

Springfield business journal

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FORTY 40 UNDER 2016

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About Forty Under 40

By Michelle Higginbotham, associate publisher

It is virtually impossible to read through a list of previous recipients of the Forty Under 40 awards without seeing some familiar names. Since 1997, *Springfield Business Journal* has been recognizing outstanding young professionals in Springfield and the surrounding communities, representing a wide variety of local businesses and industries. Many of our area businesspeople, politicians, health care providers and community leaders have been recipients of this award. What they all have in common is their contributions to improving our community, both through their professional

lives and volunteer service. The 2016 recipients are profiled in this issue and will be honored at a reception and awards ceremony held at the University of Illinois Springfield next month. All of the individuals were selected from nominations made by our readers, so thank you for taking the time to tell us about your interactions with these outstanding young professionals. While some people received multiple nominations, the selection process does not merely involve tabulating votes, but rather looking at the overall picture

of the individual's businesses and community involvement. It is only because of the ongoing commitment of our sponsors, Security Bank and the University of Illinois at Springfield MBA Program, that we are able to recognize a new Forty Under 40 class each year. We also appreciate Edgar Curtis, president and CEO of Memorial Health System, who is serving as the keynote speaker for this year's event. Finally, thank you to all of our readers who took the time to submit nominations and helped us identify these very deserving individuals.

KEYNOTE SPEAKER EDGAR J. CURTIS



Edgar J. Curtis has served as president and chief executive officer of Memorial Health System since January 2008. Curtis provides senior level administrative leadership for the overall strategic direction of the health system. He is a Fellow of the American College of Healthcare Executives.

In addition, Curtis serves on the boards of the BJC Collaborative, LLC; Vizient Mid-America and the Illinois

Hospital Association. He is chair-elect of the IHA board of directors and chair of IHA's Transforming Illinois Healthcare task force. He also serves on the Illinois Higher Education Commission on the Future of the Workforce, the board of directors of the Midwest Healthcare Quality Alliance and is a member of several leadership councils for the Greater Springfield Chamber of Commerce. Curtis has also served in leadership roles with several health-related and community organizations, including the Springfield Urban League, United Way of Central Illinois and Central

Illinois Foodbank. Curtis received his master of business administration degree from the University of Illinois at Urbana and his bachelor of science degree in nursing from Southern Illinois University at Edwardsville. He began his career as a registered nurse and later served in management and administrative positions at Memorial Medical Center from 1979-1993. Beginning in October 1993, he served as executive vice president and chief operating officer of Memorial Health System and Memorial Medical Center until December 2007.

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PHOTO BY TERRY FARMER

Meet Doug Mayol

The Cardologist gets a new lease on life

By Colin Patrick Brady

“Twenty-eight years,” marvels the high-spirited and jovial Doug Mayol, reflecting on the longevity of his store, The Cardologist. The venerable shop offers not only greeting cards but novelties, gifts, tchotchkes and other curious delights. Formerly located at 225 S. Sixth St., it has moved to 627 E. Adams St. (near the corner of Seventh and Adams).

The move was not entirely unexpected: Mayol received the news that he had lost his lease in October of last year. Having no intention of shuttering his beloved business of nearly three decades, a move was the obvious next step. “Essentially, we were evicted by the owner of the building,” he explains. “Our last day at the old facility was May 27 of this year – and we started operations in the Adams Street location in

the first week of June, so we were closed for about one week.”

Mayol is enthusiastic about the additional space afforded by the new location. “For one, there is more floor space – that means a larger usable area in which to stock shelves,” he says, adding that it is now far easier to display merchandise than it had been with the old floor plan (the previous location had been 950 square feet with the new location measuring 3,000 square feet). “We have a lot of growing room,” Mayol says. Some of the additional space will be dedicated to work by local artists and there are plans to begin hosting special events as they arise.

The shop’s new location has also made it accessible to a significantly greater amount of foot traffic, a boon in terms of

new local customers as well as visitors from out of town. “We are across from two major hotels and pretty close to the Prairie Capital Convention Center, which is definitely a plus for people to stick their heads in to see what we are all about.” Mayol has also begun to see significant numbers of customers wandering over from the store’s new neighbor, Recycled Records, and notes that repeat business has already begun to pick up.

Mayol is a lifelong Springfield native – he was not only born here but was raised in the same house in which he still lives – and describes himself as a precocious businessman his entire life. In 1971, while still a high school student, he opened his first store, “The By Hand Shop,” which specialized in selling original

art on consignment. That venture evolved into Goods by Hand and Tumbleweed Plant Store before finally becoming The Cardologist in 1976.

Mayol’s irreverent sense of humor is evident in the cards and novelties he stocks, and any visit to The Cardologist is likely to provide amusing encounters with the owner’s witty repartee. After 45 years as an entrepreneur, Mayol is again the new kid on the block, and his excitement is palpable. “I can’t wait for people to come see the new spot,” he says with a grin.

The Cardologist is open Monday through Friday from 9:30 a.m. until 5 p.m. and Saturday 10 a.m. until 3 p.m. □

Colin Patrick Brady is a freelance writer from Decatur.

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Central Illinois Signs and Lighting

Move to old Pleasant Hill School preserves family and neighborhood heritage

By Catherine O'Connor

One of the most striking adaptive reuse projects in Springfield is the transformation of the Pleasant Hill School building into a fabrication studio and showroom for the family-owned Central Illinois Sign and Lighting Company. Earlier this year, the company relocated into the 27,000 square foot former grade school at 3040 Linden Avenue, combining their shop and former 5,000 square foot office, which had previously been located at 1333 N. Wheeler.

Fred, Elly and their son, Jeremy Conaway, have been affiliated with the business for several decades, once known as A.S.I., which stood for Aluminum Steel & Iron Design and Signs. Their story reflects the transformation of American manufacturing, witnessing the decline in the metals industry as the twentieth century groaned to an end, with jobs exported and cheaper products flooding in.

Looking back, they recall the evolution from hand drawn signs, once painted by Fred's father, "Fritz," to the digital L.E.D. custom fabricated lighting displays that have thankfully allowed their family business to thrive.

According to Elly Conaway, who is now the principal owner, "the economy almost killed us. People just don't realize the effect that China had on small business here." While other metal fabrication companies in town ended up selling out, the Conaways survived with a transition into modern signage and lighting.



Future plans may include leasing spaces to smaller tenants like independent real estate or insurance company offices, which could find the gleaming hardwood floors, vast windows and open classrooms just the right fit.

PHOTO BY CATHERINE O'CONNOR

Around 2001, when the Internet began to redefine the business marketing landscape, the Conaways were informed that another company had already seized the initials A.S.I.

They soon came up with the new moniker, C.I. Sign Co.

At that time, young Jeremy's interest in newer methods in decals and lettering for race cars helped the business to reshape and grow. They serve current signage needs ranging from township lettering to government building insignia to graphics for the political signs which perpetually dot the Sangamon County landscape.

As a female-owned business as well as a union shop, the Conaways continue to make substantial new equipment upgrades and work diligently to keep pace with the requirements of government procurement and subcontracting. With three family members and another full time employee, C.I. Signs utilizes Painters Local Union 90 workers for larger jobs. Another of their sons, who lives out of state, is planning a future move to join the business as well.

Their biggest commercial contracts have been with local and regional education and medical industries, hotels, franchises and even some local churches, with a sizeable, unique design project currently underway at a local residential complex. The move to the larger school building location will allow C.I. Signs to get back to the custom fabrication of metals into such things as poles, hand-railings and special containers, which had been the specialty of Fred in earlier years.

When the now obsolete Pleasant Hill School building came up for sale, set in a leafy neighborhood straddling the city's eastern border – not far from Bergen Park golf course – it seemed like destiny. As children, the family homes of Elly and her future husband, Fred, along with their parents and grandparents, were tightly knit into the trim, well-kept neighborhood where Pleasant Hill School was a central fixture. "The place holds so many memories because four generations of our families and friends went to elementary school here. Many of them still live here, because they just love it," according to Elly.

The Conaways were the only bidders when the Springfield school district listed the building for sale last year. They found

that the process of finalizing contracts with the district, city zoning and permit approval went relatively smoothly.

"Friends in the neighborhood told us they were concerned about what could happen to the vacant building, and they were so grateful that we bought it for the business," said Elly. One stipulation of the sale was that a secure perimeter fence would be erected to keep people off the playground, which had remained a popular attraction for neighborhood kids, even after Pleasant Hill closed a few years ago.

Looking ahead to taking Central Illinois Signs and Lighting into the future, Jeremy has many ideas, including potentially remodeling a portion of the surplus space on the upper floors of the school into rental or co-working spaces for start-ups.

As a truly family business, Elly enjoys bringing her grandkids to the office, which has the bonus of kid-sized blackboards, coat hooks, cupboards and many feet of open space to explore. Grandpa Fred has taken up residence in the old principal's office with the closed circuit TV monitors and tardy bells still in place, where he handles accounts and finance.

"Dad and I have also been thinking about the need for a trade school, because there really isn't one for this (the sign and lighting) industry." According to Jeremy, there are at least three decent sized companies in the area that could use employees trained in the specialized skills of the sign trade. "Graphic design education doesn't really reach all the facets we do, like electrical wiring," he said.

"It's a school. It's already set up as a place to teach," Jeremy said, referring to the 25 classrooms on three and half levels, which served 350-500 students for some 70 years.

With C.I. Signs having just completed the transition from its former Wheeler avenue location, the Conaways have plans to hold an open house so neighbors and former students can visit, browse and reminisce about the old school days, while they check out the modern sign shop operations. □

Catherine O'Connor can be reached at catherineoconnor@gmail.com.

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Accepting New Patients

A fresh look for Eighth Street

By Roberta Codemo

Tony Libri was just looking for a place to store his classic cars. He originally planned to purchase the former DX gas station on the corner of Eighth and Cook streets that was built in the 1940s. Instead, he was offered a deal he couldn't pass up.

Libri acquired three properties for a "really good" price but also inherited the prior owner's legal problems. "I received a notice from the city to fix up all three properties," he said. Ironically, Libri ended up selling his car collection to finance the work.

"It was serendipitous," he said. "I don't know if I would have fixed up the properties if the city had not forced my hand. I'm glad they did."

"There's a ton of history in this block," he continued. "This was Lincoln's neighborhood." Many of the homes date back to the 1800s.

Libri took a year off to complete the project. "Not many people would do this," he said, adding that he envisions the area becoming one of Springfield's higher quality neighborhoods.

"I never thought I'd revitalize a neighborhood," he said, explaining that the plan is to have the renovations completed by the end of the year. "These were beautiful skeletons. They just needed to put their clothes on."

Today, he and his wife, Ann, own six properties and are working on turning the one-block neighborhood south of the Lincoln



Office of the charitable organization The Matthew Project, 622 S. 8th St.

PHOTO BY MARANDA POTTERF

Home site around.

"This is a fantastic place to live," he continued, pointing out that the neighborhood has become much safer recently thanks to the presence of the Illinois State Police, which recently moved its headquarters into the former Franklin Life building.

The neighborhood supports the work he's doing. Other property owners are cleaning up and taking care of their homes. "This shows

you what can be done," he said. "They have a story to tell, they're full of history."

The city is behind the project. "Their goal is to improve the neighborhood as well," he said, adding the city and the state recently formed a partnership and are spending \$600,000 for improvements including new streets, curbs, gutters, sidewalks and street lights.

Eventually, he would like to see restaurants

and small shops move into the area. "This is the only area adjacent to a Lincoln site that has not been developed," he said. "There are four or five commercial properties available."

More than 300,000 tourists visit the Lincoln Home site annually, said Libri. Many walk down the block to see what else is around. "Within a half block there are a lot of vacant lots," he said. He'd like to see a Route 66 museum or Corvette museum move in at the corner of Ninth and Cook.

Libri believes the city does not do enough to promote Lincoln. "We need twice as many events to draw tourists here," he said, adding they also need a reason to stay for more than a day.

Where tourists once passed a blighted eyesore, they can now walk a short distance and see active renovations taking place. "This is the perfect neighborhood to rebuild Lincoln's Springfield," he said.

Libri would like to see more blighted neighborhoods rebuilt and points to the renovation work in the Enos Park neighborhood as one example. "There are a lot of areas that could use this kind of love. It just goes to show you what a couple of determined folks can do if they work together," he added. "I've enjoyed this more than any job I've ever had." □

Roberta Codemo is a freelance writer in Springfield.



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Capital Area Real Estate's new office space at 316 E. Adams St.

PHOTO BY DIANE LYDDON

Changes afoot in real estate landscape

By Roberta Codemo

Three local real estate agents recently left The Real Estate Group (3701 Wabash Ave.) and started their own firms, while two previously independent firms have joined The Group.

"Real estate is a transient business," said managing broker Mike Buscher. "People find other opportunities that are more suitable. There's plenty of room for everybody."

He's ecstatic about welcoming Grady Realtors, Inc. of Springfield and Wrightsman-Musso, Ltd. of Virden to The Real Estate Group. "We continue to add strength to the organization," continued Buscher, noting The Group picked up 16 new agents with 87 years of combined experience who will bring a lot of value to the company. Mergers bring new blood into the company. "It brings a different energy," said Buscher, adding that everybody has their own level of expertise.

"We're always looking for good quality agents," said Buscher, pointing out that consolidation is the nature of the real estate business right now. Founded in 1997, The Real Estate Group has grown to 144 licensed agents.

"Real estate is a competitive business," said Phil Chiles. "Agents are independent contractors." However, The Real Estate Group strives to create a team environment, with agents dedicated to helping each other.

Buscher says that agents are attracted to the firm by the education, training, management support and mentoring programs that The Group offers. "We provide unlimited support that is second to none," said Buscher.

"It had nothing to do with The Group," said Phil Chiles, when asked why he left. He recently opened Capital Area Real Estate, 316 E. Adams St. "I was at that stage of my life where I wanted to be on my own and do my own thing."

A former lobbyist and Methodist pastor, Chiles received his real estate license in 2000 and has worked for several firms, including Julie Davis Realtors, Coldwell Banker, ReMax and Aspen Real Estate (prior to its merger with The Real Estate Group).

Chiles first started exploring the idea of opening his own firm a little over a year ago. After weighing the pros and cons, he

made the decision to leave early this year. "I enjoyed my time there," he said, noting that he remains on good terms with Buscher.

"I wanted the ability to do unique things that you can't do when you're part of a big company," continued Chiles. "It gives you a little more flexibility."

He plans to start a home buyer's club with help from affiliates and begin offering classes in home ownership that are geared towards first-time home buyers. Attendees will receive discounts on services such as mortgages, home inspections and title work.

"For someone who's never done this before, it can be a frightening experience," said Chiles. His goal is to make it less so.

He also plans to pay for the cost of pre-inspections. "When you list a house, you have to pay for an inspection," said Chiles. By working with the sellers before the house goes on the market, they will know exactly what needs to be done.

"It's about caring for people," said Chiles, who is also licensed to sell real estate in Florida. "It's about helping them find their dream home."

Chiles grew up on the north end and has deep roots in the area. His great-grandfather, Willis Spaulding, was responsible for building Lake Springfield.

For the past 10 years, Chiles has been looking at downtown buildings with an eye toward eventually opening his own office. "I finally found one I wanted, at a price I could afford, and the rest is history," said Chiles. The building on Adams has 1,600 square feet of office space on the ground floor and two upper-story apartments.

"It's a good location for me," said Chiles. There are currently three agents working for him and one part-time receptionist. Future plans include bringing on more agents, and he expects business to grow 10 to 15 percent per year.

"I love downtown," he enthuses. He would like to see the area become a place where people can come and shop, play and have a good time. "I want to become downtown's Realtor," he said.

Another new real estate office in town was recently opened by Jim Kuhar and Kathy Garst of the KuharGarst Real Estate Team. They left The Real Estate Group and opened



The Real Estate Group held a reception on June 15 to celebrate adding Grady Realtors and Wrightsman-Musso to The Group. (Pat Regan and Pat Grady.)

PHOTO COURTESY OF THE REAL ESTATE GROUP

the first Keller Williams Market Center in the Springfield area, located on the ground level of Town and Country Bank, 3601 Wabash Ave.

After two years of vetting, she and Kuhar made the decision to leave The Group. "It was a fantastic opportunity," said Garst, who said they weren't unhappy. "We still have a lot of good friends at The Real Estate Group."

Kuhar is the operations principal, and Garst is the acting sales team leader. Market center administrator Maria Parsons and transaction coordinator Suzanne Daugherty are administrative staff on site. They are currently recruiting real estate brokers from the area.

They were approached by John Schumacher, the regional director for the mid-American region of Keller Williams Realty. "John knew Jim," said Garst, adding they were "honored Keller Williams chose us."

Garst went on to say, "Keller Williams is the number one training company across all industries, not just real estate. They are a training and education company that just happens to be in the business of real estate. Brokers are very busy people and they need the tools, systems and processes that KW offers."

Garst said it was the right time for KW to come to town. When Keller Williams Realty

offered the opportunity, she and Kuhar asked each other, "Why not us?" "It's a great company for seasoned real estate brokers wanting to ramp up their business as well as newly licensed brokers," she said.

When Garst received her real estate license in 2011 after 30 years in nursing, she felt that there was a lack of tools and training for newly licensed brokers in the Springfield area. "You get a lot of good advice from seasoned brokers, but no systems and models to follow to put you on a path of success. Keller Williams has all that. You don't have to reinvent the wheel. KW has it all with a proven blueprint for success, which ultimately benefits our clients to have highly-trained brokers working for them," said Garst.

"Keller Williams implements an agent-centric model," Garst continued, "which allows agents to create and brand themselves, not the brokerage. KW's culture has been researched and studied and is its greatest attribute. That culture is born out of a model of true profit-sharing available to all brokers without any capital investment, risk or liability."

"We're really excited about the future," said Garst. □

Roberta Codemo is a freelance writer in Springfield.

Delivering the local flavor

By Eric Woods

Tyler Gansky has spent the majority of his life in Springfield with a brief stop in Columbia, Missouri for college. He moved back in 2013 in order to start his own business and has been here ever since. He has been attending the University of Illinois Springfield where he is working toward his bachelor's degree in business administration. From an early age, Gansky knew he wanted to be his own boss. When he moved back to town he decided to start a unique delivery business and take advantage of Springfield's love affair with food. "Food in this town is unlike so many others. Springfield is known for food," he said. From horseshoes to Cozy Dog on Route 66 and multiple appearances on the Food Network, Gansky's business has tapped into an arena that has proven very successful. "You cannot go wrong with something to eat here."

As a young teenager, Gansky worked his first job selling equipment and sharpening skates at Johnston's Sporting Emporium. As he was frequently playing hockey at the nearby Nelson Center at the time, he found it to be the perfect job. Unfortunately, his job as a dishwasher while in college was not so perfect. "In Missouri, the minimum wage is \$7.25 an hour, so I know what it is like to work 40 hours a week for nothing," said Gansky. "I realized that I need to work harder

and smarter and be my own boss." Abe's Takeout is a delivery service that has partnered with more than 30 restaurants in Springfield. As long as a restaurant offers carryout, Abe's will make the delivery. Gansky opened in 2013 and has learned a great deal about starting a business from the ground up. "It started with myself and two other people playing video games at home and doing four to five deliveries a day. Now we're projected to be at about \$1.2 million in sales this year," he said. "My parents are partners in the company and each own a quarter of the business. It is a family business." Currently, the company employs more than 30 people and has provided service to more than 10,000.

Gansky wants to keep money local in order to help stimulate the area economy as the state's financial situation is having a trickle-down effect in Springfield. He has witnessed the economic impact on local businesses stemming from the state budget impasse. "State workers are without the extra spending money. We see all sides of it," he said.

While on the subject of money, Gansky advises anyone looking to start their own small business to budget appropriately. "Take the amount you think you will need and double it," he said. Gansky has experienced

a big learning curve since beginning the company. "What they do not teach in school is the little costs of doing business. The number one reason small businesses fail in their first seven years is a lack of capital. So budget for a rainy day."

Another business lesson learned by Gansky was how to treat employees. "I watched Mark Forinash, who owns Café Moxo, and learned by the way he treats his employees. I watch the way they work for him," he said. "Treat people who work hard for you well, and they will stick around and do their job even better. The average driver for us sticks around almost a year."

Bringing his food delivery brainchild to fruition has been Gansky's greatest achievement to date. "This has been a learning experience for me. I started as a 20-year-old kid flying by the seat of my pants," he said. Looking to the future, Gansky is confident he will still be running his own company while possibly being married with children. If he could know one thing about the future, though, it would be what year the Chicago Cubs will win the World Series. "That would be the biggest party of the century. I want to plan for that day." □

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



PHOTO BY MARANDA POTTERF

Tyler Gansky

Title: Owner, Abe's Takeout LLC
Education: A.A. in journalism from University of Missouri
Family: Not married, no children

Favorites -
Hobby: Playing hockey
Movie: *Happy Gilmore*
Author: Mitch Albom

Tidbits -
Would like to backpack through Europe
Collects old dollar bills
Belongs to the Greater Springfield Chamber of Commerce and Local First



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Springfield's Young and Powerful

Q & A with Dominic Watson

By Haley Wilson



Dominic Watson is a member of the Illinois State Democratic Caucus and has headed the Watson Creative Marketing Group since 2006. He also serves as the executive director for the Springfield Black Chamber of Commerce. We spoke with him about Springfield's Young and Powerful.

What is Springfield's Young and Powerful?

Springfield's Young & Powerful (SY&P) is an extension of The Young & Powerful Group (Y&P), a national collective of young professionals who are dedicated to civic engagement, training future leaders and empowering young professionals to serve disadvantaged communities.

What association does the Black Chamber of Commerce have with The Young and Powerful Group?

SY&P has a unique partnership with the Springfield Black Chamber of Commerce in the form of young professional outreach. Over the past few years the two organizations have hosted numerous events, including young professional brunches, after-work gatherings and outreach fairs.

What impact does this group have locally, statewide and nationally?

In a short time, we have collectively made a huge impact. For instance, the Y&P political action committee worked to raise

over \$300,000 for the 2008 and 2012 Obama campaigns. With the help of dedicated young professionals around the country, we successfully orchestrated dozens of fundraising events in 11 major U.S. cities. In 2013, during inauguration weekend, we were able to organize six events in five days, ranging from a presidential brunch to a black tie gala. Our current focus is on mentoring other young professionals who are coming after us, in addition to getting involved in more cities nationwide.

What is your involvement with the group?

I currently serve as city chair of SY&P in addition to being the national marketing and communications chair for Y&P.

Why did you decide to get involved?

I first got involved with Y&P back in 2011. For a while I was searching for a young professional organization that was engaging civically. I was introduced to one of the founding members of the organization and became closely involved

with the organization. Y&P represented what I wanted to do from a community engagement standpoint.

What are benefits of someone being involved or joining this group?

For me, one of the biggest selling points in being involved with Y&P both nationally and locally is the opportunity to be exposed to many different leaders from around the country – not to mention the opportunity to change individual lives, including your own.

What challenges does the Young and Powerful group face?

We face many of the same challenges that other organizations do during this day and age. Some that stand out are volunteer recruitment, membership involvement and, most importantly, staying relevant. I am extremely optimistic that we can overcome these minimal challenges. □

Haley Wilson is a writer and marketing professional in Springfield.

Moving Announcement...

Tammy Hearn worked in healthcare's corporate world for years but always dreamed of owning her own business. After taking some time off to raise the Hearn's two children, in 2012 she noticed that Star Uniforms was closing. She knew there was a need for a uniform provider in Springfield and could see a bright future in it. She opened the business and throughout the ownership transition, Tammy is grateful to have kept Ally Quinn as her star employee.

The medical field is key in her company sales, but Bright Star Scrubs and Uniforms outfits many other industries. From firefighters, to EMT's, to the restaurant industry, and beyond, Tammy has you covered because her goal is to meet the needs of her community. Bright Star also does onsite fitting, in-house embroidery, and provides miscellaneous employee apparel while making it all affordable, even if you just need one item.

As a member of the Chamber and many other local organizations, Tammy loves being a piece of the community puzzle and helping her fellow local businesses grow.

When Bright Star moved into its new location on 2205 Wabash, Tammy appreciated when Cynthia Mackenzie of First Bankers Trust Company stopped in to welcome her to the neighborhood. Tammy remembers, "She didn't even bring banking information." With the First Bankers "Community Days" event approaching, Cynthia asked Tammy if she would like to set up a booth and do a radio spot during the event. "Before I was even a customer of theirs, they gave me a slot on that radio remote to talk about my business. They gave me a commercial practically! They did that for us, and they have my undying loyalty."

As a one of the bank's newer customers, Tammy is happy to say, "I think I've met everybody in that bank. I had a chance to talk to some of their other customers during the Community Days, and they had similar stories to tell. First Bankers is more than just a bank. They're friends, they're family, and it's really nice."

We are happy to be a part of the Springfield community. Come see us and our friends at Bright Star because we share the vision of wanting to see your business succeed.



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EQUAL HOUSING LENDER

The social era of marketing

By Eric Woods

Kaleigh Moore has lived the majority of her life in Jacksonville, with a brief stint in Springfield, and enjoys the affordability of the area. She also appreciates the great small business environment. “There are a number of wonderful small businesses, especially restaurants, in the area,” she said. She would, however, like to see more opportunities for young people in their 20s. “The area is not really growing right now. We are not attracting people my age. It is really lacking.”

Moore grew up wanting to be an astronaut and a writer, and one of those dreams did come true. Her first job growing up was at a movie theater slinging popcorn. Her worst job experience, though, was as a dishwasher. Every job left a mark. “I think all jobs are a learning experience,” she said. Something else she learned early in life was the importance of being nice and a good person. “People have a tendency to leave that behind and get greedy. Being nice has been helpful to me. Handwritten thank you notes or simple phone calls can go a long way.”

While in college, Moore ran a very

successful e-commerce business and learned a good deal about marketing and social media. After graduating, she found herself with the opportunity to start a new business that focused on social media and helping businesses expand their reach. She and her husband soon began Lumen, which offers creative strategies to assist organizations. The company centers on copywriting, editing, social media management, consulting, graphic design and branding. “I focused on social media initially, but over time I shifted to writing. Now I spend 20 percent of my time on social media and the rest is creating content,” said Moore. Clients include e-commerce and software companies all over the world. Moore will write copy for emails, blog content and web content.

Initially Moore started Lumen as a job on the side, but she transitioned to running the company full-time once she felt comfortable going that route. For those wanting to get their own small businesses going, Moore says to “make sure it is something you love. You will be working eight to 10 hours a day, so you must love it, otherwise it becomes

just like any other job,” she said. “Commit to it and enjoy it. You should not do it as a fleeting thing in the hopes of getting rich.” It is also crucial to be specific and find a niche, according to Moore. She was advised not to try and be everything to everyone and instead attempt to connect with a particular demographic.

Moore has had a passion for writing since she was a child. Growing up, she won a young author’s contest and today she is fortunate to write for publications such as *Entrepreneur* and *Inc. Magazine*. A future goal is to write a book, and while she does not have any specifics just yet, she is leaning toward fiction.

Moore’s career is just beginning, and looking ahead she believes she will remain in central Illinois and still be working on her own and with various partners. Personally, she wants to grow her family and find time to fit in more traveling. “I am in a really good place right now,” she said. □

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



PHOTO BY FRAMEWORK PHOTOGRAPHY

Kaleigh Moore

Title: Owner, Lumen
Education: B.A. in communication from University of Illinois Springfield
Family: Husband – Brandon

Favorites –
Hobby: Reading
Author: Erik Larson
Restaurant: Biaggi’s

Tidbits –
Fluent in Spanish
Enjoys yoga
Would like to visit Paris someday

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All Star Kutz	Audrey Austin	217-698-5889
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Capital City Courier	Michael Pittman	217-528-2998
Davis Mechanical, Inc.	Joe Davis	217-753-3140
Diversity Agreements Procurement Co.	Veronica Williams	217-698-2702
Ds Auto World	Drewnard Woods	217-753-1100
Environ	James Forney	217-523-9280
E T Lawn Care	Elmer Taborn	217-971-8023
Heard John	John Heard	217-638-2207
H & J Lawn Care	Howard Veal	217-816-5878
Independent Associates	Larry Hemmingway	217-553-9582
Infrastructure Engineering	Michael Sutton	312-405-9560
Innovative Concepts & Solutions Too, Inc.	Linda Dillon	217-741-6485
L & M Gymnastics	Leroy McDaniels	217-753-2613
Lathan Harris Inc.	Gina Whitener	217-553-3148
MJ's Fish and Chicken Express	Jerome Taylor	217-572-0257
MLB Lawn Service	Dave Freeman	217-741-8063
Oliver Consulting	Tina Wilkins	217-220-1056
Perfecting Business LLC	Jeleta Robinson	217-721-9600
Photography by Jimmie	Jimmy Treadwell	217-523-8004
Porter Technologies	Kenneth Porter	217-415-3075
Prepaid Legal Services, Inc.	Jerrie Blakely	217-546-2138
Primed for Life, Inc.	Leshonda Rogers	217-789-2980
PT's BBQ (2 locations)	Perry Hines	217-620-1013
Pure News	T C Christian	217-528-5588
Robert Moore & Associates	Robert Moore	217-793-3505
S & P Productions	Patricia Dulin	217-971-7389
Springfield IL African American History Foundation	Douglas King	217-546-0115
Springfield's Young & Powerful	Dominic Watson	217-220-3398
Synergetic Solutions Inc.	Mellissa Hamilton	217-494-7210
The Key	John Crisp	217-670-2113
The Network Group	Kimberly Moore	217-553-8890
The Springfield Project	Timothy Rowles	217-753-3551
Total Essence Beauty Salon	Kila Alexander	217-544-2483
Upward Media Studios	Ronald Rhone	217-529-5209



Pam Frazier, All In One C.E.O., takes a rare break from powerwashing vehicles in the parking lot at Lincoln Land Community College.

PHOTO BY CATHERINE O'CONNOR

All in One

A small company, covering a lot of ground

By Catherine O'Connor

Pamela Frazier, owner of All In One On-Site Mobile Wash and Detail has a motto: "Just get it clean." The Springfield native is full of energy and loves what she does.

She and her crew, which includes her husband Robert, travel throughout central Illinois providing on-site power washing and dry extraction services for residential, commercial/industrial and government jobs of all sizes. Frazier oversees everything from bids and scheduling to managing the hands-on work of scrubbing and detailing a wide range of projects.

Frazier says that each day is unique and never long enough. The range of jobs they tackle encompasses cars, RVs and motor homes but also entire fleets of trucks, structural exterior surfaces, concrete preparation, massive bridges, boats, airplanes, construction clean-up and everything in between.

Frazier has seen her business succeed mostly by word-of-mouth from a growing number of satisfied customers. With no "brick and mortar" location, the large All In One truck and trailer – containing the water and equipment needed for power washing – has become her best advertising as it pulls up to each job.

The company's commercial work with IDOT has included the power washing of dozens of bridges over the Mississippi River to remove grime and salt, which can corrode the metal surfaces. Hanging suspended by a bright pink harness high above the swirling waters of the Mississippi, the diminutive Frazier has undoubtedly caught the attention of onlookers.

"Our niche is being mobile. We set up shop in a location and people are fascinated that the water source and extraction are all self-contained. We jump out and get it done," Frazier said.

According to Frazier, they never know what the job will entail until they arrive. However, the grungiest and most challenging cleanups can often be the most rewarding as they provide almost instant gratification. A typical job may involve interior, exterior and engine detailing along with dressing the tires and the occasional pick-up and delivery of a car to its owner.

Individuals and dealers find All In One's services invaluable for vintage, antique, rebuilt or returned lease vehicles, which

may have been used by a smoker, harbor a cubic ton of dog hair or just not have been very well cared-for. "Anytime it is at least 27 degrees with sunshine, we're out there," Frazier said.

Their service area has covered a wide swath from Quincy to Havana, Clinton, and Litchfield, from rural areas to metro dealerships. Building relationships and friendships means a lot to Frazier.

Return customer Nita Crews of Virden, who works in Springfield, summed up why she is sold on the services of All In One. "We're all busy but want clean vehicles. They help to move one more thing off your checklist," Crews said.

As a result of All In One's mobility, the company can be flexible and provide on-site services that sometimes piggyback with errands and repairs, meeting the needs of professionals on the go. "Some salespeople practically have to live out of their cars – keeping it clean makes good business sense," Frazier says. Another way she has been able to introduce their services and expand the customer base has been by setting up regular "clean car" days for organizations, which will have employees sign up in advance for washing and detailing to be done in their office parking lot during the work day.

When companies use car detailing as a gift to celebrate a work anniversary or to reward goals met, employees just love it, according to Frazier. "It's great as a birthday gift or a little indulgence you give to yourself, like a 'spa day' for the car," Crews said.

All In One was started 14 years ago and is a State of Illinois certified Minority/Female Business Enterprise and an IDOT Disadvantaged Business enterprise. Frazier is a graduate of Southeast High School and Robert Morris College as well as a proud member of the Springfield Chamber of Commerce and is very active in the community.

Pamela and Robert Frazier's work ethic seems to shine through in their business practices. "Put your signature on it," she says with a smile.

To schedule services or purchase gift cards, contact Pam at 217-415-7719. □

Catherine O'Connor may be reached at catherineoconnor@gmail.com.

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Sabha Ganai, MD, PhD, FACS

Age: 39 when nominated
Occupation: Assistant professor of surgery, Southern Illinois University School of Medicine; director of Gastrointestinal Oncology, SIU Simmons Cancer Institute
Email: sganai@siumed.edu
Online: Twitter: @DrSabha
Education: B.S., biomedical engineering, University of Southern California Viterbi School of Engineering; M.D., Keck School of Medicine at the University of Southern California; Ph.D., molecular and cellular biology, University of Massachusetts Amherst; M.P.H. candidate, Harvard T.H. Chan School of Public Health
Family: Single mom; brothers live in southern California
Affiliations / Community Activities: Zonta International, Springfield Chapter



- **Biggest guilty pleasure?** Karaoke!
- **Best 'perk' of your current job?** Helping patients deal with their cancer diagnosis.
- **How should Springfield retain young professionals like yourself?** Providing a vibrant and creative environment to thrive outside of the workplace.

Tara Long

Age: 37
Occupation: Photographer /owner, Tara Long Photography
Email: taralongphotography@gmail.com
Online: Facebook, Instagram: taralongphotography
Education: Blessed Sacrament School; Sacred Heart-Griffin; Eastern Illinois University (degree in elementary education)
Family: Husband – John Long (attorney with Cavanagh & O'Hara Law Offices); children – Lennon, Norah, Harrison



Affiliations / Community Activities: Member of Young Philanthropists; member of Junior Circle of Hope; photographer for "Let It Be Us" (photographing foster children in hopes of finding them permanent homes); member of Blessed Sacrament Parish (doing photography work for the school and parish when needed); photographer for the Pink Gala (photographing survivors of breast cancer).

- **Biggest guilty pleasure?** Going to concerts with my husband and friends, traveling with my family, and the occasional quick trip to Anthropologie.
- **Best 'perk' of your current job?** Biggest perk by far is that I get to make people happy every single day (there aren't many jobs around where you get to say that!) and that I get to be part of a really amazing group of women in my #TLONGFAM Group, who are always willing to help others and always showing how incredible our community of local moms truly is.
- **How should Springfield retain young professionals like yourself?** Creating camaraderie is so important. Local businesses learning from and leaning on one another helps businesses not only to grow but helps us grow as good people/citizens as well, which in turn makes our community a place where we want to raise our families. The fellowship we have in Springfield is truly what makes the Springfield community a great place to be a young professional.

Sam Perks

Age: 26
Occupation: Broker/Team leader : The Sam Perks Team at RE/MAX Professionals
Email: Sam@EveryoneLikesPerks.com
Online: Facebook.com/EveryoneLikesPerks; Twitter: @SamPerksTeam; Instagram: SamPerksTeam
Education: SIU-E and Lewis & Clark Community College
Family: Significant other – Benjamin; dogs – Reagan and Lincoln; parents, three brothers and one sister.



Affiliations / Community Activities: Commercial Real Estate Network committee member (chairman, 2015); Capital Area Realtors government affairs committee; Sangamo Club; National & Illinois Association of Realtors; Capital Area Realtors

- **Biggest guilty pleasure?** I love a gourmet dining experience. I like to cook, but I love to try local restaurants with creative menus wherever I go. I think food should be art and not just functional. Springfield has some great places to try new things.
- **Best 'perk' of your current job?** The ability to be genuinely useful at major milestones in our clients' lives. Specifically, RE/MAX has allowed me to develop my services as a commercial practitioner, while expanding my residential brokerage team and offering property management services simultaneously. Being "full-service" is a huge perk for my clients and me...and 'Everyone Likes Perks.'
- **How should Springfield retain young professionals like yourself?** Springfield is succeeding at expanding cultural activities, providing well-managed parks and entertainment venues and improving infrastructure. The next step is to excite and inspire young people to create new things. Government and business leaders must play an active role in showing young people that their innovative ideas are valued here, and that we want to help them build reality out of creative thinking. Young people often feel like that don't have a seat at the table, and that must not be the case.

Abby Sgro

Age: 27
Occupation: Associate attorney, Giffin, Winning, Cohen & Bodewes, P.C.
Email: asgro@giffinwinning.com
Education: J.D., Saint Louis University School of Law; University of Dayton School of Law; Eastern Illinois University; Bachelor of arts in journalism with minor in Spanish and pre-law
Family: Husband - Ben Sgro; parents - Charles & Lynn Allgire; in-laws - Gregory and Leslie Sgro, Nick Sgro, Sarah Sgro



Affiliations / Community Activities: Illinois State Bar Association; Central Illinois Women's Bar Association; Sangamon County Bar Association; Government Bar Association; newly appointed registration chair for Illinois Women in Leadership; founding member of Junior Circle of Hope; Illinois Innocence Project Task Force committee member and pro-bono attorney; at-risk student mentor for Icouldbe.org; wish granter for the Make-A-Wish Foundation; CJA panel member.

- Biggest guilty pleasure?** Reality TV and Mexican food.
- Best 'perk' of your current job?** The variety of work. I learn something new every day, and I interact with new people on a regular basis. Also, my co-workers are a major perk. They make my work days enjoyable.
- How should Springfield retain young professionals like yourself?** Springfield's best quality is the plethora of community and volunteer organizations, as well as the closeness of the community. In order to retain young professionals, Springfield should continue to keep the amazing community and volunteer organizations alive. New restaurants and shops are always a bonus, too!

Christopher J. Stritzel

Age: 37
Occupation: Project engineer, Crawford, Murphy & Tilly
Email: cstritzel@cmtengr.com
Online: Twitter (@cstritzel), LinkedIn
Education: BS, civil engineering, University of Illinois, New Berlin High School
Family: Wife – Tiffany; Children – Owen and Paige
Affiliations / Community Activities: Member West Side Christian Church; Camp Compass volunteer; past Springfield Sharefest volunteer; past president Illinois Society of Professional Engineers (ISPE); past Project Lead the Way mentor; Leadership Springfield alumnus (2014); volunteer youth baseball and basketball coach



- **Biggest guilty pleasure?** Chipotle (they know me by name) and ice cream (cookie dough)
- **Best 'perk' of your current job?** The best 'perk' of my job is the flexibility CMT provides its employees to allow and encourage them to become engaged in various extracurricular activities outside of the workplace. From volunteering at local not for profits, to serving on committees and boards, to remaining involved with family activities and sporting events, CMT remains steadfast in its commitment to the growth of the individual employee, both internally and outside the workplace.
- **How should Springfield retain young professionals like yourself?** Retaining young professionals starts with changing the culture and perception of our community. Often times we take for granted what we have right in front of us. As a lifelong resident of the Springfield area, I have come to cherish the family values provided by our community to young professionals and their families. Marketing this culture, as well as providing opportunities for quality education and safe, family friendly activities, will help sustain Springfield as a 'Best Place to Live' for years to come.

Peer Reviewed.

These Springfield Area LEADING LAWYERS were recommended by their peers to be among the top lawyers in Illinois

Bernard G. Segatto, III	Barber Segatto Hoffee Wilke & Cate	217.544.4868	Close/Private Held; Commercial Litigation; Land Use/Zoning/Condemn; Real Estate: Commercial
Randall W. Segatto	Barber Segatto Hoffee Wilke & Cate	217.544.4868	Elder; Real Estate: Commercial
R. Kurt Wilke	Barber Segatto Hoffee Wilke & Cate	217.544.4868	Civil Appellate; Close/Private Held; Real Estate: Commercial
Barry Hines	Barry Hines - Attorney at Law	217.698.8444	Agriculture; Real Estate: Commercial; Trust/Will/Estate
Michael Glenn Barton	Bellatti Barton & Cochran LLC	217.793.9300	Agriculture; Close/Private Held; RE: Commercial; Tax: Individual; Trust/Will/Estate
Daniel L. Fultz	Brown Hay & Stephens LLP	217.544.8491	Crim Defense: Felonies/Misd
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; Close/Private Held; Trust/Will/Estate
Bruce S. Bonczyk	Bruce S. Bonczyk Ltd	217.525.0700	Construction
J. Randall Cox	FeldmanWasser	217.544.3403	Commercial Litigation; Crim Def: DUI; Crim Defense: Felonies/Misd
Carl R. Draper	FeldmanWasser	217.544.3403	Civil Rights/Constitutional; Employment: Employee; False Claims Act/Whistle Blower
Howard W. Feldman	FeldmanWasser	217.544.3403	Construction; Family; ADR: Family
Kelli Ellen Gordon	FeldmanWasser	217.544.3403	Family
Stanley N. Wasser	FeldmanWasser	217.544.3403	Construction
John E. Stevens	Freeborn & Peters LLP	217.535.1060	Gov/Municipal/Lobby/Admin
James R. Enlow	Gates Wise Schlosser & Goebel	217.522.9010	Bankruptcy: Individual; Bankrupt/Workout: Comm; Commercial Litigation
Gordon W. Gates	Gates Wise Schlosser & Goebel	217.522.9010	Bankrupt/Workout: Comm; Close/Private Held; Comm Lit; Land Use/Zoning/Condemn; RE: Commercial
Todd M. Goebel	Gates Wise Schlosser & Goebel	217.522.9010	Crim Def: DUI; Crim Defense: Felonies/Misd
Frederick J. Schlosser	Gates Wise Schlosser & Goebel	217.522.9010	Crim Def: DUI; Crim Defense: Felonies/Misd
Bradley B. Wilson	Gates Wise Schlosser & Goebel	217.522.9010	Civil Rights/Constitutional; Employment: Employee
D. Peter Wise	Gates Wise Schlosser & Goebel	217.522.9010	Crim Def: DUI; Crim Defense: Felonies/Misd; Crim Def: White Collar
Herman G. Bodewes	Giffin Winning Cohen & Bodewes PC	217.525.1571	Association/Non-Profit; Close/Private Held; Gov/Municipal/Lobby/Admin; Trust/Will/Estate
Creighton R. Castle	Giffin Winning Cohen & Bodewes PC	217.525.1571	Close/Private Held; Real Estate: Commercial; Tax: Business; Tax: Individual
David A. Herman	Giffin Winning Cohen & Bodewes PC	217.525.1571	Commercial Litigation; Gov/Municipal/Lobby/Admin
R. Mark Mifflin	Giffin Winning Cohen & Bodewes PC	217.525.1571	Commercial Litigation; Gov/Municipal/Lobby/Admin
John L. Swartz	Giffin Winning Cohen & Bodewes PC	217.525.1571	Bankrupt/Workout: Comm; Comm Lit; Creditor Rights/Commercial Collect; Gov/Muni/Lobby/Admin; RE: Commercial
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N. LaDonna Driver	HeplerBroom LLC	217.321.0362	Environmental
Edward W. Dwyer	HeplerBroom LLC	217.321.0361	Environmental
Katherine D. Hodge	HeplerBroom LLC	217.321.0360	Environmental
Lance T. Jones	HeplerBroom LLC	217.993.7151	Commercial Litigation; Employment: Mgmt; Gov/Municipal/Lobby/Admin
Stephen R. Kaufmann	HeplerBroom LLC	217.528.3674	Class Action/Mass Tort Def; Ins Coverage/Reinsurance; PI Defense: General; Product Liab Defense; Tox Tort Def
Thomas H. Wilson	HeplerBroom LLC	217.528.3674	Civil Appellate; Commercial Litigation
Adrian E. Harless	Heyl Royster Voelker & Allen PC	217.522.8822	Health; Med-Mal Def
Michael T. Kokal	Heyl Royster Voelker & Allen PC	217.522.8822	Product Liab Defense; Toxic Torts Defense
Theresa M. Powell	Heyl Royster Voelker & Allen PC	217.522.8822	Employment: Mgmt; Med-Mal Def; Prof'I Malpractice Defense
Gary S. Schwab	Heyl Royster Voelker & Allen PC	217.522.8822	PI Defense: General; Prof'I Malpractice Defense
Daniel R. Simmons	Heyl Royster Voelker & Allen PC	217.522.8822	PI Defense: General; Work Comp Defense
Edward R. Gower	Hinshaw & Culbertson LLP	217.528.7375	Commercial Litigation; Construction; Gov/Municipal/Lobby/Admin
Raylene DeWitte Grischow	Hinshaw & Culbertson LLP	217.528.7375	PI Defense: General; Work Comp Defense
William P. Hardy	Hinshaw & Culbertson LLP	217.528.7375	Civil Appellate
James M. Lestikow	Hinshaw & Culbertson LLP	217.528.7375	Close/Private Held; Trust/Will/Estate
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Russell L. Reed	Hinshaw & Culbertson LLP	217.528.7375	PI Defense: General; Prof'I Malpractice Defense
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Charles R. Schmadeke	Hinshaw & Culbertson LLP	217.528.7375	Civil Rights/Constitutional; Employment: Mgmt; Gov/Municipal/Lobby/Admin; School
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Ronald J. Kanoski	Kanoski Bresney	217.523.7742	PI: General
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James E. Neville	Neville Richards & Wuller LLC	618.277.0900	Med-Mal Def; PI Defense: General; Product Liab Defense; Transportation Def: Avi/FELA/Mari; Tox Tort Def
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Robert G. Wuller, Jr.	Neville Richards & Wuller LLC	618.277.0900	PI Defense: General; Real Estate: Tax
Cheryl S. Neal	PNC Wealth Mgmt/Estate Settlement	217.753.7130	Trust/Will/Estate
James A. Borland	Quinn Johnston Henderson, et al.	217.753.1133	PI Defense: General; Product Liab Defense
Matthew J. Maddox	Quinn Johnston Henderson, et al.	217.753.1133	Med-Mal Def; PI Defense: General; Prof'I Malpractice Defense
Larry D. Kuster	Rammelkamp Bradney PC	217.245.6177	Commercial Litigation; PI Defense: General; School; Work Comp Defense
David R. Reid	Reid Law Office LLC	217.546.1001	Close/Private Held; Tax: Business; Tax: Individual; Trust/Will/Estate
Michael M. Durr	Sgro Hanrahan Durr Rabin & Bruce LLP	217.789.1200	Real Estate: Assoc/Condo; Real Estate: Commercial; Real Estate: Residential
Donald J. Hanrahan	Sgro Hanrahan Durr Rabin & Bruce LLP	217.789.1200	Social Security Disability
Gregory P. Sgro	Sgro Hanrahan Durr Rabin & Bruce LLP	217.789.1200	Land Use/Zoning/Condemn; Real Estate: Commercial; Workers' Compensation
Stephen J. Bochenek	Sorling Northrup	217.544.1144	Association/Non-Profit; Close/Private Held; Labor: Mgmt; RE: Commercial; RE: Residential
James D. Broadway	Sorling Northrup	217.544.1144	Close/Private Held; Commercial Litigation; Health; Real Estate: Commercial
Gary A. Brown	Sorling Northrup	217.544.1144	Land Use/Zoning/Condemn; Public Utilities: Gas/Water/Elec; Work Comp Defense
Michael C. Connelly	Sorling Northrup	217.544.1144	Close/Private Held; RE: Commercial; RE: Tax; Tax: Business; Trust/Will/Estate
E. Zachary Dinardo	Sorling Northrup	217.544.1144	Close/Private Held; Health
William R. Enlow	Sorling Northrup	217.544.1144	Association/Non-Profit; Banking; Gov/Municipal/Lobby/Admin
James G. Fahey	Sorling Northrup	217.544.1144	Civil Appellate; Employment: Mgmt; PI Defense: General
Mark H. Ferguson	Sorling Northrup	217.544.1144	Banking; Close/Private Held; Mergers & Acquisitions
C. Clark Germann	Sorling Northrup	217.544.1144	Close/Private Held; Mineral & Natural Resource; Real Estate: Commercial
Lisa Harms Hartzler	Sorling Northrup	217.544.1144	Health
Michael G. Horstman, Jr.	Sorling Northrup	217.544.1144	Association/Non-Profit; Close/Private Held; RE: Commercial; RE: Residential; Tax: Individual
Jeffrey R. Jurgens	Sorling Northrup	312.544.1144	Election, Political & Campaign; Gov/Municipal/Lobby/Admin
John A. Kauerauf	Sorling Northrup	217.544.1144	Close/Private Held; Employment: Mgmt
Kirk W. Laudeman	Sorling Northrup	217.544.1144	Med-Mal Def; PI Defense: General; Prof'I Malpractice Defense; Transportation Defense: Avi/FELA/Mari
James M. Morphew	Sorling Northrup	217.544.1144	Election, Political & Campaign; Gov/Municipal/Lobby/Admin
David A. Rolf	Sorling Northrup	217.544.1144	Agriculture; Commercial Litigation
Peggy J. Ryan	Sorling Northrup	217.544.1144	Family
Stephen A. Tagge	Sorling Northrup	217.544.1144	Banking; Close/Private Held; ADR: Comm Lit; RE: Commercial; Tax: Business
Todd M. Turner	Sorling Northrup	217.544.1144	Banking; Close/Private Held; Real Estate: Commercial
Bruce A. Beeman	Wolter Beeman Lynch & Londrigan	217.753.4220	PI: General; PI: Professional Malpractice
Timothy J. Londrigan	Wolter Beeman Lynch & Londrigan	217.753.4220	Class Action/Mass Tort Plaintiff's; PI: General; PI: Prof'I Malpractice; PI: Product Liability
Francis J. Lynch	Wolter Beeman Lynch & Londrigan	217.753.4220	PI: General; PI: Professional Malpractice; Workers' Compensation
Randall A. Wolter	Wolter Beeman Lynch & Londrigan	217.753.4220	PI: General; PI: Professional Malpractice; Workers' Compensation

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Melissa Hamilton

Age: 36
Occupation: Founder of Your Corner Office, Inc. and president of Synergetic Solutions, Inc.
Email: Community@urcorneroffice.com
Online: Facebook/URCornerOffice; Twitter @URCornerOffice; LinkedIn Your Corner Office; URCornerOffice.com
Education: Attended District 186 schools, graduating from Lanphier High School. Went on to attend college at Benedictine University at Springfield and graduated with a bachelor's of business administration in management and organizational behavior.
Family: Celebrating 13 years of marriage to high school sweetheart Wayne Hamilton, Jr. Together we have one son, Tyree Hamilton, who is a recent graduate of Springfield High School.



Affiliations / Community Activities: Personal: Co-chair of Downtown Springfield, Inc.'s retail coordination committee; co-chair/secretary of the Illinois Black Chamber of Commerce IT committee; Q5 Diversity Development Council member. As Synergetic Solutions, Inc./Your Corner Office: Springfield Black Chamber of Commerce; Illinois Black Chamber of Commerce; Greater Springfield Chamber of Commerce; Downtown Springfield, Inc.; Local First; Synergetic Solutions, Inc. DBA Your Corner Office is certified in these programs: CMS Small Business Set Aside, CMS Business Enterprise Program, and IDOT Disadvantaged Business Enterprise.

- **Biggest guilty pleasure?** I would definitely have to say watching celebrity reality television programs. I typically watch them while cleaning or just needing a "relax" day.
- **Best 'perk' of your current job?** My entire job as a whole is one big perk. I truly enjoy helping people and my community in any way I can be of service. I like being a part of helping someone succeed or find success. Even if it is something as simple as giving someone advice or just listening.
- **How should Springfield retain young professionals like yourself?** In order to retain young professionals here in Springfield, we need to create more awareness of the opportunities Springfield has to offer: education, careers, entertainment, family growth and personal development. We need our young professionals to feel a part of something great and allow them to share their ideas on how to make Springfield better. Their contribution of new ideas can be a stepping stone towards recognizing their future can be right here in Springfield. Just because we are considered "a small town," we still have plenty to offer.

Nathan Bishop

Age: 31
Occupation: Program director, Downtown Springfield Incorporated
Email: nathan@downtownspringfield.org
Online: LinkedIn
Education: Masters degree in urban and regional planning - University of Colorado, bachelor's degree in science - Murray State University
Family: Wife - Cara; daughters - Harper, Vivienne; dog - Dash
Affiliations / Community Activities: American Institute of Certified Planners (AICP); Illinois Chapter of the American Planning Association; Urban Action Network advisory member; co-founder, Springfield Forward; Sustainable Design Assessment Team (SDAT) working groups; Springfield Comprehensive Plan steering committee



- **Biggest guilty pleasure?** Fantasy baseball and pizza
- **Best 'perk' of your current job?** The best perk of my job is having the opportunity to be involved in the revitalization of downtown. This is where my family and I enjoy frequenting, as it provides a uniqueness unmatched anywhere in the city...so it's pretty nice to have so many great local establishments and things going on downtown that are steps away on a daily basis.
- **How should Springfield retain young professionals like yourself?** Today's young professionals want more than a job, they want a city they can make their own. They want dense urban amenities that allow them to dive in and have fun when they're not working, and they want a wide labor market so they can find their next job when they're ready. Collaboration locally will be key, with a particular need for large local employers to support each other to attract and retain talent. One of the biggest selling points for this region is definitely the affordability factor. For Springfield, the offer to business needs to include an offer for people. This means addressing the wider components of place-making and livability, such as housing diversity, transport options and cultural activities, which in turn will help talent stick. Downtown revitalization is already underway and is the ideal place to put resources and energy to bring these components together.



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Micah R. King

Age: 38
Occupation: President, Identi-Check, Inc.; vice president of project management King Technology, Inc.; secretary-treasurer eGrain, Inc.
Email: micah@identi-check.com, micah@kingtech.net
Online: LinkedIn
Education: BA in economics, minor in physics from Rollins College
Family: Son – Calvin M. King; brother – Isaac King; sister – Kim King; parents – M. Kay and N. King
Affiliations / Community Activities: On the board of the Springfield Lake Shore Improvement Association (SLSIA)



- **Biggest guilty pleasure?** Anything outside makes me happy. Hunting, fishing, wake surfing, wakeboarding, gardening, fitness
- **Best 'perk' of your current job?** KingTech: We assist children in DCFS care to find relatives for placement options. It's nice to help speed the process up and help a child find a stable home fast and with family members. Identi-check: I'm happy to help lower the hiring risk for employers by helping them know who they are hiring. eGrain: It's interesting to be at the forefront of bringing technology to the farming business. Overall though, it's great to work for a family-owned company allowing for a flexible schedule during hunting season.
- **How should Springfield retain young professionals like yourself?** Paul Palazzolo called it "Springfield Next" during his run for mayor, and his initiative was intended to build a city that can take advantage of the ability to attract and grow jobs and retain the next generation of young professionals. We should build off this concept and help bring the young professionals back to Springfield. Bring the options and variety from the big cities where the young professionals currently reside to Springfield. Create community growth that is stimulating to young professionals and their families. Our leaders should listen to millennials and young professionals about what is wrong with Springfield and take steps towards improvements. Springfield parks are primarily located in highly populated areas and offer more than just the park with a jungle gym and soccer goal. They offer outside entertainment, arts, bike paths and other fun activities for the entire family. But what about the parks at the lake? Opportunities at the lake for entertainment and recreation seem endless. For example, it's sad that a national landmark such as the beach house is no longer accessible to the community except for private rental. I believe more emphasis should be placed on downtown Springfield, helping stimulate business to create more jobs for young professionals.

Sarah Jones

Age: 36
Occupation: Nonprofit consultant/Self-employed
Online: I'm a social media junkie, so I keep my current profiles and contact info on an about me page. <https://about.me/sarah.jones>
Education: University of Illinois - Springfield
Family: Here in town I have my parents, Michael and Debra Jones, two younger sisters, Rebecca and Rachel, and my terrific niece, Isla Mae Steward. My grandma's family has been in Springfield for seven generations so I have some cousins around, too.



- Affiliations / Community Activities:** I'm currently a board member for the local Sierra Club. I have also served as a volunteer at the Abraham Lincoln Presidential Museum, Junior League member and Kids in the Kitchen chair, Kings Daughters Organization member and cookbook committee person, Girl Scouts volunteer and a tour guide at many historic sites as well as involvement with my church.
- **Biggest guilty pleasure?** Wasting weekends by watching full seasons of my favorite shows and random documentaries on Netflix (I highly recommend the documentaries *Dinosaur 13* and *Inequality in America*).
 - **Best 'perk' of your current job?** I have gotten the chance to meet people and learn things that I never would have expected when I was a history student at UIS with my heart set on a job in museum administration. I have worked with private schools, arts organizations, a national breast cancer support organization and an international student exchange program. The variety of my projects, as well as the flexibility, is wonderful. One of my current projects is a race event this fall for The Friends of the Sangamon Valley. Did you know we have the largest preserve for Franklin Ground Squirrels in the country? I learn something new with each group I get to meet. It's also amazing to have the chance to make a positive impact on our community.
 - **How should Springfield retain young professionals like yourself?** I would love to see our community continue to support projects that bring families back into our traditional neighborhoods (like the work the Enos Park Association is doing). I grew up on the south side of town near the center of the city and it was nice being within walking distance to my school, a park and restaurants. Keeping families at our city's core is important. Also, more service and community engagement opportunities for families with younger children. Spending time working with other people on community projects helps us feel more engaged in our city and more likely to stay as we move up in our professional life.

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Jakob Lohrenz

Age: 33
Occupation: Account executive, LRS Consulting Services
Email address: Jakob.Lohrenz@lrs.com
Education: Attended Lincoln Land Community College and Malcolm X College
Family: Wife – McKenzie; daughter – Irie; son – Nash
Affiliations / Community Activities: Board of directors at Family Service Center; donating to many organizations across the Springfield area



- **Biggest guilty pleasure?** Night eating
- **Best ‘perk’ of your current job?** Always meeting and conversing with new people
- **How should Springfield retain young professionals like yourself?** I would say that more companies need to create an atmosphere where people want to stick around. There are many ways to accomplish this, such as investing in your personnel via training and technology upgrades that assist them in their everyday duties, creating a work environment that is a fun and exciting place to come to every day and offer talented professionals the opportunity to be paid exponentially and made to feel they are extremely valued to the company.

Brian Frieze

Age: 29
Occupation: President, Sangamon Reclaimed
Email: brian@sangamonreclaimed.com
Online: Facebook, LinkedIn
Education: United States Air Force and Lincoln Land Community College
Family: Wife – Brea; daughter – Ruby
Affiliations / Community Activities: Greater Springfield Chamber of Commerce, Local First Springfield



- **Biggest guilty pleasure?** Good steak and an ice cold beer
- **Best ‘perk’ of your current job?** The opportunity to create and grow a business from the ground up in my hometown. It’s been great to work with customers to create something they can’t find anywhere else. I love sharing the stories associated with each piece of furniture, some of our materials date back to the pre-Civil War era. It’s great to keep that history alive by passing it along to each of our clients.
- **How should Springfield retain young professionals like yourself?** We have to continue to develop downtown by adding green spaces, parking and housing. I believe a core urban center in Springfield would create an environment for growth and creativity by drawing more people downtown. It’s a shame to see all of the beautiful historic buildings downtown sit empty due to lack of interest from local businesses or support from local consumers. We hope to eventually make one of these historic buildings the home of Sangamon Reclaimed. I think this type of investment in our community would create excitement and investment, not only downtown, but also the community as a whole. With this, other issues within our community, such as schools, would also benefit from additional revenue and community involvement.

Joshua Laurent

Age: 38
Occupation: District service manager / profitability specialist / Lean Six Sigma Green Belt – Bobcat Company
Email: Joshua.laurent@doosan.com
Online: LinkedIn
Education: B.S. in business management and organizational leadership – Gary Tharaldson School of Business at the University of Mary (North Dakota), Universal Technical Institute (Arizona)
Family: Spouse – Candi Laurent; children – Vincent, Victor
Affiliations / Community Activities: Lean Six Sigma



- **Biggest guilty pleasure?** Baseball, business, history.
- **Best ‘perk’ of your current job?** The greatest perk of my job is helping small businesses become more profitable, hire more employees and be able to better service their customers. I have worked with businesses on the verge of collapse and some that are in great shape, just looking to get a little better. Every time I can help a business solve a problem or take that next big step forward is a reward within itself. After working with nearly 200 different small to medium size businesses in the last eight years, being able to see them overcome so many problems and become more successful than they thought they could be, is the best perk I could ever hope for. I have always subscribed to the theory that my success is determined by how many people I serve and how well I serve them.
- **How should Springfield retain young professionals like yourself?** Retention of young professionals or talented employees is one of the hottest topics of towns, cities, and businesses alike all over the country. In my current role, I cover all of Illinois, Michigan and Indiana and everyone is asking the same question. Retention of young professionals comes down to opportunity, compensation, recognition and living environment. A town such as Springfield or a business in general must strive to offer the majority, if not all four, of those attributes in order to retain talent. With Chicago, St. Louis and Indianapolis so close, Springfield will always struggle without serious long-term planning towards retention and attraction of talent outside of the state and medical fields.

Andrew Novaria

Age: 27
Occupation: Employee benefits/commercial insurance consultant, American Central Insurance Services
Email: andrew@americancentralins.com
Online: LinkedIn, Facebook, Instagram
Education: Bachelor of Arts, political science, University of Illinois Urbana-Champaign.
Family: Wife – Christine Novaria
Affiliations / Community Activities: United Way executive co-chair, American Business Club, Springfield Young Philanthropists, Sangamo Club member, and Young Springfield Professionals Network



- **Biggest guilty pleasure?** Anything from Café Moxo
- **Best ‘perk’ of your current job?** The biggest perk of my job is meeting new people. Having the opportunity to work for a locally owned independent insurance agency, and being involved in the community, has allowed me to meet people that I would have never known otherwise.
- **How should Springfield retain young professionals like yourself?** Continuing to grow our downtown area with outdoor dining, beer gardens and great festivals/concerts.

Christine Novaria

Age: 27
Occupation: Contract food buyer
Company: M.J. Kellner Foodservice
Email: christinen@mjkellner.com
Online: Facebook, Instagram, LinkedIn
Education: Bachelor of science in agriculture and consumer economics from the University of Illinois Urbana-Champaign
Family: Husband – Andrew Novaria
Affiliations / Community Activities: Illinois Women in Leadership hospitality committee co-chair, United Way employee campaign coordinator and 2014 campaign co-chair, Mini O’Beirne Crisis Nursery volunteer, Hope School-Junior Circle of Hope member, Sangamo Club member



- **Biggest guilty pleasure?** Drinking a glass or two of Sauvignon Blanc on Lake Springfield with my husband, parents and siblings.
- **Best ‘perk’ of your current job?** M.J. Kellner is now an employee-owned company, so the biggest perk that I receive is ownership in the work that I do every day. Another perk is that we take turns cooking lunch for the company every month in our commercial test kitchen!
- **How should Springfield retain young professionals like yourself?** I believe that it is important for businesses to keep their policies current in regard to work/life balance. With today’s technology, young professionals are able and willing to work anytime and anywhere. Flexibility and technology in the workplace are key factors in retaining young professionals, no matter the city. Springfield truly is a great place to live and work. I am looking forward to continuing my career and starting my family here.

Paul Kabbes

Age: 28
Occupation: Associate athletic director – University of Illinois Springfield
Email: pkabb2@uis.edu
Online: Twitter @PaulKabbes
Education: Bachelor’s degree in business management from Illinois Wesleyan University; Master’s degree in sports management from Illinois State University
Family: Single. Youngest of four children to Mike and Jody Kabbes and grew up in Normal.
Affiliations / Community Activities: Capital Area Sports Commission (Springfield) – board member; NACDA (National Association of Collegiate Directors of Athletics) – active member; Miracle League of Central Illinois (Normal) – previous board member



- **Biggest guilty pleasure?** Golf. Honestly can’t spend enough time on the course, despite being an awful golfer. Truly enjoy playing as much as possible.
- **Best ‘perk’ of your current job?** The people. Between UIS coaches and donors in the Springfield community, I truly think I interact with the best people in town on a daily basis.
- **How should Springfield retain young professionals like yourself?** Reward hard-working people. It doesn’t always have to be on the financial side – continue giving them greater responsibility and allow them to grow every single day in the workplace. Work ethic is something that can’t be taught...reward those who have it and help them grow long-term.

Brandon C. Cox, PhD

Age: 38
Occupation: Assistant professor in the department of pharmacology and cross-appointed to the department of surgery, division of otolaryngology
Organization: Southern Illinois University, School of Medicine
Email: bc Cox@siumed.edu
Online: LinkedIn and Research Gate
Education: B.S. in biology from the University of Richmond, Richmond, VA; Ph.D. in pharmacology from Georgetown University, Washington, DC; postdoctoral training at St. Jude Children's Research Hospital, Memphis, TN



Affiliations: Association for Research in Otolaryngology (ARO); Society for Neuroscience (SfN); American Society for Pharmacology and Experimental Therapeutics (ASPET); and American Association for the Advancement of Science (AAAS)
Community Activities: Participate in many trivia night fundraisers for local organizations.

- **Biggest guilty pleasure?** Well-made bread, sushi and the TV show "So You Think You Can Dance."
- **Best 'perk' of your current job?** Interacting with some of the top scientists in the world. It is a thrill to see a Nobel Prize winner give a talk about their research.
- **How should Springfield retain young professionals like yourself?** Improve the networking opportunities for young professionals so that they can establish a life in Springfield outside of work. This is especially needed for those of us who are not from Illinois.

Chris Long

Age: 34
Occupation: Director, Gem PR & Media, Inc
Email: chris@gemprmedia.com
Education: BA in international relations and BSS in psychology and criminology
Family: Wife - Gemma Long; baby Long due fall 2016
Affiliations / Community Activities: Springfield Jaycees and American Business Club of Springfield



- **Biggest guilty pleasure?** I love going to the movies because I have to ignore my phone for a couple of hours.
- **Best 'perk' of your current job?** We're just putting the finishing touches on our new office. I made sure to install a beer fridge.
- **How should Springfield retain young professionals like yourself?** I'd like to see more investment in infrastructure, including broadband.

Gemma Long

Age: 33
Occupation: CEO, Gem PR & Media, Inc.
Email: Gemma@gemprmedia.com
Online: Twitter: @gemma_long and @GemPRMedia; Facebook: www.facebook.com/gemprmedia; LinkedIn: www.linkedin.com/in/gemmalonggemprmedia; Skype: Gemma_GemPRMedia
Education: BA first class honors in journalism; MA in journalism and international relations; Press Association Dip; CIPR Dip; MCIPR
Family: Husband - Christopher Long; expecting arrival of baby Long in November.



Affiliations / Community Activities: Business Networking International; Central Illinois Networking Group; Friends of Memorial (board member); Illinois Women in Leadership (board member); Rotary Club of Springfield South; Springfield Jaycees

- **Biggest guilty pleasure?** I love to stay busy and to know that I'm helping my clients grow their businesses through strategic PR, marketing and media activity. I don't enjoy 'switching off' because I want clients to know we are here for them 24/7. So, when I can tear myself away from my Mac or the cellphone, my guilty pleasure is spending time with friends and family. With some of my family overseas I regularly speak to them on Skype and that's one of my favorite ways to take time out.
- **Best 'perk' of your current job?** What I love about Gem PR & Media is that we work with so many different clients from the health and insurance industries to retail companies and technology businesses. No two days are the same, from managing social media accounts, to organizing and promoting a 5K in Washington Park to helping clients receive the recognition they deserve on TV, radio, online or in print. I love my job, the people I work with and value each and every client here in Springfield, St. Louis and overseas.
- **How should Springfield retain young professionals like yourself?** Young professionals, in particular millennials, appreciate the opportunity to learn and grow in their job. They also want to take on responsibility and participate in discussions about how the business grows in order to make their mark and further their career. Millennials want to work with brands that stand out for the right reasons and contribute to community. At Gem PR & Media we are involved with a number of nonprofits in the city in order to create positive change and that keeps me motivated to continue to grow our consultancy and support those in need of a little extra help.

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Virginia Ferguson

Age: 29
Occupation: Move More and volunteer coordinator
Organization: genHkids, Inc
Email: virginia@genhkids.org
Online: LinkedIn, Facebook, Instagram
Education: B.A., sociology/anthropology, UIS
Affiliations / Community Activities: Founding member, Midstate Mayhem Roller Derby; volunteer, Girl Scouts of Illinois; Illinois Specialty Growers Association; certified youth bicycle skills instructor.



- **Biggest guilty pleasure?** I don't believe in feeling 'guilty' about them, but my unlikely joys are hip-hop music and British comedy.
- **Best 'perk' of your current job?** Smiling kids, delicious, fresh vegetables from the community garden, the chance to break up hours of paperwork to play some foursquare at a school recess, being surrounded by our enthusiastic, passionate community partners, the chance to work toward meaningful, long-term solutions to complex issues - my job has LOTS of perks!
- **How should Springfield retain young professionals like yourself?** We are so fortunate to have so many assets: a low cost of living, ample, beautiful green spaces like Washington and Lincoln Park, short commutes, farmers markets, highly-skilled medical professionals, higher education opportunities, etc. I'd personally like to see continued efforts to make Springfield more pedestrian- and bicycle-friendly to encourage people to step outside their doors and foster that great sense of community.

Brad Turasky

Age: 34
Occupation: Co-owner and vice president, YT Packing Co; brand operations for Turasky Meats and Smart Grillin
Email: brad@turaskymeats.com
Education: B.A. in business management – Lincoln Land Community College, Ultrasource Meat Processing Academy
Family: Wife - Dana; Children - Vincent and Spencer; Parents -Joe and Carolyn



Affiliations / Community Activities: past president, Illinois Association of Meat Processors; board member, American Association of Meat Processors.

- **Biggest guilty pleasure?** Listening to Justin Timberlake, watching “The Bachelor” and drinking fine wines.
- **Best 'perk' of your current job?** Taste-testing! Traveling is another huge perk. This year I had the wonderful opportunity to go to Frankfurt, Germany, for IFFA, which is the leading international trade fair for processing, packaging, and sales in the meat industry. Mingling with 63,000 trade visitors from 143 countries is a fantastic way to get some insight on how meat plants across the world do business.
- **How should Springfield retain young professionals like yourself?** Springfield is one of the best places to start a family. Keeping with tradition and creating new projects within the city helps to sustain people like us. Creating more activities and events like fundraisers can help keep young professionals involved in the community. New and upcoming businesses that reach across the country will bring growth and commitment for people to stay.

Lindsay Record

Age: 37
Occupation: Executive director, Illinois Stewardship Alliance
Email: lindsay@ilstewards.org
Online: Facebook, LinkedIn
Education: Arizona State University, B.A. in interdisciplinary studies; School for International Training, master's candidate, intercultural service, leadership and management
Family: Husband – Terry Frank; children – Oliver, Adeline



Affiliations / Community Activities: Illinois Farmers Market Association, board member; Illinois Farmers Market Task Force, vice chair; Contact Ministries, volunteer; Illinois Women in Leadership, member

- **Biggest guilty pleasure?** I don't want to say guilty, because I think food is meant to be enjoyed, but if I had a weakness it would be made-from-scratch cookies or craft beer.
- **Best 'perk' of your current job?** The food! Working with local farmers means that our meetings, conferences and events usually feature locally grown food, which is always super fresh and delicious.
- **How should Springfield retain young professionals like yourself?** I think we have great festivals (like Bites on the Boulevard and the Old Capitol Art Fair), and I've been a big fan of the Old Capitol Farmers Market my whole adult life, which I think contributes to sense of place and serves as a gathering place for community. I would love to see more green space, bike lanes and community gardens. Walkable and livable communities that celebrate culture, art, food, history and diversity are attractive to me.

Tony Zasowski

Age: 37
Occupation: Head coach/ general manager, Springfield Junior Blues
Email: tzasowski@jrblues.com
Education: University of Notre Dame
Family: Wife – DJ; daughter - Esmeralda
Affiliations / Community Activities: March of Dimes Signature Chefs



- **Biggest guilty pleasure?** Stopping for a morning doughnut on my way to work.
- **Best 'perk' of your current job?** Getting to travel regularly, including some off-season trips (including two trips to Russia and one upcoming to Sweden).
- **How should Springfield retain young professionals like yourself?** Opportunity. Attract great companies with opportunity for professional growth along with developing the food and entertainment around Springfield.

Danielle Hunt

Age: 38
Occupation: Senior tax manager, Kerber, Eck, & Braeckel LLP
Email: danielleh@kebcpa.com
Education: MacMurray College, bachelor of science in professional accountancy
Family: Husband – Ian Hunt; children – Kaitlyn and Liam
Affiliations / Community Activities: American Institute of Certified Public Accountants; tax division of AICPA; not for profit division of AICPA; Illinois CPA Society; Missouri Society of CPAs; treasurer – MERCY Communities, Inc.; vice treasurer – Illinois Women in Leadership; former treasurer – The 2015 Lincoln Funeral Coalition



- **Biggest guilty pleasure?** Chocolate
- **Best 'perk' of your current job?** Being able to assist clients, in various life stages, plan for and achieve their financial goals. Compliance with tax filing responsibilities is the core of my practice and I truly enjoy that work, but it's those opportunities to add value and have a meaningful impact to that client that are the most rewarding.
- **How should Springfield retain young professionals like yourself?** Springfield's job market is more diverse than many believe; we are more than state government and hospitals. Every day I work with a variety of regional employers who provide wonderful opportunities for career advancement for various levels of education and industry. Helping young professionals to understand that these opportunities are available locally and that they don't have to move away to enjoy a comfortable life is integral. However, the biggest threat to Springfield is the uncertainty surrounding the state budget. Continuing to operate without a state budget will lead those that are able to seek stability of school systems, social organizations, and future tax obligations outside this area.

Blake Turner

Age: 39
Occupation: Illinois Department of Healthcare and Family Services, information systems analyst; Lanphier High School, boys head varsity basketball coach
Email: blt1914@yahoo.com
Online: Facebook, Instagram, Twitter, Snapchat
Education: Kansas Wesleyan University, B.S., business administration
Family: Wife – Kelly Newman Turner; Daughters – Shelby, Chelsea, Olivia



Affiliations / Community Activities: Phi Beta Sigma fraternity; past state president Phi Beta Sigma fraternity; Lanphier High School boys basketball coach; American Cancer Society ambassador; Greater All Nations Tabernacle Church of God in Christ

- **Biggest guilty pleasure?** It would have to be never missing an episode of “Game of Thrones,” “House of Cards” and “Meet the Press.” To the naked eye, they would appear to be three very different television shows that occupy my time; however, they are really the embodiment of my passion for all things political.
- **Best 'perk' of your current job?** I am blessed to be able to coach a sport I love on the same court where I played in high school and have the opportunity to influence young men not only with regard to their athletic abilities, but more importantly, in their educational and social choices during and after high school. Coaching basketball at Lanphier High School is truly my dream job!
- **How should Springfield retain young professionals like yourself?** I love Springfield and never considered not returning after college. When I hear people say “There is nothing to do,” I respond, “Perhaps there is nothing you want to do, because Springfield is filled with adventure.” However, I think Springfield could do a better job of marketing itself and all it has to offer, and be more strategic in marketing to addressing the concerns of Springfield’s African-American community. Young professionals such as myself are not all interested in the “bar scene” and would like to have opportunities that may be social in nature, but also support professional development, networking, and advocacy for our specific interests.

Jessica L. Galanos

Age: 34
Occupation: Associate attorney, HeplerBroom, LLC law firm
Email: jlg@heplerbroom.com
Online: LinkedIn, Facebook
Education: Southern Illinois University School of Law, 2008; Southern Illinois University, B.A. paralegal studies, 2003
Family: Husband – Chris

Affiliations / Community Activities: Chatham Area Chamber of Commerce, director; Girls on the Run of Central Illinois, fundraising and events leadership committee and governance committee; Sangamon County Bar Association, member and mentor with the Lawyer-to-Lawyer mentoring program; Central Illinois Women's Bar Association, member; Government Bar Association, member; Illinois Association of Defense Trial Counsel, member.



- **Biggest guilty pleasure?** Unhealthy coffee drinks with chocolate and whipped cream.
- **Best 'perk' of your current job?** Being with a client who has just prevailed in his or her case. Whether the person finds out because she is standing there after a verdict is read or because I have just called to deliver the news, the best part of my job is being there to see the relief and excitement from someone that has likely been worried about the case for several years.
- **How should Springfield retain young professionals like yourself?** I think Springfield has to do more to keep pace with the things that young professionals are looking for in a home. That will obviously include things like employment opportunities and affordable housing, but it also includes things like entertainment, outdoor recreation, athletic events and opportunities for young professionals to socialize with each other.

Quinn Allen

Age: 31
Occupation: Insurance producer, Lee/ O'Keefe Insurance Agency
Email: Qallen@leeokeefe.com
Online: Facebook, LinkedIn
Education: Williamsville High School; Springfield College in Illinois; Southern Illinois University Edwardsville
Family: Wife –Jessica; Son – Quinn; Parents – Steve and Pam Allen; Sister – Courtney Hoffman (Husband – Bryce)

Affiliations / Community Activities: Youth basketball and baseball coach; visitor to Harvard Park Elementary students. Past: Special Olympics Polar Plunge; prepared meals for Ronald McDonald House; educated new drivers about auto insurance in high school driver's ed classes.



- **Biggest guilty pleasure?** Fishing
- **Best 'perk' of your current job?** Meeting different / new people from all over the country
- **How should Springfield retain young professionals like yourself?** Encouragement! Encourage our youth to be great. Encourage them to make a difference. Encourage them to help others. Encourage them to be part of something bigger.

Katrina Schroeder

Age: 27
Occupation: Director of community impact, United Way of Central Illinois
Email: Kschroeder@uwcil.org
Online: Facebook, LinkedIn, Instagram
Education: Bachelor of Arts in communications, minor in graphic design, from Quincy University.
Family: My wonderful fiancé and pets.
Affiliations / Community Activities: Countless work affiliations; Junior League of Springfield; Young Springfield Professionals Network; graduate of Leadership Springfield



- **Biggest guilty pleasure?** Frozen coffees; Dip-N-Dots; anything chocolate
- **Best 'perk' of your current job?** The people! My boss and coworkers, the leaders of our community organizations, the committee members I serve with, and most importantly the volunteers I support. They all have, and continue to contribute to my career story, and I am continuously thankful for the challenges they involve me in, the faith they have in me, and the constant support they provide.
- **How should Springfield retain young professionals like yourself?** That's tough! I truly believe there are some things the community can't influence, such as finding a spouse, having a family close by, and/or finding the job that fulfills their vision for themselves. What I can say is having employers that are open and supportive of flexible work models that support and strengthen families and the individuals within them is key. Most people I know would rank their job as one of the most important pieces in their life, especially starting out in their career, and when the company they are employed by no longer is helping them meet their goals, whether individually focused, family focused, or community focused, they begin to look elsewhere. Creating an environment where the person is just as important as the employee is key in developing a committed and impassioned workforce. People have a hard time leaving the community where their goals became a reality.

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Rachel Miller

Age: 29
Occupation: Staff attorney with the SIU-Land of Lincoln Medical-Legal Partnership
Organization: Land of Lincoln Legal Assistance Foundation
Email: rbeckett@lollaf.org
Online: Facebook, LinkedIn
Education: BA in history from the University of Florida and a JD from Saint Louis University School of Law
Family: Husband – Patrick Miller
Affiliations / Community Activities: board member for the Central Illinois Women’s Bar Association; Sangamon County Bar Association; Memorial Festival of Trees



- **Biggest guilty pleasure?** I really enjoy gardening and mixing in new plants (frequently).
- **Best ‘perk’ of your current job?** Helping clients improve their quality of life
- **How should Springfield retain young professionals like yourself?** People sometimes say that they don’t think there’s anything to do in Springfield, but I think it’s very much the opposite. Previously, it might have required a little legwork to find out about activities, but I think the park district, city and local businesses have been really great about cultivating new and fun events for residents. Springfield can retain professionals by continuing to sponsor cultural and networking opportunities.

David J. Picchi

Age: 34
Occupation: Supervisory Contract Specialist of the Illinois National Guard. Department of the Army Contracting Officer, GS Series 1102
Organization: Illinois Army National Guard
Email: david.j.picchi.mil@mail.mil
Education: Associates degree – Highland Community College; bachelors in economics – Northern Illinois University; masters in public administration – UIS; certified contracting professional level III – Defense Acquisition University
Family: Wife – Rebecca Picchi; son – Henry
Affiliations / Community Activities: Member of the Army Acquisition Corps; lifetime member of the National Guard Association of Illinois; Springfield area foster parent.



- **Biggest guilty pleasure?** Energy drinks.... I know they are terrible for me but I can’t resist them.
- **Best ‘perk’ of your current job?** The travel. Sometimes it’s to places no one wants to go (Afghanistan) but other times it can be really great.
- **How should Springfield retain young professionals like yourself?** Focus on improving the appeal of the city through its free places. Where possible improve the city parks and the area around Lincoln’s home. People need great free spaces to be creative and create community.

Brandon Rebbe

Age: 37
Occupation: Technology director at Zdi
Email: brebbe@zdiinc.net
Online: LinkedIn; Twitter @brebbe79
Education: Attended LLCC for one year, when I decided that formal education was not exactly suited for me. The rest of my education has come from self-study, hard knocks and the drive to keep learning and never accept defeat.
Family: Wife – Brandi Rebbe; son – Dash; daughter – Arlen
Affiliations / Community Activities: I have been a member of the Springfield ABC club for 17 years. I joined this club when I was 20 years old and it’s one of greatest impacts I have had in my life. I served as president of the club from 2014-2015 and have held several other positions in the club as well.



- **Biggest guilty pleasure?** I enjoy excellent bourbon and good cigars way too much!
- **Best ‘perk’ of your current job?** The ability to work with cutting edge technology alongside people who have my same morals and work ethic. In the tech industry you typically do not hear about a group of people who were raised on farms changing the way people do business across the world. The company I work for does exactly that. We are Midwestern people with a work ethic that helps us drive our business. We have clients all over the globe and do work for several fortune 500 companies that are a household name.
- **How should Springfield retain young professionals like yourself?** At this point, I don’t feel like a young person anymore! I started in this industry when I was 16, and the average age of the people who work on my team is about 26. I am the grandpa of the group. If you want to keep younger people interested, you need to cultivate their ideas. It is hard to come up with something new in this day and age, but we can find ways to do things better and easier with a perspective. The younger generation is ready to tackle those great ideas from 15 years ago and make them better.

Brent Boesdorfer

Age: 35
Occupation: Co-owner-operator at Custom Cup Coffee / manager at Boesdorfer Trucking, Inc.
Email: Brent@customcupcoffee.com
Online: CustomCupCoffee on Facebook, Twitter and Instagram
Education: St. Louis University – BS in marketing; University of Illinois Springfield - MBA
Family: Wife – Kendra Boesdorfer; sons – Connor, Benjamin and George; dog – Bean
Affiliations / Community Activities: Downtown Springfield Inc.; Young Philanthropists; Illinois Trucking Association; Illinois Stewardship Alliance



- **Biggest guilty pleasure?** Thursday night basketball social league
- **Best ‘perk’ of your current job?** Meeting and getting to know our customers and other small business owners on a personal level, being part of downtown and our community growth...and free coffee.
- **How should Springfield retain young professionals like yourself?** Invest more in cultural and commerce centers (i. e., downtown) to make that decision to leave for Chicago or St. Louis a little bit harder. We have a great opportunity to create new attractions and replicate those that people leave to find right here in our own city. I left for St. Louis when I was 18, came back at 26, and found a completely different experience. That was from 1998 to 2006. We have moved even further in the right direction since then, but there is so much room to grow, as we have noticed personally with our coffee company.

Kendra Leigh Boesdorfer

Age: 37
Occupation: Co-owner-operator of Custom Cup Coffee
Email: Kendra@customcupcoffee.com
Online: www.customcupcoffee.com, Custom Cup Coffee – Facebook, Instagram, Twitter
Education: Saint Louis University
Family: Husband – Brent Boesdorfer; sons – Connor, Benjamin and George; dog – Bean
Affiliations: Member of Illinois Stewardship Alliance, Downtown Springfield Inc., Springfield Art Association, Young Philanthropists, parishioner of Blessed Sacrament Church



- **Biggest guilty pleasure?** I don’t really feel guilty about it but I love going to a nice lunch at any of the amazing locally owned restaurants in town. It is a real treat to sit and have a moment to just enjoy the food and catch up on some reading or work.
- **Best ‘perk’ of your current job?** Ha! The obvious answer is all the coffee I can drink! Honestly, the bigger perk for me is forming relationships with my customers. I am grateful for the many interesting people that I get to see and talk to on a daily basis.
- **How should Springfield retain young professionals?** Springfield needs a strong downtown that our local residents support. Our city has a lot to offer in a lot of areas, and I find it frustrating when our resources are under-appreciated. Young professionals want a sense of community and to feel that they can live a fulfilling life here outside of work. As a community, we need to promote ourselves and what we have to offer. Personally, I have found opening a small business downtown has been a rewarding endeavor. I don’t know if my husband and I would have tried it anywhere else.

Andrew C. Proctor

Age: 34
Occupation: Alderman, Ward 5 - City of Springfield and director of legislative affairs for the Illinois Department of Employment Security
Email: andrewproctor81@outlook.com
Education: University of Illinois at Urbana-Champaign – Bachelor of Arts – political science
Family: Wife – Heather; sons – Charlie and Lincoln
Affiliations: Springfield City Council, Springfield-Sangamon County Regional Planning Commission, Enos Park Neighborhood Improvement Association and Downtown Springfield, Inc.



- Biggest guilty pleasure:** Watching “The Mindy Project” on Hulu.
- Best perk of your current job:** The people I work and serve with. As alderman for the City of Springfield and director of legislative affairs for IDES I have the privilege to work and serve with outstanding professionals and the opportunity to meet, interact and cultivate new relationships on a daily basis.
- How should Springfield retain young professionals like yourself?** Continue the revitalization of downtown Springfield by attracting businesses that provide additional nightlife activities that millennials enjoy. Improving the inner core older neighborhoods adjacent to downtown to increase the number of affordable housing options for young professionals to live. As well as increase recreational options throughout the city that can be enjoyed by young families, such as the Third Street rail corridor transformed into a bike path after the 10th Street rail consolidation is complete.

Tracy Shaw-Peterman

Age: 32
Occupation: Realtor/broker/GRI, The Real Estate Group
Email: Tracy@tracy-shaw.com
Education: Bachelor's degree
Family: Married with one son and one daughter
Affiliations / Community Activities: Founder of The Sherman Area Chamber of Commerce, second term president, Sherman Area Chamber of Commerce; vice chair – community service committee at Capital Area Realtors; social committee at CAR; chair of Sherman homecoming,



- **Biggest guilty pleasure?** Shopping and ice cream
- **Best 'perk' of your current job?** Creating my own success. Time freedom.
- **How should Springfield retain young professionals like yourself?** I'm embedded deep in my roots here, no plans on leaving.

Matthew R. Trapp

Age: 39
Occupation: Senior associate at Giffin, Winning, Cohen & Bodewes, P.C.
Email: mtrapp@giffinwinning.com
Education: Pleasant Plains High School; Illinois College (BS in biology); Southern Methodist University Dedman School of Law (JD)
Family: Wife – Sarah; parents – Dr. Robert Trapp and Kathleen Trapp; sisters – Caitlin Watson, Leanne Bensko, and Claire Adams
Affiliations / Community Activities: Illinois State Bar Association; Central Illinois Women's Bar Association; Sangamon County Bar Association; Government Bar Association; Appellate Lawyers Association; Lincoln Douglas Chapter of the American Inns of Court.



- **Biggest guilty pleasure?** Chipotle
- **Best 'perk' of your current job?** The best part of my job is working with people I really enjoy being around and who encourage maintaining a healthy work-life balance.
- **How should Springfield retain young professionals like yourself?** There are many factors that go into whether young professionals stay in cities like Springfield or move elsewhere. Increasingly, younger people are considering more than just their employment when deciding where to live. Quality of life has become more and more important. I think young professionals want to be in a place where there is affordable housing, good neighborhoods and schools for their children, and a variety of options with respect to things like networking opportunities with people their age, entertainment, restaurants, and nightlife. Springfield has many of these qualities. However, I think Springfield can constantly work to improve in these areas. I have read that having a vibrant downtown is essential to attracting and retaining young professionals and is one of the most common traits of cities that are successful in doing so. One of the most common complaints I hear about Springfield is that people don't feel downtown offers enough diverse entertainment and nightlife options besides the occasional festival in the summer and fall. Whether true or not, I think continuing the city's ongoing efforts to revitalize downtown Springfield is important so that it becomes a social and entertainment destination for people after work and on weekends rather than just a place they go to work.

Alex P. Block, AIA

Age: 37
Occupation: Senior architect, Crawford, Murphy and Tilly, Inc.
Email: ablock@cmtengr.com
Online: LinkedIn, Facebook, Twitter, Instagram
Education: Lutheran High School; University of Detroit, Mercy (BA and MA in architecture)
Family: Wife – Missy Block; parents – Tim and Lynn Block; sister – Amanda Block
Affiliations / Community Activities: President, Prairie Chapter of the American Institute of Architects; executive council member, image and design council chair and events council member of Downtown Springfield, Inc.; assistant scoutmaster/ troop treasurer Boy Scout Troop 1; PechaKucha Springfield steering committee; Sangamo Club membership and marketing committee; volunteer for Forever Home Feline Ranch



- **Biggest guilty pleasure?** Good bourbon, cigars and too much of my wife's famous homemade coconut oil popcorn.
- **Best 'perk' of your current job?** CMT provides the support and flexibility to be involved with multiple community organizations.
- **How should Springfield retain young professionals like yourself?** Springfield should strive to support local small businesses, provide a wide variety of quality community events and support local live music and art events.

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Congratulations Amy Lally, MS, RODC

All of us at Memorial Health System are extraordinarily proud to contribute to the health of our community. And now, we're delighted that Amy Lally, manager of Leadership and Team Development, has been named a Forty Under 40 recipient. This achievement is a symbol of her dedication and commitment to our mission to improve the health of the people and communities we serve.

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Amanda Vinicky

Age: Under 40 :)
Occupation: Statehouse bureau chief
Organization: NPR Illinois (WUIS 91.9 FM in Springfield)
Email: vinicky@uis.edu
Online: I'm on all of them (anyone else use Anchor?) but especially Twitter - it's great for news junkies! @AmandaVinicky; Facebook: Amanda N Vinicky; Snapchat: avinicky; Instagram: vinicky; Soundcloud: AmandaVinicky

Education: University of Illinois Urbana-Champaign – B.A. in political science, B.S. in journalism; University of Illinois Springfield – master's degree from the Public Affairs Reporting (PAR) program

Family: The best parents, brother, cousins, aunts, roommate, colleagues and friends a gal could ask for! Plus, a blue fish named Stevie Ray.

Affiliations / Community Activities: YMCA (yoga teacher), Springfield Road Runners Club (thank goodness for Abe's Army), Illinois News Broadcasters Association, WSEC-TV (Capitol View co-host), Vachel Lindsay Association, farmers market shopaholic, supporter of downtown Springfield and the arts, a happy volunteer whenever and wherever needed!

- **Biggest guilty pleasure?** A horseshoe (duh) and half-price wine night at Augie's
- **Best 'perk' of your current job?** Free license to explore the state, to indulge my curiosity, to meet fascinating people ... and to ask questions/demand answers of Illinois' political leaders on behalf of people and groups who can't. (Another perk: I've no social media guilt -- tweeting and following Facebook updates is part of the job!)
- **How should Springfield retain young professionals like yourself?** Continue to work to make it a friendly, safe place to live with activities, restaurants and shops for everyone. Springfield is home to gems -- kudos to places like Maldaner's, Floyd's, the Hoogland and the Dana-Thomas House that have been around for years, and welcome/thanks to relative newbies like Custom Cup, Driftwood, the updated Elf Shelf and the Old State Capitol. Support them, help them thrive, and more will come! Want more of us? I'd love affordable downtown condos and a convenience store that's open beyond 9-5, a rooftop bar/restaurant, and additional Sunday brunch options. A state budget would probably help, too, huh?



Amy Lally, MS, RODC

Age: 39
Occupation: Manager, leadership and team development, Memorial Health System
Email: lally.amy@mhsil.com; amyalally@gmail.com
Online: LinkedIn
Education: BA, psychology (University of Illinois Springfield); MS, management and organization behavior (Benedictine University)

Family: Spouse – Doug; Children – Chloe, Carson, Declan, Aria (due in September)

Affiliations / Community Activities: Served as external consultant/facilitator for Mayor Langfelder's 2015 community ward meetings; served on steering committee and as external facilitator for Toxic Charity conference with author Bob Lupton; volunteer work: Mini-O'Beirne holiday store; team manager, Springfield Area Soccer Association U13 Boys (SASA); president (2016/2017) Central Illinois Organization Development Network (CIODN); member and registered organization development consultant (RODC) - International Society for Organization Development and Change (ISODC); member – Organization Development Network (ODN); member – Illinois Women in Leadership (IWIL); member – Young Springfield Professionals Network (YSPN); certified facilitator – VitalSmarts; certified facilitator – FranklinCovey; certified OD process consultant professional – Institute of Organization Development; certified coach – Association for Talent Development; certified coach – InsideOut Development; certified MBTI practitioner – CPP, Inc.; certified FIRO-B practitioner – CPP, Inc.; Certified Trainer – Association for Talent Development; certified technical trainer – CompTia.

- **Biggest guilty pleasure?** Sleep, sweets and reality television – pretty much in that order after my kids' activities!
- **Best 'perk' of your current job?** The absolute best perk of my job is having the most amazing team. We are fortunate each and every day to work with leadership and their teams to provide development and growth opportunities through coaching, consultation, classes and interventional work. To see a "light bulb" go off for someone, as well as their resulting behavioral change, is so intrinsically rewarding. By developing our leaders and teams across the health system, we are ultimately creating a better experience for our patients and their families.
- **How should Springfield retain young professionals like yourself?** Springfield is a wonderful community offering many types of opportunities for all phases of life – networking, professional associations/groups, family events, theater/arts, etc. Continue to offer diverse opportunities to continually engage young professionals across their career AND family life cycle.





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Congratulations Danielle Hunt!

Springfield Business Journal's 40 Under 40

KEB is proud to congratulate Danielle Hunt on being recognized by Springfield Business Journal as one of the 40 under 40 recipients for 2016!

Danielle is a Senior Manager in our tax department with 15 years of service and experience. Danielle also spends time serving on boards and giving back to her community.

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Springfield, IL 62701
www.kebcpa.com

Veronica Williams

Age: 34
Occupation: Contracts, projects and agreements manager at Illinois Department of Transportation
Email: Diversityagreementspcs@gmail.com
Online: Facebook and LinkedIn
Education: Bachelor's in communications and graphic design, Master's degree in law and public administration
Family: Mother, father, sister and brother all reside in my hometown of Peoria.



Affiliations / Community Activities: I am active on the board of the Quantum 5 (Q5) Diversity Counsel and as the networking chair for the Young Springfield Professionals Network (YSPN). I collaborate with the Springfield Black Chamber of Commerce and was recently appointed to the City of Springfield's community relations board whose goal and action is helping to shape and define a new era in advocacy and leadership. I volunteer at First United Methodist Church for multimedia support, sing with the New Life Choir and provide technical and professional services to organizations that support social and societal and improvements. My motto is, "It isn't problem solving, it is solution creation." I have confidence that with the right attitude, any positive change is possible.

- **Biggest guilty pleasure?** I believe the following quote says it best: "Happiness does not come from doing easy work but from the afterglow of satisfaction that comes after the achievement of a difficult task that demanded our best." – Theodore Isaac Rubin
- **Best 'perk' of your current job?** Learning new and progressive skills, having an opportunity for career advancement and meeting new professionals.
- **How should Springfield retain young professionals like yourself?** Embrace innovation, positive change and the abilities this generation has to improve on the existing and create the future. Social, professional and community inclusion is the key.

Courtney Babiak

Age: 32
Occupation: COO and financial advisor at Troxell Financial Advisors
Email: courtney.babiak@lpl.com
Online: LinkedIn and Facebook
Education: Bachelor of arts in psychology and master of public administration (MPA) from the University of Illinois Springfield
Family: Husband – Mike; children – Lillian and Bennett; dog – Izzy; mother – Marilynne Cunningham; brother – Joey Langbehn; sisters – Jessica and Olivia Langbehn



Affiliations / Community Activities: United Cerebral Palsy fundraising/blue chip committee; IWIL; Elks Lodge; coaching Rochester youth/peewee soccer. My husband and I are currently in the beginning steps of developing an adaptive soccer league for children with varying special needs in the Springfield Area.

- **Biggest guilty pleasure?** I love the outdoors and water so anything involving pools, lakes, boats, kayaks, etc.
- **Best 'perk' of your current job?** Getting to work with people of varying backgrounds and helping them envision their goals and develop plans to achieve them. The investment industry is always changing and I love the fast paced environment-it keeps me on my toes.
- **How should Springfield retain young professionals like yourself?** It is critical for Springfield to develop and promote events that appeal to both young professionals and families. Larger cities such as Chicago and St. Louis have a plethora of things to do and places to see. Springfield today hosts so many more events than it did when I grew up here, either downtown, at the fairgrounds, the PCCC, etc. We need to keep the momentum going. I also believe the Springfield community needs to support networking/mentoring for our youth, especially with locally operated businesses. Often times local high school and college students are encouraged to move away and follow their dreams in larger cities. While travel, education, and experiences away from 'home' are incredibly important, I want Springfield to remain a viable option. And one that doesn't limit their aspirations in any way. I think maintaining a sense of community is key to our hometown success.

Congratulations to all the nominees!




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PHOTOS COURTESY OF SARRA SOPHIA

Sarra Sophia

Consignment boutique bringing local color to MacArthur Boulevard

By Catherine O'Connor

Tasha Kembrough is making practical use of her considerable knowledge in fashion and merchandising at Sarra Sophia, a new resale boutique at 2112 S. MacArthur Blvd. The location, the former home of a dry cleaner and tailor shop, benefits from traffic heading to and from Hy-Vee, which is directly across the street. With a great selection of women's and juniors' clothes, shoes, housewares, art pieces, jewelry, colorful scarves, purses, pillows and a small kids' and mens' section, Kembrough has situated herself as a distinctive retail businesswoman.

About 10 years ago, Kembrough graduated with a degree in business and fashion marketing from the Illinois Institute of Art and then worked at the Merchandise Mart in Chicago where she enjoyed the fast-paced world of showroom buyers and wholesalers. There she came into contact with notables in the fashion industry, including Vera Wang, Michael Kors, John Varvatos, Gene Meyer and the Ford Modeling Agency. She also became a personal shopper for Marshall Field's flagship, which later

transitioned to "Macy's By Appointment." As Kembrough explained, before the Internet changed the shopping experience for many people, these were services that worked directly with shoppers to learn their preferences and pre-select items to build a distinctive personalized wardrobe based on their choices.

Kembrough later traveled to Carbondale to study fashion and photography at SIU. In 2009-2010, she was selected for Operation Bootstrap, a grant program which helped her launch "Exclusive Exposure," an upscale resale shop she operated in Carbondale. Always the entrepreneur, she also created a traveling boutique called "The Virtuous Woman." It catered to groups hosting expos and events, showcasing clothing manufacturing houses such as Alfred Dunner, with appeal to particular audiences.

As the Illinois financial aid programs began to falter two or three years ago, enrollment at SIU declined, leaving Carbondale's college students eating meals

of ramen noodles and spending less on stylish clothing. "That is when I decided to move to Springfield," she explained. "When you're an entrepreneur you just can't sleep." Kembrough said she joined the MacArthur Boulevard Association out of curiosity a year before she had even selected a location for the store.

According to Kembrough, the boutique was named for her niece, Sarra, along with her youngest daughter, Sophia. Family plays a particularly strong role in her life, and is partly the reason she decided to relocate to the capitol city. She enjoys cultivating a sense of community and inclusiveness in relationships with consignees and her ever-expanding customer base.

"I really want to use the space to help inspire other entrepreneurs with vendor space to sell products to help build their businesses – like a mini-Merchandise Mart, right here in Springfield," Kembrough said.

Her hard work has been rewarded as the store is moving toward full capacity and she has even had some requests for shipping of

a couple elegant gowns to Russia and Alaska. Consigned merchandise is on display for periods of 90 days and refreshed with new offerings regularly.

In the future, Kembrough plans to do outreach to the community dovetailing with her earlier experience as a personal shopper. Another avenue she expects to explore is working with elderly or disabled care facilities, bringing boutique merchandise directly to customers.

"In the past, I worked with the Southern Illinois Traumatic Brain Injury Center to provide job readiness training. Here I have a lady who is deaf that comes in and works a couple days a week," she said.

Sarra Sophia is on its way to becoming a significant part of the new face of the MacArthur Boulevard neighborhood. "My customers are people from all walks of life. I enjoy seeing new faces every day," Kembrough says. □

Catherine O'Connor may be reached at catherineoconnor@gmail.com.

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The Greasy Bag Collection

Vibrant clothing line reflects urban nostalgia

By Haley Wilson



PHOTO COURTESY OF THEGREASYBAG.COM

The Greasy Bag Collection began as a highly personal clothing concept and has become a reality for local business owner Khalil Jamal. The idea of celebrating both urban food – and the urban foodie who consumes it – inspired Jamal to pay homage to his childhood memories in southeast Chicago. His Greasy Bag t-shirt line celebrates inner city food, art, music and early 90’s pop culture.

Starting a small business is full of so many jarring details including risks, long hours and inconsistencies – things that would discourage many young entrepreneurs trying to find their way after college. No one ever said the road to entrepreneurial success was an easy one. When Jamal started his college career in 2009, he had already decided he would not be a good fit for the corporate work setting. “It has always just been my mother and I,” he said. “I’ve always attended small schools.” It seems as if managing himself was Jamal’s only option.

Upon graduation in 2014, Jamal decided to break away from the corporate world and start his own business. “I found myself needing autonomy. Coming

from college, I felt like I was confined by syllabi and deadlines.” Jamal worked several formal jobs throughout his college career but never felt truly valued for his work, only that he was replaceable. “I am thankful for the experiences those opportunities provided me,” Jamal states, “but I wanted to be a part of the growth of something, not just a warm body there to do work.”

Jamal initially got his foot in the door by pursuing another passion in the form of his K Jamal Photography business. He started off with a standard Nikon D5200 camera, taking pictures of local woodland areas, provincial attractions and his family. As his photography business grew, Jamal began challenging himself with more advanced endeavors such as prestigious political and athletic events and eventually weddings. “It was so much fun to be able to capture such an important moment in someone’s life,” he said.

Jamal’s photography business was moving in the right direction, but he felt the need to celebrate the rich memories he had of growing up with his mother on

the southeast side of Chicago. The idea of the Greasy Bag Collection arose from the nostalgia of going to a favorite local eatery and taking home a (perhaps slightly translucent) bag to enjoy a glorious meal. While some may be repulsed by the idea of a grease-smudged paper bag, it is nonetheless the concept and experience that inspired The Greasy Bag Collection. “Urban eateries, much like the communities that support them, offer a unique, untold experience,” Jamal says. His purpose with the collection is not only to highlight up-and-coming local concessions, but also to capture the unique qualities of people, places and food through t-shirt designs. Jamal has made a substantial effort to explore the food and cultures around Springfield.

The Greasy Bag Collection as a seasonal clothing line was launched in March of 2016 featuring various new designs for



a limited time each season. The design line entitled “America the Hungry” made its debut on Memorial Day weekend. A more sentimental line is set to launch this month. “The Candy Lady Series” will pay respect to Jamal’s grandmother who owned a thrift store in Chicago which she also sold candy out of, earning her the neighborhood nickname of “The Candy Lady.” This unique design will honor not only Jamal’s grandmother, but countless Candy Ladies throughout urban communities everywhere.

To learn more about the Greasy Bag Collection, visit thegreasybag.com or facebook.com/TheGreasyBagCo. □

Haley Wilson is a writer and marketing professional in Springfield.

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Weaving/Extensions
and Natural Hair

DK Paint Company

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494-9254

Owner: Donny Anderson

Jarrard Custom Homes

7673 Roberts Road, New Berlin
899-1372

Owner: Jeremy A. Jarrard

Hayes On Homes

124 S. Allen Street
502-1386

Owner: David W. Hayes Jr.

Pane in the Glass

1675 W. Glenn Ave.
816-0572

Owner: Mario A. Gagliardi

Patrick's Lawn Service

820 N Ohio
306-6453

Owner: Patrick Holcomb

Technic Home Inspection

1043 W. Washington
618-207-9669

Owner: Nicholas Broyles

The Subversive Housewife

30 White Birch Rd.
529-6021

Owner: Kyle Looby

GBA Financial

203 S. Walnut, Rochester
498-8575

Owner: Jenny Kleinschmidt

Custom Creations

#16 Chatham Villa, Chatham
415-0862

Owner: Christopher L. Cantrall

Daniel Taylor

71 Drawbridge Rd.
899-5743

Owner: Daniel Hardway

Diamond NailSpa

2929 W. Iles Ave.
553-1150

Owner: Hien P. Nguyen

International Soccer Consultants

1200 S. 8th St.
415-9891

Owner: Jose M. Burgos

Justin Hurley Photography

625 Woodland Dr, Chatham
719-9390

Owner: Justin Hurley

Feed with Seeds

1310 N 2nd Street
503-4555

Owner: Ryne T. Goodrich

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899-1825

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McClanahan

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544-3319

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652-1539

Owner: Unique Home Theater, LLC

Just the Basics Catering

15 S. Old State Capitol Plaza
899-7239

Owners: Just the Basics, LLC

StrEATside Bistro, LLC

Reviotek

560 North Street
899-1518

Owner: Adam L. Suver

Walker Builders

1819 Prairie Vista Dr, Chatham
820-8890

Owner: Brett Walker

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741-0221

Owners: Joseph T. DeRosa, Gwen Griffiths
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210-2348

Owner: Barbara Kelley

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761-7417

Owner: John W. Moore

Dale's Guns

10781 Thunderbird Road, Loami
502-1015

Owner: Dale Molohon

Just A Little Off Hair Salon

1701 Stevenson Drive
529-4100

Owner: Melanie Eades

KJC Enterprise

18300 Cope Road, Buffalo
519-0383

Owner: Johnathon W. Camfield

Anything Motors

408 N. Dirksen Pkwy
210-2028

Owner: Nathan Barber

Lowe Landscaping and Excavating

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361-7772

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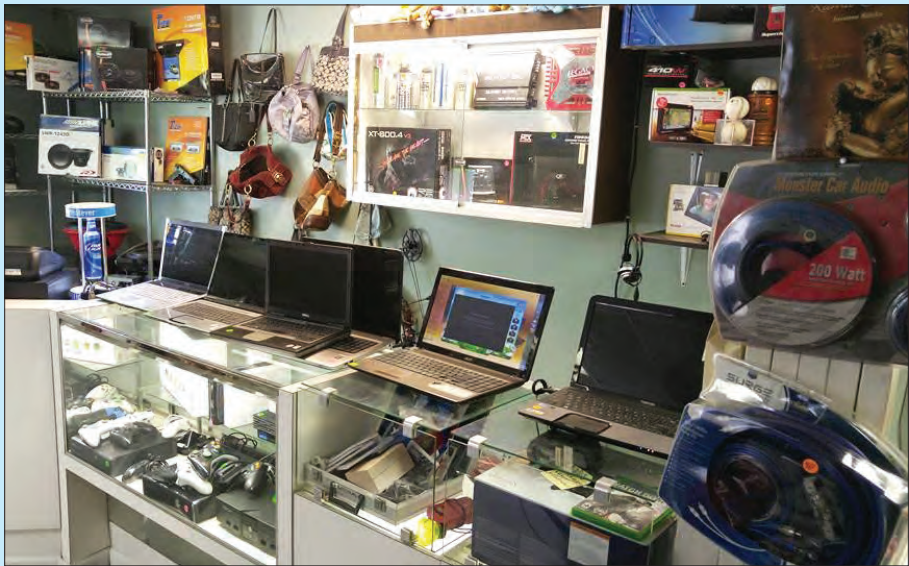


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The Kick-It Coalition

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341-9589
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Rogers celebrates 40 years at Hanson's headquarters



Gary Rogers

Gary Rogers, PLS, assistant vice president and senior project manager, recently celebrated 40 years of service at Hanson Professional Services Inc.'s Springfield headquarters. Rogers specializes in highway route and right-of-way surveys, asset inventories, database management, site development, railroad coordination and operations, planning studies, construction engineering and project management. He has served as project manager for many

multidiscipline projects, including aviation, environmental, industrial, military, railroad, roadway and telecommunications. Many of these projects have involved creating databases to store and organize field survey data to assist in the preparation of maps, quality assurance and quality control documents and project plans. Rogers has been instrumental in Hanson's use of global positioning systems and mobile asset data collection for geographic information system projects. Rogers is project manager for the Illinois Department of Transportation Bureau of Land Acquisition's outdoor advertising control support services program, for which he coordinates efforts for maintaining and updating an inventory database and permitting for the state's more than

15,000 signs along interstates and primary highways. He also is the survey manager for the Springfield Rail Improvements Program and the South Suburban Airport land acquisition, relocation assistance and property management program in Peotone. Rogers' career highlights include working with clients from Hanson's seven markets: aviation, federal, government and energy, infrastructure, power and industry, railway and telecommunications. He was survey manager for the Paducah and Louisville (P&L) railroad relocation in Grand Rivers, Kentucky, the U.S. Route 67 Phase 1 location study for a 56-mile expressway from Alton to Jacksonville and a railroad relocation project in Springfield that was completed in 2004. This project included the relocation and design of several roads and bridges to

consolidate more than 10 miles of rail corridor on the city's south side. Rogers also was project manager for the Illinois Commerce Commission's statewide grade crossing and grade separation study. During this study, Hanson collected inventory data, acquired aerial photographs, prepared drawings and created a database for more than 12,000 grade crossings and grade separations across Illinois.

Illinois Community College Trustees Association honors Cinda Edwards and Dr. Charlotte Warren



Cinda Edwards



Dr. Charlotte Warren

Cinda Edwards, a graduate of Lincoln Land Community College who rose to chair the LLCC board of trustees, along with Dr. Charlotte Warren, LLCC president, were honored by the Illinois Community College Trustees Association at its annual convention June 3. Edwards, the current Sangamon County coroner, received the statewide Distinguished Alumnus Award which recognizes the professional, technical and humanitarian accomplishments of individuals who have graduated from Illinois community colleges. She was nominated by current LLCC board chair Craig Findley, who noted, "Cinda practices her profession with the utmost integrity, inspiring others through her sense of dedication while demonstrating the highest standards of accountability." Edwards graduated from LLCC with an associate in science degree in 1978 and an associate in applied science degree in nursing in 1979. She earned a bachelor's degree in nursing in 1989. Warren was honored with the Advocacy Award, which recognizes individuals who have demonstrated outstanding leadership in advocating for the needs of students and the Illinois community college system. She also received a Trustee Education Award, honoring outstanding achievement in the area of professional development.

H. D. Smith's Henry Dale Smith, Jr. presented with Nexus Award

The HDA Research Foundation (formerly the Center for Healthcare Supply Chain Research), Genentech Inc., a member of the Roche Group, and Mylan Inc., honored Henry Dale Smith, Jr., of H. D. Smith Holding Company with the 2016 Nexus Award for Lifetime Achievement. The Nexus Award recognizes exceptional character, professional accomplishments, and leadership in HDA, the industry and community. The award was first presented in 1956. "On the 60th anniversary of the Nexus Award, we are thrilled to celebrate Dale, whose vision has had an enormous impact on not only his company, but on HDA and the distribution industry as a whole," said John M. Gray, HDA president and CEO, and president, HDA Research Foundation. "Mr. Smith follows in the footsteps of his father, Henry Dale Smith, Sr., and longtime H. D. Smith colleague Joseph Conda, Nexus Award honorees in 2003 and 1998, respectively." □



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St. John’s College of Nursing unveils simulation lab

St. John’s College of Nursing unveiled its new simulation lab in June. The sim lab gives nursing students a realistic hands-on experience to better prepare them for the routine and unexpected events they’ll encounter in the actual clinical environment as nurses. The new sim lab is about four times the



PHOTO COURTESY OF HSHS ST. JOHN’S HOSPITAL

size of the previously used lab. It’s a \$2 million dollar project that’s part of the HSHS Central Illinois Division’s strategic capital planning. The sim lab has six clinical settings: an operating room, an emergency room, medical/surgical patient room, a pediatric room, an exam room, a skills lab and classrooms. It will be used in every course the college offers. “The sim lab allows students to learn, practice and enhance their skills in a safe, risk-free environment,” said Brenda Jeffers, PhD, RN, NEA-BC, outgoing chancellor and professor of St. John’s College of Nursing. “St. John’s College faculty members are always nearby to identify and correct any mistakes. Additionally, each interaction with the patient mannequins can be recorded so the student and faculty can review the practice scenario to learn what went well and what should be done differently in the future.”

Memorial Physician Services to open walk-in clinic in Hy-Vee

Memorial Physician Services will open a walk-in primary care clinic inside the Springfield Hy-Vee grocery store at 2115 S. MacArthur Boulevard this fall. The clinic will be the first of its kind for the network of primary care physicians affiliated with Memorial Health System. Construction is expected to begin this summer on the new clinic, which will be called Memorial Physician Services – MacArthur Walk-In Clinic. The walk-in clinic’s hours will be 8 a.m. to 8 p.m. Monday through Friday and 8 a.m. to 5 p.m. Saturday and Sunday. The clinic will have two exam rooms and will be near the front of the store. The clinic will be staffed by advanced practice nurses supervised by Memorial Physician Services physicians and will offer treatment for non-life-threatening conditions to all ages. Staff will treat illnesses and injuries including cold, cough and flu symptoms; fractures and sprains; fevers; minor burns, cuts, ear, eye and skin infections; nausea and vomiting; sore throats; urinary tract infections; skin rashes and seasonal allergies. Staff will also offer sports, school and daycare provider physicals.

SIU faculty, student receive humanism, teaching awards

As part of Southern Illinois University School of Medicine’s 2016 commencement, Erik Constance, MD, associate dean for student affairs and admissions and associate professor of internal medicine, Tracy Lower, MD, professor of pediatrics, and April McNeill, MD, a class of 2016 graduate, received awards for teaching and humanism. The commencement took place on Saturday, May 21 at the University of Illinois at Springfield. Both Constance and Lower are alumni of the School of Medicine. Constance, who joined the School of Medicine in 1995 as an assistant professor of internal medicine, received the 2016 Golden Apple Award for Excellence in Teaching, an award given by the graduating class. Constance earned his bachelor’s degree at SIU at Edwardsville and graduated from SIU School of Medicine in 1988. He completed his internal medicine residency at SIU in 1991. “This year’s recipient was one of the first people that each of us students met when we visited SIU School of Medicine for the first time,” said Michael Clanahan, MD, a class of 2016 graduate who presented the award to Constance. “He was one of the main reasons why I chose SIU School of Medicine for my medical education, and after four years, that conviction holds strong.” Lower, a faculty member since 1991 and an SIU School of Medicine class of 1988 alumna, and McNeill, a class of 2016 graduate from Fayetteville, NC, received the 2016 Leonard Tow Humanism in Medicine Awards presented by the Arnold P. Gold Foundation. The awards are given annually to a faculty member and graduating student who demonstrate compassion, respect for patients and families, and clinical excellence.

Memorial Medical Center’s bariatric-surgery program earns reaccreditation

Memorial Medical Center’s bariatric surgery program has been reaccredited by a national agency for its surgical weight loss program. The reaccreditation is from the Metabolic and Bariatric Surgery Accreditation and Quality Improvement Program administered by the American College of Surgeons. “Achieving this three-year reaccreditation once again demonstrates that Memorial’s bariatric program meets the highest standards of patient safety and quality care,” said Dr. Max Hammer, medical director of Memorial Bariatric Services. “Our weight-loss surgery patients receive the benefits offered by a comprehensive multidisciplinary approach that is a nationally recognized leader in bariatric services.” Memorial Bariatric Services has performed more than 1,500 bariatric, or weight-loss, surgeries since its founding in 2002. Patients receive care before, during and after surgery from a team of healthcare professionals that includes nurses, dietitians, social workers, clinical psychologists and physical therapists. Memorial offers three types of minimally invasive bariatric procedures: gastric bypass, adjustable gastric banding and vertical sleeve gastrectomy. For more information, call 217-788-3948 or 866-205-7915 or visit MemorialBariatricServices.com.

St. John’s College of Nursing approved to offer master’s degree

St. John’s College of Nursing (SJC) recently received approval from the Higher Learning Commission to offer a master’s of science in nursing. SJC anticipates admitting 10 to 20 students in the new program each year. Full and part-time programs will be available. The graduate program offers specialty options: family nurse practitioner (FNP) and nursing administration/leadership. The first classes will begin this fall. “The addition of the graduate program further builds on the Hospital Sisters of St. Francis 130 year legacy of excellence in nursing education,” said Brenda Jeffers, PhD, RN, NEA-BC, chancellor and professor of St. John’s College of Nursing. “The need for family nurse practitioners and master’s prepared nurse administrators is well documented in the community needs assessment survey we conducted prior to development of the program.” FNP and nursing administration/leadership students will take their core curricular courses online. After moving into their specialty areas, the nursing administration/leadership students will continue their courses online, and the FNP students will take their courses at the college. The new nursing college simulation lab will be used extensively to prepare students for their clinical and practice roles. To learn more call 525-5628 or email Michelle Ellenz at michelle.ellenz@stjohnscollegespringfield.edu.

Trauma-focused therapy helps more than 175 patients

A new type of therapy is available through the Children’s Medical and Mental Health Resource Network (CMMHRN), a program of Southern Illinois University School of Medicine. The program provides children and teens with trauma focused cognitive behavioral therapy through the Trauma Informed System of Care Learning Collaborative, an effort made possible by a \$100,000 donation from The Poshard Foundation and an \$80,000 grant from the SIU School of Medicine Rural Health Initiative. The Learning Collaborative, launched in February 2015, serves 23 counties in southern Illinois. It is comprised of health care providers, social workers, law enforcement officials and representatives from child advocacy centers, the Department of Child and Family Services, state attorney offices, women’s centers and other social service agencies. According to Ginger Meyer, LCSW, abused children referred to the program, on average, experience more than three different types of trauma, most often sexual and emotional abuse, before receiving help. Nearly two-thirds of these children, ages 3 to 18, experience some form of post-traumatic stress. □

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Professional Women's Calendar of Events

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Illinois Women in Leadership (IWIL)

IWIL will host the annual Athena Awards on Thursday, July 14 at Erin's Pavilion. Doors open at 5:30 p.m. for a reception, followed by dinner at 7 p.m. and the awards presentation. The ATHENA Leadership Award is presented to an individual who is honored for professional excellence, community service and for actively assisting women in their attainment of professional excellence and leadership skills. Reservations are available at www.iwil.biz.

Association for Women in Communications (AWC)

The Springfield chapter of The Association for Women in Communications has approved its board members for the 2016-17 year: President: Dawn Pennington, Marketing Specialist, Illinois REALTORS; President-Elect: Melissa Hahn, Director of Communications, Illinois Chamber of Commerce; Past President: Kara Kienzler, Director of Production Services, Illinois Association of School Boards; VP of Finance: Natalie Dodson, Assistant Vice President of Mortgage Lending, Illinois National Bank; VP of Membership: Bree Hankins, Coordinator of Public Relations and Marketing, Springfield Public Schools; Co-VPs of Programs: Stephanie Hickman, Account Executive, WICS-TV and Molly Hall, Communications Director, Energy Education Council; VP of Communications: Kelsea Gurski, System Director of Public Relations and Communications, Memorial Health System; Secretary: Jessie Decker, PR and Communications Editor, Memorial Health System; Webmaster: Stephanie Sievers, Senior Editor, Illinois REALTORS; Jobs Chair: Kelli Jessup, Business Services Coordinator, Illinois Chamber of Commerce; Scholarship Chair: Kelly Thompson, Executive Director, Ronald McDonald House Charities of Central Illinois; Student Liaison: Jacqui Kane, Graduate Student, University of Illinois Springfield; Archivist: Nancy Zimmers, Retired Director of Public Affairs, Southern Illinois University School of Medicine. The new officers will begin their term July 1, 2016. Visit www.awcspringfield.org for more information.



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RESTAURANT REVIEW



Az-T-Ca Mexican Grill

By Thomas C. Pavlik, Jr

Az-T-Ca has been part of Springfield's dining scene for over a decade, but thanks to its diminutive footprint, until recently you might not have known about it. That would be a shame, because despite the unconventional spelling of its name, Az-T-Ca serves up authentic and flavorful food.

Az-T-Ca originally opened as a tiny spot in Montvale Plaza – it couldn't have had more than ten tables. Thanks to a recent expansion, however, Az-T-Ca has more than doubled its space. It was a serious remodel that has transformed Az-T-Ca into a player in Springfield's south-of-the-border restaurant wars.

The remodel has provided Az-T-Ca with an authentic feel. I felt like I'd entered a traditional hacienda. The colors are dark and soothing. Of course, there's the requisite TV tuned to the Spanish language soccer channel and Mexican themed knick-knacks.

The day we visited, Az-T-Ca was about one-third filled at 11:30 a.m. A steady stream of customers came through the door during our visit. With the exception of the suit and tie crowd, our fellow diners represented a healthy cross-section of local types.

It being Springfield, there were video gaming machines. A few of the gamblers looked like they'd walked over from Montvale Estates. Who says retirement is boring?

Once we were seated in a comfortable booth, chips and salsa quickly appeared at our table together with menus. We couldn't decide if the chips were made on the premises or not, with the consensus leaning toward not. The salsa, however, certainly tasted homemade. My guest is a regular at Az-T-Ca and he also asked for the homemade hot sauce. This was some really good stuff – very hot, but not hot enough to overpower some wonderful flavor. Don't be afraid to mix some into the regular salsa for an extra kick. Frankly, the salsa and hot sauce are reason

enough to try Az-T-Ca.

We were provided with the dinner menu and a smaller lunch menu, one can order off of either. The lunch menu has 15 specials ranging in price from \$5.99 to \$9.59. Notable options included the fish tacos (\$6.99, two tilapia tacos served with rice and pico), the lunch fajitas (\$9.59, served with rice and beans), and the Speedy Gonzalez (\$5.99, beef taco and chicken taco, with choice of beans or rice). The dinner menu is more expansive and, in general, mirrors Az-T-Ca's competitors. I'm a huge pork fan and was disappointed that there were no carnitas on the menu. On the other hand, the chili verde (\$10.99, pork simmered in green chili sauce, served with flour tortillas and beans) looked like a satisfying dish. And I was sorely tempted by the "Messy Mexican" (\$9.99, burger topped with pork belly, grilled jalapeños, roasted tomatoes, chipotle sauce and Oaxaca cheese and wrapped in a tortilla – served with fries or, for an additional 99 cents, yucca fries). Maybe on my next trip.

Sadly, Az-T-Ca no longer serves menudo (tripe soup), which was formerly available only on Saturdays. I asked the owner, who replied that there simply wasn't enough demand to justify the dish. We were, however, informed that posole (Mexican pork stew) pops up on Az-T-Ca's special list from time to time.

My dining companions and I decided to start with the cheese dip (\$4.99, melted queso cheese served with chips) from the dinner menu. Although I prefer yellow cheese to the omnipresent white, it was a satisfying way to start the meal, especially when amped up with a few dollops of the special hot sauce.

As entrées, we opted for the lunch quesadilla (\$6.99, beef or chicken, with rice and beans), the burrito and enchilada



PHOTOS BY MARANDA POTTER



lunch combo (\$5.99, served with rice), and the dinner Mix Fajitas (\$12.59, steak and chicken). All dishes were served piping hot and were generously sized for the price. Appropriate accompaniments garnished each plate, including generous helpings of lime and cilantro.

We particularly enjoyed the delectable flavor in the beef fajitas. The enchilada was, at least based on my party's collective knowledge, authentically prepared. Even if not, it sure tasted that way. My companion's quesadillas were soft and chewy on the inside with just the right crunchiness on the outside. The burrito, while tasty, was the least favored of our selections. Nonetheless, despite having gorged ourselves on liberal amounts of chips and salsa, barely a scrap

was left on our collective plates.

And then there were the beans – which I usually treat as an afterthought – sort of like a sprig of parsley on a plate. Not Az-T-Ca's. They were packed with flavor and had just the right consistency (not runny, yet not paste-like). Nicely done.

Service was efficient and friendly. Even though one of my guests was a regular, I sensed that things would have been no different if he had not been there.

With its new layout, vastly increased space and flavor-packed food, Az-T-Ca is a worthy destination for a business lunch. We'll be back. □

Thomas C. Pavlik is an attorney with Delano Law Offices, LLC, in Springfield.

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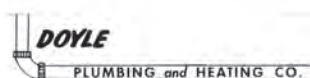
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Family business succession planning

By Sarah Delano Pavlik

When you hear the term “family business,” do you think of the mom and pop restaurant or the corner auto repair shop? What about Walmart and Mars, Incorporated (M&Ms)? Family businesses come in all types and sizes. According to a 2013 *Forbes* magazine article, “family businesses generate over 50 percent of the U.S. Gross National Product” and “about 90 percent of all U.S. businesses are family-owned or controlled by a family.”

Every family business, no matter the size, needs a succession plan. Statistics show that approximately 30 percent of all family-owned businesses survive into the second generation, 12 percent into the third generation and three percent into the fourth generation and beyond. One reason family businesses don’t survive is that there is no succession plan in place at the founder’s death, leading to a void in leadership, family fighting, lack of financing or other critical problems.

If you’re like most business owners, you’ve devoted yourself to your business and you may not be able to even think about leaving. But you will leave one day (whether because of a sale of the business, death or disability), and your departure could destroy your business if you don’t plan for it.

Succession planning is one of the most difficult tasks for most business owners because of the emotional issues involved. The business and the owner often seem like one, and the owner may refuse to relinquish any control. If the owner fails to properly train a successor, the business may flounder.

Once the emotional issues have been addressed and a successor or successors have been identified, there are complex legal and financial issues to be faced. The problems and solutions can be very different depending upon whether the successors are

family members or unrelated parties.

If the successors are unrelated parties – such as key employees – the first step is generally a buy-sell agreement. This agreement will specify when the successors can acquire the business and at what price. The buy-sell agreement can be triggered by the owner’s death, disability or retirement. The price can be stated as a set amount, as a formula or as determined by an appraisal at the time of the sale.

After the price has been determined, you must address funding. How will the successors pay to acquire the business? Will they be allowed to pay over time or must they pay all at once? Should the successors purchase life insurance on the life of the owner which they can use to purchase the business upon the owner’s death? Should the company or the successors own the insurance?

The owner must also consider estate tax issues. As of Jan. 1, 2016, the federal estate tax exemption amount is \$5,450,000 per person, and the estate tax rate is 40 percent. The Illinois estate tax exemption amount is \$4,000,000. If the owner allows the successors to purchase the business over time, will his estate have sufficient liquidity to pay estate taxes? Should the owner purchase additional life insurance to pay estate taxes? If so, the insurance should be held in a life insurance trust or it will only increase the estate tax liability of the owner.

Although estate tax can be daunting, most closely held businesses do not fail because of estate taxes. They fail because of fighting among family members or because no one who remains has the ability or the vision of the owner.

If there are multiple owners, there are multiple options. If one owner dies, the



business can buy back his interest, or the other owners can buy the interest from the deceased owner’s estate. Each of these options will have different income tax consequences depending on the type of entity of the business, such as an S corporation, a C corporation or a partnership.

The owner may wish to transfer an ownership interest in the business now to the successors without giving up control of the business. This can be accomplished in several ways. If the business is a corporation, the corporation can be re-capitalized into voting and non-voting shares. Non-voting shares can be transferred to the successors, giving them an ownership interest in the business but keeping the owner in control.

If the successors are family members such as children, the owner may wish to

transfer an interest in the business to the children in trust. The owner cannot serve as trustee of the trust, although the owner’s spouse can. In this way, the owner can transfer ownership for the benefit of his family but know that control remains in the hands of someone he trusts.

A buy-sell agreement can also be used in family situations. If the owner has several children but only one is active in the business, he may wish to sell the business to that child rather than give it to her. In that case, a buy-sell agreement can require the owner’s estate to sell to the child and specify the terms of the sale. The purchase price can be for less than fair market value, but such a price will not be binding for estate tax purposes. For example, if the owner and his daughter execute a buy-sell agreement specifying a purchase price of \$5,000,000, that price will be binding on the owner’s estate. However, if the fair market value of the business is \$10,000,000 at the time of the owner’s death, estate taxes will be owed on the entire \$10,000,000 (and as always with tax law, certain exceptions apply).

The owner’s estate planning documents must also be coordinated with the succession plan, including a will to direct the disposition of the business and a trust or power of attorney to provide for control of the business in the event of incapacity.

Ultimately, succession planning is a comprehensive task involving business, financial, tax and family issues. A successful plan will probably require the input of an attorney, an accountant and a financial planner or insurance agent. It may also require a consultant to address personal and emotional issues. If properly implemented, however, the succession plan can allow a business to survive the departure of the founder and to flourish, rather than to disintegrate. □

Sarah Delano Pavlik is an attorney with Delano Law Offices, LLC.

Have a legal question? Email Tom and Sarah Pavlik at sdpavlik@delanolaw.com and they may be able to address the issue in our legal column.





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PHOTO COURTESY OF OLD CAPITOL FARMERS MARKET

Go local

By Diane Beauchamp, co-owner of Wiley Office Furniture and current president of Local First Springfield

I am often asked: “Why local? Why does it matter if I purchase at a local, independent business?” The short answer is when you eat, drink, shop and think local first, your dollar goes further and works harder and the benefit is to you, your family, your friends and neighbors.

Much research has been done on the impact of spending at local independent businesses as opposed to chain stores or franchises (and more recently the internet), consistently showing that the benefits to communities and local economies are staggering.

One reason for such a huge benefit is the multiplier effect. When you buy from a local business, it impacts their business directly, as well as other local businesses indirectly. Based on your purchase, the initial business you purchased from can then go out in the community and purchase other services – including IT support, marketing and office supplies, as well as potentially hiring contractors to renovate and grow their businesses, upgrade computers and other business machines. They can also hire more employees whose wages consequently stimulate the local economy even more.

Here’s a breakdown of spending \$100:

- At a local, independent business, \$48 is recirculated,
- At a chain store, \$14 is recirculated,
- On the internet, \$0 is recirculated.

As mentioned, one big challenge facing independent businesses today is competing with the Internet. A single mouse-click to purchase goods from all over the world might be convenient, but it does not benefit the Springfield community

in the least – it results in zero jobs, zero taxes for schools and roads, zero products and services purchased from your friends and neighbors and zero multiplier effect. Spend \$100 on the internet, and \$0 dollars goes into the local economy. Spend \$100 at a local, independent business and watch that soar to \$48 or more.

I challenge you to try a different purchasing strategy – go to your nearby shopping areas and buy goods and services from your family, friends and neighbors. Next Saturday, follow me to Corkscrew to buy a bottle of wine and some cheeses, then to Ace to get my grilling and gardening supplies, then to Country Market for a fabulous steak and some veggies. I have a couple of birthday gifts to shop for, so I’ll head downtown to Studio on Sixth for an awesome art piece or jewelry, to Recycled Records for a cool poster, to Merchant House for a unique home gift for my daughter and then of course, to The Cardologist for an irreverent birthday card. Lastly, I will have lunch at Maldaner’s or Augie’s. At all of these businesses, I will interact with the owners and long-term managers and staff, who know my preferences and provide excellent service. A big bonus: I get to interact with my community, family, friends and neighbors.

The jobs created by local, independent businesses are what my parents referred to as “the good jobs,” with competitive pay and benefits. They enable their employees to live independently, have a family, donate to local charities and support their schools, churches and synagogues. That’s another important

result of buying local – the money stays in the community to the tune of 68 percent or more versus 30-35 percent at a chain and zero percent on the internet.

Ben Franklin famously said that nothing is certain except death and taxes. Why wouldn’t we want those inevitable taxes to benefit the community where we live, rather than some far-off city? The taxes generated by spending locally benefit our local roads, schools, libraries and parks. If our local governmental entities would also give preference to local businesses for their purchase of goods and services, they would see their dollars’ impact also multiplied.

At Local First Springfield, our mission is to share with consumers and business owners the tremendous benefits that spending dollars at local, independent businesses provides. In our ninth year, our slogan, “Eat, Drink, Shop, THINK Local First,” has resonated strongly in our community.

Do you want to “go local”? Think about where you are spending your hard-earned dollars and shift some to local, independent businesses, encourage your friends and families to do the same and challenge your employers to review how they spend their dollars.

This coming week, July 1-7, is Independent’s Week, where Springfield celebrates locally owned, independent businesses. Local First Springfield will have a booth at the downtown farmers market on July 2 and 6. We will be sharing information, answering questions and handing out freebies from our members. Once you “Go Local” you’ll never go back! Visit our website – localspringfield.com. □



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