

Full Stride Initiatives

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From the desk of Gina Greathouse...

Commerce Lexington's economic development team has been busy managing an increase in project activity as well as continuing to grow our industry networks, and caring for our existing industry. Several new opportunities have emerged in key sectors, including biotechnology and advanced manufacturing. These opportunities encompass both domestic and foreign direct investment leads, with activity driven by a combination of site selection consultants and direct outreach from companies looking to expand. Through our business retention and expansion efforts, the Biotech Consortium, Manufacturers Network, and Tech Association of the Bluegrass continue to evolve as each address how to achieve new growth and expansion in these industries while also cultivating a robust talent pipeline.

As we enter the fourth quarter, this growing interest and existing business involvement underscore Greater Lexington's continued appeal and the potential for further investment in target industry sectors.



Gina Greathouse
*Executive Vice President
Economic Development
Commerce Lexington*

Economic Development By the Numbers

	2025 Target	2025 Actual	2024 Actual
Prospects (new, existing, start-ups)	75	42	48
Total Active Projects	n/a	47	43
Project Announcements	30	12	37
Capital Investment	\$500M	\$227.5M	\$2.2B
Direct Jobs Created	1,000	652	898
Average Wage of Jobs Announced**	\$75,000	\$58,168	\$62,000
Consultant Interactions	125	86	124
Site Visits (prospects and existing business)	30	10	20
Existing Business Visits	125	86	86
Existing Business Visit Attempts	200	111	152

Metrics based on activity in 9-county region. Commerce Lexington may not work directly with every project announced. **Wage is set to meet the Building a More Competitive Bluegrass goal of increasing the average earnings per job for the region to the national average.

Company Announcements

Economic Development Team Welcomes Hannah Jackson

Commerce Lexington is pleased to announce the addition of Hannah Jackson to the economic development team as administrative project coordinator. She will provide administrative and project coordination support across various responsibilities, including office management, event planning, invoicing, procurement, internal reporting, and communications. Executive VP of Economic Development, Gina Greathouse, said, "We are very excited to have Hannah on our team. She has well-rounded experience in communications and administrative support, along with a chamber background with past work at the Jessamine County Chamber of Commerce. She will complement our team very well."



TrinDocs expands operations in Lexington

TrinDocs, a software company specializing in Accounts Payable (AP) Automation and Procurement solutions, received preliminary approval from the Kentucky Economic Development Finance Authority Board to expand its Lexington operation with a \$636,000 investment, creating 20 new Kentucky jobs. In 2024, TrinDocs was certified by MSDynamicsWorld following a rigorous evaluation by multiple independent Microsoft MVP experts. Commerce Lexington President and CEO, Bob Quick, said, "Businesses are always looking for ways to be more efficient in their operations, both for speed and to reduce cost. We are pleased to have TrinDocs as part of our technology community and congratulate them on this expansion." As a result of continued growth and increased customer demand, TrinDocs will be leasing out a new office building that will nearly quadruple their operating space.



IEDC Honors Lexington with Excellence in Economic Development Awards

The International Economic Development Council (IEDC) recently honored the Lexington-Fayette Urban County Government and Commerce Lexington with Excellence in Economic Development Awards, recognizing the community's leadership and collaborative approach in advancing growth and opportunity. These awards celebrate the top projects, initiatives, and organizations from across the nation that exemplify innovation and impact on economic development. Lexington's recognition across three categories underscores the power of public-private collaboration in shaping the region's future. Commerce Lexington was recognized with two awards for its ongoing Regional Competitiveness Plan, including a Gold Award in the Regional or Cross-Border Partnership Category and a Silver Award for its [LookAtLex.com](https://www.lookatlex.com) talent website. The City of Lexington received a Bronze Award for its Second Chance Academy Workforce Reentry Program.



From left to right: Nathan Ohle, President & CEO IEDC; Gina Greathouse, EVP Commerce Lexington; Betsy Dexter, SVP Commerce Lexington, Talent & Education Strategy; Niki Goldey, Director of New Business Development, Commerce Lexington; Craig Bencz, Administrative Officer Sr., LFUCG Office of the Chief Development Officer.

Company Announcements

Commerce Lexington Celebrates Lockheed Martin Ribbon Cutting

Lockheed Martin, a global defense technology company driving innovation and advancing scientific discovery, celebrated the grand opening of a new facility on the University of Kentucky's Coldstream Research Campus, adding up to 70 full-time jobs to the community. The project was supported by Commerce Lexington Economic Development, which continues to play a key role in bringing together business, education, and community leaders to strengthen Central Kentucky's economy. "The recently established partnership between Lockheed Martin and University of Kentucky is a leading example that will help grow the regional workforce," said Commerce Lexington President and CEO, Bob Quick. "We appreciate the company's investment and confidence in the Greater Lexington area, and we look forward to working with its team in the future." Lockheed Martin has more than 1,500 employees in Kentucky, working to meet the needs of global security customers, and to support their critical missions around the world.



From left to right: Bob Quick, CEO Commerce Lexington; Dr. Eli Capilouto, President University of Kentucky; Councilmember at Large James Brown; Vic Torla, Vice President Lockheed Martin; Mayor Linda Gorton; Landon Borders, Sr. Executive Director UK Innovate; Kim Sayre, UK Pigman College of Engineering; George Ward, Associate Vice President for Economic Development and Real Estate.

Bluegrass AgTech Development Corp Grant in Action

Commerce Lexington's Cheryl Weiss joined agricultural specialists from Bluegrass AgTech Development Corp, LFUCG Mayors Office and the Cabinet for Economic Development to visit Redleaf Biologics, a biotechnology agtech company headquartered in Lexington. Redleaf Biologics has harnessed a breakthrough discovery in red sorghum to develop a new class of plant-based bioactives, backed by science and rooted in sustainability. In 2024, Redleaf was one of seven agtech companies awarded an incentive grant from Bluegrass AgTech Development Corp, a collaboration between the City of Lexington, the Kentucky Department of Agriculture and its Kentucky Agricultural Development Fund, the University of Kentucky Martin-Gatton College of Agriculture, Food and Environment, and Alltech, designed to cultivate an innovative ecosystem for entrepreneurs and startups in the agricultural sector.



From left to right: Danielle Milbern, Cabinet for Economic Development; Erica Rogers, LFUCG Mayor's Office; Marissa Arnoldussen, RedLeaf Biologics; Cheryl Weiss, Commerce Lexington; Jordan Woods, RedLeaf Biologics; Jacob Ball, LFUCG Bluegrass Agtech Development Corp.

Conferences & Networking

Commerce Lexington Supports Workforce Inclusivity at 18th Annual OWL Foundation Golf Scramble

On July 17, Commerce Lexington joined community leaders at the 18th Annual OWL Foundation Golf Scramble, presented by Schneider Electric. Net proceeds from the event benefit Opportunity for Work and Learning, an organization dedicated to fostering a supportive, inclusive, and sustainable workforce. Representing Commerce Lexington on the course were Councilmember At-Large James Brown, Ed Holmes, Artie Green, and Vincent Smith. As a proud sponsor, Commerce Lexington is honored to support OWL's mission and its positive impact on workforce development in our region.



From left to right: Councilmember James Brown, Ed Holmes, Artie Green, Vincent Smith, and Falon McFarland.

Bluegrass Alliance Gathers in Winchester

In late July, members of the Bluegrass Alliance gathered in Winchester at the new BCTC facility at 1919 Rolling Hills. Members were welcomed by Brad Sowden, executive director of the Winchester & Clark Co. Industrial Development Authority, Jill Hamlin, executive director of Tourism for Winchester-Clark Co., and Sheldon Sharpe, interim campus director Winchester BCTC. The group received an update on the success of the DC Fly In and reviewed the first quarter results of digital advertising for the Greater Lex Region. The next meeting will take place in September hosted by R.J. Corman.



Commerce Lexington Attends SEDC Annual Conference

Falon McFarland and Niki Goldey traveled to Oklahoma City for the Southeastern Economic Development Council (SEDC) Annual Conference. In the last three years, SEDC states have facilitated nearly \$600 billion in capital investment, creating more than 600,000 new jobs. The American South's economic strength contributes almost \$10 trillion to the US GDP, ranking the region as the world's third-largest economy. The conference allowed Falon and Niki an opportunity to engage with site-selectors and attend educational sessions on topics such as *How to Best Leverage 20-50 Acre Sites* and *Updates on Federal Actions and Economic Impact*. Jacob Estes with the KY Department of Agriculture participated in a panel discussion with other state leaders on *How Southern Agriculture is Driving Economic Growth*. More than 600 industry professionals attended the conference.



National site selectors present panel discussion on *Bridging the Gap Between Key Partners on Complex Projects*.

Conferences & Networking

Greater Lexington's Bluegrass Alliance Meets at R.J. Corman Railroad Group

On September 24, members of the Greater Lexington Bluegrass Alliance (BGA) gathered at R.J. Corman Railroad Group, LLC, in Jessamine County. The BGA brings together professionals from across the nine-county region representing economic development, public policy, utilities, and transportation. Collaboration and partnership remain central to effectively promoting the Greater Lexington Region. These meetings provide a valuable forum to discuss active projects, property updates, business locations and expansions, and legislative developments that may impact economic growth. Commerce Lexington extends sincere appreciation to R.J. Corman Railroad Group, LLC for hosting the group and supporting regional economic development efforts.



Members of the Bluegrass Alliance meet at RJ Corman Railroad Group.

Commerce Lexington Receives Grant to Promote Computer Science in Schools

Commerce Lexington is the recipient of a \$20,000 grant from We Lead CS to fund innovative local workforce training initiatives as part of a statewide effort to revolutionize workforce training in the Commonwealth. We Lead CS is Kentucky's virtual computer science career academy, established by the Kentucky General Assembly to enhance the Commonwealth's competitiveness in the tech economy and expand opportunities for high school students to pursue careers in technology. Commerce Lexington and community partner Tech Association of the Bluegrass will work together to build the tech talent pipeline in Greater LEX's nine-county region. Employers interested in getting involved are welcome to contact Cheryl Weiss at cweiss@commercelexington.com.



Commerce Lexington Attends Global Executive Forum

Gina Greathouse attended the World Trade Center Kentucky's *Global Executive Forum: Kentucky-Canada Trade Relationship*, powered by the Consulate General of Canada in Detroit. The event united business leaders, policy makers, and experts who provided an in-depth analysis of the significant economic ties between Kentucky and Canada. Attendees gained valuable insights into current trade dynamics, investment opportunities, and strategies for enhancing the international partnership between Kentucky and Canada. Sessions provided essential information on investing and starting a business in Canada, investment incentives, legal structure, immigration processes, successful stories and more. Our team continues to explore the current state of trade relations, addressing challenges, opportunities, and the path forward.



Conferences & Networking

UK Hosts 5th Annual GAME Change

In September, the University of Kentucky hosted its 5th Annual GAME Change (Generate Advanced Manufacturing Excellence for Change) Summit 2025. Commerce Lexington's Gina Greathouse and Cheryl Weiss attended alongside 170 leaders in industry, community engagement, workforce development, state and local governments, startups, and academia. Topics Included Kentucky and Tennessee's challenges from soaring energy demands and supply chain breakdowns to workforce shortages and urgent sustainability goals. GAME Change is a call-to-action, aimed at transforming the Southeast Commerce Corridor (SCC) into a global leader in circular economy innovation by 2035. The daylong conference consisted of dynamic discussions and engaging panels focused on ways to shape a smarter, stronger, more sustainable tomorrow for Kentucky, Tennessee, and the world.



Industry leaders provide panel discussion on circular economy and standards.

Commerce Lexington Participates in National Women in Economic Development Conference

Gina Greathouse and Niki Goldey of Commerce Lexington, along with Erica Rogers, Director of Agriculture Development for LFUCG's Economic Development team, recently attended the 15th Annual Women in Economic Development Conference, held October 8–10 in Chicago. Hosted at the Sofitel Chicago on the iconic Magnificent Mile, the event brought together female leaders from across the country for high-impact networking and educational sessions. Attendees engaged with top site consultants and industry experts on a broad range of economic development topics shaping today's business landscape.



Erica Rogers (LFUCG), Niki Goldey, and Gina Greathouse (Commerce Lexington) at Women in Economic Development Conference.

LEXINGTON IS A GREAT PLACE FOR BUSINESS.

Lexington was recently ranked

#2 Best Run City in America

–WalletHub

Talent & Workforce

New Greater LEX Talent Assets Available for Employers

Commerce Lexington is excited to provide businesses across the nine-county Greater LEX region with two new workforce recruitment tools designed to help employers attract and retain top talent. These free guides offer step-by-step tips to connect with job seekers, optimize your postings, and build a stronger pipeline for your workforce needs.

Handshake Employer Guide

This custom-designed guide helps employers tap into one of the most valuable talent networks in the region — students and recent graduates from 10 local colleges and universities — through Handshake, the virtual platform that connects businesses to talent.

Handshake is a digital hiring platform where businesses can:

- Create a free account and company profile to showcase your brand and culture.
- Post job and internship listings directly to a network of thousands of students and recent grads looking for opportunities in our region.
- Connect with multiple schools at once, streamlining outreach across Central Kentucky.
- Engage with qualified candidates through events, job fairs, and direct messaging to build long-term recruitment pipelines.

With **45% of the Greater LEX population holding a bachelor's degree** and nearly **20% with a graduate degree**, Handshake allows employers to strategically access a highly educated and motivated talent pool right here in our region..

Indeed Employer Guide

This free resource is designed to help your job openings rank higher and gain more visibility on the Greater LEX Jobs Board, which pulls listings directly from Indeed.com based on specific parameters.

The guide outlines how to:

- Use keyword-rich, descriptive job titles (avoiding abbreviations like “Mgr.” or “Sr.”) so your listings appear in candidate searches.
- Ensure accurate and consistent company naming, as small inconsistencies can prevent postings from appearing on the jobs board.
- Refresh and repost listings every 15–30 days to maintain visibility at the top of search results (90 days is the minimum repost threshold).
- Stay within industry caps and geographic filters to ensure your jobs are included — only full-time, non-sponsored positions within 100 miles of Lexington (zip 40502) qualify.

With each industry capped at 500 listings, these optimization tips help ensure your roles rise to the top and reach the right candidates.

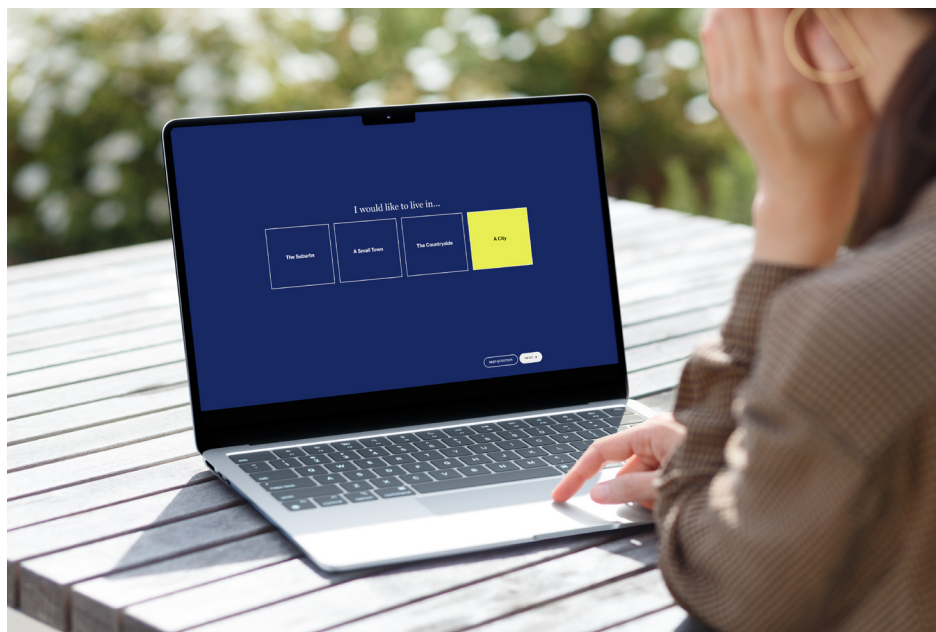
Both resources are complimentary to all regional employers and are housed on the Greater LEX Employer Page at lookatlex.com/for-employers. These resources are designed to make it easier to fill positions ranging from entry-level roles to highly specialized careers. By leveraging these tools, your organization can better compete for talent and support the growth of the Greater LEX economy.



Talent & Workforce

New 'Community Quiz' Website Feature

With the help of regional tourism partners, the new 'community quiz' feature on lookatlex.com is now live. This feature adds another engaging tool to the talent attraction site in addition to the 'cost of living calculator' and 'find a job' tool. The quiz allows users to learn about each community in greater detail, with each county getting its own landing page to highlight quality of life and community assets. Links to the individual county pages can also be found through the interactive map. The new website feature provides another marketing asset to promote to external audiences, allowing them to explore the Greater LEX region in a fun and engaging way. You can find the quiz at lookatlex.com/live-here/community-quiz.



Talent & Workforce By The Numbers

20.3%

Lexington Population with an Advanced Degree

10+

Colleges & Universities in the Greater LEX Region

85.8%

Prime-age Labor Force Participation Rate

Top 25

Most Educated Cities in the US (Lexington-Fayette Co.)

Source: JobsEQ 2025

Community & Minority Business Development

Fall Opportunity Exchange Hosted at Commerce Lexington

On September 11, Commerce Lexington hosted its Fall Opportunity Exchange, presented by Equity Solutions Group. Guest speakers Sean and Tia Edwards, co-founders of Fresh Bourbon Distillery, shared insights on navigating business pivots in today's political climate. They emphasized that while strategies may shift, the vision should remain constant. Drawing from their own journey as well as examples from other nationally recognized brands, they highlighted how to identify when a pivot is necessary and the steps to successfully manage change. The event also featured networking opportunities and catering sponsored by Darae & Friends.



Tia and Sean Edwards, co-founders of Fresh Bourbon Distillery, address Fall Opportunity Exchange attendees.

Supporting Local Growth: One-on-One Business Assistance and Access Loan Program

During third quarter 2025, the Community & Minority Business Development (CMBD) team continued to make meaningful strides in supporting small businesses across the Greater Lexington region. One-on-one technical assistance was provided to 34 entrepreneurs—27 of whom were minority-owned and based in Lexington. By combining personalized sessions with outreach through presentations and networking events, the CMBD team enhanced local entrepreneurial support—connecting business owners to key partners, facilitating access loan applications, completing research requests, and offering strategic guidance to foster growth and success.

The Access Loan Program has assisted with \$468,509 in approved loans year-to-date.

We remain committed to empowering both existing and aspiring entrepreneurs through hands-on guidance, resource connections, and access to capital.

Minority Business Accelerator Members

Elaine Allen, LLC – Bishop Carter, Owner
Helping Hands, LLC – Chase Minniefield, Owner
Equity Solutions Group, LLC – Ray Daniels, Owner
Facilities Maintenance & Services Group, LLC – Frank Hall
Patriot Group, LLC – Lawrence Herring, Owner

Community & Minority Business Development Showcases Scalable Success at ACCE Conference

At the Association for Chamber of Commerce Executives (ACCE) Conference held in Philadelphia, Commerce Lexington's Tyrone Tyra, Vice President of Community & Minority Business Development, joined Jay Jenkins, Director of Small & Minority Business Development at OneSpartanburg, Inc., in guiding a session for leaders seeking to enhance small business programming, build meaningful partnerships, and leverage innovative tools to drive long-term, scalable success for both new and established businesses in their communities. The session drew more than 40 chamber professionals from across the country. Tyra and Jenkins shared how their chambers are reimagining small business development through innovative programs and partnerships, data-driven insights, and strategic procurement match-making. Attendees left with practical frameworks to strengthen entrepreneurship pipelines, expand equitable access to opportunities, and scale impact in their own communities.



Commerce Lexington's Tyrone Tyra addresses ACCE Conference attendees.