 Pillars of Prosperity strategic plan adopted in 2015.*



## Bringing People Together in Pursuit of a Common Goal

State business leaders recognize accomplishments of retiring Kentucky Chamber of Commerce CEO

**A**S Kentucky Chamber of Commerce CEO/President Dave Adkisson prepares to retire at the end of October after a successful 14-year run as leader of the statewide business advocacy, *The Lane Report* reached out to some of the leaders who have worked with him during that period. Here are their reflections on Adkisson's leadership and impact in his role.

### William "Bill" J. Jones

*Community Bank Division President  
U.S. Bank, Paducah*

"Thanks, Dave, for the outstanding leadership you have provided to all businesses across the commonwealth and the role model you have been. You have helped us understand to respect

our differences and value the rich diversity our state has to offer. I personally am a better person and leader by having the opportunity to work alongside you on behalf of the Kentucky Chamber and know you are leaving this organization better because of your leadership. Best wishes."



*Adkisson testifies at a legislative committee hearing about Right to Work legislation that the General Assembly passed in 2017.*

### Kevin Canafax

*Midwest Region Vice President of Public Affairs  
Fidelity Investments, Covington*

"When one reflects upon Kentucky's greatest assets, its people, natural resources, horses and bourbon immediately come to mind. Another treasured Kentucky asset is Dave Adkisson. Dave, and his lovely wife Bonnie, have served the commonwealth magnanimously as the 'First Business Couple' of Kentucky. He, his board of directors and the talented chamber staff have worked closely with business, political, education and organization leaders to tackle the commonwealth's most daunting issues. It was my great pleasure to work side-by-side with David as chamber chairman for 2015-16. In addition to being a generous, kind and thoughtful leader, Dave's greatest gift is his ability to bring people together in pursuit of a common goal. Kentucky is a better place because of David Adkisson. God speed to you, Bonnie and your family."



*A board meeting of the Kentucky Chamber Workforce Center that was formed in 2017.*

### **Wayne Martin**

*Former General Manager  
WKYT-TV, Lexington*

"I was fortunate to be a part of the search committee that selected Dave Adkisson as the Kentucky Chamber of Commerce president and also serve as its chairman during his first full year. The chamber was at a critical point in time and Dave was the right person at the right time to lead us forward. His vision, insight and initiatives over the years have proven to be most valuable to our business community and our commonwealth overall. Thank you, Dave!"

### **Malcolm Bryant, CCIM**

*Founder  
Malcolm Bryant Corp., Owensboro*

"About once in a lifetime we run across a person who radiates an inner light. They seem deeply good. They listen well and make us feel valued. That's Dave and his entire family. From Owensboro to Birmingham to our commonwealth, he has embedded a deep sense of curiosity and optimism that has moved each of us and our state forward. We have a limitless gratitude to him and his family for his dedication to our state. And I know in this second "season" of his life we can all dream of what's next for all of us. Thanks Dave and all of the Kentucky Chamber's leadership who have supported him."

### **Glenn D. Leveridge**

*Market President/Winchester  
Central Bank & Trust Co., Winchester*

"Dave most certainly added value to his many contributions to our state, focusing on education, economic development and inclusiveness. He



*Adkisson with Sheikh Mohammed Bin Rashid Al Maktoum, vice president and prime minister of the United Arab Emirates and ruler of Dubai, during a trade mission in 2013.*



formed many partnerships, performed with operational excellence, made significant investments on behalf of the Kentucky Chamber, demonstrated control of the dialogue and discussions, and most all, provided consistent, quality, professional service to our state membership."

### **Charlie Beach III**

*Chairman  
Peoples Exchange Bank, Winchester*

"Dave and I met many years ago through the Kentucky League of Cities while both of us were mayors. I was invited to the grand opening of the amazing RiverPark Center in Owensboro. From his vision for his hometown, a very thriving development has grown around this premier civic landmark. Sparked by the energy Dave provided, Owensboro continues to benefit from his leadership and legacy. With admiration, I have kept up with Dave as he navigated politics, served as president of the Birmingham, Ala., chamber and then was recruited home to Kentucky. Our commonwealth is far richer today from his service to our Kentucky Chamber as president and CEO. Well done, good friend!"

### **William M. "Bill" Lear Jr.**

*Chairman emeritus  
Stoll Keenon Ogden, Lexington*

"Congratulations on your retirement and a job well done! Your enduring legacy is that you have advanced the interests of Kentucky's businesses, Kentucky's economy and the people of our state immeasurably. You have made the Kentucky Chamber better, stronger and more effective than ever before in its history. We are all in your debt."

### **Woodford Webb**

*President,  
The Webb Cos., Lexington*

"Dave is a true champion of Kentucky's business community. He leaves a tremendous legacy at the Kentucky Chamber of Commerce, capping off more than a decade of achievement and growth. I am especially appreciative of Dave's efforts to support the Eastern Kentucky region over the last few years, as well as being so helpful during the year I served as chairman of the board of Commerce Lexington (2009). While his presence will be missed by all who had the privilege of working with him, we wish him nothing but continued success in all his future endeavors."

### **Billy Harper**

*Founder/President  
Harper Industries, Paducah*

"It was a cold day in Lexington when Dave was interviewed for the job of Kentucky Chamber chief executive. It was clear by the end of the interview he was the right person for the job. Hiring Dave has proven over time to be one of the best decisions the state chamber has ever made. Dave shows an uncanny ability to effectively work with business, civic and political leaders, reaching across the aisle to accomplish objectives. David excels at making a very difficult job look effortless, even though we all know it took a lot of diligence. David has been an outstanding leader and advocate for the Kentucky Chamber of Commerce. It has been a pleasure to not only have him as a friend but to admire the leader he has become. He will be greatly missed." ■

## EMERGING LANE

Kentucky's young professionals and creatives



Jordan and Jessica Kite

## Success Invites Company

Young entrepreneurs bring new life to downtown Versailles

**I**N 2017, Jordan and Jessica Kite were on the hunt for their wedding venue when they found just the spot in downtown Versailles, an old church from the early 1900s. It needed extensive renovations, though, so they bought the building and gave it the name The Galerie Events. Theirs was the first wedding held at The Galerie, in October 2018.

A couple of months earlier, the Kites and friend Alex Riddle formed Kite Riddle Holdings in order to purchase all three buildings on Court Street from the Versailles United Methodist Church.

"We really wanted people to feel like they were coming back to a centralized old-time community," Jessica Kite said, "where people know your name and care about you and your kids."

Her husband added, "Versailles is in a perfect location, nestled in bourbon and horse country, and has some of the most community-minded people I have ever met, which makes this place so special.

Now a venue space, the main church building has about 6,500 s.f. for weddings, cocktail receptions, corporate functions and other events. There's also an entire floor devoted to bride and groom suites, along with a balcony for a touch of an outdoor experience.

Taking care to preserve the historic character of each building during renovations, the owners of Kite Riddle Holdings have named the properties Steeplechase Centre. After crafting an entire venue space for the first building, they opened the second and third buildings to commercial tenants. All are local business owners.

"Nobody cares more than a local small-business owner," Jordan said, "so that was naturally the type of person we gravitated towards to create this community."

There's Rolling Oven Taproom, featuring brick oven woodfired pizza and craft beers; the personal training

company Fitness Plus; and family photographer Amanda Hacker Photography in the second building. The third building houses Spatz Gelato, a Kentucky Proud company that makes its own gelato and sorbet from local ingredients; Mrs. Rogers' Popcorn & Sweet Shoppe, with gourmet white chocolate popcorn and all kinds of baked goods; wedding photographers Keith & Melissa Photography; the beauty boutique All That Is Lovely; and the offices of The Galerie.

And yes, there's room for one more. Make that two or three, as Steeplechase Centre has another 2,000-s.f. tenant space available. "The goal was to create a cohesive group of tenants that worked in conjunction with one another," Jordan said, "to create a destination for local customers as well as a day-trip for people from around Central Kentucky."

Jordan Kite is a native Central Kentuckian. Following his second deployment with the U.S. Marine Corps, he used his GI Bill to become a software developer. Six years later he entered the field of commercial real estate development. He and Alex Riddle have known each other since the sixth grade.

Jessica and Jordan work at Kite Riddle Holdings and the Steeplechase Centre business full-time. "We both made the decision to leave our jobs in 2018 to make this investment," Jordan said. "Alex supports the team as much as possible while juggling his job as an equine pharmaceutical sales rep, but we hope to have him join the team full-time soon."

Jessica handles marketing and social media for Kite Riddle Holdings, The Galerie Events and Sweet Lilu's Catering, a catering company located two doors down on Court Street.

"The city and community organize regular downtown events, and the City of Versailles recently applied for and was granted an entertainment destination license, which supports local business and drives tourism," Jordan said. "We're all delighted to be a part of this community and the revitalization of downtown."

The business owners are as emotionally invested as they are financially in the well-being of Woodford County and downtown Versailles. "It's been a pure joy to be able to watch over the last year and see this corner of the world spring back to life," Jessica said. "We're in such an amazing location between Lexington, Louisville and Frankfort. Woodford County has endless possibilities." —Kathie Stamps



## Pushing Past Perceptions

### Doug Shearer launches Louisville chapter of National Stuttering Association

**A**PPROXIMATELY 1% of the population has some level of stuttering, according to the National Stuttering Association (NSA), and from a young age Doug Shearer recognized he was a part of that 1%. A stutter in his voice derailed his confidence speaking out in groups, and a lack of resources made it difficult to understand and cope with his condition or find others living through the same experiences.



Doug Shearer

In the years since, however, Shearer has learned to embrace the gift of his stutter. He has pushed past his own perceived barriers to a successful career as a project manager for Humana in addition to being president of the NSA's Louisville Adult Chapter, which he helped form in May 2019.

A 2012 graduate of UK's Gatton College with a bachelor's of business administration in finance, a 2015 graduate of Bellarmine's MBA program and Spring 2019 graduate of the Young Professionals Association of Louisville's (YPAL) Emerging Leaders program, Shearer has long had a vision of giving back to society and immediately noticed a potential void to fill in Louisville's stuttering community.

Shearer began to build confidence and embrace his stutter during a summer retreat while attending Trinity High School, then decided to use what he'd learned to help others dealing with similar experiences.

"I made a promise back then to my friends and family that I would do something to help make the world a better place," Shearer said. "Leading the NSA's Louisville chapter is one small way that I'm able to do that."

Shearer first heard of the NSA upon graduating college and attended the organization's annual conference in 2016 in Atlanta. The event was powerful and motivating due to meeting so many others with varying levels of stuttering, and put Shearer's own journey into perspective as well as providing a blueprint of sorts to connect the stuttering community in Louisville.

In fall 2018, Shearer got an opportunity to talk with Louisville Mayor Greg Fischer for a project he was doing as part of YPAL's Emerging Leaders program. After considering starting a chapter for several months, Shearer was pushed into action in May 2019 when an NSA director he'd met at the 2016 conference contacted him to suggest he do so. Reflecting on his conversation with Fischer, Shearer realized that he'd essentially volunteered himself to be chapter president, and committed himself to making it a reality.

The first Louisville NSA chapter meeting took place Aug. 13 with subsequent gatherings the second Tuesday of every month from 6-7 p.m. at the Louisville Memorial Auditorium, 970 South Fourth St.

In addition to providing a place for those with a stutter to meet, discuss their stories and build common ground to strengthen the community, chapter meetings aim to educate the community about stuttering and help employers learn how to respond to an employee or client who stutters. The community is out there, and it's just a matter of connecting the dots, according to Shearer.

"It's important for people who stutter to know that they are not alone," he said. "My goal is to help get the conversation started to help people turn their perceived weakness into their biggest strength."

The chapter's next meeting is Oct. 8. For more information visit [WeStutter.org](http://WeStutter.org).—Matt Wickstrom



Oldham County residents have the state's highest life expectancy.

## The Healthiest Places to Live in Kentucky

**O**LDHAM, Shelby and Fayette counties are the healthiest places to live in the commonwealth, according to a new study conducted by SmartAsset. The study is based on metrics such as length of life, health behaviors and health care access to determine which areas are the healthiest, giving an indication of the price individuals in those areas can expect to pay for life insurance.

Leading Kentucky is Oldham County, which ranked 163rd nationally. Lying just northeast of Louisville, Oldham County's statewide ranking was bolstered by the best scores of Kentucky's 120 counties in adult smokers (15.9%), adult obesity (24.7%) and uninsured rate (3.5%). Favorable health behaviors in Oldham County have yielded a life expectancy of 85.53 years according to the study, leaps and bounds ahead of the next closest in Shelby County (80.33 years).

Shelby's ranking was strengthened by one of the state's lowest scores for years of Potential Life Lost before the age of 75 per 100,000 residents (6,682) and supported by above average rankings for health behaviors, helping to mitigate the impact of a low ranking that barely cracks the top 1,000 counties in the country (no. 946).

Fayette County's third-place ranking in the state is largely due to having a plethora of primary care physicians per 100,000 residents (124), which places it No. 1 in the state. Also propping the county up were favorable scores for adult smokers (18.8%) and obesity (28.1%), helping to shield a fall due to an above average percentage of excessive drinkers – 19.8% compared to a statewide average of 14.2%.

The top 10 healthiest Kentucky counties are rounded out by Boone, Warren, Calloway, Lyon, Hardin, Woodford and Scott counties. Results were compiled by weighing out metrics at 50% weight for length of life, 30% for health behaviors and 20% for health care access before indexing so that higher values reflect the healthiest places.

For more information visit [smartasset.com/life-insurance/life-insurance-quotes#kentucky](http://smartasset.com/life-insurance/life-insurance-quotes#kentucky).—Matt Wickstrom

# THE LANE LIST

## HIGHEST PAID CEOs IN KENTUCKY IN 2019

Ranked by total annual compensation; publicly held companies

COMPANY	STOCK TICKER	CEO	AGE	SALARY
Yum! Brands Inc.	YUM	Greg Creed	62	\$5.09 million
Humana Inc.	HUM	Bruce D. Broussard	56	\$4.96 million
Churchill Downs	CHDN	William C. Carstanjen	51	\$4.29 million
Ashland	ASH	William A. Wulfsohn	57	\$3.28 million
Brown-Forman	BF-B	Lawson E. Whiting	51	\$2.06 million
Valvoline Inc.	VVV	Samuel J. Mitchell	57	\$1.66 million
Texas Roadhouse	TXRH	Wayne Kent Taylor	63	\$1.36 million
Turning Point Brands, Inc.	TPB	Lawrence Wexler	57	\$1.40 million
Tempur-Sealy International	TPX	Scott L. Thompson	60	\$1.30 million
Community Trust Bank	CTBI	Jean R. Hale	72	\$1.15 million
Papa John's International	PZZA	Rob Lynch	52	\$900,000
Stock Yards Bancorp Inc.	SYBT	James A. Hillenbrand	51	\$746,580
Rhino Resource Partners	RHNO	William L. Tuorto	50	\$683,500
Republic Bancorp	RBCAA	Steven Trager	58	\$607,330
Limestone Bancorp Inc.	LMST	John T. Taylor	59	\$572,170
Sypris Solutions	SYPR	Jeffrey T. Gill	58	\$532,890
Kentucky Bancshares	KTYB	Louis Prichard	65	\$527,150
Industrial Services of America	IDSA	Todd Phillips	44	\$485,950
HFB Financial Corp.	HFBA	David B. Cook	69	\$213,080
Kentucky First Federal Bancorp	KFFB	Don D. Jennings	54	\$208,820

Source: Yahoo Finance

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## SPOTLIGHT ON THE ARTS



*Governor's Awards in the Arts honorees and other dignitaries.*

### Kentucky Celebrates Creativity During Governor's Awards in the Arts

IT'S National Arts and Humanities Month, and we'd like to put a spotlight on our Governor's Awards in the Arts recipients, who were honored Sept. 10 at the state capitol in Frankfort. These honorees exemplify the best in the arts and support of the arts in the commonwealth.



*Governor's Awards in the Arts creators Frederick Bartolovic, left, and Michelle Lyn Strader, owners of Silver Run Ceramics in Catlettsburg.*

This year's Governor's Awards in the Arts were created by Michelle Lyn Strader and Frederick Bartolovic of Silver Run Ceramics in Catlettsburg. The awards, ceramic bourbon bottle sets on decorative wooden trays, highlight the natural world that the Commonwealth of Kentucky has to offer. The inspirations for these pieces were native flora and fauna found throughout Kentucky. Inspiration for the forms were garnered from our state's rich history as the bourbon capital of the world.

A special thanks goes to the event sponsors, Kentucky Power and Country Music Highway 23. Their support of this special day for Kentucky's arts community helped immensely.

Governor's Awards in the Arts recipients were:

- **Milner Award:** Cornelia Dozier Cooper, Pulaski County
- **Artist Award:** Tim Hall, Estill County
- **Business Award:** First Southern National Bank, Lincoln County
- **Community Arts Award:** Valera Brooks, Marshall County
- **Education Award:** CKYO MusicWorks, Fayette County
- **Folk Heritage Award:** George Beard, Calloway County
- **Government Award:** City of Greenville, Muhlenberg County
- **Media Award:** Bluegrass & Backroads, Jefferson County
- **National Award:** Chris Stapleton, Johnson County native



*Artist Keith Anderson worked on the new mural for two months.*

### New Mural Honors 2 Kentucky Traditions: Racing and Bourbon

LOUISVILLE now has a permanent mural that celebrates both the Kentucky Derby and bourbon. The mural, on the side of Park Place Lofts near Slugger Field, was painted by Brown-Forman employee Keith Anderson and is a replica of his artwork for the 2018 Woodford Reserve Derby bottle.

Anderson was 2018 and 2019 Woodford Reserve Derby artist. He was recently named by Churchill Downs as the official artist for the 2020 Kentucky Derby and Kentucky Oaks.

The colorful mural features horses breaking from the starting gate. It was finished in August, after two months of work.



*Louisville artist Keith Anderson also designed the artwork for the 2018 and 2019 Woodford Reserve Derby bottles.*



*Chris Cathers is executive director of the Kentucky Arts Council.*





*Left: Louisville's Iroquois Park lights up at Halloween with thousands of carved pumpkins.*

*Below: Waveland tour guides dress in period attire to lead guests through the historic Lexington mansion.*



## A Ghoulishly Fun Time of Year

Halloween happenings across the commonwealth

BY KATHERINE TANDY BROWN

**I**T'S October and once again, the time of hauntings by "ghoulies and ghosties, long-legged beasts and things that go bump in the night...."

The line from an old Cornish prayer describes the Halloween season perfectly. And opportunities abound across the commonwealth for celebrating this creepy, convivial holiday.

### Haunted Waveland

Six miles south of downtown Lexington, Waveland State Historic Site loves the spooky season. Also known as the Joseph Bryan estate, this 10-acre bluegrass farm features a classic Greek Revival brick antebellum mansion

completed in 1848 by a grandnephew of Daniel Boone, servant's quarters, icehouse, smokehouse and barn. Named for the way its fields of grain and hemp waved in the wind, Waveland, once home to a premier Thoroughbred and Standardbred farm, depicts 1840s life on a Kentucky farm...one where a number of events highlight its active spirits this time of year.

Is Waveland haunted? Come find out ... if you dare! Meet at the cabin at 8 p.m. on Friday, Oct. 25, for a Ghost Hunt at Waveland. You'll explore with the Lexington Paranormal Research Society (LPRS) for an investigation that will last until midnight.

On Wednesday, Oct. 30, at 6:30 p.m., David Underwood, president of the LPRS will tell you about Waveland's resident ghost(s) over hauntingly tasty finger food at an Evening Ghost Tea. Afterwards, he'll send shivers up your spine with spooky stories as he leads you through the darkened mansion by candlelight. Feel free to wear black clothing or costumes.

Those Victorians were enamored with death. You can find out about their strange life and death customs at Waveland's presentation of "Peculiar, Curious, Bizarre and Morbid Victorian Customs" at 7 p.m. on Fridays, Oct. 4, 11 and 18, and on Saturday, Oct. 26. Strolling the mansion's rooms decorated in full mourning, you'll hear about Victorian mourning customs, the history of ghost hunting, and bee funerals. Among other unusual items, you'll see a death mask, hair jewelry (really!), and a Fisk casket, a metallic burial case only wealthy families could afford to help deter grave robbers.

Please note: The above Waveland events are not recommended for children. Adults only, and reservations are required. All are fundraisers for the Friends of Waveland.

### Artsy Pumpkins in the Woods

Imagine walking through the trees in Louisville's Iroquois Park at night amid 5,000 hand-carved, lit pumpkins, some as high as 80 feet up in the branches. Turns out you don't have to imagine this amazing spectacle: Just show up for the 7th annual Jack-O-Lantern Spectacular, purchase a ticket, and prepare to be amazed by this illuminated night art show. As you amble along the 1/3-mile woodland

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*This year's featured maze at Devine's Corn Maze and Pumpkin Patch in Harrodsburg pays tribute to the 100th anniversary of Kentucky Farm Bureau.*

path, 10,000 eyes in the dark woods will be gazing back at you.

Docents along the way can answer any questions.

Carved by a number of artists, these jack-o-lanterns star in a nighttime happening that's newly themed each year with accompanying music, and is family-friendly, from grandma to little kiddos. The display runs daily from Oct. 8 through Nov. 3, and benefits the Louisville Parks Foundation, a nonprofit that inspires donors to invest in Louisville's 120-plus public parks and recreational facilities – including, of course, Frederick Law Olmstead-designed Iroquois – for use by present and future generations. See the website for show times.

### Mazes, Pumpkins and a Zip Track...Oh My!

Not so much scary as it is pure fun, Devine's Corn Maze and Pumpkin Patch in Harrodsburg has been delighting families and kids of every age for going on 12 years now. Located on the historic James McAfee farm (which claims the oldest stone home east of the Mississippi River), the attraction is run and maintained by the Devine family, who've farmed the land here for 30 years, and their friends. On weekends through Nov. 3, three mazes fill 10 acres: a Kiddie Maze, which smaller children can negotiate all by themselves; the First Timer, if it's your first "rodeo;" and the more difficult featured maze. Different every year, the latter for 2019 is the Kentucky Farm Bureau logo, to celebrate the organization's 100th birthday.

The attraction also offers an amazing array of autumn activities. Among those are a petting zoo, trike trek, tire mountain, giant slide, human hamster wheel, zip track, straw crawl, duck races, tube swings, wagon rides, barnyard ball, pumpkin picking, and nightly bonfire with free marshmallow roasting. The



Devines admit they strive to get bigger and better every year. If you run out of things to do here, it's your own fault!

Groups of 50 or more are welcome, and receive a discount.

### Boos at Buffalo Trace

Built on the banks of the Kentucky River in Frankfort in 1792, Buffalo Trace Distillery (BTD) commemorates in its name the mighty buffalo that trod the pioneer-era trail to the spot the distillery began, and the tough, independent spirit of those early settlers. Once again, the Sazerac Co., owner of BTD, celebrates Halloween with Disturbia at the Distillery, an evening of dinner, drams and drama.

An always-popular ghost tour is followed by supper and spirits pairings (the booze – not the boos – kind!). While you chow down on tasty victuals, you'll be treated to a murder mystery, during which you'll try to figure out "whodunnit." Between acts, you can taste the distillery's award-winning spirits. There's even an optional costume contest with prizes.

### Ghosts Afloat

Deep in the mountains of Eastern Kentucky, Jenny Wiley State Resort Park in Prestonsburg is known for its terrific summertime musical theater performances; seasonal elk tours; 1,100-acre lake with great fishing; and gorgeous

### Go A-Ghouling

- **Devine's Corn Maze & Pumpkin Patch,** Harrodsburg [devinescornmaze.com](http://devinescornmaze.com) (859) 613-6900
- **Disturbia at the Distillery** Buffalo Trace Distillery, Frankfort [buffalotracdistillery.com](http://buffalotracdistillery.com) (800) 654-8471
- **Jack-O-Lantern Spectacular,** Louisville [jackolanternlouisville.com](http://jackolanternlouisville.com) (502) 368-5865
- **Jenny Wiley State Resort Park,** Prestonsburg [parks.ky.gov/parks/resortparks/jenny-wiley](http://parks.ky.gov/parks/resortparks/jenny-wiley) (606) 889-1790
- **Waveland State Historic Site,** Lexington [parks.ky.gov/parks/historicsites/waveland](http://parks.ky.gov/parks/historicsites/waveland) (859) 272-3611

scenery. But each year on the last two weekends in October, this popular destination goes all scary on the water with a haunted boat ride. Snacks are available to calm your nerves before the 30-to-45-minute trip. Once the nine-passenger craft launches, the driver steers his unwitting guests to various parts of the lake, then guides them onshore to a number of scary encounters.

Just FYI, children under 18 must be accompanied by a parent. ■

*Katherine Tandy Brown is a correspondent for The Lane Report. She can be reached at [editorial@lanereport.com](mailto:editorial@lanereport.com).*



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## Kentuckian Tom Logsdon Recognized for Role in Inventing the GPS

If you are one of the many people who would be lost without your GPS, you might want to thank Tom Logsdon: Logsdon, a 1959 graduate of Eastern Kentucky University, was recently recognized by the U.S. Air Force as one of 28 official inventors of the GPS.

Logsdon's fingerprints are all over the project that became GPS. As an engineer for Rockwell International, he determined the number of satellites required and the best altitude, inclination and spacing for the GPS satellite constellation. What many of the world's brightest minds struggled to figure out, Logsdon calculated in three days without any digital aid.

"I am not opposed to computers," said Logsdon. "It's just faster, at times, to solve problems without them."

He spent much of the rest of his career defending its ability to survive enemy attacks before the military.

Logsdon and the other inventors were recently honored in a ceremony, during which they were presented with certificates and the documentary "The Lonely Halls Meeting" premiered. The film detailed the invention of the GPS from its beginnings in 1973 to the present.

The Springfield, Kentucky, native began his studies at EKV as an art major, initially dreaming of being a cartoonist. However, by the end of his freshman year, he felt the pull toward math and physics.

"I just kind of stumbled into it," said Logsdon. "It was a lucky choice."

Indeed, it was. The launch of Sputnik less than two years before had created massive demand for scientists and mathematicians to help America win the space race. Logsdon graduated with 11 job offers.

Logsdon took a position as an aeroballistics engineer with Douglas Aircraft, where he devised enhancements to the Saturn V moon rocket that saved \$3.5 billion. He then spent nine years as a trajectory expert on Project Apollo before going to work for Rockwell International, where he spent most of his career and assisted with countless vital projects.

"It's been an amazing career," said Logsdon.

It continues to be an amazing career. At 81 years old, Logsdon serves as an author, speaker, lecturer, short course instructor and expert witness. He



Tom Logsdon is a native of Springfield, Kentucky.

currently lives in Seal Beach, California, and has authored 34 books. He has also traveled to 31 different countries on all seven continents.

Logsdon has taken 75 courses above his master's degree, both for credit and for personal satisfaction. He still studies Einstein's Theory of Relativity and reads 25 books a year. Even for a giant of the scientific community, the learning never ends: "It's been a lifetime of study."

## Airport's Furry Ambassadors Make Travel a Little Less Stressful



Travelers at the Louisville airport are welcomed to approach the airport's new pet therapy animals for some free cuddle time.

If you've traveled by air recently, you know that crowded terminals, security checks and flight delays can combine to create a less-than-ideal experience.

But the Louisville Muhammad Ali International Airport has a new addition to try to make traveling a little less stressful for passengers there.

Through the SDF WAGS program, certified pet therapy animals and their handlers are now making visits to the airport terminal two to three times a week.

The therapy animals and their handlers are part of Wonderful Animals Giving Support (WAGS) Pet Therapy of Kentucky Inc. The volunteer organization has provided animal-assisted therapy to the Greater Louisville area since 1999. The SDF WAGS Program marks the first time a pet therapy program has been introduced at the Louisville airport.

"As our goal to be the best airport in the country, it's important that we not only have the best facilities, but offer an exceptional experience to our travelers and visitors," said Dan Mann, executive director of the Louisville Regional Airport

Authority. "Traveling can be stressful and is not always for positive reasons. We believe having therapy animals in the terminal not only elevates our airport, but helps ease the stress, calm the anxious and it hopefully can add a smile to someone's day."

Therapy animals and their handlers wear attire with a logo that clearly identifies them as part of the SDF WAGS Program. They roam the airport, including locations that are both pre- and post-security checkpoint, at various times on Monday through Friday. Passengers and other airport guests are free to approach them for quality cuddle time.

All therapy animals and their handlers have undergone extensive training through WAGS Pet Therapy of Kentucky, Inc. Each pet therapy team also completes a stringent evaluation for possible scenarios they may encounter in an airport setting.

"One of the reasons we are so happy to be working at the airport is because we recognize that not all people who come to the airport are there for pleasant reasons. Many people are coming because of stressful situations such as traveling to a funeral, military deployment, medical treatment, job interviews, children visiting parents who live out of town and many other scenarios," said Linda Laun, co-founder of WAGS Pet Therapy of Kentucky Inc. "WAGS volunteers and their pets are committed to bringing a little joy and respite from that stress. The special bond between people and pets, and the intuitiveness of our animals, allows us to reach out and bring a little comfort. The visits at the airport give us the opportunity to interact with a population that is unique in both its diversity and number."



## Ky. Entrepreneur Hall of Fame Announces New Inductees

**A**WESOME Inc., the Kentucky Chamber of Commerce and Sustainable Business Ventures Corp. have announced the 10th annual Kentucky Entrepreneur Hall of Fame (KEHOF) inductees.

The Kentucky Entrepreneur Hall of Fame celebrates the stories of Kentucky's most successful entrepreneurs, with a mission to raise awareness around the impact entrepreneurship has made in the commonwealth and to encourage others to pursue similar endeavors. Inductees will be honored during a reception and dinner on Nov. 20 at the Louisville Marriott Downtown in Louisville.

This year's Kentucky Entrepreneur Hall of Fame inductees are:



Dudley Webb

### **Dudley Webb, chairman of the board and co-founder of The Webb Cos.**

In 1969, Dudley Webb and his brother, Donald, both attorneys, established what is now the law firm of Webb, Hoskins, Brown & Thompson, where he retains senior partner status. In 1972, the Webb brothers teamed up to form The Webb Cos., a real estate development firm that managed everything from construction to marketing, leasing, brokerage, property management and ancillary real estate functions. The Webb Cos. has grown into one of the largest real estate development organizations in the country, with projects across the U.S. Throughout his career, Webb has served on a variety of national and local boards and committees.



Nate Morris

### **Nate Morris, founder, chairman and CEO of Rubicon Global**

Nate Morris founded Rubicon in 2008 with a mission "To End Waste." Rubicon leverages the power of technology to manage waste, recycling and sustainability solutions for Fortune 500 and Main Street customers and cities around the world. Under Morris' leadership, Rubicon became a catalyst for groundbreaking change across the waste and recycling industry, expanding operations to five continents and 18 countries. Rubicon has been recognized as 'One of the World's Most Innovative Companies' by *Fast Company* and as an Industry Disruptor by *Inc.* magazine.



Mike Davis

### **Mike Davis, co-founder of Appriss**

Appriss was founded in 1994 as the VINE company by Mike Davis and Yung Nguyen with the basic belief that technology can do a lot of good in society. Since the company's small beginnings, it has grown to serve thousands of agencies and corporations and millions of people every day. Louisville remains home to its corporate headquarters, but the company now has offices on two continents and customers in 25 countries on four continents.



Debbie Scoppechio

### **Debbie Scoppechio, founder of Scoppechio (posthumous award)**

Scoppechio founded the Creative Alliance advertising firm in Louisville in 1987. In 2014, the firm was renamed Scoppechio in her honor and has grown to become one of the state's largest agencies. Scoppechio passed away in 2017 following a long battle with cancer.

## Kentucky 7th in U.S. for Fatalities Due to Running Red Lights

**T**HE number of people killed as the result of impatient, distracted and reckless drivers running red lights has spiked sharply in recent years, according to analysis of crash data by the AAA Foundation for Traffic Safety. And almost 65 percent of the time, the victim is not the offending driver.

Statistics indicate that deaths caused by drivers running red lights jumped almost 30% from 2012 to 2017, the most recent year for which crash data is available. Impatient, distracted, and reckless drivers racing through red lights claim at least two lives every day across the U.S.

The most recent crash data available shows that in 2017, there were 939 people killed in crashes caused by running red lights – a 10-year high.

With the number of crashes caused by running a red light on the rise, AAA calls for drivers to use caution when approaching signalized intersections, and for pedestrians and cyclists to stay alert when crossing the street.

According to the AAA Foundation:

- 28 percent of crash deaths that occur at signalized intersections are the result of a driver running through a red light.
- Per capita, Arizona has the highest rate of red light running fatalities while New Hampshire has the lowest rate.
- Nearly half (46 percent) of those killed in crashes caused by running red lights were passengers or people in other vehicles and more than 5 percent were pedestrians or cyclists. Just over 35 percent of those killed were the drivers who ran the red light.

Eighty-five percent of drivers view red light running as very dangerous, yet nearly one in three say they blew through a red light within the past 30 days when they could have stopped safely, according to the AAA Foundation's latest Traffic Safety Culture Index.

While enforcement is the best way to get drivers to comply with any law, it is impossible for police to be at every intersection. The Insurance Institute for Highway Safety (IIHS) found that when properly implemented, red light cameras reduced the fatal red light running crash rate of large cities by 21 percent and the rate of all types of fatal crashes at signalized intersections by 14 percent.

Per capita, Kentucky has the 7th highest rate of fatalities caused by running red lights, with 3.4 deaths per 1 million population, according the AAA Foundation analysis of state data from 2008-2017.

Kentucky's rate of red light running fatalities per capita ranks higher nationally than neighboring states of Ohio (24th), Indiana (11th), Illinois (21st), Tennessee (28th) and West Virginia (42nd).

In Kentucky, there were 150 total deaths in the 10-year period (2008-2017) analyzed by the AAA Foundation.



# KENTUCKY PEOPLE

## PIKEVILLE

### COLLEGE, STATE AND U.S. OFFICIALS JOIN TO OPEN ADVANCED TECHNOLOGY CENTER IN PIKEVILLE



Big Sandy Community and Technical College held a ribbon cutting on Sept. 5 to officially open the Hal Rogers Advanced Technology Center on its Pikeville Campus. The new site is the first fiber-to-the-desk structure in Kentucky and accommodates a new associate degree program in broadband technology – the first in Kentucky and only the third in the United States. Pictured here at the official opening of the Hal Rogers Advanced Technology Center are (left to right) State Rep. Bobby McCool, Sen. Phillip Wheeler, Big Sandy Community and Technical College Advisory Board Chairperson Philip Elswick, Pike County Judge-Executive Ray Jones, BSCTC President/CEO Sherry Zylka, U.S. Rep. Hal Rogers, Kentucky Community and Technical College System President Jay Box, BSCTC Student Government President Alli Crum and Pikeville Mayor Jimmy Carter.

## NICHOLASVILLE

### KARL DAWSON INDUCTED INTO UK'S ANIMAL/FOOD SCIENCES HALL OF FAME



Karl Dawson, chairman of Nicholasville-based Alltech Inc.'s scientific advisory board, has been inducted into the Animal and Food Sciences Hall of Fame at the University of Kentucky. The annual award, the highest that the department can bestow, recognizes someone who has made outstanding contributions to the department and to Kentucky animal agriculture.

## LEXINGTON

### LEGENDS' TIEDEMANN NAMED MEDIA RELATIONS DIRECTOR OF THE YEAR



Emma Tiedemann of the Lexington Legends minor league baseball team has been selected as the South Atlantic League's media relations director of the year. The award recognizes outstanding performance in achieving publicity and visibility for the baseball team through traditional, broadcast and digital media. Tiedemann is in her second season with the Legends.

## FLATWOODS

### KENTUCKY POWER PRESENTS GRANT TO SUPPORT THE RED CROSS FOR NATIONAL PREPAREDNESS MONTH



Kentucky Power recently awarded a \$40,000 American Electric Power Foundation grant to the Red Cross that will help provide free smoke detectors and support the organization's home fire preparedness efforts in eastern Kentucky. Pictured here at the check presentation are (from row, left to right) Kentucky Power External Affairs Manager Amanda Clark, Kentucky Power President Brett Mattison, Red Cross Eastern Kentucky Chapter Executive Director Debbie Ranier, and Red Cross board members Katie Arnett and Jim Hall. On the back row are left to right Russell Independent Schools' Sean Horne and Dennis Chambers, Flatwoods Mayor Ron Fields, and Flatwoods Fire Chief Brent Dean.



# Join KET for 2019 Election Coverage

TUNE IN OR WATCH ONLINE | [KET.org](http://KET.org)

KET's *Kentucky Tonight*, hosted by Renee Shaw, will feature candidates in the following Kentucky races:

Commissioner of Agriculture, State Treasurer and Auditor of Public Accounts  
**Monday, Sept. 30**

Secretary of State  
**Monday, Oct. 7**

Attorney General  
**Monday, Oct. 14**

Lieutenant Governor  
**Monday, Oct. 21**

Governor  
**Monday, Oct. 28**

*Kentucky Tonight* begins at 8/7 pm on KET. These programs also stream live at [KET.org/live](http://KET.org/live) and will be archived online.

## **MORE PRE-ELECTION COVERAGE**

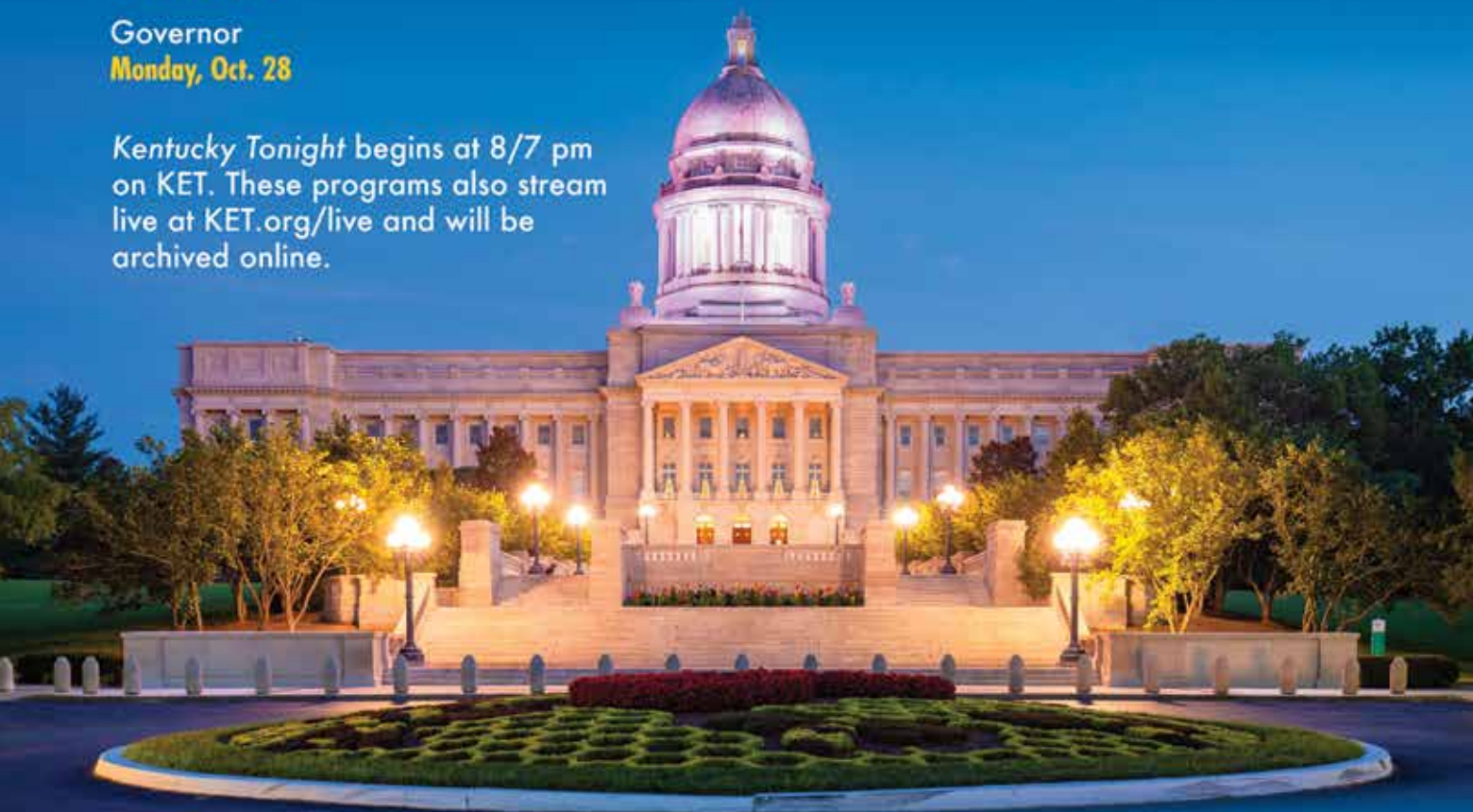
Prior to November 5, election coverage and analysis continues on *Comment on Kentucky*, hosted by Bill Bryant.

**KET Fridays • 8/7 pm**

## **ELECTION-NIGHT COVERAGE**


Tune in for live election results and commentary.

**KET Tuesday, Nov. 5**



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helping Kentucky's light shine brighter than ever.

Aron, Manager  
Technology Research  
and Analysis

A more sustainable future. A more reliable future. These are all things LG&E and KU are working on, today. Offering renewable energy options like solar and investing in hydro. Along with innovations that have reduced outages by 29%. At LG&E and KU, we'll never stop developing new ways to help Kentucky's light shine - and empowering the possibilities in all of us. All while keeping your rates among the lowest in the nation. Visit [lge-ku.com](http://lge-ku.com) to learn more.

