



Kentucky Chamber Unveils Restart Kentucky:

A RESPONSIBLE PLAN FOR RETURNING TO WORK

Since the start of the COVID-19 pandemic, we have seen not only major manufacturers like Ford and Toyota temporarily close their facilities but also many of their suppliers. Many small businesses that did not meet the essential business category have had to lay off employees, raising our unemployment rate to unprecedented rates. Not only do we find ourselves in a health pandemic, but also an economic plummet which is challenging the spirit of the American worker and business person. Many workers question even when the government says it is safe to go back, and businesses re-open, will they truly be safe?

The Kentucky Chamber of Commerce is here to navigate these questions in uncertain times. Do we have all the answers? No. Can we pull together the most capable group of professionals and business leaders in the country to solve this new equation for which we find ourselves challenged? Absolutely.

As the state's premier business advocate, the Kentucky Chamber is uniquely positioned to convene top medical professionals, economists, and small and large businesses, including Kentucky-based, global companies that employ some of the most sophisticated thinkers as their executives.

The business community knows we are stronger together against this common enemy as we mount our restart. The Chamber's new "Restart Kentucky" initiative will provide education, guidance, policy recommendations, connect job seekers with employers, and recommend best practices to prepare business to restart our economy. The Chamber is calling on key industry leaders to guide our work to give Kentucky every opportunity to unleash our potential.

Find out more at kychamber.com

KENTUCKY CHAMBER EXPANDS MISSION TO Address Pandemic

In the early months of 2020 while the world has been shaken by a global health pandemic, Kentucky's business community has stepped up and come together for the greater good.

Business leaders across the state have done what it takes to protect the health of employees and produce what is needed for Kentuckians during this time. From continuing to manufacture essential goods, while implementing new precautions, to changing the entire mission of a company to produce personal protective equipment for healthcare workers and hand sanitizer, the world has watched you share your resources and sacrifice much of your business.

Here at the Kentucky Chamber, we have also completely changed our mission in recent weeks to be the number one resource for businesses and workforce during these uncertain times. While we still continue our work advocating for key policies critical to Kentucky businesses at the state and federal level, we have also opened new lines of communication for those struggling with the rise of COVID-19.

Beginning in early March, we added a page to our website featuring coronavirus business resources and a section where companies could ask us business-related questions about the pandemic. We heard from many that their top concerns were how to ensure their employees got unemployment insurance benefits as times got rough and what help was out there for small business owners facing the significant loss.

SEE KENTUCKY CHAMBER CHANGES MISSION, PAGE 2

Executive Orders Issued to Flatten the Curve

Since Kentucky saw its first coronavirus case in March, Kentucky Gov. Andy Beshear has been issuing executive orders to protect Kentuckians from the spread of COVID-19.



ANDY BESHEAR
GOVERNOR

At the time this newsletter was published, all of those executive orders remain in place. Below is a full list of the steps that have been taken at the state level to address the pandemic.

- A State of Emergency has been declared
- Schools and daycare centers across Kentucky have been closed until further notice
- The waiting period and work requirements for unemployment insurance benefits have been waived

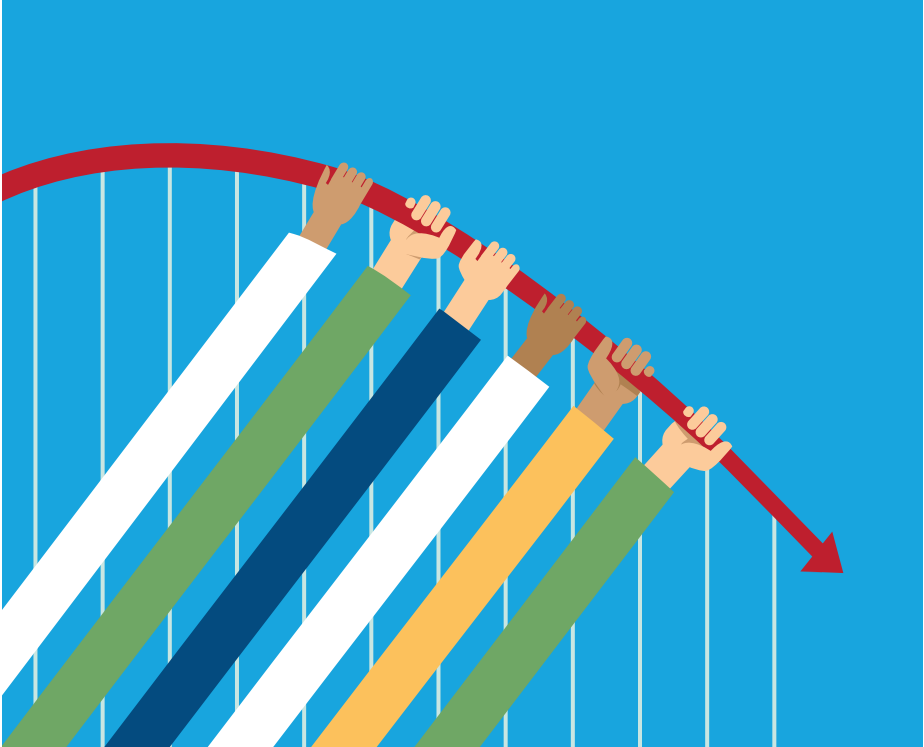
SEE FLATTEN THE CURVE, PAGE 2



FROM THE FRONT

Flatten the Curve

- Unemployment insurance benefits have been extended to self-employed Kentuckians and contract workers
- Restaurants and bars across the state have been closed to in-person service and are instead focusing on drive-thru, pickup, and delivery options
- All non-essential retail has been asked to closed to in-person traffic but can utilize curbside pickup
- Any non-life-sustaining businesses were asked to move to only telework and only have people in the office to handle “essential office functions”
- Gyms, hair and nail salons, and other businesses have been asked to closed
- Travel outside of Kentucky is prohibited except for medical needs, care of a loved one, or very few other reasons
- Copays, deductibles, cost-sharing, and diagnostic testing fees for private insurance and state employees has been waived and providers must expand their networks so patients can get what they need
- Medicaid eligibility has been extended to those losing their employment because of COVID-19 and the wait period has been waived
- Pharmacies can refill prescriptions for up to 30 days to ensure vulnerable communities or those who need to self-isolate will have needed prescriptions
- Kentucky Employers' Mutual Insurance is providing wage replacement benefits to first responders and medical personnel who have been quarantined for COVID-19



- Strong precautions have been taken to protect the state's most vulnerable populations by stopping visitation to senior care, long-term care facilities, and state prisons

READ MORE
Read more about all of these measures at kychamberbottomline.com.

FROM THE FRONT

Kentucky Chamber Expands Mission

We have worked in direct coordination with Governor Andy Beshear and spoken with hundreds of businesses across the state through this. We have also worked with the Beshear administration to collect personal protective equipment to help our healthcare workers and coordinate businesses to manufacture products to keep people safe.

As we continue to face this pandemic together as a state and brace for hardships still to come as we work to get our economy back on track, the Kentucky Chamber

will continue to offer businesses webinars and learning opportunities on issues that impact them most and find ways to provide direct assistance where we can.

It has been so incredible to watch the way Kentuckians have come together to help one another during such a critical time. And we, at the Kentucky Chamber, are so proud to represent the businesses of this state who have played such a critical role in this battle. We look forward to working directly with you in the coming weeks and months to get Kentucky back on track.



Primary Election MOVED TO JUNE

The primary elections have been moved from May 19 to **June 23, 2020** following an executive order by the governor in March. Now, after recommendations from Kentucky Secretary of State Michael Adams, Gov. Andy Beshear issued a new executive order to change the way votes will be cast on the new date.

The executive order states all Kentuckians will be able to utilize absentee voting by mail if they are able to do so. To accomplish this, the State Board of Elections will create an online portal that will allow voters to request the absentee ballot be mailed to them and will also be sending out a postcard to every registered voter in Kentucky informing them of this new ability and the process.

As for in-person voting, the order states in-person absentee voting will begin on June 8 and clerks will be encouraged to prioritize such voters by appointment. Clerks and poll workers will be provided with personal protective equipment and proper sanitization and work will be done to ensure minimal contact between individuals during the voting process which could include drive through voting.



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SURVEYS SHOW KENTUCKY BUSINESSES MAKE DECISIONS TO

Protect Employees Amid Tough Financial Decisions

As America has been battling to control the coronavirus pandemic, governments continue to place restrictions on businesses, greatly impacting their day-to-day operations.

In order to assess how the pandemic has affected Kentucky business owners and their employees, the Kentucky Chamber of Commerce has conducted two statewide surveys since March 16, 2020 asking business leaders how they are managing amid this new environment.

Results show most businesses letting employees work from home, completely halting travel for all employees, and providing paid leave. Companies have also had to eliminate costs, lay off employees, and take additional precautions to protect Kentuckians from spreading the virus.

According to the results, it is not just restaurants and retail that have had to lay off employees and make serious decisions about their finances. Businesses of all

sizes and industries noted the financial hit their company is taking as a result of lost business and revenue.

Working from home measures seem to vary greatly by industry. While most companies with operations mainly centered around office work have been able to let their employees work from home, manufacturers, health care companies, and others have not been able to do so.

To address this and ensure the safety of their employees that have to come into the facility to complete their job duties, companies detailed efforts to deep clean and sanitize their workspaces with increased frequency, enforce CDC guidelines for social distancing and the number of people in an area at one time, staggering work schedules, and much more. Some employers are also doing frequent health checks/screenings of employees to protect the individual and the rest of their workforce.

OP-ED: BUSINESS STEPS UP IN

The Fight Against COVID-19



ASHLI WATTS
PRESIDENT & CEO
KENTUCKY CHAMBER

The following is an op-ed piece authored by Kentucky Chamber President and CEO Ashli Watts.

I don't think any of us could have imagined what has transpired over the past months. The coronavirus has not only plagued the world as a public health pandemic, but it has very quickly devastated our economy and upended our normal business and daily routines.

Our new reality includes shocking statistics like more than 9,000 people filing for unemployment insurance benefits in Kentucky in a single day as necessary restrictions force tough decisions by our state's businesses.

Most of these unemployment claims came from the small businesses in our Kentucky communities, many of which are run by entrepreneurs facing permanent closure of the dreams they worked so hard to build. It is heartbreaking.

However, even in the midst of this national emergency, the business community is stepping up to answer the call to be a good neighbor and are showing leadership in an incredibly trying time. Utility companies have suspended the disconnection of services for non-paying customers. Retail companies have maintained their supply chains and restocked the bare shelves caused by irrational panic. Manufacturers are contributing their ventilators to assist health care providers. Our health care facilities continue to serve on the front lines of this pandemic and prepare for the potential influx of new patients. This collective effort underscores our commitment to help ease your burdens and concerns during this stressful period.

The Kentucky Chamber of Commerce is doing everything we can to ensure our state gets through this difficult time. Making sure your business survives and recovers quickly from this evolving pandemic is our only focus. That's why we have created an open line of communication where businesses can get their most pressing questions answered. The Chamber has designed a "one-stop-shop" for businesses at kychamber.com/coronavirus, which offers daily updates and the latest information on COVID-19. Our dedicated staff has worked tirelessly around



the clock to help answer these questions and provide essential resources for your business.

The Chamber continues to work closely with Governor Andy Beshear and his administration to minimize the pain being felt by Kentucky businesses. Specifically, we appreciate their work to make sure those who have been laid off can obtain unemployment insurance and that small businesses can secure loans.

It is vital to provide immediate relief to citizens and to situate businesses for a strong come back when we are on the other side of the pandemic.

We've all been hit and the reality is that more measures may come to help flatten the curve to keep us and our loved ones safe. We will get through this, we will be stronger, and the Kentucky Chamber of Commerce is here to help make that happen.

MORE INFO

View Coronavirus Resources for Employers at kychamber.com/coronavirus.



STATE AND BUSINESS LEADERS FOCUS ON TALENT DEVELOPMENT AND REENTRY INITIATIVES AT 2020 Kentucky Workforce Summit

While finding and retaining the right employees continues to be a top priority for Kentucky businesses, state leaders and experts shared best practices and initiatives to address critical workforce and education issues at the 5th Annual Kentucky Workforce Conference.

5TH ANNUAL KENTUCKY
WORKFORCE
SUMMIT

Kentucky Education and Workforce Development Cabinet Deputy Secretary Josh Benton said while Kentucky is leading the nation in tackling workforce issues, there is more work to be done as Kentucky businesses still struggle to find employees.

As the Kentucky Chamber Workforce Center is in its second year of implementing Talent Pipeline Management systems across the Commonwealth, panels of industry experts shared their initial experiences with using the TPM system. Panels of health care and construction experts discussed finding employees in their evolving industry and shared their successes with the TPM system, which has led to businesses building relationships with education providers to recruit students as potential future employees.

Kentucky companies have created new ways to find and develop talent while experiencing the workforce shortage. The leaders of Murakami Manufacturing and Logan Aluminum talked about their methods to solving the talent gap by retaining valuable employees and building pipelines to future workforce through community partnerships.

Businesses have experienced the effects of the opioid epidemic, recognizing it is one of the top barriers to employment. Jason Merrick, director of addiction services for Kenton County Detention Center, said it is essential to eliminate the gap between incarceration and employment with education, job skills, and basic life training. He stressed the importance of a solid road for recovery with reentry programs and second chances.



Pat Fogarty, Director, Community Relations, Alkermes, Inc. leads a discussion on criminal justice reform and workforce recovery



Michael A. Rodenberg, CEO, Murakami Manufacturing USA, Inc. discusses bridging the employment gap



Construction industry leaders and educators discuss strengthening talent pipelines with Frederick Douglass High School College and Career Readiness Coach Monica Jones, Southside Technical Center Principal Daryn Morris, AE Electrical Solutions President and CEO John Phillips



Kentucky Education and Workforce Development Cabinet Deputy Secretary Josh Benton provides a workforce update



Baptist Health Vice President of Human Resource Operations Steve Rudolf discusses how TPM is building Kentucky's nursing talent pipeline

GET INVOLVED

For more information or to get involved with the Kentucky Chamber Workforce Center initiatives, go to kychamber.com/workforce.



NEW!
Workers' Compensation Insurance Program

Learn more at www.kychamber.com/clearpath



KENTUCKY DISTILLERS' ASSOCIATION MEMBERS

Donate More Than 125,000 Gallons of Hand Sanitizer to Critical Areas



ERIC GREGORY
PRESIDENT
KENTUCKY DISTILLERS' ASSOCIATION

The following piece is authored by Kentucky Distillers' Association President Eric Gregory.

Nearly 80 years ago, Kentucky's signature Bourbon and distilled spirits industry stepped up by producing industrial alcohol to help safeguard the country and its citizens during World War II.

Today, distillers are once again answering the call in the fight against another war – the COVID-19 pandemic – where people's lives and livelihoods are at stake.

In the last few weeks, members of the Kentucky Distillers' Association have produced and donated more than 125,000 gallons of desperately needed hand sanitizer to frontline workers, first responders, hospitals and health care facilities across the state.

KDA distillers – from the largest to the smallest – quickly retooled their facilities and began donating sanitizer by priority requests made through the KDA's portal at www.kyhandsanitizer.com, in partnership with the Kentucky Chamber of Commerce.

To put the amount into perspective, KDA President Eric Gregory said 125,000 gallons of hand sanitizer would equal more than 630,000 “fifths” of whiskey, or 750ml bottles as they are labeled today.

Distillers were able to produce sanitizer relatively quickly because the main ingredient is alcohol.

As requests started pouring in, the KDA promptly issued best practices for sanitizer production, including the requirement that members follow Food and Drug Administration guidelines for production and labeling that are consistent with the

World Health Organization sanitizer formulation.

However, not all regulatory hurdles have been cleared. Most distillers began sanitizer production knowing that the product could face expensive federal excise taxes, the same as they pay on their world-famous whiskey.

Though Congress eventually provided temporary relief for the tax burden as part of its Coronavirus Relief Package, the FDA has not provided flexibility in its guidance to allow distillers to recognize this tax relief while also making hand sanitizer in an efficient and effective manner.

Some of the larger distilleries could face hundreds of thousands of dollars in tax liability on donated hand sanitizer if the FDA does not act, Gregory said.

The KDA continues to work alongside the Distilled Spirits Council of the United States, the American Craft Spirits Association and other partners to encourage action by the FDA so that distillers can make more hand sanitizer and be eligible for tax relief.

Producing and distributing more than 125,000 gallons in a few weeks' time took a tremendous collaborative effort, said KDA Chairwoman Jessica Pendergrass, General Counsel at Heaven Hill Brands.

“Our members have proven time and time again that we can accomplish more by working together,” she said. “And the truest test of a signature industry is how we support each other and our communities to respond in times of crisis.

“We are proud of how the KDA and its distillers have stepped up to help.”

Kentucky Governor Andy Beshear said, “These companies worked quickly and tirelessly to source the materials and manufacture this essential product for Kentuckians fighting on the front lines of this pandemic.

“I am grateful and proud to have the KDA and its members on Team Kentucky.”

Small Business Day

AT THE CAPITOL

Over 60 business representatives traveled to Frankfort to advocate for pro-business priorities.



HJI Supply Chain Solutions President Conrad Daniels, Lexington Event Company Founder Kaelyn Query, Greater Louisville Inc. Vice President, Government Affairs & Public Policy Iris Wilbur Glick, and Kentucky Chamber Director of Political Affairs Travis Burton testify in front of the House Small Business and IT Committee



Small business representatives meet with Senate Majority Leader Damon Thayer



Small business representatives meet with Senate Minority Leader Morgan McGarvey



Thank you for your investment.

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

TRUSTEE

FMS Commercial Cleaning
Martinrea Heavy Stamping

EQUITY PARTNER

Baldwin CPAs, PLLC
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KENTUCKY CHAMBER NEWS

For address changes and subscription information, call **502-848-8739**.
For advertising information, call **Hilary Morgan** at **502-848-8724**.



Kentucky Chamber Postpones MORE THAN TWENTY EVENTS DUE TO COVID-19

As it became clear in early March that the response to the coronavirus would begin to affect the workplace, the Kentucky Chamber quickly moved to postpone all events in March, followed soon after by April and May and June events. In total, 22 events were affected, including our annual Environmental Conference, Health Care and Wellness Conference, Recovery in the Workplace Conference, and the Best Places to Work in Kentucky event.

We are currently working closely with our partners in the hospitality industry to identify new dates and locations for these events and will announce them as they are rescheduled. If you've previously registered for a postponed event, we will move your registration to the new date. You don't have to do a thing.

Please rest assured, we will be putting measures in place to ensure attendees feel safe when attending any Kentucky Chamber event in the future. This is uncharted territory for all of us, but the safety and security of all of our attendees is of the utmost importance to us.

SAVE THE DATE FOR Kentucky Entrepreneur Hall of Fame

The Kentucky Chamber is excited to partner with Awesome, Inc and Sustainable Business Ventures on the Kentucky Entrepreneur Hall of Fame (KEHOF), presented by Chase. The ceremony honors the legacies of Kentucky's most successful entrepreneurs, while recognizing the inspirational impact they have on the future entrepreneurs of the Commonwealth.



SAVE THE DATE

For this year's induction ceremony dinner!
November 18, 2020
Griffin Gate Marriott Resort & Spa | Lexington

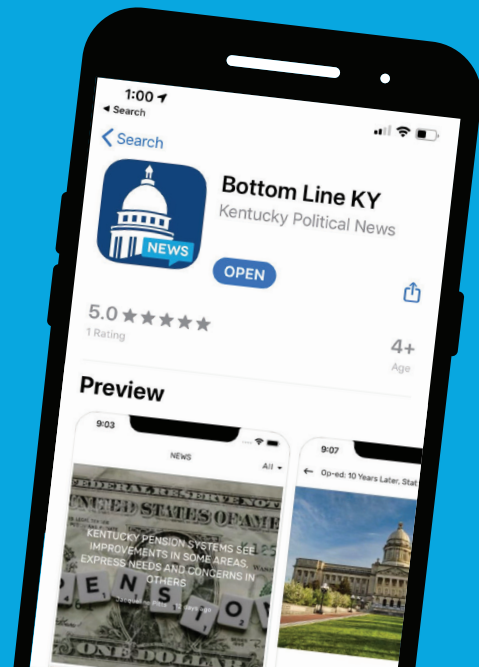
MORE INFO

For more information about the Kentucky Entrepreneur Hall of Fame visit entrepreneurhof.com.

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POLITICAL AND BUSINESS NEWS
FROM THE KENTUCKY CHAMBER



Pictured above: Kentucky Chamber's 2020 Board of Directors.

Nominations FOR BOARD OF DIRECTORS DUE

The nomination process is now open for Kentucky Chamber Board of Directors seats beginning on Oct. 1, 2020. Nominations should contain name, title, organization, city and a brief statement of leadership activities.

For more information, or to nominate an individual, contact **Candy Keeton** at **502-848-8741**.
Nominations are due by May 22, 2020.

Families First Coronavirus Response Act Notice

The Kentucky Chamber will be releasing a COVID-19 poster that includes the FFCRA notice, a notice from OSHA with steps employers can take to reduce the risk of exposure to the coronavirus, and notices from the CDC on stopping the spread of germs.



Kentucky Chamber
405 Chancery Lane | Louisville, KY 40201
502-595-3700 | kychamber.com

COVID-19 LABOR LAW NOTICES

ALL EMPLOYEES: Your rights as an employee are protected by state and federal laws and regulations. To help make you aware of your rights, your employer is displaying these notices in compliance with these laws and regulations. If you have any questions or need to clarify something you read here, please contact your immediate supervisor or the personnel department.

Ten Steps All Workplaces Can Take to Reduce Risk of Exposure to Coronavirus

All workplaces can take the following infection prevention measures to protect workers:

- 1 Encourage workers to stay home if sick.
- 2 Encourage respiratory protection, including covering coughs and sneezes.
- 3 Provide a place to wash hands or alcohol-based hand rubs containing at least 60% alcohol.
- 4 Limit workplace access to only essential workers, if possible.
- 5 Establish flexible workstyles (e.g., telecommuting) and flexible work hours (e.g., staggered shifts), if feasible.
- 6 Discourage workers from using other workers' phones, desks, or other work tools and equipment.
- 7 Regularly clean and disinfect surfaces, equipment, and other elements of the work environment.
- 8 Use Environmental Protection Agency (EPA)-approved cleaning chemicals with label claims against the coronavirus.
- 9 Follow the manufacturer's instructions for use of all cleaning and disinfection products.
- 10 Encourage workers to report any safety and health concerns.

For more information, visit
www.osha.gov/coronavirus
or call 1-800-321-OSHA (6742).

What you should know about COVID-19 to protect yourself and others

Know about COVID-19

- Coronavirus COVID-19 is an illness caused by a virus that can spread from person to person.
- The virus that causes COVID-19 is a new coronavirus that has spread throughout the world.
- COVID-19 symptoms can range from mild (or no symptoms) to severe illness.

Know how COVID-19 is spread

- You can become infected by coming into close contact (about 6 feet or less) with someone who is coughing with a person who has COVID-19. COVID-19 is primarily spread from person to person.
- You can become infected from respiratory droplets when an infected person coughs, sneezes, or talks.
- You may also be able to get it by touching a surface or object that has the virus on it, and then by touching your mouth, nose, or eyes.

Protect yourself and others from COVID-19

- There is currently no vaccine to protect against COVID-19. The best way to protect yourself is to avoid being exposed to the virus that causes COVID-19.
- Stay home as much as possible and avoid close contact with others.
- Wear a cloth face covering that covers your nose and mouth in public settings.
- Clean and disinfect frequently touched surfaces.
- Wash your hands often with soap and water for at least 20 seconds, or use an alcohol-based hand sanitizer that contains at least 60% alcohol.

Practice social distancing

- Buy groceries and medicine, go to the doctor, and use public transit using complete banking activities online when possible.
- If you must go in person, stay at least 6 feet away from others and/or disinfect items you must touch.
- Get deliveries and groceries, and limit in-person contact as much as possible.

Prevent the spread of COVID-19 if you are sick

- Stay home if you are sick, except to get medical care.
- Avoid public transportation, ride-sharing, or taxis.
- Separate yourself from other people and pets in your home.
- There is no specific treatment for COVID-19, but you can seek medical care to help relieve your symptoms.
- If you need medical attention, call ahead.

Know your risk for severe illness

- Everyone is at risk of getting COVID-19.
- Older adults and people of any age who have serious underlying medical conditions may be at higher risk for more severe illness.



U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES
CENTERS FOR DISEASE CONTROL AND PREVENTION

cdc.gov/coronavirus



U.S. DEPARTMENT OF LABOR
OSHA

OSHA
www.osha.gov

Occupational Safety and Health Administration

1-800-321-OSHA (6742)
TTY 1-877-889-5627

To place an order for the COVID-19 poster contact
Lori Jo Goff at lgoff@kychamber.com or **502-848-8727**.

Commonwealth Partner



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Scotty's Contracting & Stone LLC
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Steptoe & Johnson PLLC
Stock Yards Bank and Trust
Sullivan University System
Sumitomo Electric Wiring Systems
Transit Authority of River City
Whitaker Bank

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

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



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

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Anthem[®]  **SMALL BUSINESS**

ClearPath Mutual is open for business and is committed to helping Kentucky Employers save money and protect our community and employees.

All members who meet underwriting guidelines will receive a **10% discount.**



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

CONTACT US TO LEARN MORE

Hilary Morgan — hmorgan@kychamber.com | (502) 848-8724 | kychamber.com/membersavings



UNVEILING RESTART KENTUCKY: A RESPONSIBLE PLAN FOR RETURNING TO WORK

