



**ANDY BESHEAR**  
GOVERNOR

**EXECUTIVE ORDER**

**Secretary of State**  
Frankfort  
Kentucky

**2024 – 703**  
**October 17, 2024**

**NOW, THEREFORE**, I, Andy Beshear, Governor of the Commonwealth of Kentucky, by virtue of the authority vested in me by the Kentucky Constitution and KRS 12.029, do hereby Declare, Order and Direct the following:

- I. The Governor’s Council of Second Chance Employers is hereby created and attached to the Education and Labor Cabinet for administrative purposes.
- II. The members of the Governor’s Council of Second Chance Employers shall serve for terms of two (2) years. In the event of a vacancy occurring other than by the expiration of a term, the Governor shall appoint a member for the remainder of the unexpired term.
- III. The Council shall convene at least quarterly, beginning in October 2024. The first meeting shall be called by the Governor or his designee. Subsequent meetings shall be called by the chair.
- IV. The duties and responsibilities of the Governor’s Council of Second Chance Employers shall include:
  - a. Advocating for Kentucky laws, investments, and attitudes that improve reentry outcomes and increase public safety;
  - b. Identifying and promoting best practices in fair chance hiring, such as skills-based hiring, within their own organizations and within their industries;
  - c. Educating employees, employers, and local communities on the benefits of second chance hiring by sharing success stories and fostering partnerships with interested parties in their local communities who may want to implement second chance hiring within their own businesses;
  - d. Establishing key performance metrics for equitable reentry services and tracking outcomes;
  - e. Raising awareness about existing reentry programs across the state and within their local communities;
  - f. Assessing existing state programs relating to reentry employment services and planning for enhanced offerings that will be mutually beneficial to employers and individuals; and
  - g. Supporting local cross-community projects and nonprofit initiatives related to reentry services.
- V. The Governor’s Council of Second Chance Employers shall provide an annual report to the Governor on or before January 31 of each year setting forth the Council’s activities, findings, and recommendations.



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- VI. The Governor's Council of Second Chance Employers shall consist of the Governor of the Commonwealth of Kentucky or designee, the Secretary of the Cabinet for Health and Family Services or designee, the Secretary of the Education and Labor Cabinet or designee, the Secretary of the Justice and Public Safety Cabinet or designee, and 11 members appointed by the Governor. The initial Council shall be composed of the following members that have relevant experience with manufacturing, healthcare, food service and hospitality, construction and utilities, transportation and logistics, multi-sector operations, unions, higher education, and regional chamber of commerce organizations:
- a. Tyler Stegall, BlueOval SK, representing the manufacturing industry;
  - b. Barbara Aker, More Than a Bakery, representing the manufacturing industry;
  - c. Steve Powless, Lifeline Recovery Center, representing the healthcare industry;
  - d. Rob Perez, DV8 Kitchen, representing the food service and hospitality industry;
  - e. Stephen Johnson, Martin Contracting, representing the construction and utilities industry;
  - f. Nick D'Andrea, UPS, representing the transportation and logistics industry;
  - g. John Estus, Amazon, representing multi-sector operations;
  - h. Chad Mills, Kentucky State Building and Construction Trades Council, representing unions;
  - i. Ryan Quarles, Kentucky Community and Technical College System, representing higher education;
  - j. Tami Wilson, Northern Kentucky Chamber of Commerce, representing regional chamber of commerce organizations; and
  - k. LaKisha Miller representing the Kentucky Chamber of Commerce.

Please issue commissions to them.

- VII. The Governor shall designate the Chair of the Governor's Council of Second Chance Employers. The Governor designates himself or his designee as Chair.

A handwritten signature in blue ink that reads "Andy Beshear".

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ANDY BESHEAR, GOVERNOR  
Commonwealth of Kentucky

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MICHAEL G. ADAMS  
Secretary of State