

JULY 2015

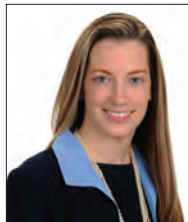
Springfield business journal

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40 UNDER FORTY 2015

By Michelle Higginbotham,
associate publisher



Springfield Business Journal has been recognizing outstanding young professionals in Springfield and the surrounding communities since 1997, making Forty Under 40 our longest standing awards program. That means our list of previous recipients has many

familiar names, including Mayor Jim Langfelder, this year's keynote speaker. The recipients represent a wide variety of local businesses and industries, but all contribute to their communities through both their professional lives and volunteer service.

The individuals profiled in this issue were all selected from nominations made by our readers. While some received multiple nominations, the selection process is not based on the sheer number of votes, but rather the individual's overall professional success and community participation. We are sure you'll see some familiar names on the list, and we feel confident that the 2015 Forty Under 40 class will be making an impact in our community for years to come.

We are grateful for the ongoing commitment of our sponsors, Security Bank and the University of Illinois at Springfield MBA Program, which allows us to recognize a new group of successful young professionals each year. Thank you as well to all those who took the time to submit nominations and helped us identify these very deserving individuals.



KEYNOTE SPEAKER

MAYOR JAMES O. LANGFELDER

A lifelong resident of Springfield, Jim Langfelder took office as mayor on May 7, 2015. Mayor Langfelder has charge over operations of the City of Springfield including the departments of Community Relations; Communications; Convention and Visitors Bureau; Corporation Counsel; CWLP; Planning & Economic Development; Human Resources; Library; Budget and Management, Police and Fire; and Public Works.

Mayor Langfelder served as City Treasurer from 2003-2015. While Treasurer, he served on the board of the Association of Public Treasurers of the United States and Canada and achieved national certification for the City's Investment Policy. He also served as the Illinois Municipal Treasurers Association Board President from 2008 - 2010 and is a Certified Treasury Professional.

Prior to becoming a public servant, Mayor Langfelder worked in banking for 14 years and specialized in product and business development. He holds a Bachelors of Arts degree from University of Illinois Springfield and an Associates degree from Lincoln Land Community College, where his main course of studies was business management.

Mayor Langfelder has long been active in our community and served as Secretary of Downtown Springfield Inc., and past president of the Dana Thomas House Foundation, Springfield Center for Independent Living, and Leadership Springfield. He was also a past recipient of the Springfield Business Journal's Forty under 40.

Mayor Langfelder and his wife Billie have been married for 25 years and have 3 children, Justin (23), Ryan (20) and Lauren (15).

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PHOTO BY TERRY FARMER

Meet Juan Huerta

Community relations director, city of Springfield

By Colin Patrick Brady

Juan Huerta, Springfield's newly-minted Community Relations Director, could not be more satisfied with his position. Mayor Langfelder approached Huerta about serving Springfield's diverse communities at the end of May. "Community service is my passion and something in my heart told me this would be a good fit for me," he says.

Prior to taking on his role as director, Huerta had attended neighborhood meetings while not working for the city in any official capacity. He spent that time listening and understanding that there was much more he could offer the community at large based upon his years spent working in other fields.

Juan Huerta was born in Chitré, Panama, the son of Juan Huerta, the director of education for Herrera Province in Panama, and Paula Huerta, Dean at the University of Panama de Azuero. With both parents serving as educators, Huerta feels it is in his blood to listen and learn the needs of his adopted community.

Huerta came to the United States in

1983, and attended Maur Hill, a Catholic prep school in Acheson, Kansas, with the intention of learning English through ESL courses. After a brief sojourn back to Panama, he returned to the U.S. where he attended Altamont High School in Illinois. "In Altamont, I stayed with a local family with whom I got along well. They had two sons that I bonded with and got along well playing baseball and other sports."

After graduating from Altamont, Huerta attended Lincoln Land Community College from 1982-1986 where he earned an associate of arts degree. His next stop in academia was at Illinois College in Jacksonville where he earned a Bachelor of Arts in 1988.

Horace Mann Insurance in Springfield is where Huerta spent the next 23 years. "I began work there as a customer service manager," Huerta states. From that position he moved on to assistant director and then director of document and support services. "I worked in that position up until May 22, 2015, and by May 26, 2015 I had started as Director of Community Relations."

So far in his new position, Huerta has been listening to the concerns of the needs of members of the community. He says that his interest in community relations stems from his personal involvement in the raising of his two daughters – a 12-year-old, soon to enter 8th grade, and a 14-year-old, soon to be a high school sophomore. Huerta personally coaches his daughter's seventh grade basketball team. "I am also involved in the UIS soccer program," Huerta mentions. Other recreational interests include coaching softball, while both Juan and his wife Laura are involved with the Make-A-Wish foundation of Springfield where he serves on the board of directors.

Looking ahead to his new position as Community Relations Director, Huerta sees a need for improving and developing minority mentoring centers so that at-risk children are not marginalized. He plans to continue meeting with the mayor and aldermen. "It is my hope to develop a strategic plan for the entire city in order to see what needs or issues are pressing."

Another hope of Huerta's is to develop

a series of neighborhood surveys. "I want to poll the citizens to see what is working and what is not. What is keeping you in your neighborhood or compelling you to want to leave," Huerta finds that by listening to the citizens of Springfield, that many seem to be ill-informed regarding issues like zoning, or how to acquire such documents as liquor licenses. "I feel a series of informative seminars that explain how citizen and city relations work would benefit everybody," Huerta says.

Another goal of Huerta is to use his office as a mediation center for disputes between citizens and organizations. "For instance, landlord and tenant issues could be mediated without involvement through the court system if tenants and their landlords are properly informed and educated," he says. Huerta summarizes his personal vision for his job as "to improve the quality of life and to provide world-class services to the peoples of Springfield." □

Colin Patrick Brady is a freelance writer from Decatur.

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Hiro enjoys preparing special Korean dishes like Korean Bibimbap, which are not on the menu.

PHOTOS BY GINNY LEE

Find your happy place at Happy Sushi

By Ginny Lee

Nestled between the fast food restaurant Da Catch and beauty products store U-Top, Happy Sushi doesn't visually stand out in the short strip mall on the southwest corner of South Grand Avenue East and South 9th Street in Springfield. But step inside and prepare for all kinds of Japanese and South Korean culinary treats.

Happy Sushi's name is certainly apt. In my experience there, customers leave both satisfied and happy. Ambiance is casual and family friendly. Owner/chef Hiro greets each customer enthusiastically with a "Hiiiiiii!" as they enter the small dining area, which consists of four tables for four. Another three tables are available behind the compact kitchen. Part of the fun of dining at Happy Sushi is watching Hiro greet his customers.

The restaurant has loyal fans. Danielle Venegonia lived in Miami before returning home to Springfield. "I was eating sushi all the time in Miami, then came home to find even better sushi here at Happy Sushi!" she said.

Fresh is the byword at Happy Sushi. The refrigerated case in front of Chef Hiro is full

of fresh cuts of seafood, including octopus. A sign on the wall says sea urchin is available for a short time. Even the curled radish and beet garnishes on the sushi dishes are very fresh and good enough to eat. Seafood is delivered from Chicago twice a week.

Regular customers are more than happy to rave about Hiro and his food. "They make everything special here," enthused regular Janet Crusen. "They recognize my voice when I call in an order."

On recent visits I have noticed young soccer players with their moms, granddaughters treating grandma to chicken fried rice and plenty of members of the medical community. Diners I chatted with all seemed excited about their food and very fond of Chef Hiro. One fan of Happy Sushi said her cousin eats there pretty much every other day.

So how did Chef Hiro make his way from Seoul, South Korea to central Illinois? "It's a long story," he said recently. He came to the U.S. in 1989 after working at a hotel in South Korea for fifteen years. There he began as a bellboy, worked up to waiter, then





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HEALTH SYSTEM





A typical Happy Sushi dish artfully created by chef Hiro.

manager. He was later promoted to manage an 80-room hotel in Guam. Hiro learned the importance of good customer service in these jobs.

In the U.S. he worked at restaurants in sixteen states before coming to Springfield in 2011. A friend had told him about the vacant restaurant on South Grand Avenue in Springfield, and Hiro opened Happy Sushi in November 2011. At first business was

very slow, but through word of mouth his clientele increased. Almost four years later he has a steady following and five employees.

Christian, 26, has been a cook and assistant at Happy Sushi for the past two years. "He's a good guy," Christian said of his boss. "Everybody loves him. He taught me to cook and how to sharpen knives. He's like my uncle."

Hiro says his goal is customer satisfaction

– everything being perfect and fresh. He doesn't think of himself as artistic but his creations at Happy Sushi are always artful. "I think of a picture when I make sushi," Hiro said. "Like a mountain and a river."

Customers often encourage him to expand the small eatery, but Hiro is happy with things the way they are. "I like small," he said.

Nearly sixty years old, Hiro plans to work

another ten years. Springfield residents can look forward to that.

Hours for Happy Sushi are 11 a.m. to 2:30 p.m. and 4:30 to 8 p.m. Monday through Saturday. The restaurant is closed on Sunday. □

Ginny Lee is a Springfield writer and photographer with an entrepreneurial spirit.

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MINORITY BUSINESS



PJP Autos is motoring along

By Gabe House

PJP Auto Enterprises has been through quite a bit in its 13 years of existence.

The car dealership, started by Paul and Janette Peak (the titular PJP), endured harm from the tornadoes and storms that ripped through Springfield in 2006. A fire did heavy damage to the business in 2010. Despite those hardships, though, the business has only grown and prospered.

"Every disaster we've had has actually allowed us to grow a bit bigger," said general manager Brett Peak. "We carried around 25-35 cars before the tornado, and then after it we doubled our lot size, and built a new building. After the fire, we increased our lot size again, and now we have somewhere around 65-70 cars. We were also able to purchase a building for servicing.

"We made do out of bad situations and persevered. It allowed us to come back stronger, bigger and better."

It is apparently a common theme for PJP, and one of the better problems a business can have: unprecedented growth.

Brett, the son of owners Paul and Janette, said he started at the dealership six months after it opened at 3100 S. Douglas Avenue.

"I started helping out just on the weekends, but then I started full-time as a detailer," Brett said. "Then I just kept working my way up, taking on more responsibilities, and we kept growing faster even than what we had expected. I didn't have much of a choice but to learn multiple facets of the business."

Brett said his parents are still involved in the business but will likely retire completely within the next couple years. The business they started with no outside financing has now grown to include 14 employees, two locations (Peak Motor Company opened a little over a year ago at 705 N. Dirksen) and a service station.

The business is a success by any metric, but how does PJP differentiate itself in the competitive market of car dealerships in Springfield?

"A couple things," Brett said. "We have financing options literally for everybody. There is no circumstance that presents itself where we can't finance somebody. We do buy here pay here financing. Traditionally, that's relegated to a certain price-point (kind of) vehicle."

"Buy here pay here" refers to the practice of the dealership itself extending credit to automobile buyers, who may typically have a poor credit history. The practice sometimes has a bad reputation, as purchasers with less-than-stellar credit are often at the mercy of dealerships that can leverage the situation with astronomically high rates. But PJP, on their website, says they "will never take advantage of our customers or their situations."

"We have something for everybody, every situation, every scenario," Brett said. "(And) of course, the higher-end vehicles, we do those as well. We really cover every gamut.

"Secondly, we try to carry a wide range. We don't necessarily fit into any single type of used car category."

In fact, looking at PJP's online inventory yields a search result of 21 different makes, spanning from a Ford Taurus to a Mini Cooper.

Aside from the basics of financing and variety – vital tenets of any successful automobile dealership – PJP also touts its Christian-owned values. Along with the aforementioned "never taking advantage of customers," PJP lists on their website that they will never sell unnecessary ancillary products customers neither need nor want.

"We have some different philosophies when it comes to business practice," Brett said. "Sometimes, things we do don't make good business sense, but they make good moral sense to us. We feel that has also blessed us in this business and allowed us to be what we are today." □

Gabe House is a freelance writer in Springfield.

Insuring a family's future

By Eric Woods



A near-lifelong Springfield area resident, Tracy Formea has only lived outside central Illinois while attending college. She and her family currently reside in Chatham, and she loves the small town atmosphere. "There is a small town feel, but it still has plenty of the amenities of a bigger town," said Formea. The area's summertime weather is the best for Formea, as she loves when it is hot outside. "I really dislike being cold."

Formea considers one of her greatest achievements to have been staying out of trouble growing up and getting good grades. Keeping busy likely helped her stay focused, as along with school she would babysit on the side. Although her first paid job was babysitting, Formea considers her first real job to have been waitressing at Nick's Pizza while in high school. Growing up, she wanted to be a teacher. Formea worked briefly as a substitute high school algebra teacher and later worked in her own pre-K classroom. The pre-K experience was not her favorite of past jobs. "I enjoyed the kids, but by the end of the day, it was very mentally exhausting," she said. "Your patience is used up."

Formea opened her own insurance company in July 2003, although she had

never been in the insurance industry prior to this venture. "I was laid off at the time and had a new mortgage and a baby. So I decided to become self-employed," she said. "I did not want to be in that position again."

The company offers insurance in auto, home, business and commercial, and life. It has been a very busy time, and the business has grown every year, according to Formea. Currently there are only three people employed at Formea Insurance, and while there may eventually be a need to add more employees, Formea likes the size as it is now. "I do not want to be an enormous agency," she said. This, of course, means she is responsible for the majority of the work that goes on at her company. "The perception of being self-employed is that you get to go in and leave when you want. The reality is that you work more hours. It is very labor intensive." Formea admits that after 12 years on her own, it would be difficult to work for someone else at this point.

Entrepreneurs hoping to succeed must be willing to put in a large number of hours, according to Formea. "All of us in the office are relationship-focused with both community and clients," she said. "That is

what brings more business. People know you and trust you."

Looking at the future, Formea only wants to know that her family and friends are happy and healthy. "I do not need to know what is coming," she said. In ten years she and her husband will be empty nesters, as their children will be all grown-up. In the meantime, she wants to continue being a positive model for them. "I spend a lot of time volunteering, and that is very important. I hope my kids see that as important." Formea's grandparents were business owners, and seeing them work hard and give their time and energy to helping others has been an inspiration to her.

Although it will not happen any time soon, Formea does think about retiring someday. "My kids are young, so I have no idea if they will want to come into the business. I know my daughter wants to do something with kids," she said. "It will depend on if I sell the agency or groom someone to take over." □

Eric Woods is a freelance writer from Springfield. He can be reached at ericw93@aol.com.

Tracy Formea

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Education: B.A. in Elementary Education from Illinois State University
Family: Husband - Chad; Children - Reagan and Cooper

Favorites -
Hobby: Attending children's activities
Movie: *The Blind Side*
Sports team: United States Soccer team

Tidbits -
Favorite subject in School was Literature
Wants to someday vacation in Hawaii
Belongs to the Chatham Area Chamber of Commerce, the Greater Springfield Chamber of Commerce and Independent Insurance Agents of Illinois

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Shop local program rewards its customers and local businesses

By Teresa Paul

Beginning on April 1, Decatur Earthmover Credit Union, a financial institution headquartered in Decatur, began using the Buzz Points merchant-funded loyalty program to reward its members for shopping local, supporting the local economy by using DECU debit cards for everyday shopping.

The program is set up to involve local financial institutions, their members or accountholders and businesses in their community by driving use of credit and debit cards from their bank or credit union and shopping from local merchants.

Buzz Points, Inc., located in Austin, Texas, is the creator of the Buzz Points loyalty product suite, which connects consumers, local merchants and community financial institutions through social media engagement, targeted marketing and rewards.

The Buzz Points program enables credit unions and community banks to generate greater non-interest income, increase transactions, reduce account attrition, drive new loans and attract new customers. Buzz Points provides additional revenue to financial institutions, increases existing consumer loyalty and supports local businesses by increasing their market reach and attracting new customers.

Decatur Earthmover Credit Union sought out the Buzz Points program.

"We had heard about Buzz Points through one of our business partners in one of our trade organizations," said Barry Schmidt, president of Decatur Earthmover Credit Union.

"Our primary mission as a member-owned financial cooperative is to build lasting relationships with the individuals we serve, and we believe that responsibility extends to fostering meaningful relationships with the local businesses and consumers that make up the fabric of our community," Barry Schmidt said. "Buzz

Points supports our mission by rewarding our members for strengthening the local economy while empowering our independent business owners with the sophisticated marketing tools and mobile technologies they need to compete."

Schmidt said the credit union wanted to get more involved with their community as well as involve their members.

"We wanted something where we could encourage our members to do what they are already doing which is shopping using their debit cards with us but to purchase from the local businesses," he said.

The Buzz Points program is designed to give more points for purchases from local merchants than those of a corporation or chain department store or franchise restaurant.

A quarter of a point is earned if purchases are made from corporate businesses. Credit union members earn a full point for every dollar they spend at a local owned business.

"We are only a couple weeks in and members are signing up to take advantage of the program," Schmidt said. "It is still relatively new. The way the program is set up is that it is not dependent upon the merchant doing anything. Buzz Points does all the work."

Buzz Points has launched its program in 32 markets throughout the United States and is strong in the Midwest.

Considering the already strong shop local movement in Springfield, Buzz Points

sees potential in this market to help local business continue to increase sales and compete with corporate business.

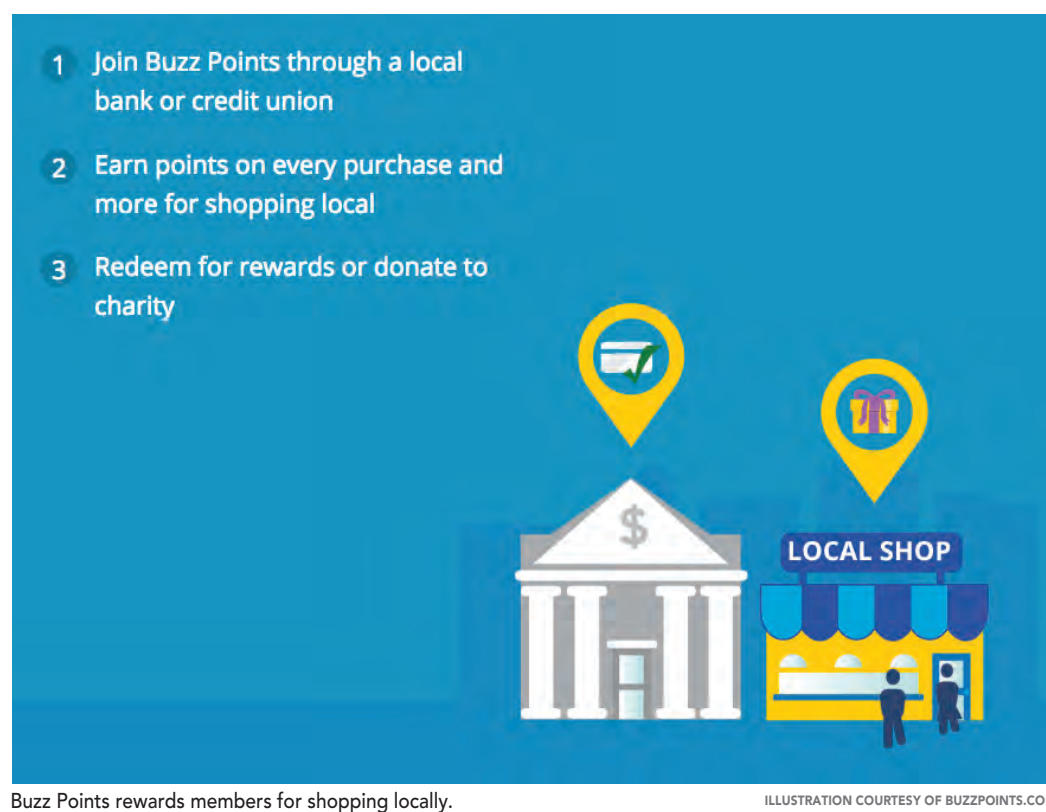
"In this system you have very engaged financial institutions, merchants that are the bread and butter of the local community, and the great people who live in that city or town using the technology to earn and use the points," said Dwayne Spradlin, CEO of Buzz Points. "One of the most powerful properties of a loyalty rewards based system is your ability to use it to drive behavior."

Additionally, Spradlin points out that it is extremely useful to a credit union or a local bank to use a program like this to drive

usage of those institutions' branded credit cards and debit cards. "When increased usage happens the interchange fees accrue back to that institution. Particularly in a world where interest rates are low, this becomes a very important revenue line."

"Consumers get to engage in a way that is hyperlocal and meaningful to them," Spradlin concluded. "They get a lot more points for shopping at local businesses. We try to make the right thing to do the easy thing to do." □

Teresa Paul can be reached at teresadawn1970@yahoo.com.



Buzz Points rewards members for shopping locally.

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The Springfield family banker

By Eric Woods



Pete Graham

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Location: Springfield
Education: B.A. in business management from Sangamon State University (University of Illinois Springfield)
Family: Wife – Sarah; Children – William, Carter and Charley

Favorites –
Movie: *The Shawshank Redemption*
Author: John Grisham
Restaurant: Pao Bistro

Tidbits –
Avid golfer
Wants to someday take his wife to Greece and Italy
Played tennis and football in high school

A lifelong resident of Springfield, Pete Graham is a third generation citizen whose great-grandfather came over from Ireland. Graham is very happy living in Springfield and sees the city as a nice, small community to raise a family. “We have quality education here as well,” he said. Although he is satisfied with Springfield, Graham is concerned with state government and the state’s budget crisis. “That affects all of us here.”

Growing up, Graham wanted to be a fireman, but he never pursued that particular career. His first job was a paper route beginning in eighth grade. “I took over for my brother when he went away to school,” he said. The worst job Graham ever had was as a busboy for one semester during college. The restaurant industry was not for him. “It was a great restaurant; I just did not like that kind of job.”

After college, Graham entered the field of association management where he specialized in membership and marketing. About 12 years ago he was looking for a career change and happened to have an acquaintance in the banking industry. “I knew someone who was running a bank, so I talked to him, and it went

from there,” he said.

Graham has been with Bank of Springfield for three years and heads up the business development unit. “I help bring in all types of business customers and provide them with our customized products and solutions to fit their needs,” he said. Each day is a little different than the next, according to Graham, as they are constantly running around. The busiest times for Graham’s area are spring and summer, with winter being the only slow time of year. “That is usually holiday-driven, and it starts to ramp up again in January. Of course it varies and could be busy 12 months of the year. It just depends on the customer’s needs at the time.” Graham currently serves on the board of directors for United Way and Oak Ridge Cemetery. He is also a member of the Illinois Society of Association Executives, the Greater Springfield Chamber of Commerce, and the American Business Club of Springfield.

Graham is an old-fashioned family man who appreciates everyone in his life. His parents were very influential to him over the years. “My father taught me to be myself, be honest and treat people with respect. I

am very much a people person and live by the Golden Rule: Treat people the way you want to be treated,” he said. He is also very thankful for his wife. “I married the woman of my dreams. It may sound cheesy, but it is true.” Graham has even planned a vacation over the summer that he describes as “old school” in which they will begin in Oklahoma City while hitting the four corners of the state. They will finish in New Mexico at the Grand Canyon.

All Graham wants to know about the future is that his children are all right. “I want to know that my boys are healthy, happy and successful at anything they decide to do,” he said. In ten years, his youngest will be starting high school, and his older children will be out of college. “By that point they will be starting in their professional fields.”

By age 65, Graham hopes to be able to retire. “If I am still successful and helping people, I will probably continue,” he said. “My dad retired at 76.” □

Eric Woods is a freelance writer from Springfield. He can be reached at ericw93@aol.com.

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Calvin Pitts and his crew at one of their completed projects.

PHOTOS BY MARANDA POTTERF



Pitts with his wife, Danyel.

Building for a better future

Southtown Construction Training Program lays a foundation for further success

By Gabe House

Calvin Pitts clearly remembers losing his nephew nearly 20 years ago. The young man, nicknamed Bone, was killed in 1997 during a drug deal when he was just 22 years old. Pitts said it was a dark time for him personally, but as a result of it he vowed to help at least one young person take a different route from that of his nephew.

Pitts formed Bringing Others New Empowerment (B.O.N.E.), LLC. Through this, he formed the Southtown Construction Training Program in his effort to help other young people elevate themselves.

"We teach men and women job skills as far as coming to work, wearing proper attire, timeliness ... those types of things," Pitts said. "We deal with the mechanical aptitudes a lot. A lot of the people coming through didn't have a father figure or someone to teach them some of those basic things needed to advance in the construction field. So we teach them those basics."

The training program has a contract with the Springfield Urban League that qualifies future participants for the 24-week

course. In addition to basic skill building and construction instruction, Pitts said, they will help prepare resumes and help with other facets of a job search if participants haven't already done so through the Urban League.

"Our program connects individuals with other contractors, and that's one of my goals," Pitts said. "I want to give these guys the basics, and I want to make sure they'll show up when they're supposed to and work the hours they're paid for. You work for eight hours, and you get paid for eight hours."

Of course, before any talk of job searching begins in earnest, participants have to make it through those 24 weeks of instruction. And that's no easy feat, according to Pitts.

"It requires a lot, and it's pretty entailed. We don't let up," Pitts said. "Being late five minutes can get you fired on a construction job, and we deal with a lot of those things. But we also deal with being encouraging to one another rather than trying to pull one another down. We encourage them to encourage each other."

The first 12 weeks of the program grants

participants a certificate of completion through Southtown Training. That certification is necessary for the second 12-week period. Upon that completion, though, program participants will have a nationally recognized Pre-Apprenticeship Certificate Training (PACT) record through the National Association of Home Builders. It's a program the NAHB specifically designed to teach at-risk and underserved populations, including academically challenged individuals.

So more than just community outreach, the Southtown Construction Training Program legitimately prepares its trainees for a future in construction. And, Pitts said, there have been success stories.

"I had a gentleman just released from prison and living in a halfway house. He had never worked a job in his life," Pitts said. "His parents were drug dealers and users, and he had spent his life in and out of prison because of his involvement with drugs. He became a part of our program, successfully completed it, and this guy is now getting married and has two jobs."

In another instance, a man in similar circumstances completed the training program and began working for a local contractor. Within just three weeks, Pitts said, he became a full-time hire.

"It's about gaining the skills, but also the confidence needed to think, 'Hey, I can do this,'" Pitts said.

As in any endeavor, though, these things cost money. Pitts said the Southtown Construction Training Program is certified as a 501(c)(3), so it's a tax-exempt, not-for-profit charitable organization. And it needs funding.

"We have a building that we are in the process of renovating right now. As far as some of the materials that's needed ... we need funding," Pitts said. "I would like to be able to put something out there for someone to support what we're doing. It's going to take a lot to really get things set up for this to continue to grow." □

Gabe House is a freelance writer in Springfield.

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Nikki Baker, Allison Bredemeyer and Tina Thornhill staff Recycled Cottage and offer classes using Annie Sloan chalk paint.

PHOTOS BY GINNY LEE

Recycled Cottage has a unique eye for décor

By Ginny Lee

Recycled Cottage opened its doors in a small yellow house at 1326 S. State St. in Springfield on Jan. 31, 2014. The shop, owned by Nikki Baker and Tina Thornhill, sells antique furniture, collectibles and linens, as well as repurposed items they have "re-loved," according to Baker. They are also known for Annie Sloan's Chalk Paint, which they use in repurposing furniture.

They have had a popular Facebook presence with 1,700 followers already, and customers have gravitated to the shop. Word of mouth among customers who recycle furniture themselves has helped build the business.

The duo had such a successful first year on State Street that they needed to expand their operation. Baker had driven past their new location at 1208 S. Sixth St. many times on her way to work at Springfield Electric and thought that the handsome turn-of-the-century brick home might be a better fit for Recycled Cottage.

The business's new home opened in March of this year. The former residence had been used as a health store before Baker and Thornhill purchased it in January. "It has been well taken care of," Baker said. The four large rooms on the first floor are ample for displaying



Nikki Baker and Tina Thornhill relocated their shop of antiques, collectibles and repurposed furniture to this handsome brick house at 1208 S. Sixth St. earlier this year.



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Nikki Baker demonstrates proper application of Annie Sloan chalk paint during a class.

the shop's furniture and other wares, and the back room is now used to hold studio classes for projects with Annie Sloan paints.

Baker and Thornhill bought the building for \$135,000, rehabilitated the basement and painted the walls with Annie Sloan paint. Floors, ceiling, woodwork, etc. were in such good shape that very little work remained. Shelving in the classroom was already in place.

Annie Sloan is a fine artist from Oxford, England, and Recycled Cottage is what she calls a "stockist" for her distinctive paints and waxes. Sloan's colors have a French theme and range from Antoinette, Emile and Coco to Chateau Grey, Versailles and Arles. She has authored more than 25 books on refurbishing furniture, and the shop carries several of them.

Her paints have a low VOC, or volatile organic compounds, so that they can be used safely inside and dry quickly. The paint distresses easily and can be used on plastic, Formica and metal as well as wood.

"I've always refurbished furniture," Baker said, "because of budget constraints at first. Every piece of furniture has a story. I do like continuing the stories of these pieces. And we have the nicest customers."

Baker teaches classes on the use of Annie Sloan paints and waxes. Chalk Paint 101 is the basic techniques class for \$85, which includes materials and an Annie Sloan apron. Customers can bring in a piece of furniture and repaint it in the studio class for \$65. Sloan's wax is applied with a lint-free cloth or her special brushes. It saturates and bonds with painted surfaces, giving a lovely, soft finish.

Baker and Thornhill suggest watching videos of Annie Sloan on YouTube to understand her style. They also carry Wood Icing resurfacing products.

The new Recycled Cottage logo, which goes beautifully with the business concept, was created online via www.logoworks.com. Thornhill left her full-time job with the city of Springfield this year, and Baker just recently retired from Springfield Electric to devote herself full time to their business. Allison Bredemeyer has been an enthusiastic employee and helper since the early State Street location.

Look for a branch of Recycled Cottage in Jacksonville soon, just across from Leo's Pizza downtown. Bredemeyer will staff the Jacksonville shop.

Recycled Cottage in Springfield is open 11 a.m.-6 p.m. Wednesday through Friday and 10 a.m.-4 p.m. Saturday. Follow them on Facebook to keep current on classes and products. For more information, call 679-2821. □

Ginny Lee is a Springfield writer and photographer with an entrepreneurial spirit.



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FAMILY-OWNED BUSINESSES



Hope Humphrey-Walker and her mother, Iona Humphrey have successfully kept the family business, Humphrey's Market, going for years. PHOTOS BY MARANDA POTTERF

All in the family

By Roberta Codemo

A family business is defined as a business where one or more family members have significant ownership interest and commitment to the overall well-being of the business.

Bruce Sommer at the University of Illinois Springfield Center for Entrepreneurship and Family Businesses estimates that about 4,000 Sangamon County businesses could be categorized as family-owned. Roughly 30 percent of family businesses pass from the first to second generation, 12 percent from the second to third generation and three percent from the third to fourth generation.

This article profiles a small cross-section of locally owned third and fourth generation family-owned businesses. Each has a long history in Springfield, with some dating back to the early 1900s.

Dellert's Paint Company

The Dellert family knows paint. Paul Dellert graduated from Lincoln College of Law during the depression and went to work for John Neu in his paint store at 624 East Adams St. in the early 1930s. Neu purchased the business from Otto Redeker, who started it around 1900. Paul purchased it in 1943.

"It gets in your blood," said Don Dellert, Sr., who grew up working for his dad. "I can't believe I was nine years old and waiting on customers." He also cut wallpaper and mixed paint. "I don't know anything else."

After his father died, his mother told him that he had to decide what he was going to do. At the time, he was running the Jacksonville store and traveling back and forth to Springfield. "My mom was worn down," said Dellert. He closed the Jacksonville store and moved operations to Springfield.

"Downtown was not conducive to a paint store," said Dellert, who got out a city map and stuck pins where his customers

were located. "This was the center," he said, adding there are still customers who remember the downtown store. The business has been located at 1627 South MacArthur Blvd. since 1971.

Don is passing the business down to his son, Don Dellert, Jr., who started working in the store when he was nine or 10 years old. "Business has been good," he said. "We have a lot of loyal customers," which he credits to their customer service.

The store carries a selection of high quality paint, flooring and accessories. If it's not in stock, they can order it. "We give our customers a premium product at a fair price," said Dellert, and he encourages people to come and try a gallon of their paint to see the difference. He and his three-person staff are always ready to help and can answer any questions.

"We know how to apply paint," said Dellert.

Humphrey's Market

Elzie and Leota Humphrey moved to 1821 South 15th St. in the early 1930s. Originally there was a candy store at this location. They purchased the property from a Mr. Hershey and opened a grocery business in 1932.

Elzie was a truck driver and hauled produce. "There were no retail stores," said Hope Humphrey-Walker.

According to family history, Elzie picked up a load of peaches and delivered it to a gentleman who changed his mind and said he didn't want them because they were too ripe. Elzie took them home and Leota said she would try to sell them. As he was leaving the orchard with another load, Leota contacted him and said to bring the peaches home because she had sold all she had.

"This was such a part of my life growing up," said Hope, who is the last generation of Humphrey's to run the business. "I was raised here. I wanted to be part of this and

keep it growing."

The business employs 24 people and offers fresh, high-quality products at a reasonable price. "We put the best products in front of people," said Hope, who believes in providing good customer service. "People remember how you make them feel. If they feel they matter, they're a customer for life. The product seals the deal."

The business carries local produce and Illinois products. "We were doing it before it became fashionable," said Hope, who said people ask her if the store will carry their products. "We build relationships with them."

Each day brings new challenges. "You have to focus on what you do well and keep doing it," said Hope. She personally inspects the produce, and the meat counter is unique in that it sells everything from the nose to the tail. "We do our own butchering, cut our own steaks and grind our own meat," she said. They offer lunch between 10:30 and 11 a.m. and 2 p.m.

Hope credits the business's longevity to its location. Customers tell her they're glad to have them in the neighborhood. Throughout the years, the family has purchased adjacent properties. "We want to keep this a good neighborhood.

"We've been here since 1932 waiting for you," she said.

Madison Furniture Company

Court Dickason doesn't believe in cutting quality to make a sale. "My goals are to offer a good product and customer service," he said. "When you deal with us, you deal with the owner."

He has been working in the family business since he was 13 years old. "It's all I ever knew," said Dickason, whose



Don Dellert, Sr. and son, Don Dellert, Jr. in the family paint store on South MacArthur.

grandparents, Charles and Ruth Madison, founded the business in 1932 at 1104 South Grand Ave. East.

His grandfather was a road salesman with a fourth-grade education when he opened the business. His mother, Janet Dickason, became the manager in 1967 and ran the business until Dickason returned from the service. His sister, Debbie, works in the office and his son, Drew, and daughter, Jennifer, work part-time. "It's all family," said Dickason, adding he still makes his own deliveries.

The furniture industry has changed. "Furniture manufacturers have gone out of business or sold out," said Dickason, who tries to buy American products whenever possible.

He treats people the way he wants to be treated. "We don't treat people like a number," said Dickason. His family knows the industry and he helps people make informed decisions when they come in and gives them the facts. "We know what we're doing."

Business has been good. "It has its highs

and lows," said Dickason, adding retail is a tough business but they have loyal customers who count on them. "It's steady." He encourages people to stop by and get to know them.

"We've been around a long time," he said.

P. H. Broughton and Sons, Inc.

The Broughton family has been in the asphalt paving and excavation business for four generations. When Perry H. Broughton

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FAMILY-OWNED BUSINESSES (continued)



Robbie Robert (right) with his daughter, Andrea Robert, who is learning the family business, Robert's Seafood.

PHOTO COURTESY OF
THE ROBERT FAMILY

was 11 years old, he left home and went to work building roads. One day, while working on the old Riverton bridge, one of the horses slipped and fell over the side. He rescued the horse and the crew chief told him if he wanted it, he could have it.

He purchased another horse and wagon and started the company in 1921 out of his home on Cook Street. The company purchased its first truck in the 1920s and today is recognizable by its big shiny trucks.

In 1933, the family moved to Cleveland Avenue and set up operations in the backyard and continued expanding. Following World War II, the company branched out into oil and chipping roads and acquired a blacktop plant on Dorlan Avenue. It moved to its current location at 905 North Lincoln Ave. in 1956 and added a hot mix plant and portable plant.

The company purchased a ready mix plant in 1964 and the Sangamon Valley Sand and Gravel Pit in 1965. In 1973, the company split into P. H. Broughton and Sons, Inc. and Sangamon Valley Sand and Gravel.

Perry started working when he was 11 years old on the oil and chipping crew. "My dad taught us how to work," he said. They would see men sitting on the side of the road every day with their lunch buckets hoping to be hired.

Joshua joined the company in 2001 and is the current vice president. "I grew up working here with my dad," he said. "I learned from the ground up," adding he doesn't know how to do anything else.

The business employs around 50 employees, and he said business is pretty good. "Your reputation is everything. People know when we do a job, they don't have to worry.

"There are so many things to stay on top of in the construction industry," continued Joshua. "It's ever evolving."

Robert's Seafood Market

Henry Robert, Sr. emigrated from Switzerland and worked at the Illinois Watch Company but wanted to work in the food industry. He had an entrepreneurial spirit and didn't want to be a factory worker all his life.

He frequently walked by Morris Market at 617 East Washington St. and decided to

purchase the business. In 1916, he opened Robert's Fish Company and concentrated on fresh fish and poultry. Dean "Robbie" Robert, Jr., president and owner of Robert's Seafood, said his grandfather would keep poultry in the basement and would kill and butcher it for customers.

In 1944, the company moved into a new facility at Seventh and Washington streets. "We began transitioning from general foods to frozen foods in the 1940s," said Robert, and they became a frozen vegetable distributor for Birds Eye Vegetables. Their primary customers in the 1940s and 1950s were grocery stores.

The company focused more on food service and less on the retail side beginning in the 1960s and 1970s. Hotels and restaurants accounted for 60 to 70 percent of their business. The company expanded into broad line food distribution service in 1977 and sold the line to Sysco in Lincoln in 2004 and built a new facility there in 2006.

The company has evolved into a high-end seafood market and continues to operate a retail business in front of its old distribution warehouse at 1615 West Jefferson St., where it employs seven people. "It doesn't look like a retail store," said Robert, adding people walk in and say we thought you were a wholesale company.

Their biggest seller is their fresh wild gulf shrimp. "We also have the best filet mignon in town," said Robert.

His daughter Andrea is learning the business. Christmas Eve is their busiest time of year. When Andrea was 10, she would come in. "It stuck with her," said Robert. "She loves the food business."

The company plans to open a second location on the southwest side. "Business has been good," said Robert, adding that the Food Network has helped. People are developing an interest in quality food.

The business is working to attract the 28- to 40-year-old age group. "We believe in quality service second to none," said Robert. "We know the product and how to prepare it.

"We won't disappoint you," he added. □

Roberta Codemo is a full-time freelance writer. She can be reached at rcodemo@hotmail.com

Community college leader moving the business side forward

By Eric Woods

Todd McDonald is fairly new to Springfield, having moved here last May from Petoskey, Michigan. He enjoys the larger environment but also was happy to move away from the cold and snowy weather. "It was a beautiful city, but had long winters. I enjoy the much milder winters here," he said. During his short time here, he feels that Springfield is very spread out. "There is no geographic boundary, like lakes and mountains." He also feels like Springfield has been greatly impacted by the state's financial issues, given the number of state agencies and employees in Springfield.

McDonald began working at a young age as a paper boy before landing a job at a grocery store in high school. "Growing up I wanted to be the gas station guy. I do not know if that meant I wanted to be a mechanic," he said. Each job growing up has taught McDonald something and prepared him for whatever came next.

In his new position at Lincoln Land Community College, McDonald oversees human resources, facilities, construction, campus police, the finance and business offices, and the auxiliary offices. There is always something different going on each day. "Now we are working on end-of-the-year fiscal projections along with next year's

budgets and strategies," he said. A fiscal audit is coming up, along with insurance renewals, so he recently met with a committee regarding employee benefits. "No two days are really the same. If something bubbles up, I will be involved. I take it as it comes."

Being a people-person helps McDonald in his position, and anyone hoping to work in a community college setting must understand that factor. "You have to enjoy working with people and know that students come first. You must understand who you are here to serve and help," he said. McDonald is able to accomplish this through some advice he received years ago. "I was basically told to not lose sight of the main goal by getting buried by the details. Work on the accomplishment."

McDonald has had his share of accomplishments over the years and credits earning a rank of Eagle Scout as his proudest moment growing up. As an adult, McDonald ran the Chicago Marathon in 2013. "That was one of the coolest things I have ever done and one of the hardest," he said. "Running down the street with thousands of people cheering was great. Plus there was the accomplishment of running 26.2 miles at one time." Currently, McDonald is working toward a doctoral

degree in community college leadership from Ferris State University and hopes to be finished in about two and a half years. He will get to do his practicum experience in China early next year.

As he closes in on his first year at Lincoln Land, McDonald can now look at possible modifications and tweaks to how some things are done. "I have been through one of everything. Now I can see what might need to be changed or made more efficient," he said. Looking into the future, McDonald wonders how much more technology can do for us. "Some things will have to stay the same, like cutting the grass. But we can do a lot from the computer screen."

McDonald expects to continue working in a community college setting after finishing his degree, as he has discovered that working in an accounting or administrative role in the public service sector is what he enjoys. "This does something for me. It has an impact on others' lives," he said. Once he approaches retirement age, he may transition into more of an interim leadership role instead of fully retiring. "I will still stay active, but I can pick and choose at that point." □

Eric Woods can be reached at ericw93@aol.com.



Todd McDonald

Title: Vice President of Administrative Services, Lincoln Land Community College
E-mail: todd.mcdonald@llcc.edu
Education: M.A. in Higher Education from Northern Illinois University
Favorites -
Movie: *National Lampoon's Christmas Vacation*
Author: John Grisham
Restaurant: Obed and Isaac's
Tidbits -
Wants to take a photo safari to Africa
Avid Chicago sports fan
Collects unique beer bottles

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Professional Women's Calendar of Events

You play a key role and we thank you for your contributions to our community.

Illinois Women in Leadership (IWIL)

IWIL will be presenting the 2015 Athena Leadership Award at an event at the Abraham Lincoln Presidential Museum on July 15. There will be a reception beginning at 6:30 p.m. followed by a dinner and awards presentation. The nominees who will be honored are: Emily Becker; Deanie Brown, J.D.; Sheryl Daugherty; Amy Green; Karen Jeffers; Judy Jozaitis, Ed.D.; Grace Luttrell Nanavati; Amy Peterson; Emily Rabin; Diane Rutledge, Ph.D.; Kemia Sarraf, M.D., M.P.H.; Lori Schlosser; and Brenda Yarnell, Ph.D. The cost is \$40 per person or \$400 for a table of 10. Reservation forms are available at www.iwil.biz.

Women Entrepreneurs of Central Illinois

WE-CI is a non-profit organization based out of Central Illinois created with the goal of supporting women entrepreneurs through promoting economic development, creating innovative changes in business culture and building strategic affiliations. The monthly meetings are designed to promote networking and feature speakers with topics relevant to women in business today. There will be no July meeting, the regular schedule will resume in August. Visit www.we-ci.org for more information.

Association for Women in Communications

AWC has joined with The Community Foundation for the Land of Lincoln (CFL) to create an endowment for our scholarship fund. This fund allows us to preserve the scholarship for future communicators, ensuring that there can always be an annual AWC scholarship. Please consider making a tax-deductible contribution to The Association for Women in Communications, Springfield Chapter, Communications Scholarship Fund: Visit www.CFL.org—Choose "Giving/Make a Donation" and "Donate Now" to donate online.

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Barbara K. Myers

Age: 32
Occupation: Associate Attorney, Hinshaw & Culbertson LLP
Email: bmyers@hinshawlaw.com
Online: LinkedIn
Education: B.S., Northwestern University Medill School of Journalism, 2004; J.D., University of Illinois College of Law, 2011
Family: Husband, Warren Wilke; two cats
Affiliations: Vachel Lindsay Association (board member); Springfield Choral Society; Lincoln-Douglas American Inn of Court; Central Illinois Women's Bar Association; Sangamon County Bar Association, American Bar Association



Biggest guilty pleasure? Going to Vintage Pop and buying beautiful old clothes which I can't wear to court

Best 'perk' of your current job? The knowledge and resource base of a 500-lawyer national firm combined with the accessibility and camaraderie of a smaller office, plus donuts

How should Springfield retain young professionals like yourself? Let's keep revitalizing our downtown and improving our schools.

Shawn Mayernick

Age: 35
Occupation: Director of Business Partnerships, Prairie Capital Convention Center
Email: shawn@springfieldpc3.com
Online: Twitter: @mayernicks; LinkedIn; Facebook; Instagram
Education: University of Illinois, Urbana-Champaign, B.A. Speech Communications
Family: Wife, Kate; sons, Pierce and Palmer
Affiliations: Executive board member/ co-chair of membership and outreach, Downtown Springfield Inc.; Board member and signature chef's committee, March of Dimes; founding member, S.O.S.; board member and press secretary, Springfield St. Patrick's Day Parade; member, Springfield Jaycees; Greater Springfield Chamber Commerce; Alpha Tau Omega fraternity



Biggest guilty pleasure? Tie between Fantasy Football & Fireball

Best 'perk' of your current job? Hanging out w/ celebs like Carrie Underwood, Brian Oaks & Brad Paisley.

How should Springfield retain young professionals like yourself? Support "Out-of-House" walkable entertainment-rich developments downtown... For example, invest in a complex that could bring the Jr. Blues downtown and/or host a D-League basketball team for the Chicago Bulls. This venue would also open up dates for more concerts, shows, etc. that we do not have available at the Convention Center. What if we leveraged our amazing "leader companies" to draw value-added businesses or coinciding industry types? Example: Bunn is a world leader in the beverage industry, why not invite "coffee & tea" value-added companies to our area or become the next Craft Coffee or Tea Capital? I do not know what it takes to grow coffee, but we do also have the world's richest soil & farmland! #JAT ("just a thought")

Adam G. Perschbacher

Age: 31
Occupation: Graphic Designer, Hanson Professional Services Inc.
Email: adam@agpgallery.com
Online: Facebook, Instagram, LinkedIn
Education: Bachelor's in Visual Arts, University of Illinois Springfield
Family: Greg and Deb (parents), Evan (brother)
Affiliations: The Pharmacy Gallery & Art Space, Springfield Art Association; previously membership chairman and volunteer for The Prairie Art Alliance; previously curator of Third Thursday Art Shows; Big Brothers Big Sisters - Bowl for Kids' Sake; United Way; Children's Miracle Network; genHkids; Midstate Mayhem; Springfield Public Schools.



Biggest guilty pleasure? Comedy. I'm not much of a performer, but I thoroughly enjoy writing it.

Best 'perk' of your current job? Considering art's been something of a hobby for most of my life, being a professional graphic designer has managed to open up countless creative avenues in both the office and the studio. Though a lot of my work remains somewhat corporate and branded, I'm given a considerable berth in pursuing my vision and seeing the project through to completion. There's a lot of trust where I work, and it goes a long way toward developing a strong product. I generally find that each of my respective careers now fully lends itself to the other, and that's a great place to be as an artist.

How should Springfield retain young professionals like yourself? As a moonlighting artist, the opportunities are many, but very reliant on motivation and time. An artist is his or her own driver, and no one can simply tell you where to go. If something doesn't exist, you have to make it. Springfield has an endless array of craftspeople constantly finding their own path. The only thing I recommend is to make way for them, and celebrate them while they're here.

Sabrina Martindale

Age: 27
Occupation: Owner and pastry chef, Sugar Jar Bakery
Email: Sabrina@sugarjarbakery.com
Online: www.sugarjarbakery.com, Facebook, Instagram
Education: B.A. Hospitality Management; A.A.S. Baking & Pastry from Kendall College in Chicago
Family: Mother, Cathy Martindale; Father, Bryan Martindale; brother, Taylor Martindale; sister-in-law, Eileen Martindale
Affiliations: Downtown Springfield Inc.; WCIC Team 360



Biggest guilty pleasure? Watching a variety of shows on HULU on a Saturday night.

Best 'perk' of your current job? I can eat dessert any time I want!

How should Springfield retain young professionals like yourself? Springfield should continue to support local businesses. Instead of running to a large chain grocery store, come to the Sugar Jar where we make each batch from scratch!

Leaders

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Leading Springfield Area Lawyers

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Randall W. Segatto	Barber Segatto Hoffee Wilke & Cate	217.544.4868	Elder; Real Estate: Comm
R. Kurt Wilke	Barber Segatto Hoffee Wilke & Cate	217.544.4868	Civil Appellate; Closely/Private Held; Real Estate: Comm
Barry Hines	Barry Hines - Attorney at Law	217.698.8444	Agriculture; Real Estate: Comm; Trust/Will/Estate
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Claire A. Manning	Brown Hay & Stephens LLP	217.544.8491	Employment: Mgmt; Environmental; Gov't/Municipal/Lobby/Admin
Amy K. Schmidt	Brown Hay & Stephens LLP	217.544.8491	Family
Robert A. Stuart, Jr.	Brown Hay & Stephens LLP	217.544.8491	Association/Non-Profit; Closely/Private Held; Trust/Will/Estate
Bruce S. Bonczyk	Bruce S. Bonczyk Ltd	217.525.0700	Construction
J. Randall Cox	Feldman Wasser	217.544.3403	Comm Lit; Crim Defense: DUI; Crim Defense: Felonies/Misdemeanors
Carl R. Draper	Feldman Wasser	217.544.3403	Civil Rights/Constitutional; Emp: Employee; False Claims Act/Whistle Blower
Howard W. Feldman	Feldman Wasser	217.544.3403	Construction Law; Family; ADR Law: Family
Kelli Ellen Gordon	Feldman Wasser	217.544.3403	Family
Stanley N. Wasser	Feldman Wasser	217.544.3403	Construction
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Todd M. Goebel	Gates Wise Schlosser & Goebel	217.522.9010	Crim Defense: DUI; Crim Defense: Felonies/Misdemeanors
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Bradley B. Wilson	Gates Wise Schlosser & Goebel	217.522.9010	Civil Rights/Constitutional; Emp: Employee
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R. Mark Mifflin	Giffin Winning Cohen & Bodewes PC	217.525.1571	Comm Lit; Gov't/Municipal/Lobby/Admin
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Thomas G. Hamill	Harrison & Held LLP	217.546.7777	Trust/Will/Estate
Lance T. Jones	HeplerBroom LLC	217.993.7151	Comm Lit; Employment: Mgmt; Gov't/Municipal/Lobby/Admin
Stephen R. Kaufmann	HeplerBroom LLC	217.528.3674	Class Action/Mass Tort Defense; Ins/Ins Cov/Reinsurance; PI Defense: General; Products Liab Defense; Tox Tort Def
Thomas H. Wilson	HeplerBroom LLC	217.528.3674	Civil Appellate; Comm Lit
Adrian E. Harless	Heyl Royster Voelker & Allen PC	217.522.8822	Health; Med-Mal Defense
Michael T. Kokal	Heyl Royster Voelker & Allen PC	217.522.8822	Products Liability Defense; Toxic Torts Defense
Theresa M. Powell	Heyl Royster Voelker & Allen PC	217.522.8822	Employment: Mgmt; Med-Mal Defense; Prof Malpractice Defense: Legal/Tech/Financial
Gary S. Schwab	Heyl Royster Voelker & Allen PC	217.522.8822	PI Defense: General; Prof Malpractice Defense: Legal/Tech/Financial
Daniel R. Simmons	Heyl Royster Voelker & Allen PC	217.522.8822	PI Defense: General; Workers' Comp Defense
Edward R. Gover	Hinshaw & Culbertson LLP	217.528.7375	Comm Lit; Construction Law; Gov't/Municipal/Lobby/Admin
Raylene DeWitte Grischow	Hinshaw & Culbertson LLP	217.528.7375	PI Defense: General; Workers' Comp Defense
William P. Hardy	Hinshaw & Culbertson LLP	217.528.7375	Civil Appellate
James M. Lestikow	Hinshaw & Culbertson LLP	217.528.7375	Closely/Private Held; Trust/Will/Estate
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Timothy S. Richards	Neville Richards & Wuller LLC	618.277.0900	Med-Mal Defense; PI Defense: General; Products Liability Defense; Toxic Torts Defense
Robert G. Wuller, Jr.	Neville Richards & Wuller LLC	618.277.0900	PI Defense: General; Real Estate Law: Tax
Cheryl S. Neal	PNC Wealth Management	217.753.7130	Trust/Will/Estate
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Larry D. Kuster	Rammelkamp Bradney PC	217.245.6177	Comm Lit; PI Defense: General; School; Workers' Comp Defense Law
David R. Reid	Reid Law Office LLC	217.546.1001	Closely/Private Held; Tax Law: Business; Tax Law: Individual; Trust/Will/Estate
Michael M. Durr	Sgro Hanrahan Durr & Rabin LLP	217.789.1200	Real Estate: Associations/Condos; Real Estate: Comm; Real Estate: Res
Donald J. Hanrahan	Sgro Hanrahan Durr & Rabin LLP	217.789.1200	Social Security Disability Law
Gregory P. Sgro	Sgro Hanrahan Durr & Rabin LLP	217.789.1200	Land Use/Zoning/Condemn; Real Estate: Comm; Workers' Comp
Stephen J. Bochenek	Sorling Northrup	217.544.1144	Association/Non-Profit; Closely/Private Held; Labor Law: Management; Real Estate: Comm; Real Estate: Res
James D. Broadway	Sorling Northrup	217.544.1144	Closely/Private Held; Comm Lit; Health; Real Estate: Comm
Gary A. Brown	Sorling Northrup	217.544.1144	Land Use/Zoning/Condemn; Pub Utilities: Gas/Water/Electric; Workers' Comp Defense Law
Michael C. Connelly	Sorling Northrup	217.544.1144	Closely/Private Held; Real Estate: Comm; Real Estate Law: Tax; Tax Law: Business; Trust/Will/Estate
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Lisa Harms Hartzler	Sorling Northrup	217.544.1144	Health
Michael G. Horstman, Jr.	Sorling Northrup	217.544.1144	Association/Non-Profit; Closely/Private Held; Real Estate: Comm; Real Estate: Res; Tax Law: Individual
John A. Kauerauf	Sorling Northrup	217.544.1144	Closely/Private Held; Employment: Mgmt
Kirk W. Laudeman	Sorling Northrup	217.544.1144	Med-Mal Defense; PI Defense: General; Prof Malpractice Defense: Legal/Tech/Financial; Transportation Defense: Avi/FELA/Mari
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Todd M. Turner	Sorling Northrup	217.544.1144	Banking/Financial Institutions; Closely/Private Held; Real Estate: Comm
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Todd R. Hannah

Age: 35
Occupation: Architect/Principal, Allied Design Consultants
Email: thannah06@earthlink.net
Education: Bachelor of Applied Sciences in Architecture, SIU Carbondale
Family: Married with 4 daughters
Affiliations: AIA Central Illinois Chapter Treasurer; AIA Springfield Section Past President; volunteer at Rochester Christian Church; Coach of daughter's RYAA softball team



Biggest guilty pleasure? Finding the time to take my family to watch the St. Louis Cardinals.

Best 'perk' of your current job? Being an owner of an architecture firm allows for flexibility between work and family.

How should Springfield retain young professionals like yourself? Springfield needs to continue its efforts to revitalize the downtown area and make that area a nice place to live and work.

Jason Knoedler

Age: 34
Occupation: Vice President, Bank of Springfield
Email address: jknoedler@bankwithbos.com
Education: Springfield High School, Lincoln Land Community College, Miami University (OH)
Family: Wife, Melissa; children, Colten, Claire and CJ
Affiliations: Springfield YMCA Board, Friends of St. John's; Springfield Rotary - Westside; Springfield Southwest Baseball Board



Biggest guilty pleasure? Anything with peanut butter, and not the low calorie, fat free, organic kind!

Best 'perk' of your current job? Working with outstanding colleagues and having the privilege to serve people in our community.

How should Springfield retain young professionals like yourself? Springfield is a great place to live, raise a family, and is full of wonderful people. It is important for Springfield to continue to grow and support the businesses that are prominent and full of potential in Springfield, such as University of Illinois Springfield, the hospitals, and many of the locally owned companies that have been built by hard-working Springfield residents. The city needs to continue its effort in revitalizing downtown to make it a destination for the younger generations.

Katherine Breen

Age: 27
Occupation: Registered nurse, Cardiac Recovery, Memorial Medical Center
Email: katherine.m.breen@hotmail.com
Education: B.S. Healthcare Management, B.S. Nursing, Currently pursuing MSN/MBA
Family: Mother, Jane Breen; Father, Tom Breen
Affiliations: Nursing Research Council, Special Olympics



Biggest guilty pleasure? "Game of Thrones" and traveling as often as I can.

Best 'perk' of your current job? Helping people and families out during stressful times in their lives. Also, working for an employer that allows me to pursue my interests in research and grow professionally.

How should Springfield retain young professionals like yourself? Keep growing the cultural and community offerings in Springfield.

Kyle Thornsborough

Age: 36
Occupation: Store director, Hy-Vee, Inc
Email: 1640director@hy-vee.com
Education: Iowa State University Marketing
Family: Kiley, age 4



Biggest guilty pleasure? Twizzlers

Best 'perk' of your current job? Meeting and forming relationships with my customers - every day I meet somebody new.

How should Springfield retain young professionals like yourself? Keep having community events for the residents. Springfield does a good job at always having something going on for me and it keeps me from going to another town.

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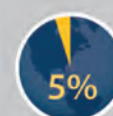
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SPRINGFIELD

Elizabeth French Becker

Age: 38
Occupation: Executive Vice President, The Farmers State Bank and Trust Company
Email: ebecker@fsbtco.com
Online: Facebook, Twitter and LinkedIn
Education: Jacksonville High School, 1995; Semester at Sea, University of Pittsburg, Abroad Fall 1997; Drake University, Des Moines, Iowa 2000; Bachelor of Science in Business Administration and Art Sculptor Minor
Family: Wife of Alban Haxhinasto and daughter of Joy French Becker and the late Loren R. Becker of Jacksonville. One sister, Kristan Becker Hoffman, and two wonderful nieces, Leah and Kolby Hoffman.
Affiliations: Board of Trustees of the Art Association of Jacksonville; American Cancer Society's Tri-County Relay for Life; Jacksonville Main Street; Jacksonville Vision 117; Jacksonville Area Chamber of Commerce; JAC-PAC; Young Professionals Network; lifetime membership in the Art Association of Jacksonville and the Passavant Area Hospital Auxiliary



Biggest guilty pleasure? I would have to say that ice cream is my biggest guilty pleasure. Every summer, my nieces and I partake in a lot of Moose Tracks ice cream where we vacation! And now, my husband has made wonderful homemade ice creams and gelatos as a hobby over the last couple of months. I haven't tried one that he has made without loving it!
Best 'perk' of your current job? The best things about my job are the customers of the bank and my co-workers. I am also fortunate to work with my mother and sister on a daily basis and being able to share in the wisdom they both possess. My mother has given both my sister and me encouragement in getting involved with more of the operations of the bank and the contributions made to the community. I am so grateful to have been given the chance to learn as I develop at the bank with their support. Also, I would say the best "perk" is the location of my workplace. To be able to drive downtown to work every day and enjoy the beautiful place that downtown Jacksonville has become is a pleasure.
How should central Illinois retain young professionals like yourself? Central Illinois has a lot to offer and most other areas can't quite compare. The rich history of this area, the Lincoln sites, local historic homes and organizations, along with arts, theatre, music, and sporting events are all located in and around the Springfield area. Mostly I think it is the personalities of wonderful people that make this community a great place to live. Most young professionals are looking for wonderful entertainment, great food and a sense of community to keep them engaged. I think showcasing all the wonderful assets of the area we have around central Illinois to the current young professionals in our communities is the perfect way to retain them.

KC Sullivan

Age: 33
Occupation: Broker/ Realtor, KC Sullivan Real Estate Team at The Real Estate Group
Email: kcsullivan@thegroup.com
Online: Facebook Page: KC Sullivan Real Estate Team at The Real Estate Group
Education: Bachelor of Science in environmental studies from Illinois College; Master's degree in education from Benedictine University; post-graduate certificate in ecotourism from James Cook University Australia



Michael Phelon

Age: 38
Occupation: Branch Director, Boys and Girls Club
Email: mphelon@bgccil.org, mphelon@theoutletillinois.org
Education: BA in Graphic Design, University of South Alabama
Family: Wife, Rikeesha; son, Kingston; daughter, Mary
Affiliations: Springfield Bullying Prevention Task Force; Springfield Urban League; Koke Mill Christian Church; Faith Coalition for the Common Good; Springfield Juvenile Task Force; The Outlet



Biggest guilty pleasure? Cheddar & sour cream Ruffles chips and McDonalds fries
Best 'perk' of your current job? Hearing kids in the community tell their parents..."That's Mr. Mike from the Boys and Girls Club" when I'm in the community.
How should Springfield retain young professionals like yourself? Create more career opportunities with upward mobility.



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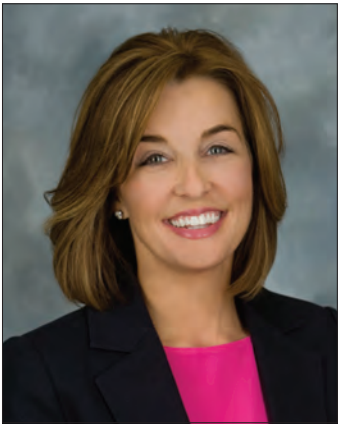
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Janelle Kirby

Age: 39
Occupation: Chief Compliance Officer, United Community Bank
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Education: Sacred Heart-Griffin, Lincoln Land Community College, Northern Illinois University
Family: Husband, David; Sons, Grant, Drew and Ty
Affiliations : Rutledge Youth Foundation board member



Biggest guilty pleasure? Shoes! OK...maybe shopping in general.
Best 'perk' of your current job? The flexible work environment which allows me the ability to achieve a work/life balance. It is important to me to be engaged and present both at work and at home. Not to mention, I work with a great group of people!
How should Springfield retain young professionals like yourself? Springfield has a lot of great companies with an excellent history in the community that young professionals desire to be a part of. I think companies can retain those employees by offering flexible schedules, the latest technologies and positions for the employees to impact and influence the organization. I think it's also important to offer volunteer opportunities so employees have the ability to give back and strengthen their ties to the community. Everyone wants to feel like they help make a difference, both professionally and personally.

Dan Hohl

Age: 31
Occupation: Government Affairs Director, American Institute of Architects Illinois
Email: hohldaniel@gmail.com
Education: Bachelor of Arts Degree, Illinois College
Family: Mother, Janet Hohl of Springfield; Father, David Hohl of Dawson
Affiliations: Sangamo Club; Downtown Springfield Inc.; Chamber of Commerce; Business and Industry Federation of Economic Concern; Third House; Habitat for Humanity Volunteer; Springfield Sharefest Volunteer



Biggest guilty pleasure? "Justified" is a great television show.
Best 'perk' of your current job? Since working with architects, I have come to appreciate some of the country's most prized cities and the structures they offer from a very different perspective.
How should Springfield retain young professionals like yourself? Being a hub for state government and medical assistance, Springfield attracts some of the brightest individuals in public policy and the medical professions. Providing support for strong networking systems among these young professionals should be a high priority. I think Springfield needs to believe in its downtown core and parks and continue to incentivize businesses for staying and rehabilitating downtown Springfield. As a way to give back, Springfield has a wide variety of volunteer organizations that we, as young professionals, need to be involved in and support. Community efforts are vital for any town to thrive.

Julia Frevert

Age: 37
Occupation: Communications Director, City of Springfield, Office of the Mayor
Email: Julia.Frevert@springfield.il.us
Online: Facebook; Twitter; LinkedIn
Education: Master of Science, Integrated Marketing Communications from Roosevelt University; Bachelor of Arts, Communications & Political Science from Concordia University
Family: Husband, Dustin; son, Nicholas; stepson Chris
Affiliations: Adjunct professor, MBA Program, Robert Morris University; Prairie Education & Research Cooperative (PERC), board member; Downtown Springfield, Inc., board member; member - Young Philanthropists for the Community Foundation for the Land of Lincoln



Biggest guilty pleasure? Chocolate milk
Best 'perk' of your current job? Growing up, my father always talked about his love for Springfield and how blessed he was with the opportunity to serve the residents. I never truly understood or appreciated his passion and emotion. Twenty years later I am experiencing it firsthand, and now understand and appreciate the love he has for this community.
How should Springfield retain young professionals like yourself? I believe it is a two-way street. Springfield needs to be forward-thinking and take the occasional risks to become "first-in the nation" in various areas versus a community trying to play catch-up. Likewise, young professionals need to experience what the community has to offer - volunteering; attending events/festivals; and experiencing the local businesses and attractions. You can't say there is something better out there unless you truly know what we have right here.

Darren Iozia

Age: 39
Occupation: Managing editor, *The Source* Newspaper
Email: darren@the-source.net or darren@darreniozia.com
Education: Valencia College
Family: I am blessed with a wonderful family. Parents live in Florida, who thoroughly enjoy the sunshine, cousins in Vancouver and United Kingdom.
Affiliations: Member and board member of Rotary International overseeing public relations; Board of Trustees for the Art Association of Jacksonville; Board member of 8 Points Charter School; Founder and coach of "Swimming With Illinois Masters" a competitive adult swim program; Assistant swim coach at Illinois College



Biggest guilty pleasure? Triathlons. Swimming! Biking! Running! It's the best way to start and end a day.
Best 'perk' of your current job? I have a lot of flexibility to bring ideas that benefit both our readers and advertisers throughout the Jacksonville community.
How should central Illinois retain young professionals like yourself? As much as we live in a world of emailing and social media, being out in the community is a win-win for both future professionals and business owners alike. A handshake goes a long way and having the ability to meet someone face-to-face is a plus.

Bethany Catherwood

Age: 31
Occupation: Director of member services, Sangamo Club
Email: bcatherwood@sangamoclub.net
Online: LinkedIn
Education: Bachelor's Degree in Social Work from UIS
Family: Parents: Gary & Laura Catherwood; brothers: Brian (Hannah) Catherwood, Curt (Crystal) Catherwood
Affiliations: Greater Springfield Chamber of Commerce Ambassador; Illinois Women in Leadership member; Special Olympics event committee member



Biggest guilty pleasure? Ordering peanut butter and jelly sandwiches to go at local restaurants or pestering Sangamo Club's kitchen staff to make me one for lunch.
Best 'perk' of your current job? I truly love my job. Getting to know our club members is my favorite part about it. Every day I get to surround myself with inspiring, successful people. Getting free lunches is a nice little perk as well!
How should Springfield retain young professionals like yourself? Springfield has a lot to offer. I believe that by engaging and communicating with our young professionals, organizations can optimize opportunities to grow a vibrant, young workforce to become future community leaders. Springfield is a gem and can only improve with the right focus on career opportunities, low cost of living and quality of work/life balance. Additionally, I think more downtown housing options would be very helpful in growing and retaining Springfield's young professionals.

Joshua P. Broughton

Age: 39
Occupation: Vice President. P. H. Broughton & Sons, Inc. - Asphalt Paving; co-owner, Broughton Sealcoating
Email: josh@phbroughton.com
Online: phbroughton.com, Facebook, LinkedIn, Twitter
Education: Pawnee High School-1994; BS in Business,Southern Illinois University Carbondale- 1999;Associates in Applied Sciences
Family: Wife, Kelly; sons, Kaleb and Connor
Affiliations: National Eagle Scout Association; Ansar Shrine, Masonic Lodge #681; Springfield Elks; Young Philanthropists, Sangamo Club; committee member Rochester Boy Scout Troop #58, Oak Ridge Cemetery Foundation; SIU Alumni Association; SIU Rugby Alumni Association; Lincoln Land Alumni Association; Springfield Art Association



Biggest guilty pleasure: A work-day Cardinal's game.
Best 'perk' of your current job? Working with my dad and uncle in a family business that dates back to 1921 and the fast-paced environment which makes the days fly by, each unique job creating a new experience.
How should Springfield retain young professionals like yourself? I think family-friendly, community-based events are the beginning steps to keeping people interested in our community. I think Springfield has made great strides in the last 10 years with its downtown events, renovation of its convention center and repair of its infrastructure, showing growth and commitment to the future. Professionals want to be part of a community that is thriving and full of energy.

Erika Holst

Age: 36
Occupation: Curator of Collections, Springfield Art Association
Email: collections@springfieldart.org
Online: Facebook
Education: B.A., history & English from Illinois Wesleyan University; M.A. in Early American Culture from the Winterthur Program in Early American Culture through the University of Delaware
Family: Husband, Christopher Schnell; son, Anders Schnell; stepson, Adam Schnell
Affiliations: Contributor to *Illinois Times*; member of the Sangamon County Historical Society; Road Scholar for the Illinois Humanities Council.



Biggest guilty pleasure? Binge-watching Netflix after the kids have gone to bed
Best ‘perk’ of your current job? Everything - it’s my dream job! I get to research and present stories from the past in a beautiful, historic setting with fantastic coworkers and a flexible, supportive, and visionary boss.
How should Springfield retain young professionals like yourself? Follow in the lead of my aforementioned wonderful boss, Betsy Dollar, who allows her employees enough flexibility to pursue their professional passions and maintain a healthy work/life balance. When my son was an infant I was even able to bring him to work with me!

Kayla Graven

Age: 26
Occupation: Coordinator of membership and community engagement, WSEC/PBS
Email: kgraven@wsec.tv
Education: Bachelor of Science in management & organizational leadership, Illinois College
Family: Parents, Mikel & Nancy Graven; sister, Michelle Graven
Affiliations: Illinois Women in Leadership board member; Gamma Delta Advisory Board; member, YSPN; member, Illinois Department of Agriculture; community garden participant; volunteer throughout the Springfield community



Biggest guilty pleasure? Breakfast food (at any time of day) and going to farmers markets.
Best ‘perk’ of your current job? Working with our volunteers, hearing their passions, interests, and most importantly their stories. Listening to what they have overcome or how they’ve achieved their dreams really makes you take note. Their stories allow me to achieve what I once thought was the impossible.
How should Springfield retain young professionals like yourself? I always hear from peers that there is nothing to do in Springfield. Contrary to popular belief, Springfield offers unique events, activities, shopping and dining opportunities. The issue is young professionals may not realize there are these opportunities. Springfield needs to redefine how they market their assets towards young professionals.

Karen V. Carlson

Age: 39
Occupation: Director of public relations and communications, SIU School of Medicine
Email: kcarlson@siumed.edu
Online: <https://www.linkedin.com/in/karencarlson>; <https://www.facebook.com/karen.carlson.54922>
Education: Master’s degree in Communication, University of Illinois Springfield; Bachelor’s degree in English with a writing concentration, Illinois Wesleyan University
Family: husband, James Hawker, photographer; daughter, Alaina
Affiliations: Past Chair, Girls on the Run of Central Illinois; member, Association for Women in Communications; member, Public Relations Society of America; Grace Lutheran Church



Biggest guilty pleasure? Making time for exercise – especially running and bicycling. That time helps keep my stress level balanced (and let’s me indulge in chocolate). I also love working in my garden.
Best ‘perk’ of your current job? I’m very fortunate to have a wonderfully talented and creative staff in Public Affairs. It’s also great to work every day with the incredibly intelligent and innovative physicians, surgeons and researchers at SIU School of Medicine. I love working in health care so that I can help promote the amazing work they do, providing primary and specialty care for patients, engaging in community service, as well as the basic science and clinical research projects. Everybody at SIU works hard every day to advance health care for the people of central and southern Illinois, and I’ve seen and experienced the impact they are making in our community. It’s a privilege to be a part of that.
How should Springfield retain young professionals like yourself? Springfield is a wonderful community and has great resources for young professionals and families. With a growing reputation as a medical destination, Springfield offers great health care as well as job opportunities. Keep the area family-friendly with cultural events and support healthy lifestyles with locally grown food, more bike lanes and walking trails.

Amanda Crossland

Age: 35
Occupation: Sales Project Manager, Home Products , Bunn
Email: amanda.crossland@bunn.com
Online: <https://www.linkedin.com/in/alcrossland>
Education: Bachelor of Business, Western Illinois University; MBA, University of Illinois Springfield
Family: Husband, Darin; son, William (age 3)
Affiliations: First President of the GPSI Student Association at UIS; former Youth Exchange Officer at Springfield Sunrise Rotary; Bunn Development Guild alumnus; member of the board of directors and resource development chair, Boys and Girls Clubs of Central Illinois; Dale Carnegie Leadership for Managers graduate; Pragmatic Marketing Certification, American Marketing Association professional certified marketer; Women’s Foodservice Forum (WFF); International Housewares Association, PADI Advanced Open Water Scuba Diver



Biggest guilty pleasure? I value snuggle and play time with my son. We also try to get away once or twice a year for some sun and scuba diving. The peace and beauty of diving is captivating.
Best ‘perk’ of your current job? The biggest ‘perk’ of my job is the coffee, of course. Actually, I’ve had the opportunity to try exceptional coffee from some of the best roasters in the world. Last summer I was able to visit Guatemala and learn more about the passion that goes into producing the coffee that I enjoy, while taking part in a community service project assisting coffee-producing families.
How should Springfield retain young professionals like yourself? Providing challenging and rewarding employment opportunities is key. The cultural, volunteer and recreation opportunities we have in Springfield also help to attract and retain talent (I’m training for the Stoneman Sprint Triathlon in July).

Julie Sgro

Age: 29
Occupation: Diving coach and owner, Illinois Diving Academy; diving coach, Illini Country Club; billing assistant, Alterna-Care Home Health System; stay-at-home mom of two
Email: jusgro@alterna-care.com
Education: BA in Finance, BA in Real Estate and Urban Analysis, Ohio State University
Family: Husband, Joseph Sgro; children, Michael and Giovanni



Biggest guilty pleasure? Coffee and anything sweet!
Best ‘perk’ of your current job? The biggest perk of coaching is that it allows me the opportunity still to be involved in a sport that I fell in love with and gave me so much. I get work with wonderful divers and families that have become lifelong friends.
How should Springfield retain young professionals like yourself? I think that young professionals want opportunities to continue personal and professional growth. New business, great education and new sports facilities to keep our next generation interested and moving. A Nordstrom would help too.

Alison Maley

Age: 35
Occupation: Governmental Relations/Public Relations Director, Illinois Principals Association
Email: alison@ilprincipals.org
Online: <https://www.facebook.com/alison.mormino>; <https://www.linkedin.com/in/alisonmormino>
Education: Bachelor of Arts, Political Science, Eastern Illinois University (2002); Master of Arts, Political Science, Eastern Illinois University (2010)
Family: Husband, Chris; son, Will
Affiliations: Practice partner and Fundraising and Events Leadership Committee, Girls on the Run; volunteer, Eastern Illinois University Foundation Scholarship & Grants Committee.



Biggest guilty pleasure? Reality television shows like “Married at First Sight” and “Bar Rescue.”
Best ‘perk’ of your current job? We have two national affiliate associations located in the Washington D.C. area. I’ve been lucky to travel there at least twice a year to advocate for all Illinois principals with many of our members and association leadership. D.C. is a place that you can visit many, many times and still not see everything you want to see. I also appreciate the family-friendly atmosphere at IPA which is a great “perk” for a new mom like myself.
How should Springfield retain young professionals like yourself? To retain and attract more young professionals, Springfield should consider expanding downtown housing options, embrace business trends (co-working spaces for rent, food trucks around the Capitol on session days!), and encourage local business and organizations to provide educational opportunities like cooking classes, beer & wine tastings, health tips, fitness clubs, etc. Scheels is a great example of hosting a weekly run, walk, bike and skate club that promotes healthy physical activity in addition to promoting their business.

Brandy Renfro

Age: 36
Occupation: Deputy Director of Communications, Illinois Senate Democratic Caucus
Email: brandylrenfro@gmail.com
Online: Twitter @brandylrenfro
Education: Bachelor of Arts in Journalism and Art, MacMurray College
Family: Husband, John; daughters, Kaelynn and Karly; step-daughter, Payton
Affiliations: Springfield Parents of Twins Club
Biggest guilty pleasure? Dark Chocolate
Best 'perk' of your current job? I love being able to work in one of the most beautiful buildings in our state.
How should Springfield retain young professionals like yourself? Springfield can retain young professionals by keeping our streets safe, preserving our parks and improving our schools.



Joe Metz

Age: 35
Occupation: Business Owner, JP's Lawn Care
Email: jmetz10@hotmail.com
Online: Facebook
Education: Bachelor's degree in Business Administration from Robert Morris College
Family: Wife, Kate; daughter, Natalie
Affiliations: Big Brother for Big Brother Big Sister program and avid indoor/outdoor soccer player
Biggest guilty pleasure? Peanut butter M&Ms
Best 'perk' of your current job? Over the years, I have worked hard to maintain positive relationships with my customers. Many of those customers, I consider to be great friends. Being able to create friendships such as these are really an added bonus.
How should Springfield retain young professionals like yourself? Keep us involved! When time allows, I enjoy being a part of charitable/volunteer-based events. It is a great way to network and also give back to the community. Today's young professionals are our future.



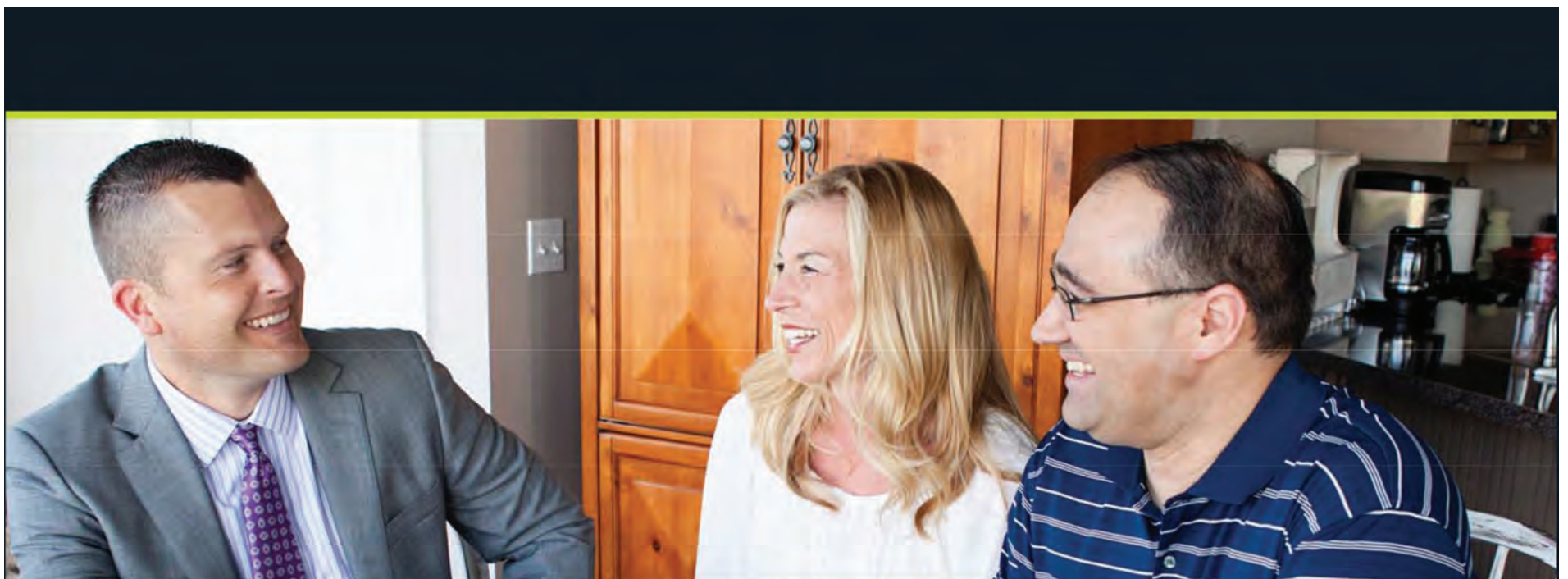
Heather Stanley

Age: 37
Occupation: Marketing & Recruiting Coordinator, Express Employment Professionals
Email: heather.stanley@expresspros.com
Online: LinkedIn
Education: BA Sociology/Anthropology from UIS; MA Communication with an emphasis on Mass Media from UIS
Family: Fiancé, Brandon Wellman; parents, sister, brother, two nieces, one nephew.
Affiliations: Central Illinois Food Bank; United Way Day of Action events.
Biggest guilty pleasure? Pinterest, listening to good music turned up loud, and a weekly trip to the library.
Best 'perk' of your current job? My colleagues are great to work with and I enjoy being involved in several areas of the business from marketing and recruiting to event planning and social media.
How should Springfield retain young professionals like yourself? I'd like to see more leadership and mentoring programs, similar to Sangamon CEO, that offer opportunities for high school students and young professionals to explore and develop business and entrepreneurial skills.



Jeremy Nunes

Age: 33
Occupation: Mayor, Village of Dawson
Email: mayor@dawson.illinois.gov
Education: Graduate of Tri-City High School. BA in Communication, Southern Illinois University Carbondale
Family: Wife, Sandra; son, Eli
Affiliations: Sangamon County Regional Leadership Council; Lakeside Christian Church
Biggest guilty pleasure? Gallina's pizza and Chicago sports
Best 'perk' of your current job? Finding satisfaction in fixing things that have been broken for years.
How should Springfield retain young professionals like yourself? Don't be afraid to grow. With growth comes the opportunity for young professionals to prove themselves in leadership roles.



Congratulations Aaron Sapp

Aaron Sapp and his staff at INB are on a mission to help customers find the right product for their situation. "At the end of the day, it's a joy to sit at the closing table and see the excitement on our clients' faces as they buy the home their family will make memories in for years to come!" He's pictured here with new homeowners Ginger and Craig Troyer.



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Aaron Sapp NMLS #447059

Amanda Long

Age: 31
Occupation: Executive assistant to the Chief of Police, Springfield Police Department
Email: along7413@yahoo.com
Online: Facebook, LinkedIn, Twitter
Education: Bachelor's Degree in Business Administration with Emphasis in Management and Organizational Behavior (Magna Cum Laude)
Family: Fiancé, Rob Parks; daughter, Addie; father, Dan Long; mother, Carol Long; brother, Danny Long
Affiliations: President, Springfield Jaycees; membership vice president, Noontime Toastmaster's International; Illinois Women in Leadership (IWIL); National Association of Professional Women (NAPW); Sigma Beta Delta National Honor Society; Family Activities Director for SOHO Music Festival



Biggest guilty pleasure? Cherry Berry frozen yogurt
Best 'perk' of your current job? Having the honor to work with the Chief to serve the citizens of the great Springfield community and a great parking spot!
How should Springfield retain young professionals like yourself? Springfield should retain young professionals by continuing to grow the economy and get businesses to locate and expand in the city. This would provide for more job opportunities and allow for individual development and growth. It is my belief that young professionals look for job opportunity, education and culturally diverse activities, such as music, arts, recreation and other entertainment.

Jeff Nevins

Age: 39
Occupation: Technical director, The Legacy Theatre; lighting director, Abraham Lincoln Presidential Library & Museum; President, American Customs Lighting, Inc.
Email: jeff@americancustomslighting.com
Online: Facebook, LinkedIn
Education: Some college; specialty education related to entertainment, architectural, museum and worship lighting
Family: Wife, Hillary Gorrell; kids & step-kids, Will, Atticus, Allison & Jacob
Affiliations: Lighting advisor & programmer for Cherry Hills Baptist Church



Biggest guilty pleasure? Designing lights so as to affect people's moods and perceptions without them knowing I'm doing it.
Best 'perk' of your current job? Working with a fun team bringing an old landmark back to life
How should Springfield retain young professionals like yourself? To retain young professionals a community needs to support new ideas and new projects - not just the city leaders but the general population as well.

Aaron P. Sapp

Age: 38 years old
Occupation: Vice President, Residential Mortgage, Illinois National Bank
Email: asapp@illinoisnationalbank.com
Online: LinkedIn and Facebook
Education: Business Administration degree from The University of New Orleans
Family: Wife, Andria; son, Logan; father, Greg; grandfather, William; grandmother, Yvonne
Affiliations: 2014-2015 board chair, Leadership Springfield; affiliate board member, Greater Springfield Chamber of Commerce; past board member, Capital Area Association of Realtors; current outgoing chair, affiliate committee at CAAR; current board member, Chatham Baseball and Softball, Inc.; coach, Chatham Nationals 13U Competitive Baseball Team; member, Panther Creek Country Club; affiliate member, Peoria Area Association of Realtors; affiliate member, Bloomington-Normal Association of Realtors; minor involvement in many other local nonprofit organizations



Biggest Guilty Pleasure? An uninterrupted round of golf finished at the 19th hole with some boiled crawfish!
Best "perk" of your current job? The group of people I have the pleasure to work with each day. We are one big extended family.
How should Springfield retain young professionals like yourself? I can think of many ways, but to keep this short I would say the continued revitalization of downtown Springfield. The younger generation is navigating back towards downtowns. My wife and I love going to Naperville which has such a vibrant downtown area of shops, restaurants, professional offices, etc. Downtown Springfield is a tourist destination and should be something people remember and tell their friends and family about when they return home.



CONGRATULATIONS, SCOT JACOBS!

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Theresa Sanert

Age: 36
Occupation: Vice President of Project Management, Heartland Credit Union
Email: tsanert@hcu.org
Education: Bachelor of Science, Finance, University of Illinois, Champaign-Urbana; Master of Business Administration, University of Illinois Springfield
Family: Husband, Dakin; son, Gavin; expecting a child in October.
Affiliations : Girls On the Run event committee (2013 and 2014)



Biggest guilty pleasure? Lifetime Movies
Best 'perk' of your current job? The best perk of my job is the flexibility. Heartland Credit Union provides its employees a good work/life balance, allowing me to raise a family while continuing to develop my career.
How should Springfield retain young professionals like yourself? In order to retain young professionals, the city needs to attract businesses which would in turn result in more jobs. Springfield already has a strong base of State and medical employees, but I think the city would benefit by adding more sizable employers to the region.

Albert O. Eck III

Age: 38
Occupation: Director of Commercial Operations, Generics, H. D. Smith
Email: Al.Eck@hdsmith.com
Education: BA in Economics, Philosophy, Loyola University Chicago; MBA - University of Illinois at Springfield
Family: Wife, Kimberly; kids, Cady and Albert Eck IV



Biggest guilty pleasure? Espresso drinks. I drink a lot of coffee and prefer something with 3 or 4 shots of espresso. It's amazing how much it helps my productivity.
Best 'perk' of your current job? H. D. Smith is a wonderful place to work. There are many perks to being a part of such an excellent organization but what stands out for me are the opportunities for career and personal development. The combination of mentorship from a team of world-class leaders, a company culture that recognizes and rewards high performance while fostering a healthy work/life balance, and organizational size and growth that promotes advancement opportunities is the best perk I could hope for from any employer. The free coffee is nice too.
How should Springfield retain young professionals like yourself? Communities that offer a variety of cultural and social activities have a lot of appeal. Springfield is a wonderful place to raise a family, which is an important consideration for many young professionals, but as a community we must continue to support local businesses to foster their success and invest in opportunities for cultural improvement.

Scot W. Jacobs

Age: 32
Occupation: Partner / Financial Advisor at Cornerstone Advisers, LLC
Email: Scot@cornerllc.com
Education: BS, Finance and Commercial Real Estate, Marquette University
Family: Wife, Dr. Sarah Jacobs; Children, Julia, Emilie, Anna
Affiliations: Treasurer, Family Service Center; Westside Rotary; Sangamon Valley Estate Planning Council; Leadership Springfield Class of 2014



Biggest guilty pleasure: A good steak with an ice cold beer.
Best 'perk' of your current job? The best 'perk' of my job has to be working with so many great clients and helping them plan for their future. The ever changing financial industry makes it essential to stay on top of continuing education. Continuing to develop and grow my knowledge base is something that I constantly do and truly enjoy. In return this also helps me provide the best possible service to all of my clients.
How should Springfield retain young professionals like yourself? One of the best ways to retain young professionals in Springfield is to continue to develop its broad and diverse employment base. This provides individuals the ability to continue to grow in their current career while providing potential opportunities to transition from one career to another in the future. Additionally, young professionals tend to look for a city that can provide a wide array of recreational and entertainment options. Things like a good park system with multiple bike paths as well as festivals throughout the downtown area seem to interest many young professionals.

Michael P. Murphy

Age: 35
Occupation: Partner, HeplerBroom, LLC law firm
Email: mpm@heplerbroom.com
Online: LinkedIn; Facebook
Education: Southern Illinois University School of Law, 2004; Western Illinois University, B.A., Communication, 2001
Family: Wife, Tami; daughters, Mackenzie, Josalyn and Addison; dog, Charlie.
Affiliations: Sangamon County Bar Association; Lincoln-Douglas Inn of Court; Illinois Association of Defense Trial Counsel; Defense Research Institute; Young Philanthropists; St. Joseph the Worker Church



Biggest guilty pleasure? Sneaking away for a pick-up game of basketball. Golf is a close second as the golf course clears my mind like nothing else.
Best 'perk' of your current job? The greatest perk of my job is the indescribable feeling upon learning that my client has prevailed through my efforts. That moment often comes after months or years of work on a case and is the most rewarding part of the job.
How should Springfield retain young professionals like yourself? Continuing to develop amenities that are attractive to young people (such as restaurants, shopping, recreation, nightlife, and activities for families with young children) will help retain young professionals. Fostering networking among young professionals is also important because building relationships of mutual support and referral of business will lead to future growth and, as a result, job opportunities for other young professionals.

Brooke Thomas

Age: 30
Occupation: Development Specialist, Family Service Center
Email: brookemichelle03@gmail.com
Online: https://www.facebook.com/brookemt03
Family: Husband, Jon; dogs, Jaxon, Pip
Affiliations: Illinois Women in Leadership; Association of Fundraising Professionals, VP of Communications and Marketing; YSPN; Springfield Ballet Company Board of Directors (starting in July); local musician, Brooke Thomas and the Blue Suns



Biggest guilty pleasure? Definitely chocolate chip cookies
Best 'perk' of your current job? Getting to meet so many fantastic people in the community.
How should Springfield retain young professionals like yourself? Creating a culture that opens doors for young professionals to share ideas and try new concepts is important to creating a culture that entices young entrepreneurs and professionals. Having great downtown space for start-ups, a community that supports exciting new ideas, great downtown living space, and lots of focus on the arts will keep professionals like me around.

Jessica Becker

Occupation: Director of Resource Development, United Way of Central Illinois
Email: jbecker@uwcil.org
Online: LinkedIn
Education: Master of Public Administration with a Graduate Certificate in Management of Nonprofit Organizations
Family: Daughter, Sofia
Affiliations: PTP Volunteer Coordinator, Iles School, 2015 – present; Leadership Springfield Board, Greater Springfield Chamber of Commerce, 2013 – Present; PTO Secretary, Iles School, 2013 – 2015; Mentor, Big Brothers Big Sisters of the Illinois Capital Region, 2012 – Present; Leadership Springfield Graduate, Greater Springfield Chamber of Commerce. 2012 – 2013; Community Fund Panel, United Way of Central Illinois, 2011 & 2013; Loan Executive, United Way of Central Illinois, 2011; Community Service Committee, Young Springfield Professionals Network, 2010 - 2011.



Biggest guilty pleasure? I love real newspapers, real books, and real conversations over real coffee.
Best 'perk' of your current job? Much like when I was at the Community Blood Center, the best part of my job is asking others to help and knowing how much of an impact I am having on people that I will never meet. I know that I live in a community of people that volunteer, give and donate what they can to make others' lives better because I see it every day.
How should Springfield retain young professionals like yourself? This is a question that every community and business leader should be asking themselves every day. We have the advantages of UIS if we want to return to school, 10-minute commutes to work, great schools and parks to watch our children grow, day trips to larger metro areas, and great nonprofit organizations to help get us back on track when life doesn't go as planned. We should continue to invest in these livability issues.

Esther Judith Seitz

Age: 32
Occupation: Attorney at Law, Donald M. Craven, P.C.
Email: esther@cravenlawoffice.com
Education: Master of Laws in Intellectual Property Law (LL.M. I.P.), Juris Doctor, Bachelor in Economics, Bachelor in English
Family: Three sisters and parents
Affiliations: Vachel Lindsay Association; Illinois State Bar Association; Lincoln-Douglas American Inn of Court; Sangamon County Bar Association; Central Illinois Women's Bar Association; Media Law Resource Center



Biggest guilty pleasure? Dark chocolate . . . with at least 70 percent cocoa

Best 'perk' of your current job? Defending First Amendment Rights – in particular, freedom of speech and the right to petition the government

How should Springfield retain young professionals like yourself? Springfield should focus on creating more spaces for biking and walking, instead of driving. More amenities for outside entertainment, sports and eating would also be great. And, finally, a vibrant urban core – where parking is consolidated instead of permeating downtown space and which boasts open-air (farmers) markets and music events—would go a long way toward attracting a young and skilled workforce.

Scott Tucker

Age: 30
Occupation: General manager, Lake Springfield Marina
Email: Sales@lakespringfieldmarina.com
Online: Facebook, Twitter, Instagram, LinkedIn
Education: Rochester High School; Lincoln Land Community College; Benedictine University, B.A. Business Administration
Family: Wife, Sarah; daughters, Kinley and Laiken
Affiliations: Manatee Hockey Club



Biggest guilty pleasure? Being on the boat with family and friends. You would think that I would get tired of being on the water every day, but it is the best place to be.

Best 'perk' of your current job? There are many 'perks' of working right on the water every day. However, developing family-like relationships with clients who have a passion for the water (like we do at the Marina) would be the best perk of all.

How should Springfield retain young professionals like yourself? It is very important that we show and prove that opportunity is right here in Springfield. With a pro-business attitude it will be a young professional's ideal setting to thrive. If we can promote these opportunities to existing and upcoming young professionals, then it makes perfect sense to stay right here.

Shane Harris

Age: 38
Occupation: Assistant professor of visual art, UIS; Professional artist
Email: sahharris@uis.edu
Online: www.shaneharrisceramics.com, Facebook, LinkedIn, Instagram
Education: Master of Fine Arts, Indiana University, Bloomington, Indiana; Bachelor of Fine Arts in Ceramics from the University of Illinois Champaign-Urbana; Bachelor of Fine Arts in sculpture from the University of Illinois Champaign-Urbana
Family: Wife, Amy Smith-Harris; daughter, Emily
Affiliations: Springfield Art Association Board Member; volunteer for annual SAA events such as Roasted, Paint the Streets, and the SAA Fine Arts Fair; Demo Project co-founder; member of National Council on Education for the Ceramic Arts (NCECA)



Biggest guilty pleasure? Pumpkin pie (for breakfast, lunch and dinner) or a large bag of dark chocolate peanut M&M's (the whole bag).

Best 'perk' of your current job? Getting to educate future artists and make my own work at the same time. Also, we are undergoing a renovation of the Visual Arts facilities at UIS right now and have the unique privilege of being able to participate in the decision-making regarding the design of the new classrooms. The finished results will definitely be a major perk for both faculty and students!

How should Springfield retain young professionals like yourself? Springfield has many wonderful events that celebrate the arts. I have had the opportunity to really appreciate how much effort goes into creating these events when I started volunteering for the Springfield Art Association. It was through donating my time that I began to feel a sense of community. I now feel invested in the culture of our city, which I now call "home" and want to see the arts thrive here. I believe that other young professionals could really benefit from volunteering in their areas of expertise and the rewards will far outweigh the time it takes.

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Dr. Bryne Willey

Age: 29
Occupation: Owner, chiropractor, AlignLife of Springfield
Email: bwilley@alignlife.com
Online: www.facebook.com/AlignLifeSpringfieldILes;
www.youtube.com/user/AlignLifeSpringfield
Education: 2004 graduate of Southeast High School; 2008 graduate of Augustana College with bachelor's degree in human biology; 2011 graduate of Logan College of Chiropractic with Doctorate of Chiropractic; 2012 graduate of Logan University with master's degree in Sports Science and Rehabilitation with distinction
Family: Wife, Kellie; daughter, Ava; parents, Rick and Kim
Affiliations: Charter member of Health Missions



Biggest guilty pleasure? Qdoba

Best 'perk' of your current job? I get to put my hands on people and change their lives. I am sure some people may read that and roll their eyes, but I see it on a daily basis. When I was in school, the focus was always about people being in pain, and that our job was to get people out of pain. But what I have learned since being in practice is that a person's health goes so much deeper than a pain scale. Pain isn't just physical, it is emotional, mental, and even spiritual. It affects their joy and sorrow, their anxiety and fear, their relationships and work/life balance. Those are the people who tell me their pain is why they come to see me, but after digging deeper brings them to tears in my office because their real problem is that they've been told they will lose their job if they don't get better, or that they can't pick up their grandkids because it hurts them too much and they're worried their grandkids will think they don't care as much. Those are the outcomes that get me out of bed in the morning. I joke with patients all the time that seeing a chiropractor for pain relief is like robbing a bank and stealing the pens. I tell them when I first meet them, I want to treat them to eradicate what the life effect of their pain is, not the pain itself. And when you give a person that back, there is no way to describe the purpose and conviction that gives me on why I do what I do.

How should Springfield retain young professionals like yourself? The one thing I would like to see is more encouragement at a younger age to be creative, and not be afraid to draw your own path. Between the economic strain and job markets that face young adults coming out of school, I think young professionals get stuck in a mindset that you go to college, earn a safe major, and get a stable salary job with benefits. There isn't a consideration for what growth does this opportunity provide down the road, how will this fulfill their creativity and passion to get up to go to work everyday, how will they impact others by being a leader and innovator in their role. It mostly stems from how much will I make, and how fast can I pay off my school debts. That system kills opportunities for people to explore and create a role that doesn't just fit their financial needs, but their personal purpose. So how do we fix it? I think it all starts with encouragement from parents and teachers and people who are impressionable on our youth at an early age. Encouraging creativity, finding their passion, fostering growth and leadership as a person - helping and showing kids what it means to be a leader of leaders, not a leader of followers. And maybe even more important, teaching and showing them that it takes hard work and time and determination to create opportunities where their creativity and passion can manifest into something tangible. We need to foster a mindset that no matter where you want to live or what you want to do, there exists a support structure (mentors, investors, family, spouse, etc.) that will help them learn the way if they are willing to invest their own hard work and heart into something they truly believe and have conviction in - but also ensure that once they believe that support structure is there, that we as adults and leaders ensure that that support is there. I had that from my family and mentors, and it was essential and invaluable to my path. This isn't a Springfield problem, this is an America problem, but we sure as heck have to start somewhere. Why not here?

Congratulations to all the nominees!

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SIU names mentor, teacher of the year



Larry Jones, MD



Ron Browning, PhD

The first-year medical students at Southern Illinois University School of Medicine have named alumnus Larry Jones, MD, of the Primary Care Group in Harrisburg, the Mentor of the Year. The SIU School of Medicine Class of 2015 also awarded Ron Browning, PhD, professor emeritus in the Department of Physiology, with the Teacher of the Year Award for his guidance during their first year of instruction on SIU Carbondale's campus.

Jones, a clinical assistant professor at SIU School of Medicine, was nominated by the Class of 2015 medical students and selected from more than 67 mentors by SIU School of Medicine faculty. One nominator wrote, "Dr. Jones truly values medical education, and it is reflected in everything I have learned shadowing him in the clinic this year. He sees an astonishing number of patients a day, yet he still approaches each patient with humility, compassion and respect, and it gives me hope that someday,

I will be able to do the same." Browning has been named Teacher of the Year by first-year medical students a total of seven times since joining SIU School of Medicine as an assistant professor in 1973. Though he retired in 2009, Browning was invited to teach pharmacology courses part time to first-year medical students and physician assistant students.

Registration Opens for Memorial SportsCare's Eighth Annual Women's Biathlon; Training Program Begins in July



Women can begin registering online for the eighth annual Memorial SportsCare women's biathlon. This year's event will start at 9 a.m. Sunday, Sept. 20, at Memorial SportsCare, 4550 W. Iles Ave. The women's

biathlon is a noncompetitive event that features a 20-kilometer bike ride and a 5-kilometer run. Women can choose to participate in the entire event or select the relay option, in which one woman completes the bike portion of the event and her partner finishes the run. Registration is limited to the first 500 women. Women can register online at Active.com and search for "biathlon" or "SportsCare." Volunteers can register at MemorialSportsCare.com

St. John's receives practice Greenhealth award

HSBS St. John's Hospital was awarded the 2015 "Greenhealth Partner for Change" Award by Practice Greenhealth, the nation's leading health care community that empowers its members to increase their efficiencies and environmental stewardship while improving patient safety and care through tools, best practices and knowledge. The award is one of the organization's Environmental Excellence Awards given each year to honor outstanding environmental achievements in the health care sector. The Greenhealth Partner for Change Award recognizes health care facilities that continuously improve and expand upon their mercury elimination, waste reduction, recycling and source reduction programs. At a minimum, facilities applying for this award must be recycling 15 percent of their total waste, have reduced regulated medical waste, are well along the way to mercury elimination, and have developed other successful pollution prevention programs in many different areas. "This recognition confirms St. John's Hospital's commitment to improving the health of our patients, colleagues and region," said Charles L. Lucore, MD, MBA, President and CEO of St. John's Hospital. The Practice Greenhealth Environmental Excellence Awards were presented May 14 in Portland, Ore., at the CleanMed Conference & Exhibition, the

premier national environmental conference for leaders in health care sustainability.

SIU Medical School pledges 80 percent by 2018

Southern Illinois University Center for Family Medicine, a Federally Qualified Health Center (FQHC), recently became the first FQHC in Illinois to sign the "80% by 2018 pledge," a shared goal of the National Colorectal Cancer Roundtable and the American Cancer Society. Screening for colorectal cancer can include colonoscopy, sigmoidoscopy or home-based fecal occult blood tests that can indicate blood in a person's stool. Though the kits are not a specific test for colon cancer, they can detect the presence of blood, which can be an indicator of several different medical conditions. "We hope to be instrumental in increasing the number of people getting screened for colorectal cancer," said Aziz Khan, MD, executive director of Simmons Cancer Institute at SIU. "This pledge is our commitment to increasing those numbers in Illinois. Mortality rates for colon cancer are decreasing because people are being tested and cancer is caught early, but Illinois is currently 36th in the nation for screenings for colorectal cancer and we intend to change that." Appointments for a fast-track colonoscopy can be made by calling 217-545-2538. Patients who need a referral for the procedure should contact their primary care physician. □

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Happy days are here again. Sort of.

By David A. Kelm

There was a time in Illinois – and America for that matter – where the sun shone, a lilac-infused breeze held flags aloft and kids played in open fire hydrants on warm summer days. Parents smoked in cars filled with unbuckled toddlers eating fried chicken out of buckets on their way to a day spent at the beach without sunscreen or lifeguards. There was also a time, gentle reader, when (you may want to sit down for this next part) bars and restaurants were allowed to manage their own business affairs, often leading to something your parents refer to wistfully as “happy hour.”

“Happy hour” is defined by Merriam-Webster’s Dictionary as, “a period of time during which the price of drinks (as at a bar) is reduced.” The Urban Dictionary takes a slightly different approach and assigns the definition, “[w]here the worst selling and nastiest tasting alcoholic beverages are sold at half price to a bunch of alcoholics too drunk to notice.” I suspect the hipster writers of the Urban Dictionary are far too young to have ever experienced happy hour and, more than likely, would never deign to order a pitcher of Long Island Iced Tea for \$1.25 when an unfiltered blueberry crème brulee stout could be had for \$8.75.

Unofficially, happy hour was that mystical time between work and home when the stress of the day could be left outside the dark, heavy door and the solace of drinking with strangers could be found before heading home to dry Swiss steak and peppers. Illinois bars and restaurants were able to offer the bedraggled worker a respite, an oasis from the world with the promise of two-for-one drinks or quarter beers or dollar well drinks. The happy hour special encouraged a society burdened by high interest rates and higher gasoline rates to take a break and have a couple of drinks at a great price.

One such bedraggled and bespectacled happy hour warrior was Dan, Dan the Augsburgsburger Man. Of course, the bartenders only called him “Dan” when he was situated on his stool promptly at 4:15 each afternoon. Dan, as you may have guessed, drank Augsburgsburger, a particularly un-noteworthy beer, but it was Dan’s beer, literally. Dan was a regular to the extent that the owner bought a keg of Augsburgsburger every six weeks just for Dan. No other bar patron drank Augsburgsburger. None.

In 1989, the General Assembly might as well have named the happy hour reform bill, the “We Hate Dan, Dan the Augsburgsburger Man, Act of 1989.” That is how personally Dan took the change to happy hour. For in the closing hours of the Great ‘80s, Illinois leaders, bowing to statistics purporting to show happy hour specials resulting in increased DUI and other alcohol-related deaths and injuries, ended the practice of changing the price of an alcoholic beverage during the business hours of any given day.

But the sun may rise again for restaurant and bar owners and patrons. The Illinois General Assembly has passed legislation that will allow for the return of happy hour specials. The legislation is entitled The Culinary and Hospitality

Modernization Act and, of course – as with most government-controlled efforts – New happy hour will be a much more restrained, regulated, “Eye of Mordor” style of happy hour.

Provided Gov. Bruce Rauner signs the legislation, liquor licensees will be provided guidelines for happy hour specials, including the ability to change the price of a drink during operating business hours. A licensee will be able to discount any alcoholic drink during a specified time period only if the price of the drink is not changed during the time it is discounted. Happy hour can’t last more than four hours per day or 15 hours per week; happy hour can’t begin after 10 p.m. and happy hour prices have to be posted at the bar and on its website at least seven days prior to the specified time. It is appropriate, and a bit ironic, that politicians are going to force private business owners to post drink prices for happy hour specials in a similar fashion to how public bodies have to post meeting notices under the Open Meetings Act. Of course, there are many public meetings that would do well to be conducted in conjunction with a happy hour.

A number of statewide organizations advocated for the new happy hour rules indicating that such a change would provide clear guidance to liquor licensees but also improve the bottom line of businesses and, therefore, increase tax revenue for local governments. One longtime area business owner agrees that the change will boost sales and tax revenue. Joe Rupnik, who owns The Dublin Pub and has been in the restaurant business for four decades, is looking forward to the return of happy hour. “The Dublin Pub is a restaurant that has alcohol and not a bar that serves food,” Rupnik said. “That being said, we will offer drink specials to entice people to come in after work and socialize.” Rupnik noted that he and his staff are always careful that patrons are not over-served and with drink specials he will offer free appetizers to make sure customers have something to eat during happy hour. “There has been a shift in attitudes about drinking in the last 10 to 20 years,” added Rupnik. “The change has been good, with designated drivers and people drinking less. But people still want to relax after work and this law will boost our business, for sure.”

Illinois will never return to the halcyon days of yore, and, in all honesty, attitudes towards drinking have made for healthier and safer communities. Perhaps by cracking the door slightly and allowing a bit of freedom previously experienced by private businesses, the legislature’s action will result in greater business for our local bars and restaurants, increased tax revenues for our public bodies and, perhaps – just perhaps – someone will stop by for a happy hour special and spend a few minutes more complaining about the politicians, the weather and the warmth of their cheap beer. □

David A. Kelm is a Springfield-area attorney. He can be reached at DavidAKelm@gmail.com.

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Workers compensation back on the Statehouse agenda

By Alan Kozeluh

Workers' compensation reform has been back in the spotlight since the legislative session went into overtime at the beginning of June. But at press time, the House-passed bill was still awaiting approval from the Senate, and Gov. Bruce Rauner has said the House version doesn't go far enough to significantly lower costs to business.

Rauner has spent the months since his inauguration pushing a series of business-friendly reform packages with the Illinois General Assembly. One of those reforms is a reworking of Illinois workers' compensation costs to make doing business in Illinois more affordable.

The centerpiece of Rauner's proposal is a change in the "causation" standard for compensable injuries. That means how much of the injury was caused in the course of doing work. As the current law stands, there is no causation standard. An injury need only happen at work for an employee to receive benefits. Rauner's proposal would require that a doctor certify that an injury was at least 50 percent caused at or by work.

The governor's proposal has been a nonstarter for Democrats in the General Assembly who said they were concerned that some workers would no longer qualify

for workers' compensation and would lose their benefits and consequently their position in the middle class.

Since the beginning of the session, Rauner has said he would not support any income tax increase unless Democrats in the legislature also took up some of his reforms. Democrats, unwilling to take up Rauner's bills, pushed their own version of workers' compensation reform through the Illinois House June 5.

Illinois has the seventh highest workers compensation costs in the country. That doesn't make the state inviting to business owners looking to move to a new state.

That point wasn't lost on Democrats in Springfield when they passed a previous workers compensation reform package in 2011.

"He [Rauner] apparently was unaware of the fact that we've done many of these things already," said Senate President John Cullerton. "We had a major workers' comp reform package, for example, a few years ago."

The 2011 reforms put caps on benefits

received for certain kinds of injuries, denied benefits to people injured while they were under the influence and made changes to the medical fee schedule for workers' comp claims.

Since the 2011 reforms passed, Illinois has gone from the state with the third highest workers' compensation rates to the seventh highest, according to a report from the state of Oregon's Department of Consumer Business Services, which does a comparative analysis of workers' compensation systems around the country every two years.

Business groups, however, have been saying that their members haven't seen any savings from the 2011 reforms. Democrats in the General Assembly have repeatedly expressed a curiosity about what has happened to those savings. Increasingly, their attention has been turning to the insurance companies providing workers' compensation in Illinois.

The House-passed Democratic bill hits on four main points. First, it would require insurance companies to get approval of

their rates from a state agency to verify they aren't excessive. It also deals with "causation," but not in the way the governor has been pushing. Instead, it creates a more direct definition of a workplace injury and in what situations a traveling employee who is injured can claim compensation.

The bill would allow for employers to recoup losses from other employers a worker has had over the years if those other employers contributed to an injury that developed over a long time. It would create a task force with the goal of discerning why employers around the state aren't seeing the savings from the 2011 reforms.

Republicans raised a number of objections to the Democrats' version of workers' compensation reform. The foremost objection is that the bill was worked out without any input from Republicans, the governor or business groups.

A representative of the governor said Rauner will veto the bill if it reaches his desk in its present form. □

Alan Kozeluh is an intern through the public affairs reporting program at University of Illinois Springfield. Contact him at intern@illinoistimes.com.



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RESTAURANT REVIEW



Star 66 Café

By Thomas C. Pavlik

I have bad memories of family road trips and less than pleasant meals at truck stops along the way. It was on one of these trips that I was introduced to the term “Choke and Puke” as a reference to this kind of less-than-appetizing roadside dining.

So it was with some trepidation that I went to Star 66 Café, which is located in a truck stop on Camp Butler Road near Interstate 55. Was I really going to take clients to a truck stop? The only thing that convinced me was the growing crescendo of rave reviews I had been hearing from a cross section of various friends.

Turns out the reviews were spot on. Star 66 Café is the epitome of the classic homestyle family restaurant but with food that rises above what you would expect for a diner located in a truck stop.

There’s nothing fancy about Star 66. In fact, I think I’d describe it as comfortably utilitarian. Whatever the theme is, it works.

Walking in you immediately find the cash register, with the kitchen right behind. Counter service handles maybe 8-10 people. The remainder of the seating is booth or table.

The day we visited, Star 66 was already half filled at 11:30 a.m. Our fellow diners weren’t solely over-the-road truckers (there were a few) but largely construction workers, retirees and a handful of business types.

I’m not sure the *Business Journal* could allocate me enough words to describe Star 66’s menu – it’s that big. In general, I’m not a fan of such large menus because I don’t believe restaurants can turn out top-notch food across such a broad spectrum. Star 66 did its best to beat that assumption out of me.

In general, the menu is broken down into burgers/sandwiches, salads, steaks/chops, seafood, pasta and other family restaurant classics (think meatloaf and chopped sirloin). We were told breakfast is available all day as well.

We decided to try the club sandwich (any number of varieties, all \$7.49), the pork chops (\$10.49, with applesauce of course, and soup/salad and choice of potato), and the deluxe double cheeseburger (\$7.69, with bowl of soup and fries).

The pork chops, advertised on the wall as coming in varieties too numerous to list here, looked awesome. My guest, not one for anything too far out of the box, stayed with the plain ol’ grilled option and offered that the meat was succulent and not overcooked. His helping of fries, similar to the portions accompanying the burger and club, were the largest any of us recall having seen in Springfield.

The burger and club were in the very highest echelon of classic family restaurant offerings. Although I prefer my bread a bit more toasted with a club, it was otherwise made with obviously fresh ingredients. The burger was also generously sized and served with a perfectly toasted bun and fresh toppings.

Perhaps the highest praise of the day was reserved for the soup – beef barley the day we visited. It was loaded with copious amounts of beef and barley and had a deep and hearty flavor. This stuff was made with love.

There are plenty of desserts, focusing primarily on pies. None of us were pie guys, but Star 66 advertises them as homemade.

Interestingly, alcohol is not available, which may have been more of an issue at the dinner hour.

Service was efficient and friendly. We were particularly impressed that either the owner or the manager pitched in when glasses needed filling or plates cleared. But underneath that friendly demeanor we all sensed some good intensity among the staff. It may have more to do with moving tables than anything else, but it was markedly different from many other Springfield restaurants.

Star 66 isn’t a fancy restaurant, nor is its food. But it’s fresh and made with quality ingredients. In short, it makes you happy – and that’s something to be proud of. □

Thomas C. Pavlik is an attorney with Delano Law Offices, LLC. He can be reached at tpavlik@delanolaw.com

Address: I 55 and Camp Butler Road (Inside the Pilot Truck Stop at exit 100a)

Phone: 217-354-6172

Hours: 24-7

Wheelchair Access: Yes

Credit Cards: Yes

Website: <http://star66cafe.com>

Atmosphere: ★★★ (it’s a truck stop!)

Service: ★★★★★1/2

Food: ★★★★★1/2

Price: ★★★★★ (great value for the portion sizes and quality)

Suitability for Business Lunch: ★★★ (again, it’s a truck stop!)

OVERALL: 4

Enforcing the law of the environment

By Eric Woods



Kristen Potter

Title: Owner, Prairie Analytical Systems
Address: 1210 Capital Airport Dr.,
Springfield, Ill., 62707
Telephone: 217-753-1148
E-mail: potterk@prairieanalytical.com

Education: J.D. from Chicago Kent
College of Law

Favorites -

Author: Carl Hiaasen
Restaurant: Mimosa
Sports team: Chicago Bears

Tidbits -

Loves cross country skiing
Wants to travel to Alaska
Was always a fan of art class

Kristen Potter has lived most of her life in Springfield, having also lived in Chicago as well as parts of Oregon and Colorado. Family has kept her in Springfield, and she also sees it as a comfortable city in which to live, despite the hot and humid summers, which she does not enjoy. "It is a nice, easy town to live in," she said.

Potter was very active in her youth. As a youth she played soccer and tennis, and was also a swimmer. While still in high school, she landed her first job working the concession stand at the White Oaks Mall movie theater. She has been happy with all of her jobs over the years, adding that none of them were bad experiences. Completing her education was a very proud moment for Potter, but her proudest came right after college when she visited the base camp of K2, the second largest mountain in the world, in northern Pakistan.

Growing up, Potter thought she would follow in her father's footsteps and become a lawyer. Along with her law degree, she also earned a bachelor's degree in psychology and a master's degree that focused on environmental and natural resource law. She only practiced law for a year but maintains

her bar membership should she decide to take it up once again. "It has been 15 years since I practiced law," she said. "I keep my bar membership active though, just in case." Potter has been part owner of Prairie Analytical Systems since 2001.

Potter's company was established in 1993 by her father and another individual. When the other person left, Potter came in to help with the transition before buying into it herself. "We are an environmental chemistry lab that tests soil and water samples for clients," said Potter. Federal and state agencies, local governments and consulting firms, industries and individuals all use Prairie Analytical. "Towns will test their drinking water, landfills will test for any leaking, and we can also test soil for contaminated properties being redeveloped." The company will prepare bottle orders and ship anywhere in the United States. Prairie Analytical is compliant with all EPA regulations and is also a contract laboratory for the Illinois Environmental Protection Agency.

Prairie Analytical, like any similar company in this industry, is seasonal, with the busiest times being after the ground

thaws in early spring through late October. "It is feast or famine. We need to be ready to work hard when the need arises," she said. She also understands, especially in her line of work, that nobody is too good to do any job. "No task or anything is beneath anyone."



In the future, Potter would like to know if meaningful changes will be made which will have a positive effect on the environment. "I would really like to know if we will discontinue negatively affecting our environment," she said. Other than that, Potter does not think much about the future, or how her life will be in 10 years. "Anything is possible."

In line with this, Potter does not think about retirement but does like the concept. Her father is 75 years old and still working. "I do not think I will be like that. Maybe I will just do something different than the everyday grind," she said. In the meantime, Potter will be heading off to Colorado to vacation in August and avoid the humid Springfield temperatures for a bit. "It is the perfect time to get out of Illinois." □

Eric Woods is a freelance writer from Springfield.


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Wallace joins Resource One



Leigh Wallace has recently joined Resource One as a "client service concierge." She has most recently been with Northwestern Mutual Insurance as a recruiter and has a bachelor's degree in communication with an emphasis in interpersonal communication from University of Illinois at Springfield. Leigh will be the "face" of Resource One and will be an integral part of the team supporting our mission statement by providing unmatched client delight, and by making permanent partners of every client, vendor and associate.

PRS Group partners with CAPE

PRS Group, Inc., based in Jacksonville, and Spain-based CAPE have entered into a partnership that will bring new technology and machinery to the pallet industries in North America and Europe, as well as other key areas around the globe. PRS Group, a widely known US manufacturer of pallet repair equipment, and CAPE, a leading European pallet nailing machinery manufacturer, are now representing each other's complimentary product lines in their designated markets. The pair will also be collaborating on future projects to offer a complete line of both pallet manufacturing and recycling equipment worldwide. Starting in June, PRS Group began offering, for the first time in the US, the CAPE nailing machine, which has already developed a strong reputation in Europe for its efficiency, flexibility and scalability at a very competitive cost. The two companies will remain independently operated, but the collaborative product offering agreement

between the two will enhance each one's ability to better serve their respective customers and to continue to provide the exceptional quality and service they have built their reputations on over the years. The partnership will mean a turnkey offering of solutions for the worldwide pallet industry.

Clack celebrates 25 years at Hanson's headquarters



Gary Clack, P.E., S.E., project manager, recently celebrated 25 years of service at Hanson Professional Services Inc.'s Springfield headquarters. Clack joined Hanson in 1990 and serves as a project manager and structural engineer for the design and construction administration of buildings and civil works projects. He also manages a team of engineers and technicians who perform design and construction phase services for buildings and facilities projects.

Steve Koch achieves Circle of Success recognition



Steve Koch, CFP, a Private Wealth Advisor with Ameriprise Financial, qualified for and attended the 2015 Achievers Conference, which was held in Austin, Texas. While at the conference, advisors shared best practices with peers and focused on how they can continue to serve clients' needs with the most current and effective strategies, products and solutions. To earn this achievement, Koch established himself as one of the company's top advisors achieving high levels in production, client

service and client satisfaction. Only a select number of high-performing Ameriprise financial advisors earn this distinction. Koch's office is located at 2621 Montega Dr, Ste A, Springfield, IL 62704.

Jon Stewart promoted to Vice President of Midwest Garage Door Company



Midwest Garage Door Company, based in Pawnee, is excited to announce that Jon Stewart has been promoted to Vice-President. Jon is a local native of the area and has been with the company for over 20 years. He has continued to grow with the company and has become an integral resource for the day-to-day operations. His expansive knowledge of the garage door industry has positioned him to further advance the growth of the company.

O'Shea Builders named a Top 400 Contractor in the nation

O'Shea Builders was named a 2015 Top 400 Contractor in the nation by Engineering News-Record (ENR). The Top 400 Contractors list, published annually in May, ranks the 400 general contractors, both publicly and privately held, based on construction contracting-specific revenue. "I'm very proud of this recognition because it speaks to the hard work and dedication of our team," said Mike O'Shea, President of O'Shea Builders. "While our company has grown over the years, we are mindful of staying true to our roots and continuing the O'Shea tradition of quality construction." O'Shea Builders is a leading construction-solutions provider in Illinois, with offices

in Springfield and Peoria. Founded in 1902, it provides Construction Management, Design-Build, General Contracting, Civil, and Building Maintenance services.

White Oaks Mall welcomes new general manager



Simon, a leading global retail real estate company, has announced that Nicholas Strause will join the staff of White Oaks Mall and White Oaks Plaza as general manager. In this pivotal role, Strause will be responsible for managing all day-to-day operations, leasing, maintenance, business development, budgeting, and monthly analysis/reporting, along with maintaining community, tenant, and public relations. Strause has accomplished much in a short time at Simon. Upon graduating from Miami University in Ohio, he was one of just 13 applicants accepted into Simon's elite manager in training program, and has gained experience in all areas of center management at properties in Indianapolis, Louisiana, and Washington. "Nick is a tremendously talented and ambitious young man, and has impressed us with his ability to set and achieve his goals," said David Johnson, regional vice president for Simon. "We are looking forward to seeing him continue to grow as he steps into this important role." As a student, Nick was a founding member of Miami University's Center for Creativity and Innovation, served on the Student Advisory Committee, and was a member of the American Institute of Architecture Students. He holds a bachelor's degree in architecture, with a minor in entrepreneurship. □

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The three P's of transitioning a family-owned business

By Bob Barber



Family owned business since 1921, P. H. Broughton & Sons, Inc. John Broughton, Perry Broughton and Josh Broughton. PHOTO COURTESY OF PHBROUGHTON.COM

According to *Forbes* July 31, 2013, less than a third of family businesses survive the transition from first to second generation. Another 50 percent of the surviving third don't make it through the transition to the third generation. I have found that the two least-prepared categories of leaders are the new generations of business owners and new sales managers. Large enterprise corporations have true career paths to train, grow and test future CEO's. They use leadership positions in various divisions and subsidiaries to train and groom them. Family businesses typically don't have the luxury of a proving ground. Another challenge for patriarchs and matriarchs of business is that they have more responsibility and oversight of day-to-day operations, finance, long-range planning, sales and production than their larger corporate counterparts. These are just a few of the reasons family businesses need to plan and prepare long before a transition is expected or required.

While attorneys and CPAs are vital to the planning process, I will leave those waters to them and address an area that is often neglected when it comes to this subject. It is neglected because it requires honest communication between the generations about the transition. I frame this communication as the three P's.

Permission. Family dynamics, behavior rules and expectations evolve as children grow to become adults and as parents' roles change. The growth and transition of a business from one generation to another is no different, except it is in public. Permission must be given to the next generation to make changes and mistakes. Both will occur as they take on the responsibilities of processes, products, people, suppliers and even culture. Children raised by the strong personalities of business owners often hear the message that "there's the right way, the wrong way, and my way." That message doesn't leave much room for "trying something new" in Mom or Dad's company.

There are two other reasons for permission being my number one P. As strange as this may sound, consider a conversation around the permission to exponentially grow the company. Most children don't want to embarrass their

parents, especially as they take reign of the company. Concerns about potentially eclipsing parents' revenue, venturing into new markets, or any other version of transforming the company could be perceived as making their parents look bad. The other side of that coin is most parents want to protect their children from being hurt or disappointed. This comes through in lifelong messages like drive safely, be careful, don't fall, etc. While these messages may be great for young adults, they can hinder the decision making of a next generation business owner.

The second P is **potency**. The incoming generation's potency to implement changes must be clearly communicated to the appropriate organization, customers and suppliers. Senior leadership can establish guidelines where counsel is required for certain decisions when necessary, but a leader without potency is a paper tiger. There is little worse for a new leader attempting to chart a course than to be vetoed after the fact by the elders. The first

followers of a new leader need to feel like they have made a good decision to support him. A fun example of this is in the YouTube video "First Follower: Leadership Lessons from Dancing Guy."

Protection is the third P family businesses will want to discuss while they are working on their generational transition. This P has two flavors. First, the rising generation needs to have a degree of protection to learn from their developmental mistakes. Humans learn from their mistakes more than their successes. Failure needs to be safe or no learning will occur, leading to very little growth. Family businesses don't have the luxury of selecting from a global pool of candidates when they are ready to replace leadership. This is all the more reason for beginning the next generation's development very early or even at another company. Second, application of protection is directed at the exiting generation. They should have the permission and protection to walk away safely. It is common for family business leaders to build their identity through the business. It becomes their personal brand. Retirement can sap them of that identity, similar to a career mother with an empty nest. They have done a wonderful job of working themselves out of a job. Can the exiting leadership plan for a personal future after their professional career without judgment?

Successful multi-generational family businesses are incredible legacies. Most high achievers I work with strive to leave a relevant legacy. Hopefully, the three P's of permission, potency and protection will help your family business provide a legacy for many centuries. □

Bob Barber works with business owners, CEOs and presidents as a coach and trainer with Sandler Training and can be reached at 217-546-8303 or Bob.Barber@Sandler.com

LETTER TO THE EDITOR

I read with interest the *Springfield Business Journal's* round-table discussion about the Lincoln Funeral Coalition and the good vibes, good press, and revenue it brought to the city. It was good to hear the various downtown players weigh in on the pleasures and pains of putting on a national commemoration without much (if any) support from the State of Illinois, staffed and sustained almost entirely by volunteers, many of whom traveled hundreds of miles to march and stand in the heat just for the chance to say "I was there." I tip my bowler to all, especially Katie Spindell, Judy Wagenblast and John Austin for not giving up on their dream.

Perhaps it was an editorial omission, but I couldn't help wondering why the Illinois Symphony Orchestra's contribution and University of

Illinois Springfield's outstanding Lincoln lectures, "Mourning Father Abraham," weren't acknowledged in the discussion, even though both events brought revenue and hundreds of people into the city. Without their involvement the funeral reenactment weekend would have been far less of a learning experience and far more of a danse macabre.

Thanks likewise to the Illinois Humanities Council and Oak Ridge Cemetery for helping make the 150th anniversary more than memorable. We can only hope the 200th commemoration will be remembered with as much grace, reverence and dignity.

William Furry
Executive Director
Illinois State Historical Society



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Former U.S. House Speaker Dennis Hastert leaves Chicago's Dirksen U.S. Courthouse on Tuesday, June 9, 2015, after pleading not guilty to charges that he evaded bank regulations and lied to the FBI.

PHOTO BY TERRENCE ANTONIO JAMES

Going to jail for spending your own money?

By Sarah Delano Pavlik

Dennis Hastert, former Speaker of the U.S. House of Representatives, has been indicted for "structuring" and for lying to federal authorities. He has not been indicted for sexual abuse of a minor. What's behind these charges?

The federal indictment alleges the following facts: (1) that Mr. Hastert sexually abused one or more students while he was a high school teacher and coach; (2) that he agreed to pay a former student ("Individual A") \$3.5 million dollars in compensation for the abuse and not to disclose what happened; (3) from June 2010 to April 2012 Mr. Hastert made fifteen cash withdrawals from his bank accounts of \$50,000 each and gave the money to Individual A; (4) in April 2012 bank officials questioned Mr. Hastert about the withdrawals; (5) after April 2012 Mr. Hastert limited his frequent withdrawals to less than \$10,000; (6) when questioned by the FBI in 2014, Mr. Hastert lied about his use of the cash withdrawals.

United States law requires that financial institutions file a Currency Transaction Report with the Financial Crimes Enforcement Network for any transaction or series of transactions involving cash of more than \$10,000. The purpose of the

law is to identify potential drug trafficking, money laundering or other illegal activities. The law applies to both withdrawals and deposits of cash.

Most of us will never make a \$10,000 withdrawal or deposit, but many businesses do so every day. Convenience stores, grocery stores and many other businesses process a large number of cash transactions every day. Such businesses can be exempted from the reporting requirement as a "qualified business customer." A qualified business customer is a commercial enterprise that (i) has maintained a transaction account at the exempting bank for at least two months; (ii) frequently engages in transactions in currency with the bank in excess of \$10,000; and (iii) is incorporated or organized under the laws of the United States or a state, or is registered as and eligible to do business within the United States or a state.

Regardless of whether or not they would qualify as qualified business customers, certain businesses are ineligible for an exemption. These businesses include financial institutions, vehicle or equipment sales, law firms, accounting firms, doctors' offices, auction houses, charter services (of ships, buses or aircraft), pawn shops,

gaming, investment services, real estate brokers, title insurance companies, unions and marijuana related businesses.

If the transaction limit is \$10,000, it is not difficult to determine that you can avoid the reporting requirement by limiting your transactions to a lower amount, such as \$9,500. In response to this, federal law provides: "No person shall, for the purpose of evading the reporting requirements . . . structure or assist in structuring, or attempt to structure or assist in structuring, any transaction with one or more domestic financial institutions." Because he (allegedly) knowingly limited his withdrawals to avoid reporting requirements, Mr. Hastert has been charged with "structuring."

When questioned by the FBI about his cash withdrawals, Mr. Hastert is alleged to have said he was storing the cash because he did not feel safe with the banking system. Therefore, he has also been charged with knowingly and willfully making materially false, fictitious and fraudulent statements to the FBI.

To many people, it is surprising to learn that it is illegal to lie to the federal government. After all, we are all aware of our Fifth Amendment right not to incriminate

ourselves. Mr. Hastert could have asserted his Fifth Amendment right and refused to answer questions. However, by choosing to (again, allegedly) answer the questions with lies, he committed another federal crime.

Mr. Hastert has not been indicted on any sexual abuses charges, likely for two reasons. First, such matters would generally be a state charge, not a federal charge. More importantly, the statute of limitations on such a crime has likely expired. Mr. Hastert stopped teaching high school in 1981. Apparently the abuse stopped at that point. In 1981, the statute of limitations on felony sexual abuse of a child was three years, meaning it is too late to charge Mr. Hastert with that alleged crime.

This is an unusual case since Mr. Hastert is not alleged to have used his money for illegal purposes but rather only to have structured his withdrawals. It is surprising that this could not have been resolved with a plea agreement that would have allowed him to save face. It will be very interesting to see the outcome. □

Sarah Delano Pavlik is an attorney with Delano Law Offices, LLC. She can be reached at sdpavlik@delanolaw.com

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Internal Medicine

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