

THE MAGAZINE OF THE MISSOURI CHAMBER OF COMMERCE AND INDUSTRY

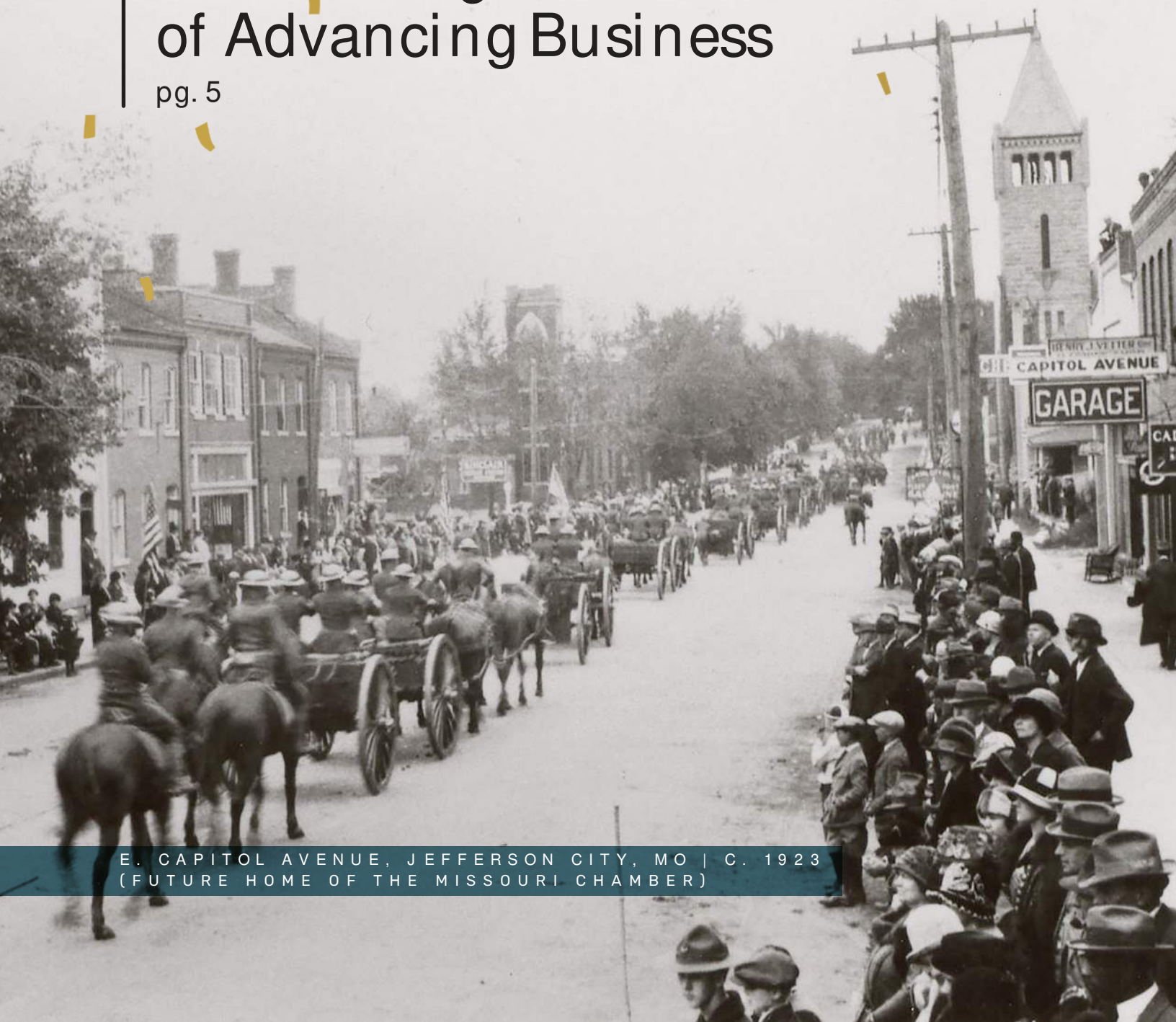
MISSOURI

BUSINESS

WINTER 2023

Celebrating 100 Years of Advancing Business

pg. 5



E. CAPITOL AVENUE, JEFFERSON CITY, MO | C. 1923
(FUTURE HOME OF THE MISSOURI CHAMBER)

MISSOURI BUSINESS

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OUR VIEW

Missouri Chamber President and CEO Dan Mehan reflects on the organization's 100th anniversary.

100 YEARS OF SERVICE

Take a look back at life in 1923 and learn how the Missouri Chamber's role has evolved.

CYBERSECURITY LEGISLATION

More than a quarter of Missouri CEOs surveyed in 2022 say cybersecurity is their top concern.

CEO SURVEY RESULTS

Company leaders weigh in on the issues affecting Missouri businesses.

READY, SET, SESSION

The Missouri Chamber's top priorities for 2023 are public safety, workforce and legal reform.

EXPANDING ACCESS TO CHILD CARE

See how grant funding has helped Northwest Missouri State University fill a dire need in the region.

EMPLOYEE STOCK OPTIONS

Learn how a state tax incentive has helped businesses like PFSbrands build a legacy.

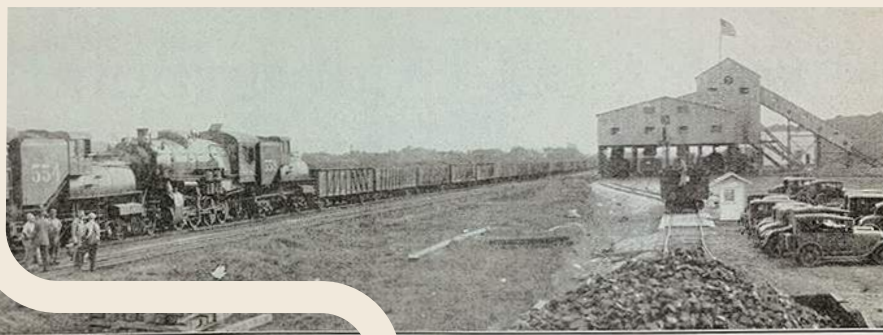
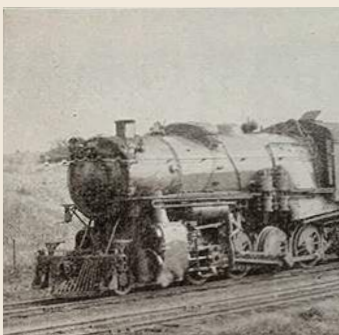
LEADERSHIP PROFILE

Get insight into the leadership style of Silver Dollar City Attractions President and the Missouri Chamber's new board chairman, Brad Thomas.

AMENDMENT 3

With the legalization of recreational marijuana in Missouri, here's what business owners should keep in mind.

CENTENNIAL



Eighty cars of Missouri coal in one train, ready for moving. A Kansas City Southern
Bates County, Mo.

way train leaving the Tiger Mine of the Sinelair Coal Co. in

1950s

The Missouri State Chamber begins to focus more on influencing legislation in the General Assembly and hires its first full-time lobbyist in **1955**.



PHOTO COURTESY OF MISSOURI STATE ARCHIVES

The '60s

The Missouri State Chamber begins publishing voters' guides and **legislative handbooks**.

1973

Nov. 14, 1973: The Missouri State Chamber drops the "State" from its name, officially becoming the Missouri Chamber of Commerce.



Missouri Chamber of Commerce

1975

Aug. 22, 1975:

A groundbreaking ceremony is held for the Missouri Chamber's new home at 428 E. Capitol Ave. in Jefferson City.



1980s

The Missouri Chamber's influence grows at the Capitol as the organization takes the lead on important issues such as infrastructure investment, workforce development and defending against anti-business legislation.



2017

The Missouri Chamber launches a new health care product designed to drive down costs for small employers.

Chamber Benefit Plan.

2015



MISSOURI2030

An Agenda to Lead

With the creation of **Missouri 2030: An Agenda to Lead**, the Missouri Chamber lays out a 15-year plan for our state.



CURRENT CHAMBER PRESIDENT AND CEO, DAN MEHAN, TESTIFIES AT THE CAPITOL IN 2014.

2010s

Elimination of the corporate franchise tax and achieving the **first corporate tax cut in 100 years were among many legislative wins** of the 2010s. The Missouri Chamber also advocates for continued investment in roads, bridges and energy infrastructure.



MISSOURI CHAMBER
OF COMMERCE AND INDUSTRY

2003: With increasing global competition for manufacturing jobs, the Missouri Chamber takes on a new name.

2000s

The **Missouri Chamber PAC** is established, accelerating the organization's political engagement and setting the stage to secure pro-business dominance in the Missouri General Assembly. Sweeping workers' compensation, unemployment and tort reforms are secured during this decade.

1990s

The Missouri Chamber launches Leadership Missouri, a leadership development program that has touched more than 1,000 Missourians since.



KIT BOND BEING SWORN IN AS GOVERNOR FOR HIS SECOND TERM



The Missouri Chamber Political Institute launches, enabling even more engagement in electing pro-business candidates to the Missouri General Assembly. The Missouri Chamber serves as a lifeline for employers through the **COVID-19 pandemic**.

2020



MISSOURI'S
FIRST
RESOURCE
GUIDES



2023 GOVERNMENTAL
AFFAIRS TEAM

PRESENT DAY

2023

The Missouri Chamber **celebrates 100 years** of protecting and advancing Missouri employers on April 6, 2023.

APRIL SIXTH
100 years



GOV. MICHAEL L. PARSON SPEAKS AT
WORKFORCE2030 CONFERENCE.

2
2

A PROUD HERITAGE OF 100 YEARS OF SERVICE

By Bob Priddy

It was an up-and-down year for the president of the United States, the one who once said,

"American business is not a monster, but an expression of God-given impulse to create, and the savior of happiness."

On June 21, 1923, President Warren G. Harding delivered a speech in St. Louis that was broadcast on radio stations WEA, New York, and WCAP, Washington, D.C. It was the first presidential speech broadcast on radio, the first on a radio network – even if it was only two stations.

Harding was the president who caustically referred to the presidency as "a hell of a job!" He lamented his inability to help his friends who were being indicted: "I have no trouble with my enemies. But my damn friends, they're the ones that keep me walking the floor at night."

He stopped worrying about his friends on Aug. 1, while he was on a goodwill tour in San Francisco. He died amid suspicions that his wife poisoned him.



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Harding's "expression of God-given impulse to create" was illustrated in 1923 by the patent given Col. Jacob Schick for the first electric shaver, and by Lee DeForest's demonstration that sound could be applied to motion picture film. It would be five years before "The Jazz Singer" made talkies the way to go in Hollywood.

It was the year that U.S. Steel buckled to pressure and instituted the eight-hour day, a labor milestone.

Until then, workers had put in 12-14 hours a day, seven days a week. Other industries began to follow U.S. Steel's lead.

Missouri's state park system began that year when the Legislature passed a \$5,000 appropriations bill, signed by the governor in April, to buy the Arrow Rock Tavern.

The International Air Races were held at Lambert Field in St. Louis that year. A new speed record of 243 miles an hour was set

organizations, which represented progress in community life.

The new name also represented a new, more finely shaped mission, focusing on dealing with "the problems that beset the pathway of any commonwealth as it grows in population, industry, and national importance."

In 1929, travelers to St. Louis could stay at the Hotel Mayfair for \$3 to \$6 a night; at the Lennox for \$3.50 to \$7; or at the Kings-Way, near Forest Park, for \$4.

New bridges were opened at Hermann and Louisiana by the start of the new decade. If you wanted to make your Christmas vacation of 1930 particularly memorable, you were encouraged by an ad in the State Chamber's magazine to enroll in Mrs. Lydia Henniger's



Cybersecurity threats are a concern for 86 percent of Missouri CEOs and business leaders. In addition, when responding to the Missouri Chamber of Commerce and Industry's 2022 CEO Poll, more than a quarter said cybersecurity was their top concern. It's that growing urgency that is behind the Missouri Chamber's push for legislation to provide grants to Missouri businesses to shore up their cybersecurity.

The legislation, sponsored by Rep. Dan Houx (R-Warrensburg) and Sen. Brian Williams (D-University City), calls for up to \$10 million in grants to be invested in protecting Missouri employers from cyberattacks. The legislation would ensure companies of all sizes can participate by dividing the funding between small, medium and large businesses.

In 2021, national figures showed ransomware incidents increased by nearly 13 percent, a rise as big as the previous five years combined. A ransomware report revealed an 8 percent year-over-year increase in victims paying ransoms of \$1 million or more in the first half of 2022 alone.

Cybersecurity threats touch all industries, from IT to manufacturing to health care.

BJC HealthCare supports this legislative effort.

Matthew Modica is vice president and chief information security officer at BJC. While keeping patient information safe is a major focus of BJC's security efforts, Modica said they are also looking to prevent disruption of their operations.



CEO SURVEY REVEALS MIXED OUTLOOK FOR 2023

Missouri business leaders have a mixed outlook for the year ahead. While the vast majority expect to make some sort of investment in 2023, they also predict rising inflation and workforce shortages will limit their companies' growth.

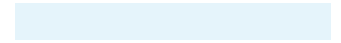
Every year, the Missouri Chamber of Commerce and Industry asks CEOs and top business leaders at companies throughout the state to share their thoughts on the economy, the business climate, the direction of our state and more.

Conducted by an independent research firm, the Missouri Chamber CEO Poll helps determine where and how the Missouri Chamber should focus its attention in the year ahead.

Here's a snapshot of the 2022 results:

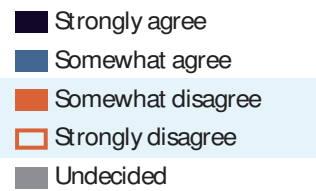


- Increase substantially
- Increase moderately
- Stay about the same
- Decrease moderately
- Decrease substantially
- Undecided

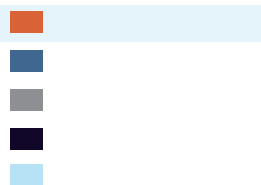


Workforce

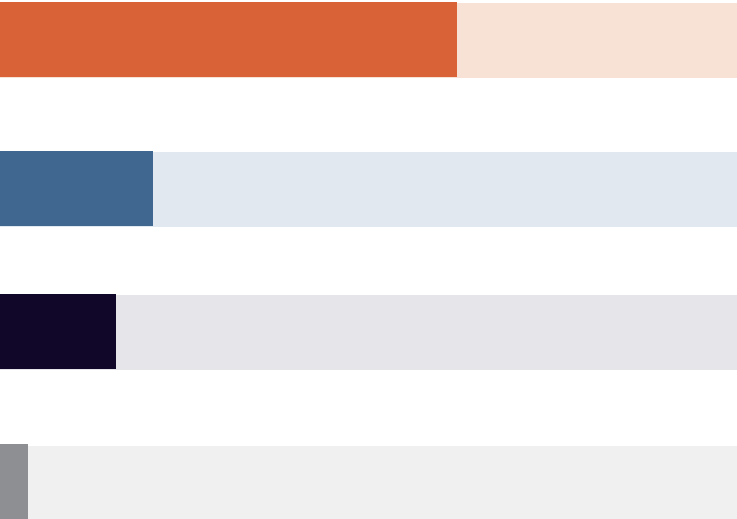
Students graduating from high schools in Missouri are well-prepared for success in the workforce.



The expense and difficulty in finding child care keeps a significant number of Missourians out of the workforce.



Which of the following is your greatest concern with the available workforce?



Public Safety

How concerned are you about public safety and crime in Missouri?



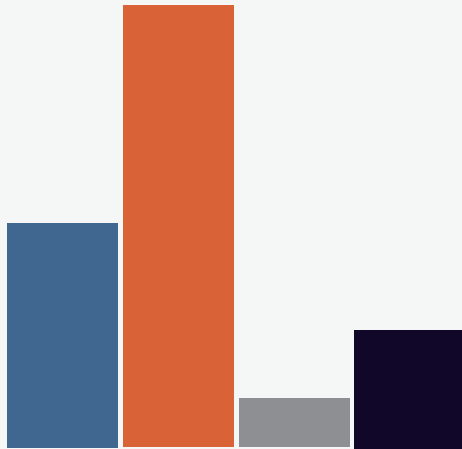
Do you think the rising crime rate in Missouri is impacting the state's economic competitiveness?

66% YES
32% NO | 2% UNDECIDED

Cybersecurity

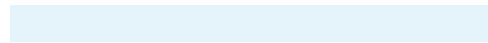
How concerned are you about cybersecurity threats, such as hacks and data breaches?

- Currently a top concern
- Growing concern
- Diminishing concern
- Not currently a concern



Energy

What is the most important factor in your business' electricity consumption?



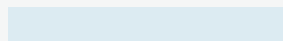
Legal Reforms

Which of the following legal reforms is most important for the business community?

- Reforming the court system / reduce pro-trial lawyer judges
- Improving product liability laws
- Preserving cost-effective alternatives to civil trials
- Reducing statute of limitations
- Undecided

Transportation

Missouri's east-west statewide I-70 corridor is vital to the global supply chains for many industries. Would you favor or oppose leveraging state and federal funds to increase capacity on the I-70 stretch between St. Louis and Kansas City?



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READY, SET, SESSION!

In 2022, the Missouri Chamber of Commerce and Industry surveyed more than 600 CEOs and business leaders from around the state. Overwhelmingly, employers said public safety was a concern. Six out of 10 CEOs considered crime in Missouri a growing concern, while nearly a quarter said it was their top concern. Most employers – 66 percent – believed the rising crime rate in Missouri was impacting the state’s economic competitiveness.

The time for action is *now*. The Missouri Chamber’s public safety report, *Safer Missouri, Stronger Missouri*, will guide advocacy efforts this session, with the goal of implementing the following recommendations through multiple pieces of legislation:

- Deploy evidence-based and hot spot approaches to crime reduction
- Increase and protect tools to support policing
- Address substance misuse and mental health
- Reduce recidivism
- Improve training and employment opportunities for incarcerated individuals
- Increase prosecutorial consistency and transparency

As lawmakers return to Jefferson City for the 2023 legislative session, the Missouri Chamber has released a complete legislative agenda to help guide policy discussions, and public safety is at the top. Prepared with input from CEOs

LEGAL REFORM

The time has come – Missouri’s tort system needs reform.

Torts are civil wrongs that cause harm or injury, and the system that handles these cases is expensive. According to a new analysis from the U.S. Chamber of Commerce Institute for Legal Reform, tort costs amounted to \$443 billion, or 2.1% of U.S. GDP, in 2020. In Missouri, that equates to roughly \$2,847 per household.

Perhaps most concerning, though, is the rate at which these costs are rising.

“The tort system has grown at an average annual rate of 6% a year—faster than both inflation and GDP,” the report reads.

As a first step toward more sweeping legal reform, the Missouri Chamber is pushing for an update to the statute of limitations in certain civil cases – specifically, shortening the statute of limitations for personal injury cases from five years to two years.

“Missouri should evaluate whether its statute of limitations best serves all parties in potential cases,” said Daniel P. Mehan, President and CEO of the Missouri Chamber. “Missouri’s lengthy statute of limitations increases uncertainty for all parties, and a shorter time period would promote prompt resolution to potential disputes.”

Currently, 47 states have shorter time limits than Missouri, including all eight of Missouri’s bordering states. In addition, Missouri already has a two-year period for other types of claims, including medical malpractice, libel, slander, assault and battery.

Grant funding expands access to early child care programs



These days, there are more picture books, push toys and play time on the Northwest Missouri State University campus.

“It’s just been such a great adventure,” said Racheal Wood, a teacher at Northwest’s Phyllis and Richard Leet Center for Children and Families. “We’ve had a great opportunity to provide in Maryville something really unique.”

In 2020, the Missouri Department of Social Services awarded Northwest \$1.6 million in Coronavirus Aid, Relief and Economic Security (CARES) Act Child Care Plan funding. The grant allowed Northwest to reconfigure space in its School of Education to provide infant and toddler care. The Leet Center, which previously served children ages 3 to 5, has expanded its services to also care for toddlers and infants as young as 6 weeks.

“The only reason we were able to do it was because of grant money, because it requires a lot of renovation to meet the licensing requirements to be able to take on infants and toddlers and

have that really safe environment,” said Laura King, the director of the Leet Center and Northwest’s Horace Mann Laboratory School. “When we built it, we got to dream big.”



To see all child care relief fund opportunities currently available, visit the Missouri Department of Elementary and Secondary Education's Office of Childhood website at dese.mo.gov/childhood.



region seeking to fill critical labor positions.”

This high demand for affordable child care is not unique to northwest Missouri.

In 2021, the U.S. Chamber of Commerce Foundation and the Missouri Chamber of Commerce and Industry released a report examining the impact of child care challenges on the state’s economy.

The report found that Missouri misses an estimated \$1.35 billion annually for the state’s economy, including a \$280 million annual loss in tax revenue, due to child care issues. Additionally, 28% of respondents reported that they or someone in their household has left a job, not taken a job or changed jobs because of problems with child care in the last 12 months.

The report also revealed that the greatest need is for infant and toddler care. Of parents who voluntarily leave their jobs, 57% do so when their child is 2 years old or younger.

It’s why the Missouri Chamber has made addressing the child care crisis a top priority. During the 2022 legislative session, the Missouri Chamber worked with lawmakers and Gov. Mike Parson’s administration to secure \$20 million in funding. That money is

being used to help fund programs that provide care to the children of small business employees and essential workers.

In all, Missouri has allocated nearly \$1 billion in federal relief funds to sustain and develop the child care industry and increase access



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Chamber Benefit Plan.



When PFSbrands CEO Shawn Burcham made the decision to turn his business into an employee-owned company in 2017, there were several factors that helped him make that move.

“When companies are sold to larger corporations or private equity, it becomes all about the money, and sometimes that leads to a downturn for the company that is being sold,” Burcham said. “The culture changes, they start making cuts and jobs leave communities – and sometimes the state.”

Keeping the company culture intact was one reason he made the decision. A beneficial state tax incentive that was passed in 2016 was another.

Since 2016, companies in Missouri have had a benefit that allows them to become employee-owned by providing a 50 percent income tax deduction on the proceeds business owners receive when they sell their companies to their employees.

This was intended to encourage businesses to go the Employee Stock Ownership Plan (ESOP) route versus selling to a competitor or passing the business to out-of-state ownership. Burcham said the law is working.

“That bill was critical for me going to the larger ESOP,” Burcham added.

PFSbrands is the parent company of foodservice brands Champs Chicken, Hangar 54 Pizza and BluTaco. These



Photo by Casey Buckman Photography



Brad Thomas embraces the past and the future when it comes to getting things done.

The new Chairman of the Board of the Missouri Chamber of Commerce and Industry, inducted in November 2022, Thomas says he is where he is today thanks to mentors like Jack and Peter Herschend, who helped Thomas as he worked his way up the ranks over 30 years to president of Silver Dollar City Attractions. He sees immense value in paying it forward and has a strong desire to help young people build strong careers.

Perhaps that's why he once said his defining characteristic would be, "I care! Let's talk, plan and act."

We had the opportunity to ask Thomas a few questions about his decades of work at Silver Dollar City Attractions.

As president of one of the nation's most beloved amusement parks, some would say you have a dream job. Do you believe that?

This question makes me smile! As any of us look at other jobs, we can sometimes forget that every job has challenges. No matter where we work and no matter what we do, we all have good days and bad days. A theme park leader doesn't spend every hour of every day riding rides, watching shows and testing food (or eating our world famous cinnamon bread!) – and I'm no exception. While

Stephen Covey's "7 Habits of Highly Effective People." Though I've studied and tried to enact those principles for years, I'm still on a journey to constantly improve.

Through the years, technology has changed, and the impacts are significant. Cultural norms have changed, and there are certainly behavioral and attitudinal differences in the generations of customers and employees. Changes are inevitable, but Covey's sound principles for leading teams stand the test of time.

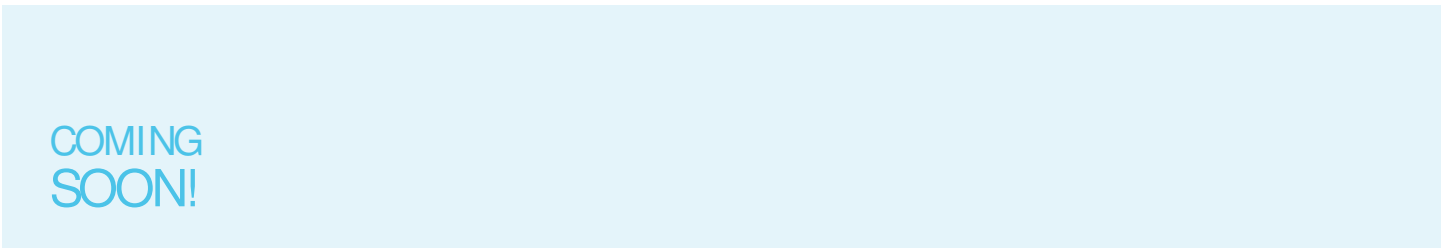
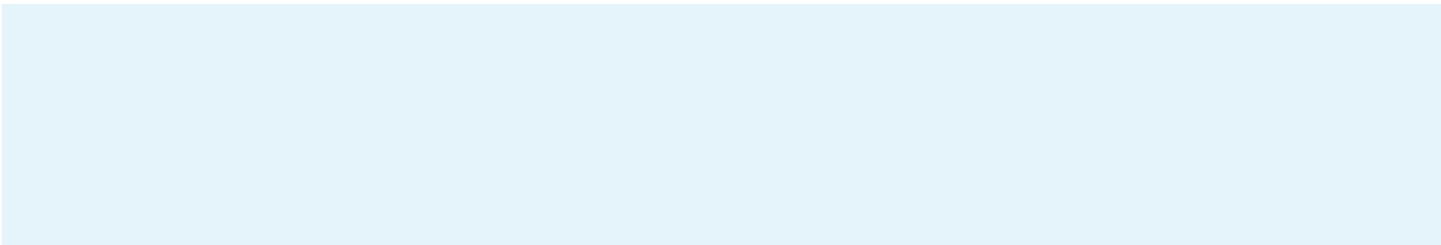
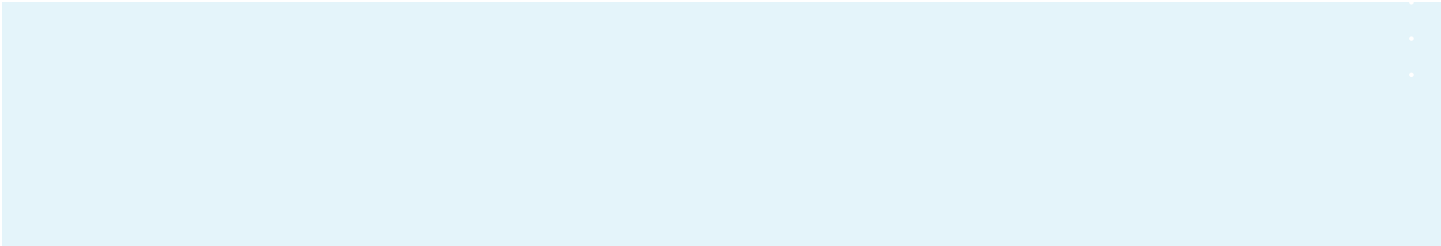
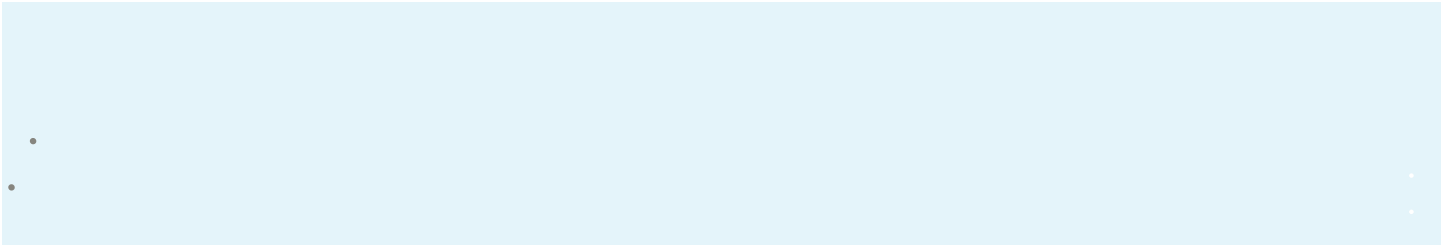
Can you tell readers about Silver Dollar City Attractions' master plan and how that tool helps build momentum around common goals?

We have a living and breathing master plan that helps us focus our short-term and strategic actions that impact our people, marketing, capital and business plans. The plan is a 10-year look into the future, with the first five years obviously much more real and firm than the later years.

Countless hours of work, study, research and analysis go into the creation of the final document. In different phases of the efforts, we explore strategic options to solve challenges or to create opportunities for growth. In 2019, prior to the pandemic, we completed a master plan. This year, we revised the plan based on post-pandemic consumer behavior, as



WHAT EMPLOYERS NEED TO KNOW



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Women in
Leadership





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Lt. Governor Mike Kehoe
@LtGovMikeKehoe

Access to childcare is critical to workforce development, and it will take partnerships to solve Missouri's childcare crisis.

Our office is committed to working with partners like [@UnitedWeEmpower](#) and the [@MissouriChamber](#) to assist childcare providers.

CyberUp
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The Partner of the Year Award recipient is [@MissouriChamber](#)! Congratulations and thank you for your efforts in supporting Apprenticeship Missouri with programs such as [@mointernconnect](#) and [@MoApprentices!](#) [#moapprentices](#) [#NAW2022](#)



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