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2021 Women of Influence

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Where do we go from here?

One year ago, we were in the midst of Gov. JB Pritzker's stay-at-home order, wondering how long it would take for life to return to normal. We're definitely closer to that elusive sense of normalcy now, but significant obstacles remain.

The cover of this month's *SBJ* features Rikeesha Phelon, one of the 2021 Women of Influence who is the executive director of marketing, communications and engagement at SIU School of Medicine. In that role, she is tasked with coordinating a public health campaign to combat vaccine hesitancy and address concerns from communities of color who may have a historical distrust of the health care system.

Just a couple months ago, people had to make a concerted effort to schedule a vaccine appointment, refreshing websites multiple times and calling around. Now, hundreds of available appointments go unfilled each day. With those who were anxious for a vaccine having already received it, just over 34% of Sangamon County residents are now fully vaccinated, well below the threshold needed for herd immunity. Businesses are beginning to wrestle with the question of whether to require (or incentivize) their employees to get vaccinated, a topic addressed in this month's legal column (pg. 38). Companies are also reconsidering how to best utilize office space, particularly communal areas, and whether to continue letting employees work from home permanently at least part of the time (pg. 21).

The "now hiring" signs that are ubiquitous around town may seem like an indication of economic recovery. However, a growing number of businesses, particularly in the restaurant and hospitality industries, are struggling to maintain even minimal staffing levels. Increased unemployment benefits have made it more lucrative for low-wage earners to stay home, and many of those who would like to work find it impossible due to virtual schooling and child care issues. And it's not just fast food restaurants and big box stores struggling to find workers: A March survey conducted by the National Federation of Independent Businesses found that 42% of its members had job openings they couldn't fill. Springfield-area staffing agencies tell *SBJ* they have hundreds of positions they could fill immediately if they had more applicants (pg. 17). Of course, it's always easier and more cost-effective to keep existing employees than look for new ones, and this month's professional development column provides some tips – it's not just about the money (pg. 42).

In addition to focusing on financial incentives and safety measures to encourage people to return to the workforce, businesses can do their part by providing flexible schedules or remote work options for employees who may be struggling with reduced child care or school hours or need to assist their children with virtual learning.

Employees can do their part by getting vaccinated – even if they are not personally concerned about contracting COVID-19, having more people vaccinated will allow us to return to a fully functioning society in a more timely manner, which benefits us all.



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Q & A with April Troemper

By Lana Shovlin

Judge April Troemper has been a trial court judge in the 7th Circuit Court since 2009 and currently presides over the family relations division, including drug court, adoptions/guardianships, mental health and various other civil and criminal matters. She grew up in Edinburg, a rural community outside of Springfield, and was the first person in her family to go to college. After graduating from Eastern Illinois University, she received her juris doctorate from SIU School of Law and worked in private practice for several Springfield firms before beginning her judicial career by becoming an associate judge in Sangamon County.

What was your childhood like?

I come from very modest and humble upbringings but with a structured and disciplined background. I was raised knowing that chores and schoolwork had to come first, and that faith and family were a priority. I was one of those kids that never sat still; I played every sport, was in the school band, on the scholastic bowl team, and when I was in high school, I was president of five different organizations.

What did you want to be when you were young?

When I was a little girl, I wanted to be a veterinarian, but learning that I had to euthanize animals was a game changer. I remember my parents telling me that I would be a great lawyer because I could get paid to do what I did best: arguing. In addition to their advice, I was inspired by a first-grade teacher who told my mother she could see me being a CEO of a corporation or something really big like that. I'll never forget having those seeds planted at such a young age.

What was your first job?

I guess you could say that my first job was "walking the beans," which I did during the summer to raise money for cheerleading camp. I also babysat, and when I was old enough to drive, I worked at Hardee's in Taylorville.





Left: Judge April Troemper's office is filled with motivational quotes. Top right: As part of her duties, Troemper also presides over weddings. Bottom right: Troemper and her husband, Brett, have two children, Austin and Brooklynn. Their son's baseball team placed second in the state tournament

PHOTOS COURTESY OF APRIL TROEMPER



You were the first person in your family to attend college. Was that challenging?

I've always had the ability to see all sides of an issue and argue for or against it, regardless of my personal beliefs, and that led to my decision to pursue a career in law. Honestly, though, I had no idea how to get there. I didn't know what the LSAT was and I had no clue that you had to take the bar exam. Luckily, I figured things out as I went along.

What do you enjoy most about being a judge?

I enjoy a lot of things, but I really love seeing people's lives change for the better. A perfect example of that is the drug court that I preside over. It's all about second chances and recognizing that even good people do things they regret. It's set up to help those who want to be helped and is intended to rehabilitate non-violent offenders who, because of their addictions, often resort to ongoing criminal behavior. As we know, drugs and alcohol destroy lives, jobs and relationships. Our participants have encountered some of the steepest hills they'll ever have to climb, and if they fall, – which most do – the team is right there and ready to help pick them back up.

How has your life been different than what you imagined?

When I first became a lawyer, I said the one area of the law I would never practice was family law. My parents divorced when I was in the sixth grade, remarried each other a few months later, and then divorced again at the end of my senior year; I did not want to have to relive those moments. However, after having been on the bench for a year handling traffic and misdemeanor cases, a presiding judge asked me if I would be willing to switch spots with one of my colleagues who was handling family law and dissolution of marriage cases.

The first six months were very hard for me because I was forced to deal with wounds that I had tucked away. There were times that I would be interviewing children in my chambers, and I would find myself tearing up and trying to explain to them that I could relate to many of their emotions, and trying to reassure them that it was going to be OK.

I was also able to talk to parents about my experience of growing up with divorced parents. I let them know the importance of never putting the child in the middle of things and really focused on how if it weren't for me having parents and step-parents who were kind and respectful toward one another, then I probably wouldn't be where I am today.

I stayed in the family law division for over seven years, and it was the best thing that ever happened to

me. It helped me to heal, to be transparent and to help others going through a difficult time. Of course, not everyone was happy with my rulings, but my heart was always in it.

What's something people would be surprised to know about you?

Between my sophomore and junior years of college, my government loans hadn't yet been approved. I was devastated, because I knew I wanted to be a lawyer, but you can't practice law without a college degree, and you can't go to college without money. I ended up meeting with an ROTC officer who told me that if I successfully completed basic training that I would earn a college scholarship. So, that's what I did!

I went off to Fort Knox, Kentucky, and finished second in my platoon. When it came time to sign my contract, I asked if there was any way that I could defer the eight-year commitment until after I graduated law school. They told me that they would have to discuss it, but the next day I got a letter from the government that my loan application had been approved. After some deep soul searching, I declined my ROTC scholarship, but I wish everyone could experience basic training. It breaks you down to build you up, and it teaches you so much about yourself. It gives you confidence. When people say that you can't do something, you can just kind of look at them and say, "Watch me."



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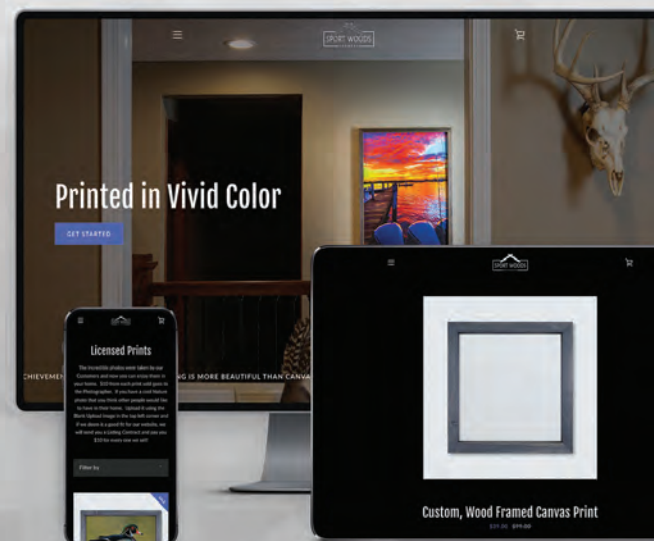
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2021 WOMEN OF INFLUENCE



DEB SARSANY
LISA CLEMMONS STOTT
SUSAN HELM
RIKEESHA PHELO
JULIE BENSON

DEB SARSANY

By Holly Whisler

WOMEN OF INFLUENCE

Deb Sarsany is a broker and part-owner of The Real Estate Group, 3701 W. Wabash Ave., as well as president and lead broker of the Deb Sarsany Team – a stellar team of seven female real estate brokers that consistently rank in the top 1% of sales of all Capital Area REALTORS®. Sarsany gives credit to her team for their success but admits to “going full force and putting 150%” of herself into all of her endeavors – career, family and community involvement.

The words that Sarsany lives by daily are: “If it is to be, it is up to me.” She approaches each day by “eating the frog first,” a metaphor for tackling the least appealing task first so the remainder of the day will be a breeze. This productivity concept comes from the book *Eat That Frog!* by Brian Tracy, which Sarsany said is a “must read.”

Sarsany originally had her sights set on being a dental assistant and was a student in Lincoln Land Community College’s first dental assistant class. But life happened and plans changed; by 1989, Sarsany found herself in Topeka, Kansas, beginning her career in real estate. She explains it wasn’t out of any great inspiration or epiphany, but the consistent nudging of a friend who kept saying, “You’d be good at real estate, you should try it.”

Try it she did, but as a busy mom with three young kids and a husband who traveled frequently, she could not give it her all, and therefore, made the decision to give it up at that time. When her family moved to St. Louis and her children were more independent, she returned to real estate and also started a gift-giving business called Beyond Baskets. Sarsany was successful with the new venture, winning national awards and traveling across the country to speak and train other business owners. She later sold the business to a competitor.

Sarsany said, “It was when my family moved to Springfield that I really dove all the way into my real estate career. My kids were grown, and I decided I was going to be my own boss and set my own direction.” She has now made all of that, and more, a reality.

Sarsany’s list of accolades and accomplishments is lengthy. She has been on the Capital Area REALTORS® Honor Roll multiple times and served on numerous CAR committees. Sarsany serves on the board for Illinois Women in Leadership and Women Entrepreneurs of Central Illinois. Additionally, Sarsany wanted a more personal approach to networking with fellow entrepreneurs and serves as president of Capital Area Networkers, a group she founded.

She also gives back to the community through her involvement with various charitable organizations. Sarsany is the co-chair of Denim & Diamonds, an annual fundraising event to benefit cancer research. Sarsany lost both parents and a nephew to cancer and has a good friend living with breast cancer. She said, “Sometimes you get angry, and you find a way to help make a difference. If I can be a part of helping stop cancer that would be great – even if it is not in my lifetime.”

Sarsany also serves in multiple roles with Habitat for Humanity of Sangamon County, a nonprofit she said is close to her heart due to her own upbringing. She was raised by a single mother, who worked hard for the little they had, and said the experience left her “inspired to make



Photo by Josh Catalano

someone else’s life a little easier.”

At this point in life, Sarsany’s children are grown and they have given her five grandkids. She said, “Being a grandparent is by far the most rewarding thing ever.”

And while she works hard, Sarsany also loves to travel and take vacations; she claims to “have the biggest case of wanderlust.” She also enjoys motivational books and said, “I get incredible joy from knowing my team members are succeeding.”

It’s no surprise the one thing she does not like is sitting still.

LISA CLEMMONS STOTT

By Carey Smith

Growing up in central Illinois, Lisa Clemmons Stott aimed for a career in social work or journalism. “I thought it was important for a person to be involved in making their community better,” she recalls. After earning a degree in broadcast journalism, Clemmons Stott switched her aim and moved to Springfield, working for various state agencies. She got involved in issues concerning downtown Springfield in 2011 when she was named a co-chair of the Sustainable Design Assessment Team and became the executive director of Downtown Springfield, Inc. (DSI) five years ago.

Clemmons Stott’s enthusiasm for improving downtown Springfield is evident in hearing her talk about the myriad arts and entertainment projects she has initiated. She attributes a lot of their success to scouting out what other similarly sized communities are doing and replicating them here. “All these events that take place, we can see that people have pride. It’s very Instagrammable, and shows off the beauty of downtown in ways people take for granted or have forgotten about.”

DSI has 20 committees working on a variety of projects, from lighting to developing more partnerships to working on more family-friendly events with the aim of taking downtown “out of the pandemic in a strong way,” states Clemmons Stott. Among current projects is a second Levitt Amp series, with a summer of free family-friendly concerts on the former Y block.

Along Monroe Street, Springfield High School art students will be painting murals in vacant ground floor shops, using original designs and quotes from one of Clemmons Stott’s favorite books, *Strong Towns*, by Charles Marohn. It’s clear how well her work with downtown merges with Marohn’s theme of strengthening city cores.

“Downtown has generational wealth built into it. It was wealth that our ancestors built and left to us to be a resource,” Clemmons Stott says, noting that disregarding the inherent goodness in our downtown only hurts us. “From a financial perspective, from a pride perspective, downtown is important to the psyche of our community, whether people recognize it or not,” she said. “Downtown is the one neighborhood in Springfield in which people can live, work and play.”

One of Clemmons Stott’s goals has been to get younger people to see the potential in downtown, and the Momentum on Main Street program is designed to attract the next generation of entrepreneurs, investors and property developers.

DSI also supports the work of Innovate Springfield, which offers a 10-week program to enable entrepreneurs to turn their ideas into action plans. “We give scholarships to Innovate Springfield for their program, which brought two businesses into brick-and-mortar locations downtown. We’re seeing real change,” states Clemmons Stott.

She notes that over the last 18 months, renovations have begun on many downtown buildings that have recently changed hands. DSI is about to release a step-by-step guide to assist people who intend to renovate downtown buildings with upper floor residential units. “We’ve attracted a lot of people to the idea that downtown is a great place to run a business or have an investment property, and the future is bright,” she says.

Clemmons Stott says that she is honored and humbled by the recognition of being selected for Women of Influence, but she often feels more comfortable behind the scenes. “I love having other people shine. I feel like so many women in Springfield have influenced me, and it’s such a

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Photo by Josh Catalano

positive back-and-forth relationship.”

Clemmons Stott says she has enjoyed working with women such as Val Yazell, the former director of economic development for the City of Springfield and Abby Powell, the city’s TIF administrator, along with Katie Davison at Innovate Springfield.

“I always feel that there are still challenges in being a female leader, so being able to have women in other positions working on the same issues, we really do lift each other up,” she says. “I would never want to hog the limelight for myself, because it’s truly about having many people at the table and someone sparking an idea and another person adding to it. It’s humbling to be on this list, but I really use it as an opportunity to celebrate all the women I work with every day.”

This theme of collaboration and mutual respect resonates through every project Clemmons Stott has a hand in. When describing working in committees, she notes, “There’s something beautiful about that process, and it gives ownership of downtown to more people. I think that’s really important.”

As to her legacy, Clemmons Stott is proud of her accomplishment in stabilizing DSI and making it more resilient with funding from the city and other sources. She acknowledges her ability to set a big vision for the future and to get to work.

“I’ve always set an ambitious agenda, and I’m proud of the work we’ve done in the last five years.”

SUSAN HELM

By Karen Ackerman Witter

Susan Helm is an inspiration to many. She is extremely creative, a generous volunteer and a strong leader. She has big ideas and the ability to bring them to fruition by engaging others to see the vision and get involved. "Find something you love, and attach to it," advises Helm.

Helm is attached to many things she loves. She is a certified Master Gardener and Master Naturalist and a driving force behind the many pollinator gardens in downtown Springfield and city parks. She is an enthusiastic volunteer at Lincoln Memorial Garden.

Helm generated significant funds for cancer research at the SIU School of Medicine through her leadership with the annual Denim and Diamonds fundraiser. She enjoys helping people with dementia and their caregivers through the Minds in Motion program, creating bi-monthly multi-sensory themed programs involving crafts, food, storytelling, music and more.

Whether through beautification projects, running events, fundraisers for cancer research or programs that promote health and wellness, Helm has enriched the lives of many people in the Springfield community.

After graduating from Illinois Wesleyan University, Helm's career involved public relations, marketing and event planning. She retired five years ago after serving many years as director of marketing for the SIU School of Medicine Department of Surgery. Helm was already an active volunteer while working; this has only intensified after her retirement.

Professionally, Helm is most proud of the Men's Night Out program she helped create. This fun event features a high-profile sports figure along with messages about men's health and free health screenings, attracting nearly 1,000 people annually. After retiring, Helm continued her leadership with the annual Denim and Diamonds fundraiser for cancer research. She co-chaired the event in 2019, raising \$320,000, the largest sum in the history of this popular event.

Helm does not shy away from hard work. She gets her hands dirty – literally and figuratively. Lincoln Memorial Garden is one of Helm's passions. Local residents can see and enjoy the fruits of her labor in the planters and gardens flourishing with native plants. She served on the board directors for six years and also leads nature hikes, helps with native plant sales and flips pancakes at the annual pancake breakfast.

She started running at the age of 49, going on to run half-marathons, pace others running a half-marathon and serving as a race director for eight years. When Helm directed the Women's Distance Festival, she added a women's health fair and kid's fun run. It was the largest in the history of this race, with 600 women and 200 children participating.

Her most ambitious project at Lincoln Memorial Garden was to create an 8K trail run. Fellow board member Nicky Stratton says this is an example of the management skills and enthusiasm that Helm brings to any challenge she accepts. She identified the jobs, found the right people and organized them into an efficient working team. Helm directed the trail race for six years, which raised funds for Lincoln Memorial Garden while also attracting new people to experience and enjoy the garden.

Colleagues who have worked with Helm say she is not a person who proposes a wonderful idea and then waits for someone to take up the challenge. Rather, she is a remarkable leader who is adept at engaging others within her sphere of influence to make things happen. Fellow

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Photo by Josh Catalano

volunteers know Helm to be fun and a team player. Although many projects wouldn't happen without her, she is quick to credit others and thank the many community partners who help make all the projects possible.

Helm was inspired to lead the Minds in Motion program for people with dementia and their caregivers after her own personal experience caring for her mother, who had Alzheimer's. Her mother, Rosemary Idleman, was always volunteering and helping others, and Helm says she and her four siblings grew up thinking that was the standard. Her mother continued that philosophy into her 80s and passed away at the age of 85 after several years with dementia. "Volunteering was a way of life for her," says Helm.

Helm is now an inspiration to her own children and grandchildren, just as her mother was for her.

RIKEESHA PHELON

By Lana Shovlin

Many people in Springfield recognize Rikeesha Phelon's name from her political work. After all, she worked as press secretary for the Illinois Senate during Governor Rod Blagojevich's impeachment trial, and it was there that she expertly managed interviews and media requests while navigating her way through one of the biggest challenges of her career. As Blagojevich's trial continued and attracted international attention, Phelon knew that she didn't want to spend her professional life defending actions that were out of line with her character, and she began looking for new career opportunities.

After stepping down from her position, Phelon then worked on John Cullerton's campaign for senate president, but despite loving her job, she began to feel the pressure of the legislature's infamously demanding schedule. With two small children at home and a busy husband, she began to wonder what other career paths were out there for her. Despite being successful in politics, she had always imagined herself in a position where she had the power to motivate large groups of people.

Bitten by the entrepreneurial bug, Phelon opened Phelon Public Strategies, a company that provided consultation to political clients and health care organizations in the Springfield and Chicago area.

"I started my business because I wanted to spend more time with my family, but my phone never stopped ringing," remembers Phelon. "It got to the point where I was going to have to start hiring employees and expanding my business, but I wasn't interested in that." Overwhelmed with the sense that her business was moving in an unexpected direction, Phelon applied for a job as executive director of marketing, communications and engagement at SIU School of Medicine.

Since beginning her career at SIU in 2018, Phelon has worked to develop an integrated marketing and communications plan to help tell the story of the impact that the medical school has on our community. She loves that the school's mission is to promote health care and produce great doctors that will have a positive impact on our community, but this past year has been challenging.

"Quite frankly, the pandemic has transformed the way we look at health care," says Phelon. Leading the organization, she has worked tirelessly on public awareness campaigns about the importance of social distancing, wearing a mask and washing your hands. Perhaps most importantly, she works alongside people of color who have been disproportionately affected by COVID-19. Her goal is to make sure that they have a reason to trust health care professionals when it comes to vaccine confidence, and the timing of being the person in the position to provide this reassurance feels right.

Training and coaching people on public speaking has always been one of Phelon's passions, but this year, she realized that promoting public messages can be much more difficult than she imagined. "The truth is, we haven't been in a position where we've had to promote universal public health in a very long time," says Phelon. "We have messages coming out daily about how we need to do certain things for the common good, but we don't have the language, the experience of the infrastructure, to help people understand why that's important."

Not only are the messages sometimes polarizing, the way we relay those messages needs to change. Phelon is concerned that entire groups of people are unintentionally excluded from vital health information

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Photo by Josh Catalano

since not everyone has access to broadband or is tech-savvy.

"We just assumed that the message we wanted to get out worked for every single population. Unfortunately, it just doesn't work that way," she says.

Phelon, along with other community leaders, has been working to learn how she can help craft messages about health care so that they are inclusive to everyone. She credits a lot of the changes that have been made to listening to what people need and understanding that factors such as ethnicity, age and gender all change the way that we receive information. Though some hurdles are still being addressed, Phelon feels encouraged by the progress that has been made, and she is trying to ensure that there are enough access points for people to receive health care information differently in the future.

"I've always believed that if you can change your community, you can change the world," says Phelon.

JULIE BENSON

By Carey Smith

Julie Benson's name has become well-known, often passed along to homeless or low-income residents needing assistance, or to those wishing to donate to assist in her mission. Five years ago, Benson formed a nonprofit called Helping the Homeless in Springfield. Her first task was to collect hats, coats, gloves and blankets, and drive around Springfield to give them to those living outside.

When she retired from her employment with Henson Robinson Company in 2019, instead of a customary parting gift such as an engraved watch, Benson received exactly what she wanted: a cargo van to help her ministry.

Benson says her work every day is different. The first of the month is spent acting as a representative payee for several people who receive Social Security benefits. After that, "I really go wherever the need is, any time randomly during the day when people call me and need me," states Benson. She branched out from her homeless ministry three years ago, adding low-income people with unmet needs to the people she helps every day.

She distributes leftover food from corporate luncheons, businesses and churches to help alleviate hunger in Springfield. Benson assists people in getting identification cards through the Secretary of State, distributes clothing and shoes, gives gas cards to working families, helps those looking for shelter and goes grocery shopping, often for grandmothers raising their grandchildren.

"I'm pretty much on call and do a lot of things. I wake up in the morning, and start getting texts for things people need," Benson says.

Benson admits her journey over the last five years has included some learning experiences, and she continues to learn every day. Above all, her aim is to help those in need, however she can. In addition to meeting needs for goods and services, Benson is also involved in several organizations with similar aims. She meets weekly via Zoom as part of a group called The Kitchen Table through the Heartland Continuum of Care. "We try to not duplicate services, but direct people to the right services. We reach out and make connections with people who are not connected," says Benson.

Benson also serves on a committee for the Family Guidance Center that helps get the word out about drug and alcohol rehabilitation. Last summer, she was tapped to supervise the City of Springfield's warming and cooling shelter, which had opened earlier in the year than usual to allow the homeless to shower. She expanded that to provide hygiene products, laundry services and even free haircuts from students at National Barber College in Taylorville.

As to her legacy, Benson states, "I think I've brought more awareness to the homeless community. When I started, there were a lot of people who told me they had no idea there were homeless people in Springfield, or more than just a handful of people." Benson feels she has helped to break the stereotypes. "Homeless people used to be frightening to people, and not so much anymore. Many more people will individually stop and help somebody than they did before. A lot will stop on street corners and get to know somebody. More people will give somebody a gift card to get food, or get them what they need. I think that I opened the community's eyes."

WOMEN OF INFLUENCE



Photo by Josh Catalano

Benson says she's humbled and stunned that she was chosen as one of this year's Women of Influence. "I hope that I can encourage other women to reach out and do something that can help their community. We can make a difference in peoples' lives if we show them respect, pay attention and listen."

In the coming years, Benson says she would like to see every single unsheltered person off the streets and into their own space with an opportunity to be safe and healthy and the ability to receive services, if needed. She hopes this can become a reality as awareness increases of our city's homeless population and the precariousness of its low-income residents.

"If we can do something, we should do something," says Benson.

Congratulations to the 2021 WOMEN OF INFLUENCE

From the Officers, Employees and Board of Directors of Security Bank

Julie Benson • Susan Helm • Rikeesha Phelon • Deb Sarsany • Lisa Clemmons Stott

“”

Security Bank recognizes this year's honorees for strengthening our professional community through volunteerism. Each honoree pivoted in an unprecedented year and continues to have a positive influence on others in Springfield and surrounding areas.

Stephan Paul Antonacci, President and CEO



Sarah J. Delano Pavlik
Attorney
Delano Law Offices



Nina Harris
Chief Executive Officer
Springfield Urban League



Emily Collins
VP, BSA &
Compliance Officer



Mary Ann Dunn
VP, Project Management
Corporate Secretary



Karen Hansen
VP, Human Resources



Rachel Johns
VP, Retail



Destiny Nance-Evans
VP, Sales & Marketing



Sheila Courville
AVP, Loan Processing



Tammy Gilchrese
AVP, Loan Processing



Security Bank is the founder and continuing sponsor of the Women of Influence program, which allows us to recognize area women for their outstanding contributions to our community. As a local bank with many female officers and directors, we are especially proud to recognize these women for their leadership, both in their professional and personal lives. Congratulations to this year's Women of Influence recipients.



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Downtown's upper stories

By Carey Smith

The heart of a vibrant downtown is its residents, who often work, live and play all within the same walkable community. The patterns of revitalization repeat in mid-sized cities across the nation. After decades of development on the edges of a community, which unerringly decimate downtowns and city cores, residents begin to remember the vital importance of a thriving downtown and cohesive inner city, and revitalization efforts begin.

Downtown Springfield, Inc. (DSI) has spearheaded these efforts for years, with ventures in arts and entertainment, as well as advocating for business owners and residents of downtown. DSI's executive director, Lisa Clemmons Stott, reports DSI has received a grant to produce a playbook to aid downtown revitalization efforts, focused on assisting property owners who aim to renovate the upper stories of downtown buildings into residential units.

Upstairs Downtown, a redevelopment group created in 2005 by Mike Jackson and Dan Carmody, has been has been tapped to produce the playbook, which involves three case studies of properties, including a property with a long-standing upstairs vacancy. Jackson, a local preservation architect, says the playbook helps the "property owner think like a developer" and includes feasibility studies to look at the economics of renovation.

Clemmons Stott intends the playbook to show downtown property owners that "no matter what type of building you own, there is a financial benefit to convert the upper stories to apartments, with all the pieces and parts of the process."

David Lee, a downtown advocate and investor, recently acquired the former Jade Emporium at Seventh and Adams streets with an eye to renovating the upstairs into housing units. Some of the challenges in converting such a building is that the windows have been bricked over, as well as the interior chopped up in "interesting" ways. These challenges can be overcome with a good architect, which Lee feels he has in John Shafer, but the monetary outlay is significant.

Aaron Acree, owner of Michael von Behren Builder, Inc., purchased the former Greater Springfield Chamber of Commerce building on the south side of the Old State Capitol Plaza after the roof caved in last year. He's been working on making it structurally sound, with



David Lee is a downtown advocate and investor who is currently renovating the former Jade Emporium building at Seventh and Adams. PHOTO BY NORMA ZUNIGA

an aim to pursue residential units on the second and third stories. Attesting to the difficulty of renovating such an old and dilapidated property, Acree says the appraisal value of his finished building may be half the cost of remodeling it. That's where tax increment financing (TIF) comes in.

The Central Area TIF, which covers the downtown area, is currently in the red, with increased obligations due to the expiration of the Enos Park TIF, which was originally intended to split the cost of the \$6 million incentive for the construction of the new YMCA. However, the city council recently passed an ordinance to repay more than \$700,000 in TIF funds that was spent several years ago to repair a roof on the municipal building. Clemmons Stott hopes those funds can now be used to help seven property owners who have expressed an interest in remodeling the upper stories of their properties for residential units.

While these projects are not the type of massive redevelopment efforts typically sought by the city or county's economic development offices, these small projects result in a "steady incremental success over time," according to Dan Carmody. As founder and principal at Carmody Consulting, and co-founder of

Downtown Upstairs, he has the goal of seeing "a lot more people living downtown, a lot more eyes on street, more vitality, more safety and a stronger group of advocates for downtown."

States Jackson, "It's one story at a time. You take that one building up there and you put it back into use, and then you tell the story of what happened."

Lee explains that downtown is a hub of activities and highlights downtown's walkability, unique architecture, interesting activities in arts and entertainment and festivals, with jobs and housing to complement its leisure activities. "Millennials want that. But I also think retired folks or empty nesters benefit from the mix," he says.

The effort DSI and other community partners are putting into revitalizing downtown is a familiar story repeated in small cities across America. Reinvigorating the heart of our community is vital in making our whole city vibrant and strong, the best version of Springfield we can be. **SBJ**

Carey Smith currently lives, works and plays in the walkable community of Enos Park, a short stroll from downtown.

Despite high unemployment, many jobs go unfilled

Companies struggle to hire and retain enough workers to operate

By Holly Whisler

"I have seven offices in my franchise and could put, conservatively, 700 people to work, yet unemployment numbers are up," said Ginette Comstock, director of operations for Manpower of Central Illinois, 2719 W. Monroe St., when asked what trends local staffing agencies are seeing as companies begin to repopulate.

Morgan Edmiston, director of sourcing and client contracts at StaffQuick, 681 E. Linton Ave., had a similar response. "The entire staffing industry is facing a shortage of available workers. The government stimulus checks and increased unemployment benefits are challenging our industry to find workers who are ready and willing to work. As a result, local manufacturers struggle to get their products out the door."

Kayla Edwards, managing partner at Express Employment Professionals, 3000 Professional Drive, said that in spite of COVID declining, 2021 has brought a new set of challenges to the staffing industry. "The available workforce has shrunk. Now, there are more jobs than there are people to fill them," she said. Edwards agrees that a short-term financial cushion may be keeping some candidates out of the job market at this time. "Ask any business owner about staffing and you'll hear a common response: 'I can't get enough workers.' Restaurants cannot reopen and some businesses are reducing hours due to lack of staff."

Contrary to a recent Monster poll that indicated 92% of job seekers are looking into the gig economy because they believe employers are hesitant to hire permanent staff, Springfield-area employers have solid positions to fill. Edmiston said, "The majority of our openings at StaffQuick are full-time, with companies offering optional overtime. We have not seen any of our manufacturing clients slow down in Illinois."

Furthermore, Comstock said, "More companies are reaching out for help because they might not have all of their internal team back, but also because it is a struggle to find people to work." Additionally, companies are increasing wages to incentivize people to work, she said.

Edmiston echoed this sentiment. "Companies are more flexible with their hiring criteria, offering incentives such as perfect attendance bonuses, sign-on bonuses, referral bonuses and additional paid time off, and



Ginette Comstock, director of operations for Manpower of Central Illinois, says she could put 700 people to work if she had enough job applicants. PHOTO BY KESHIA BARBEE

almost every client has increased hourly pay."

Comstock said, "Manufacturing has the biggest need for employees at this time, and Manpower is getting requests from companies that are not the types of industries we have worked with in the past, possibly because they didn't have to worry about hiring until now."

In addition to a financial cushion that may keep potential hires from seeking work, the fear of contracting COVID-19 is still an issue for some. Sangamon County currently has just over 30% of its population vaccinated. Edmiston said, "Unfortunately, there are still a lot of people who are not ready to re-enter the workforce after the pandemic," although she notes that some clients have implemented additional sanitation processes even beyond what the CDC recommends.

Comstock reassures job seekers that "the clients we work with are doing all they can to ensure a safe and healthy workplace. Don't let fear of the pandemic keep you from working." She said employers are providing everything necessary to keep employees safe such as masks, plexiglass partitions and temperature checks.

Edwards added another perspective as

to why some potential candidates are not currently seeking work, and that has to do with child care struggles. She said, "Parents have experienced the biggest challenges during COVID: Managing work, virtual learning, hybrid learning, part-time school schedules, kids' mental health and emotional issues, and their own guilt of leaving children alone to go to work. It has taken a major toll."

The best advice for job seekers right now is to simply apply. Edmiston said, "We are currently working on hundreds of open positions throughout the state of Illinois. Employers have lowered requirements for higher-paying positions and are willing to train hard workers. It's the perfect opportunity to build skills, learn a new trade and establish a career path with a company. Employers are more focused than ever on developing top performers."

Edwards echoed the same sentiment. "The silver lining is that businesses are now keenly focused on improving their retention efforts. They are focused on doing what is right for their people, which is the magic to any successful business enterprise." **SBJ**

STAFFING FIRMS

Sources: The Staffing Firms.
Ranked by number of full-time in-office employees.

	NAME/ADDRESS	PHONE/WEBSITE/EMAIL	FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES	LOCAL EXECUTIVE(S)	AREAS OF SPECIALIZATION	YEAR EST'D
1	Express Employment Professionals 3000 Professional Drive Springfield, IL 62703	217-528-3000 expresspros.com/springfieldil jobs.springfieldil@expresspros.com	28	2	Kayla Edwards, Managing Partner J.T. Britton, Franchise Partner	HR and workforce strategies. Specializing in administrative, accounting, engineering and industrial careers, skilled trades, temporary, contract and direct placement.	1980
2	Manpower 2719 W. Monroe St., Suite A Springfield, IL 62704	217-528-2323 manpowerillinois.com springfield.il@manpower.com	12	0	Ginette Comstock, Director of Operations Angela Rhode, Branch Manager	Professional, administrative, industrial, accounting, customer service, HR services, direct-hire, on-site services, recruitment process outsourcing.	1948
3	StaffQuick 681 E. Linton Ave. Springfield, IL 62703	217-787-9400 staffquickjobs.com springfield@staffquickjobs.com	3	0	Donna Hudson, Regional Manager	Full service staffing agency including temp and direct-hire, clerical, light industrial, professional and executive HR consulting and outplacement services.	2002
3	Kelly Services, Inc. 3001 Montvale Drive, Suite B Springfield, IL 62704	217-793-1226 kellyservices.com 2442@kellyservices.com	3	0	Sean J. Walker, Account Executive	Staffing solutions. Temporary, temporary-to-hire, direct placement, vendor on site, clerical, light industrial.	1946
4	Innovative Staff Solutions 1425 Stevenson Drive Springfield, IL 62703	217-585-1620 www.staffsolutions.com	2	0	Derek Meinhardt, Owner Jamie Woodcock, Branch Manager	Workforce management company offering staffing solutions for temporary, temp-to-hire, direct-hire and on-site management. We place candidates for professional, administrative and light industrial positions.	1994

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Spaces for “we” and “me”

By Holly Whisler

“It has to be rough to be in the office furniture business right now,” is a comment often heard by Chris Davis, vice president of operations and account manager at Resource One Interior Solutions & Design, 321 E. Adams St., since COVID-19 forced many people to work from home. However, “Our market is more than just office furniture. We do space planning, and we’re equipment experts,” he explained. “Resource One finds solutions to fit the needs of a wide variety of clients from education to health care, hospitality and a multitude of corporate environments.”

Davis said that he noticed many organizations, both locally and globally, “hit pause and put projects on the shelf” when the pandemic began a year ago. On the other hand, some companies took advantage of the downtime to put plans in place for when the workforce was able to resume daily operations.

Diane Beauchamp, co-owner and dealer principal of Wiley Interiors, 301 E. Laurel St., said, “It has been an interesting year. Last year people kept preparing to go back to work, but didn’t, and now we’re doing it again,” as most businesses return to the office. She commented, “Employers realize the value of their employees more than ever. They are doing what is necessary to make sure employees feel safe and cared for. They want to retain quality talent.”

Beauchamp said her client requests have ranged from wanting her input on whether they have enough space to allow for proper social distancing to whether plexiglass partitions are needed and how to best manage the flow of traffic.

Beauchamp also said some clients have used this time to completely redo offices, replacing old furniture with new, and optimizing space for fewer employees. Larger companies have added cafes so staff can eat in the safety of their building, further reducing exposure to other public spaces.

Davis said he has noticed the trend toward “we” spaces versus “me” spaces, which differentiates space for in-person collaboration from individual office space. Collaboration has been made more difficult by the pandemic, due to limits on in-person contact. Therefore, organizations can often benefit from the expertise of space planners and designers to assist with intentionally planning flexible workspace, taking into consideration COVID safety protocols, employee well-being and the necessity of collaborating in person.



Chris Davis of Resource One says many companies are trying to create different types of space for in-person collaboration. PHOTO BY KESHIA BARBEE

Beauchamp added that she has designed smaller conference spaces to accommodate two people and a large video screen to enhance the collaboration experience.

As organizations prepare to repopulate their buildings with staff, many have acknowledged the serendipitous finding that working remotely, at least part of the time, can boost employee productivity and job satisfaction. However, in-person collaboration is still crucial, and it is that part of the work environment people crave the most when they go remote.

Davis explained, “What we’re seeing and what research shows is that a hybrid model is the way forward. Productivity is at its best in a hybrid model, whether it is three days home and two days in the office, or other way around. But 100% of either and productivity decreases.” According to Davis, the hybrid model is based on the premise that people will collaborate, or do the “we” work, when they are in-person and do their “me” work that requires concentration at home where distractions are minimal.

Beauchamp commented, “We are also assisting clients with writing protocols regarding when staff should remain in the office or work from home,” as the hybrid approach to work is here to stay.

Implementing a hybrid model requires not only well-thought-out workspace, but also

technology that is robust enough to handle the workload of a dynamic staff. Pat Gilley, vice president of Watts Copy Systems, 2860 Stanton Ave., said they are seeing an accelerated trend in businesses adopting cloud-based solutions and applications that allow for document collaboration. He said, “It is essential for staff to have quick access to documents in order to keep the work flowing,” regardless of whether the documents are created at home, stored in the cloud and retrieved at the office, or the other way around. He emphasized that this is something a multifunctional printer can facilitate, “all while maintaining the security standards that businesses need in today’s challenging environment.”

COVID-19 has caused a dramatic change in the way we work. One year ago, working from home was considered a temporary situation, now it is part of a greater paradigm shift.

“We are improving lives by design. We think what we do is that important,” said Davis. “People spend more time working than they sometimes do sleeping, and if we can make an improvement in their lives, we have completed our mission.” **SBJ**

Holly Whisler is a freelance writer from Springfield who was already working from home before the pandemic.

OFFICE EQUIPMENT, FURNITURE AND SUPPLIES

Sources: The individual companies.
Ranked by number of local
full-time employees.

	NAME / ADDRESS	PHONE WEBSITE/EMAIL	# OF LOCAL EMPLOYEES	OWNER/ MANAGER	PRIMARY PRODUCTS AND SERVICES OFFERED	MAJOR BRANDS	YEAR EST'D
1	CDS Office Technologies 612 S. Dirksen Parkway Springfield, IL 62703	217-528-8936 cdsot.com info@cdsot.com sales@cdsot.com	118	Jay Watson, CEO Mark Watson, president	Managed IT services, managed print solutions, copiers/printers, office supplies and business furniture.	Konica Minolta, Lexmark, HP, Lenovo, Panasonic, Sharp, Ruckus Wireless, Ubiquity Wireless, Scala, Brother, Datto, 3CX hosted phone, Webroot, Meraki Wireless and InfoDynamics document management, Microsoft Certified Gold Partner	1971
2	Watts Copy Systems, Inc. 2860 Stanton Ave. Springfield, IL 62704	217-529-6697 wattscopy.com watts@wattscopy.com	79	Carol Watts, president	Copiers /multifunctional devices (MFD), desktop multifunction printers (MFP), desktop printers, managed print services (MPS), interactive display systems/digital signage, software solutions, water filtration systems, scanners.	Authorized Sharp Dealer, Authorized Kyocera Dealer, HP	1981
3	Office Depot 3129 S. Veterans Parkway Springfield, IL 62704	217-698-4825, officedepot.com ods00323@officedepot.com	28	Kevin Pologruto	Office supplies, office furniture, office equipment, copy and print services, marketing services, tech services, IT services, shipping services and shredding services.	HP, Lenovo, Avery, Epson, Canon, Uni-ball, Dell, Brother, Serta, Swingline	1995
4	Resource One 321 E. Adams St. Springfield, IL 62701	217-753-5742 resourceoneoffice.com info@resourceoneoffice.com	17	Cindy Davis	Contract furniture, project management, delivery and installation, design and space planning, modular interior construction solutions, solar shades, acoustical solutions, sustainable design consulting, pre-owned furniture.	Knoll, DIRT, Manufactured Construction Solutions, Trendway, OFS Brands, National, Neutral Posture, Global, JSI, MechoShades, VIA, ESI	1987
5	Wiley Office Furniture 301 E. Laurel St. Springfield, IL 62703	217-544-2766 wileyoffice.com springfield@wileyoffice.com	16	Zachary Hoffman and Diane Beauchamp	Provide innovative solutions including greater efficiency, integration of emerging technologies, increased collaboration and employee attraction and retention.	Herman Miller, Design Within Reach, Geiger, Kimball Office, National Office Furniture	1958
6	GFI Digital, Inc. 1846 W. Jefferson St. Springfield, IL 62702	217-303-6776 gfidigital.com jtrent@gfidigital.com	12	Bruce Gibbs	IT services and hardware, copiers, printers, document management, scanning, data backup.	Ricoh, Sharp, HP, Barracuda, Cisco, VMware, EMC, HP Enterprises, Datto, Meraki.	1999
7	Tom Day Business Machines 2125 Stevenson Drive Springfield, IL 62703	217-529-8282 tomdaybusinessmachines.com	10	Dale Smith, president	MPS (Manage Print Service), office solutions.	Lanier, HP, Brother and MBM	1981
8	NCI Business Systems, Inc. 1801 S. Sixth St. Springfield, IL 62703	217-529-2070 ncibsi.com tbeverlin@ncibsi.com	9	Terry Beverlin, VP of sales and service	Sales and service of office imaging, scanning and document management systems.	Toshiba, Kyocera, HP and Lexmark	1988
9	Work Space Solutions, Inc. Springfield, IL 62704	217-553-0123 workspacesolutionsinc.net cjhrrh@sbcglobal.net	2	Robyn and Christie Hovey	Office, school, medical furniture – new and used – specification and sales, receiving, delivery, and installation of interior furnishings, floor-to-ceiling modular walls, window treatments, carpet, tile, interior accessories, reupholstering and refinishing of existing furniture.	Krueger International - KI Genius Wall, Lafayette Blinds, Pallas Textiles, HON, Tandus-Centiva, Xenali, Furniture Lab and Mayline	2004



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The staff of Legal Files is based in Springfield, but serves clients across the country. PHOTO BY NORMA ZUNIGA

Legal Files helps companies stay organized

By David Blanchette

A Springfield firm that was formed to satisfy an unmet need has now been keeping the legal profession organized for three decades.

"My father, Ron Kanoski, was looking for a software application to use in his firm, but couldn't find anything that was quite right," said John Kanoski, CEO of Legal Files Software, Inc. "Once he saw the finished product, he knew that other law firms would be interested."

Over the past 30 years they've been in business, Legal Files has built and improved an application that is used by law firms, government agencies, corporate and university legal departments, insurance companies and legal aid organizations across the United States and Canada.

Legal Files only produces and services legal software, so the firm's clients don't have to settle for applications that are tied to other products and services. Legal Files software is an off-the-shelf web application that is easy to customize, can handle any type of case or matter and supports a wide range of legal and administrative functions.

"Our customers know that they can count on the 'latest and the greatest' from us, so we are continuously adding new functionality and creating enhancements to keep Legal Files ahead of the competition," Kanoski said. "Having the opportunity to meet all these great people in great organizations, and knowing that we can help them achieve their goals a bit more efficiently and

effectively, has been the most satisfying part of our success."

Gordon Hack has been Legal Files' director of sales for more than 20 years.

"If you've ever been in a lawyer's office, they'll have those big red folders that could be three inches to three feet thick, just organizing their cases," Hack said. "We are in essence doing the same thing, but electronically. So a lawyer can answer clients' questions in a matter of seconds and they don't have to dig for hours to try and find an answer."

The Legal Files software is specifically designed to be easily adapted and modified based on each individual customer's needs.

"Our tag line is 'managing what matters to you,' and we sell a program that is very customizable," said Matt Ryan, who heads up the Legal Files customer training department. "We allow our customers to significantly modify the out-of-the-box application to reflect their terminology, things that are important to them."

"It really is kind of a game-changer for people in terms of their ability to control, organize and manage the information in their offices," Ryan said. "A lot of our customers end up using the software for office management, not just legal case management. We use it ourselves; we have adapted it so it is our customer management software."

Legal Files has a team of experts who help clients implement the software for their unique, individual needs, including government offices at all levels, corporations, retail, higher education, medical, service industries, banking and manufacturing.

"We pride ourselves on the fact that changing field labels and building a window that never existed in the application is all done through the user interface and does not require a technical person," said Legal Files project manager Sara Morton. "The end users can be trained to build those windows and meet their needs."

"A lot of times a client is coming from a previous system or database, so I have the opportunity and luxury to look at their database and get some idea of what they were tracking and some of their business processes," Morton said. "We might work with clients that do similar things, but there is no one client that uses the application in the exact same way, so we are always learning something new as we build those windows to meet clients' needs."

The Legal Files nearly 1,000-client list includes such entities as the Chicago Mercantile Exchange, MemorialCare, BMW North America, Cabela's & Bass Pro Shops, Underwriters Laboratories, Brother



Employees Matt Ryan and Gordon Hack show off gifts from Andersen Windows, one of Legal Files' clients.
PHOTO COURTESY LEGAL FILES

International, EPCOR Utilities Inc., U.S. Patent and Trademark Office, Florida Department of Health, New Jersey State Police, Ontario Attorney General, City of Memphis, Kaua'i County Attorney's Office, Navajo Housing Authority, American Family Insurance, Illinois Education Association, University of Illinois, Texas A & M University and numerous law firms and legal aid organizations.

The company and its 30-plus employees have always been located in Springfield. The business is currently located at 801 S. Durkin Dr.

"This is where my father's law firm was and,

more importantly, where he found the skilled and dedicated people who could help him create a product and a company," said CEO Kanoski.

Springfield was also the home base for Illinois' most famous attorney, Abraham Lincoln, whose method of organizing his legal files sometimes consisted of storing them in his stovepipe hat.

"Abraham Lincoln was a very successful lawyer, and I'm certainly not going to question his methods," Kanoski said. "But if he were around today, I have no doubt he would be using Legal Files instead." **SBJ**

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LAW FIRMS

Sources: The Law Firms.
Ranked by number of local lawyers.

	NAME/ADDRESS	PHONE / WEBSITE/EMAIL	LOCAL LAWYERS	PARTNERS	MANAGING PARTNER(S)	PARTIAL LIST OF PRIMARY AREAS OF PRACTICE	YEAR EST'D
1	Brown, Hay + Stephens, LLP 205 S. Fifth St., Suite 1000 Springfield, IL 62701	217-544-8491 bhslaw.com	31	16	Charles Y. Davis	General civil litigation and appellate practice, real estate, education, probate, estate planning, banking, family, employment, environmental, business and health care, traffic/criminal	1828
2	Sorling, Northrup, Hanna, Cullen & Cochran Ltd. 1 N. Old State Capitol Plaza, Suite 200 Springfield, IL 62701	217-544-1144 sorlinglaw.com businessdevelopment@ sorlinglaw.com	26	15	John A. Kauerauf David A. Rolf James G. Fahey Lisa A. Petrilli Gregory E. Moredock	General business law, estate planning, litigation, health care, governmental relations, insurance, banking, utility regulation, environmental, family, employment	1945
3	Giffin, Winning, Cohen & Bodewes PC 1 W. Old State Capitol Plaza, Suite 600 Springfield, IL 62701	217-525-1571 giffinwinning.com aknowski@giffinwinning.com	14	5	Creighton Castle	Litigation practice, legislative/governmental affairs, real estate development, business, commercial, banking, estate planning, probate, family law, election law	1911
4	HeplerBroom LLC 4340 Acer Grove Drive Springfield, IL 62711	217-528-3674 heplerbroom.com tbozarth@heplerbroom.com	12	7	Troy Bozarth	Insurance defense, personal injury, corporate and business law, probate, utilities, banking, medical malpractice defense, employment, commercial litigation, environmental	1894
5	Rammelkamp Bradney, P.C. 741 South Grand Ave. West Springfield, IL 62704	217-522-6000 rammelkamp.com elderlawspringfield.com info@rammelkamp.com	11	6	Brad W. Wilson	Business and corporate, elder law, real estate, estate planning, probate, general litigation, insurance, employment, municipal, utilities, education	1895
5	Kanoski Bresney 2730 S. MacArthur Blvd. Springfield, IL 62704	217-523-7742 ucount2.com info@kanoski.com	11	1	Todd Bresney	Individual serious personal injury, truck collisions, motorcycle collisions, workers' compensation, wrongful death, product liability, nursing home negligence	1979
6	Heyl, Royster, Voelker & Allen, P.C. 3731 Wabash Ave. Springfield, IL 62711	217-522-8822 firm@heyloyster.com	10	8	Theresa M. Powell	Personal injury defense litigation, workers' compensation, employment law, medical and professional liability defense, insurance litigation, appellate practice, business and transactional law, civil rights, estate planning, elder law	1970
6	Hinshaw & Culbertson LLP 400 S. Ninth St., Suite 200 Springfield, IL 62701	217-528-7375 hinshawlaw.com	10	9	Charles Schmadeke	Business and corporate practice, governmental affairs, insurance litigation, real estate, estate and asset protection planning, trust and probate administration, business formation, financing and other transactions	1934
7	FeldmanWasser 1307 S. Seventh St. Springfield, IL 62703	217-544-3403 feldman-wasser.com info@feldman-wasser.com	8	5	Howard Feldman	Civil litigation, criminal defense - state and federal courts, construction law, divorce, related family law, wills, estates, civil rights, employment law	1987
8	Barber, Segatto, Hoffee, Wilke & Cate, LLP 831 E. Monroe St. Springfield, IL 62701	217-544-4868 barberlaw.com	7	6	Matthew J. Cate	General civil litigation and appellate practice, estate planning, probate, banking, corporate, business and family law, real estate, media, tax, bankruptcy, workers' compensation	1897
8	Stratton, Moran, Townsend, Reichert, Sronce and Appleton 725 S. Fourth St. Springfield, IL 62703	217-528-2183 N/A	7	7	Bruce Stratton William F. Moran III Christopher Townsend Justin Reichert Greg Sronce August Appleton Paul Appleton	Family law, estate planning, criminal law, traffic, real estate, health care, appeals, corporate and business law, labor law, elder law, personal injury, municipal law, workers' compensation, DUI	1980
9	Delano Law Offices, LLC 1 SE Old State Capitol Plaza Springfield, IL 62701	217-544-2703 delanolaw.com delano@delanolaw.com	6	N/A	Sarah Delano Pavlik	Personal injury, workers' compensation, medical malpractice, estate planning and probate, business litigation, business planning and transactions, real estate, criminal, family law	1967

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Sources: The Law Firms.
Ranked by number of local lawyers.

	NAME/ADDRESS	PHONE / WEBSITE/EMAIL	LOCAL LAWYERS	PARTNERS	MANAGING PARTNER(S)	PARTIAL LIST OF PRIMARY AREAS OF PRACTICE	YEAR EST'D
9	Gates, Wise, Schlosser & Goebel 1231 S. Eighth St. Springfield, IL 62703	217-522-9010 gwspc.com gordon@gwspc.com	6	4	Gordon W. Gates	Commercial and real estate transactions, commercial litigation, employment issues, business bankruptcies, criminal defense, drivers license reinstatement, personal injury and malpractice, DUI and traffic	1997
9	Drake, Narup & Mead, P.C. 107 E. Allen St. Springfield, IL 62704	217-528-9776 dnmpc.com	6	3	Richard H. Narup Randall A. Mead Christian D. Biswell	Trial attorneys, personal injury, insurance defense, general practice, medical malpractice	1989
9	Cassiday Schade LLP 3100 Montvale Springfield, IL 62703	217-572-1714 cassiday.com jrupcich@cassiday.com	6	2	Joseph Rupcich	Personal injury defense litigation, employment law, medical and professional liability defense, insurance defense litigation, appellate practice, civil rights	2014
10	Sgro, Hanrahan, Durr & Rabin, LLP 1119 S. Sixth St. Springfield, IL 62703	217-789-1200 casevista.com greg@casevista.com	5	4	Gregory P. Sgro	A general practice law firm representing individuals and businesses	1999
10	Scott & Scott, P.C. 611 E. Monroe St., Suite 200 Springfield, IL 62701	217-753-8200 scottandscottlaw.com	5	5	R. Stephen Scott Gregory A. Scott	Family, tax, commercial, bankruptcy, real estate, personal injury, estate planning, probate, corporate, general litigation, elder law	1947
10	Wolter, Beeman, Lynch & Londrigan, LLP 1001 S. Sixth St. Springfield, IL 62703	217-753-4220 wblawyers.com wbl@wblawyers.com	5	5	Randall Wolter Bruce Beeman Francis Lynch Brent Beeman Tim Londrigan	Personal injury, professional malpractice, workers' compensation	1997



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TOP LAWYERS

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These **LEADING LAWYERS** have been recommended by their peers to be among the **TOP LAWYERS** in Illinois.

Matthew J. Cate	Barber Segatto Hoffee Wilke & Cate LLP	217.544.4868	Comm Lit; Creditor Rights/Comm Collect; Real Estate: Comm; RE: Residential
Randy S. Paswater	Barber Segatto Hoffee Wilke & Cate LLP	217.544.4868	Creditor Rights/Comm Collect; Elder
Bernard G. Segatto III	Barber Segatto Hoffee Wilke & Cate LLP	217.544.4868	Close/Private Held; Comm Lit; Land Use/Zoning; Real Estate: Comm
Randall W. Segatto	Barber Segatto Hoffee Wilke & Cate LLP	217.544.4868	Close/Private Held; Elder; Real Estate: Comm
R. Kurt Wilke	Barber Segatto Hoffee Wilke & Cate LLP	217.544.4868	Civil Appellate; Close/Private Held; Real Estate: Comm
Barry Hines	Barry Hines — Attorney at Law	217.698.8444	Agriculture; Real Estate: Comm; Trust/Will/Estate
Michael Glenn Barton	Bellatti Barton Cochran & White LLC	217.793.9300	Ag; Close/Private Held; Real Estate: Comm; Tax: Indiv; Trust/Will/Estate
Mark S. Cochran	Bellatti Barton Cochran & White LLC	217.793.9300	Agriculture; Environmental; Public Utilities; Real Estate: Comm
Andrew G. White	Bellatti Barton Cochran & White LLC	217.793.9300	Agriculture; Trust/Will/Estate
Claire A. Manning	Brown Hay & Stephens LLP	217.544.8491	Employment: Mgmt; Environmental; Gov/Municipal/Lobbying/Admin
Amy K. Schmidt	Brown Hay & Stephens LLP	217.544.8491	Family
Robert A. Stuart Jr.	Brown Hay & Stephens LLP	217.544.8491	Association & Non-Profit; Trust/Will/Estate
Joseph N. Rupcich	Cassiday Schade LLP	217.993.5644	Civil Rights/Constitutional; Med-Mal Defense; PI Defense: General
Sarah Delano Pavlik	Delano Law Offices LLC	217.544.2703	Trust/Will/Estate
Thomas Chester Pavlik Jr.	Delano Law Offices LLC	217.544.2703	Close/Private Held; Comm Lit; Creditor Rights/Comm Collect; Real Estate: Comm
Carl R. Draper	FeldmanWasser	217.544.3403	Civ Rights/Constitution; Employment: Employee; False Claims Act/Whistle Blow
Howard W. Feldman	FeldmanWasser	217.544.3403	Construction; Family; ADR: Family
Kelli Ellen Gordon	FeldmanWasser	217.544.3403	Family
Roger L. Rutherford	FeldmanWasser	217.544.3403	Gov/Municipal/Lobbying/Admin; Trust/Will/Estate
Stuart H. Shiffman	FeldmanWasser	217.544.3403	Civil Appellate; Criminal Appellate; Criminal Defense: Felon/Misd
Stanley N. Wasser	FeldmanWasser	217.544.3403	Construction
James R. Enlow	Gates Wise Schlosser & Goebel	217.522.9010	Bankruptcy: Indiv; Bankrupt/Workout: Comm; Comm Lit; Land Use/Zoning
Gordon W. Gates	Gates Wise Schlosser & Goebel	217.522.9010	Bankrupt/WO: Comm; Close/Private Held; Comm Lit; Land Use; Real Estate: Comm
Todd M. Goebel	Gates Wise Schlosser & Goebel	217.522.9010	Criminal Defense: DUI; Criminal Defense: Felon/Misd
Frederick J. Schlosser	Gates Wise Schlosser & Goebel	217.522.9010	Criminal Defense: DUI; Criminal Defense: Felon/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	Criminal Defense: DUI; Criminal Defense: Felon/Misd; Crim Def: White Collar
Herman G. Bodewes	Giffin Winning Cohen & Bodewes PC	217.525.1571	Assoc/Non-Profit; Close/Private Held; Gov/Muni/Lobby; Trust/Will/Estate
Creighton R. Castle	Giffin Winning Cohen & Bodewes PC	217.525.1571	Close/Private Held; Real Estate: Comm; Tax: Business; Trust/Will/Estate
John M. Gabala Jr.	Giffin Winning Cohen & Bodewes PC	217.525.1571	Civil Appellate; Comm Lit; Copyright/Trademark; PI Def: General
David A. Herman	Giffin Winning Cohen & Bodewes PC	217.525.1571	Comm Lit; Elect/Political; Gov/Muni/Lobby/Admin; Trust/Will/Estate
R. Mark Mifflin	Giffin Winning Cohen & Bodewes PC	217.525.1571	Commercial Litigation; Gov/Municipal/Lobbying/Admin
Christopher E. Sherer	Giffin Winning Cohen & Bodewes PC	217.525.1571	Civil Appellate; Elect/Political; Family; Gov/Muni/Lobby; Trust/Will/Estate
Matthew R. Trapp	Giffin Winning Cohen & Bodewes PC	217.525.1571	Civil Appellate; Commercial Litigation; Gov/Municipal/Lobbying/Admin
Thomas G. Hamill	Harrison & Held LLP	217.546.6940	Trust/Will/Estate
Adrian E. Harless	Heyl Royster Voelker & Allen PC	217.522.8822	Health; Med-Mal Defense; PI Defense: General
Michael T. Kokal	Heyl Royster Voelker & Allen PC	217.522.8822	Commercial Litigation; Copyright/Trademark; Patent
John O. Langfelder	Heyl Royster Voelker & Allen PC	217.522.8822	Personal Injury Defense: General; Toxic Torts Defense; Work Comp Def
Deanna Seward Mool	Heyl Royster Voelker & Allen PC	217.522.8822	Gov/Municipal/Lobbying/Admin; Health
Theresa M. Powell	Heyl Royster Voelker & Allen PC	217.522.8822	Employment: Mgmt; Med-Mal Defense; Prof'l Malpractice Defense
Gary S. Schwab	Heyl Royster Voelker & Allen PC	217.522.8822	Personal Injury Defense: General; Prof'l Malpractice Defense
Daniel R. Simmons	Heyl Royster Voelker & Allen PC	217.522.8822	Personal Injury Defense: General; Work Comp Defense
Larry A. Apfelbaum	Kanoski Bresney	217.523.7742	Workers' Compensation
Todd A. Bresney	Kanoski Bresney	217.523.7742	Personal Injury: General
Charles N. Edmiston II	Kanoski Bresney	217.523.7742	Workers' Compensation
William J. Harrington	Kanoski Bresney	217.523.7742	Personal Injury: General
Kathy A. Olivero	Kanoski Bresney	217.523.7742	Workers' Compensation
John J. Waldman	Kanoski Bresney	217.523.7742	Workers' Compensation

LAW FIRMS

Sources: The Law Firms.
Ranked by number of local lawyers.

	NAME/ADDRESS	PHONE / WEBSITE/EMAIL	LOCAL LAWYERS	PARTNERS	MANAGING PARTNER(S)	PARTIAL LIST OF PRIMARY AREAS OF PRACTICE	YEAR EST'D
10	Hart, Southworth & Witsman 1 N. Old State Capitol Plaza, Suite 501 Springfield, IL 62701	217-753-0055 N/A	5	4	Richard Hart Mike Southworth Samuel J. Witsman Timothy J. Rigby	Business law, real estate, banking, corporate, probate, estate planning, special needs estate planning, municipal tax-exempt financing	1985
10	Graham & Graham, Ltd. 1201 S. Eighth St. Springfield, IL 62703	217-523-4569 rjwilderson@ggltldlaw.com	5	3	Richard Wilderson Bradley Huff Nancy Eckert-Martin	General trial practice, medical-related litigation, business transactions, real estate, health law, probate	1897
10	Bellatti, Fay, Bellatti & Beard, LLP 816 W. State St. Jacksonville, IL 62651	217-245-7111 bellattilaw.com	5	4	Daniel J. Beard	Bankruptcy, business and commercial, estate planning, probate, real estate, family law, banking, municipal, tax civil litigation	1876
11	Hennessy & Roach, P.C. 3940 Pintail Drive Springfield, IL 62711	217-726-0037 hennessyroach.com	4	2	Emilie A. Miller	Workers' compensation, general liability and civil litigation, labor and employment	1993
11	The Law Offices of Frederick W. Nessler & Associates, Ltd. 536 N. Bruns Lane, Suite 1 Springfield, IL 627023	217-698-0202 nesslerlaw.com	4	1	Frederick W. Nessler	Personal injury, workers' compensation, medical malpractice, wrongful death, clergy misconduct, nursing home abuse, social security	1977
12	Cherry, Frazier & Sabin, LLP 1 W. Old State Capitol Plaza, Myers Building, Suite 800 Springfield, IL 62701	217-753-4242 springfieldlawfirm.com	3	3	Diana N. Cherry Richard D. Frazier Scott A. Sabin	Family, criminal defense, personal injury, workers' compensation, federal and state appeals, civil litigation, traffic defense	1983
12	Kopec, White & Spooner 601 W. Monroe St. Springfield, IL 62704	217-726-7540 springfield-law.com mkopec@kws-law.com dwhite@kws-law.com sspooner@kws-law.com	3	3	A. Michael Kopec David V. White Scott D. Spooner	Civil litigation and trials, divorce and family law, business planning, formation and transactions, franchise law, estate planning and probate, real estate	2008
12	Sheehan & Sheehan, Lawyers, P.C. 1215 S. Fourth St. Springfield, IL 62703	217-544-0701 sheehanlaw.net jr@sheehanlaw.net pat@sheehanlaw.net wps@sheehanlaw.net	3	1	Patrick J. Sheehan Patrick J. Sheehan III William P. Sheehan	Adoption, agricultural law, business/commercial law, estate planning and administration, probate, real estate, taxation, traffic and minor criminal offenses, personal injury	1960
12	Zack Stamp, Ltd. 601 W. Monroe St. Springfield, IL 62704	217-525-0700 zackstamp.net kmcadden@601w.com	3	2	Kevin J. McFadden	Government relations, insurance regulatory, civil litigation, business and corporate law, military law, tax law	1997

Stephen Scott Morrill	Morrill & Fiedler LLC	217.789.5411	Gov/Municipal/Lobbying/Admin
James E. Neville	Neville Richards & Wuller LLC	618.277.0900	Med-Mal Def; PI Def: General; Prod Liab Def; Transport Def; Tox Tort Def
Timothy S. Richards	Neville Richards & Wuller LLC	618.277.0900	Med-Mal Def; PI Def: General; Products Liability Def; Toxic Torts Def
Cheryl S. Neal	PNC Wealth Mgmt/Estate Settlement	217.753.7130	Trust/Will/Estate
James A. Borland	Quinn Johnston	217.753.1133	Personal Injury Defense: General; Products Liability Defense
Matthew J. Maddox	Quinn Johnston	217.753.1133	Med-Mal Defense; PI Defense: General; Prof'I Malpractice Defense
Betsy A. Wirth	Quinn Johnston	217.753.1133	Family; Med-Mal Defense; PI Defense: General
David R. Reid	Reid Law Office LLC	217.546.1001	Close/Private Held; Tax: Business; Tax: Indiv; Trust/Will/Estate
Gregory A. Scott	Scott & Scott PC	217.753.8200	Adopt/Reproductive Tech; Family Appellate; Family; Trust/Will/Estate
Jared M. Scott	Scott & Scott PC	217.753.8200	Family; Personal Injury: General
R. Stephen Scott	Scott & Scott PC	217.753.8200	Bankrupt/WO: Comm; Close/Private Held; Tax: Bus; Tax: Indiv; Trust/Will/Est
Michael M. Durr	Sgro Hanrahan Durr Rabin & Bruce LLP	217.789.1200	Real Estate: Associations & Cond; Real Estate: Comm; Real Estate: Residential
Gregory P. Sgro	Sgro Hanrahan Durr Rabin & Bruce LLP	217.789.1200	Land Use/Zoning; Real Estate: Comm; Workers' Compensation
Timothy M. Shay	Shay and Associates	217.523.5900	Personal Injury: General; Personal Injury: Prof'I Malpractice; Workers' Comp
Michelle L. Blackburn	Sorling Northrup	217.544.1144	Family; Trust/Will/Estate
Michael C. Connelly	Sorling Northrup	217.544.1144	Close/Private Held; Real Estate: Comm; RE: Tax; Tax: Bus; Trust/Will/Estate
E. Zachary Dinardo	Sorling Northrup	217.544.1144	Close/Private Held; Health
James G. Fahey	Sorling Northrup	217.544.1144	Civil Appellate; Employment: Mgmt; PI Defense: General
C. Clark Germann	Sorling Northrup	217.544.1144	Close/Private Held; Mineral & Natural Resource; Real Estate: Comm
Stephen F. Hedinger	Sorling Northrup	217.544.1144	Animal; Environmental; Mineral & Natural Resource
Michael G. Horstman Jr.	Sorling Northrup	217.544.1144	Assoc/Non-Profit; Close/Private Held; RE: Comm; RE: Resident; Tax: Indiv
Alan J. Jedlicka	Sorling Northrup	217.544.1144	Employee Benefits; Gov/Municipal/Lobbying/Admin; Tax: Business
Brian D. Jones	Sorling Northrup	217.544.1144	Banking; Close/Private Held; Employee Benefits; Real Estate: Comm
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 Def: General; Prof'I Malpractice Def; Transportation Def
James M. Morphew	Sorling Northrup	217.544.1144	Elect/Political; Gov/Municipal/Lobbying/Admin
Lisa A. Petrilli	Sorling Northrup	217.544.1144	Comm Lit; Gov/Muni/Lobby; Land Use/Zoning; Real Estate: Comm
David A. Rolf	Sorling Northrup	217.544.1144	Ag; Comm Lit; Land Use/Zoning; PI Def: General; Real Estate: Comm
Peggy J. Ryan	Sorling Northrup	217.544.1144	Family
John R. Simpson	Sorling Northrup	217.544.1144	Tax: Individual; Trust/Will/Estate
Stephen A. Tagge	Sorling Northrup	217.544.1144	Banking; Close/Private Held; ADR: Comm Lit; Real Estate: Comm; Tax: Bus
Randall A. Wolter	Wolter Beeman Lynch & Londrigan LLP	217.753.4220	Personal Injury: General; Personal Injury: Prof'I Malpractice; Work Comp

These EMERGING LAWYERS have been identified by their peers to be among the TOP LAWYERS in Illinois who are age 40 or younger OR who have been admitted to the practice of law for 10 or fewer years.

Brittany Kink Toigo	Barber Segatto Hoffee Wilke & Cate LLP	217.544.4868	Family
Ashley D. Davis	FeldmanWasser	217.544.3403	Civil Rights/Constitutional; Family
Samantha A. Bobor	Giffin Winning Cohen & Bodewes PC	217.525.1571	Employment: Mgmt; Gov/Muni/Lobby; Labor: Mgmt; School
Jason E. Brokaw	Giffin Winning Cohen & Bodewes PC	217.525.1571	Gov/Municipal/Lobbying/Admin
J. Tyler Robinson	Heyl Royster Voelker & Allen PC	217.522.8822	False Claims Act/Whistle Blower; Health; Med-Mal Defense
Gina Couri-Cyphers	Kanoski Bresney	217.523.7742	Personal Injury: General
Jason T.H. Germeraad	Scott & Scott PC	217.753.8200	Bankruptcy: Individual; Commercial Litigation; Foreclosure Defense
Pamela E. Hart	Scott & Scott PC	217.753.8200	Bankrupt/Workout: Comm; Elder; Family; RE: Resident; Trust/Will/Estate
Benjamin M. Sgro	Sgro Hanrahan Durr Rabin & Bruce LLP	217.789.1200	PI: General; Real Estate: Comm; RE: Residential; Work Comp
Gregory E. Moredock	Sorling Northrup	217.544.1144	Commercial Litigation; Gov/Municipal/Lobbying/Admin
Joshua J. Watson	Sorling Northrup	217.544.1144	Family
Matthew A. Brewer	Stephen P. Kelly, Attorney at Law	217.544.8000	Workers' Compensation

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12	Koepeke, Hiltabrand & Schutte 2341 W. White Oaks Drive, Suite A Springfield IL 62704	217-726-8646 www.kandhlawfirm.com	3	3	Kurt M. Koepeke	Civil litigation, insurance defense, personal injury, workers' compensation, professional liability and family law	2004
12	Shay & Associates Law Firm, LLC 1030 S. Durkin Drive Springfield, IL 62704	217-523-5900 www.shayandassociates.com shayandassociates@comcast.net	3	1	Timothy Shay	Civil litigation involving personal injury, medical malpractice and workers' compensation	1992
12	Young Law Partners, P.C. f/k/a/ LaBarre Young & Behnke 1300 S. Eighth St. Springfield IL 62703	217-544-8500 lyblaw.com info@lyblaw.com	3	3	Duane D. Young Stephen Iden Cara Pratt-Fleming	Elder law, probate, estates, medicaid planning, wills, trusts, social security, disability	1995
13	Edwards Group, LLC 3223 S. Meadowbrook, Suite A Springfield, IL 62711	217-726-9200 edwardsgroupllc.com david@edwardsgroupllc.com	2	1	David Edwards	Estate planning and elder law	2008
13	Berg & Robeson PC 1217 S. Sixth St. Springfield, IL 62703	217-525-1917 bergandrobesson.com sberg@bergrobesson.com amueller@bergrobesson.com	2	1	Steve W. Berg	Petitioner's workers' compensation and plaintiff's personal injury	1988
13	Livingstone, Mueller, Bima & Davlin PC 620 E. Edwards St. Springfield, IL 62703	217-525-1070 lmobd@livingstonelaw.com	2	2	L. Robert Mueller Ken Bima	General litigation, workers' compensation law	1953



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Gordon W. Gates
Frederick J. Schlosser
Bradley B. Wilson

D. Peter Wise
Todd M. Goebel
James R. Enlow

Professional Women's Calendar of Events

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

Illinois Women in Communications (IWIL)

Women Entrepreneurs of Central Illinois (WE-CI) will hold a lunch meeting Illinois Women in Communication will hold its May luncheon and annual scholarship program on Thursday, May 20 from 12-1 p.m. at Illini Country Club. Every year, IWIL awards three scholarships to graduating high school seniors in Sangamon County. In addition, a Chrysalis award is designated for a woman at least five years out of high school who is now taking college courses.

Please join us to recognize these outstanding women for their passion, dedication and how they exemplify the IWIL values. Our luncheons are open to all IWIL members and their guests. Registration is \$20 per person and will close on May 19. Visit iwil.biz for more information or to register.



To have your event added to the Women's Calendar of Events, please email your information to info@springfieldbusinessjournal.com



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ADVERTISING AGENCIES

Source: The advertising agencies.
Listed by number of full-time employees.
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Governor appoints four new commissioners to Medical District



Aaron Gurnsey



Charlene Aaron



Egbe Egiebor



John Stremsterfer

Gov. JB Pritzker has appointed four new commission members to the Mid-Illinois Medical District, established in 2003 by the Illinois General Assembly to help promote growth in a one-square-mile area just north of downtown Springfield.

Dr. Charlene Aaron, chancellor of St. John's College of Nursing; Dr. Egbe Egiebor, director of the environmental health program and assistant of public health at University of Illinois Springfield; Aaron Gurnsey, president of the Central Illinois

Building and Construction Trades Council; and John Stremsterfer, president and CEO of the Community Foundation for the Land of Lincoln, were appointed to the commission effective April 8.

At the Feb. 11 meeting of the Mid-Illinois Medical District, Ryan Croke succeeded Dr. Charlotte Warren as chair of the commission. Croke is the chief of staff for the Illinois Department of Human Services. He also serves as an adjunct instructor for University of Illinois Springfield, teaching a

graduate seminar for the Illinois Legislative Staff Internship Program. Croke previously served as the executive director of the Illinois Network of Centers for Independent Living and chief of staff for Governor Pat Quinn.

In addition, Abby Powell with the City of Springfield's Office of Planning and Economic Development has been appointed to serve as the staff liaison for the MIMD. Powell has served as the city's economic development operations coordinator and TIF manager since 2014.

SIU Medicine enrolling patients for Alzheimer's disease clinical trial

The Dale and Deborah Smith Center for Alzheimer's Research and Treatment at SIU Medicine is now enrolling patients with early-onset Alzheimer's disease to help determine if an investigational drug is effective at treating this debilitating condition. The study will assess the safety and efficacy of donanemab in patients with early symptoms of Alzheimer's.

Participants in the clinical trial will receive a monthly infusion over a period of 17 months. Half of those enrolled will receive the study drug; the other half receives a placebo. At the conclusion of the study, those who received the placebo may be eligible to receive donanemab. The study will also require a blood test to determine the presence of Alzheimer's disease.

In an initial trial of the new drug, participants showed significant slowing of decline on measures of cognition and daily function.

"Currently, no FDA-approved medications

exist to slow down Alzheimer's disease," said Tom Ala, MD, professor of neurology and the principal investigator for the clinical trial. "This study addresses a great research need. Participants could make an important difference in the world of our Alzheimer's patients."

To participate, patients must be 60 to 85 years old and have memory loss that has worsened over time. They must also have a partner or caregiver who spends at least 10 hours per week with the patient and is willing to attend the appointments. All qualified participants will receive study-related medical exams and the study drug at no cost. They may also be compensated for time and travel.

For more information about the study and enrollment, contact Chaille Karl at 217-545-2261 or ckarl73@siumed.edu.

The Dale and Deborah Smith Center for Alzheimer's Research and Treatment at SIU Medicine has been one of three



state-designated Illinois Alzheimer's Disease Assistance Centers since 1986. Its goal is to integrate patient care, education and research to better understand the biological aspects of aging, cognition and neurodegenerative disorders. More personalized care can lead to improved patient and family outcomes.



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COVID vaccines and the workplace

By Thomas C. Pavlik Jr.

I've had quite a few calls from clients asking whether they can require employees to take the COVID-19 vaccine, and I've drafted a handful of vaccination policies for those employers who have decided to require it. But there are many things to think about before going down that path.

First, why would an employer want to require the COVID-19 vaccine? The primary reason is that the Occupational Safety and Health Act requires employers to provide employees with a safe work environment. In fact, it's for this reason that OSHA has long taken the position that employers can require flu shots and other vaccines.

Savvy business owners with some HR background may recall that the Americans With Disabilities Act (ADA) generally prohibits an employer from requiring medical exams, or from certain medical inquiries, of its employees. Last December, however, the EEOC came out with guidance that requesting proof of a COVID-19 vaccination is not likely to elicit information about a disability and is, therefore, allowed. This guidance cleared the path for many employers to require vaccinations.

However, it's not quite as simple as getting the go-ahead from the EEOC. There are other laws that an employer has to consider. The ADA requires medical treatments to be job-related and consistent with workplace necessity. Just like most states have implemented a vaccine distribution process that prioritized certain groups, an employer should first ask whether any mandatory vaccine policy can be more narrowly tailored to address the risks of COVID-19 in the workplace. It likely makes no sense to require vaccination of those who work remotely and are not customer facing. On the other hand, employees who work in close proximity to each other, or regularly encounter the

public, are more logical candidates for mandatory treatment. The bottom line is that irrational fear of COVID-19 is not enough. There has to be a specific and reasonable basis to believe that requiring the vaccine is necessary to keep the workplace safe and to allow employees to perform their job duties.

Assume an employer can meet that test – it must next turn to the issue of accommodations. The first concern relates to those who have a “sincerely held religious belief” that prohibits them from taking the vaccine. That belief doesn't have to be common – just sincere and not held only to avoid being vaccinated.

The second concern relates to those with a personal health or other medical reason for not getting the shot. Under the ADA, those employees are entitled to reasonable accommodations.

For medical exemptions, the policies I've written require a licensed medical provider to certify the reason for the requested exemption/accommodation. Regarding the religious belief exemption, my policy generally asks the employee to detail his/her sincerely held religious belief(s) and to provide documentation for it (if available.) The goal, as described in my generic policy, is stated as follows:

To assist any employee who is disabled, pregnant, who is a nursing mother, who has a qualifying medical condition that is a contraindication to the vaccination, or who objects to being vaccinated on the basis of sincerely held religious beliefs and practices, the Company will engage in an interactive process to determine whether it can provide a reasonable accommodation provided it does not create an undue hardship for the Company and/or does not pose a direct threat to the health or safety of others in the workplace and/or to the employee. If you believe

that you require such an accommodation, please notify the Human Resources Director in writing. Once the Company is aware of the need for an accommodation, the Company will engage in an interactive process to identify possible accommodations. If you believe that you have been treated in a manner not in accordance with these policies, please notify the Company immediately by speaking to the Human Resources Director. You may utilize this procedure without fear of retaliation.

Employers also have to consider issues of pay. Since the vaccine is required, I think it prudent for an employer to pay the employees' usual rates for the time period spent obtaining the vaccine. By extension, I think it wise for an employer to also not dock an employee for sick time for those who have a bad reaction to the shot.

Most of what I've written doesn't apply to employees who are members of a bargaining unit. Their collective bargaining agreements will dictate what the employer can, and can't do, in this regard.

Finally, because the COVID-19 vaccine can be a touchy topic for some, I am aware of some employers paying financial incentives to employees who get the shot. While beyond the scope of this article, consideration needs to be given to the tax implications of such payments.

I've painted this topic with the broadest of brushes. If you have specific questions, whether as an employer or employee, you are best served by consulting your own legal counsel to discuss the specifics of your situation. **SB**

This article is for informational and educational purposes only and does not constitute legal advice.

Send your legal questions to tpavlik@delanolaw.com for possible inclusion in a future column.

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Julie and Mark Staley use family foundations to give back

By Janet Seitz

Although she is a retired news anchor, Julie Staley, along with her husband, Mark, continues to broadcast philanthropic efforts. The couple's storied efforts were recently honored with the William E. Winter Award for Outstanding Advocate Leadership by the University of Illinois Springfield.

"Mark and Julie Staley have been engaged with UIS in many ways, including as enthusiastic event attendees, active volunteers and generous donors, and across many areas of interest," said Jeff Lorber, UIS vice chancellor for advancement. "Their involvement in enhancing growth opportunities for students as well as the larger central Illinois community, is remarkable. Their commitment to helping multiple organizations is a clear demonstration of the UIS mantra, 'Leadership lived.'"

At UIS, Julie has hosted and emceed events and been a pitch person for NPR Illinois (WUIS). Mark's involvement began as a UIS Stars Athletic Advisory Board member. Both have financially supported numerous projects at UIS. Those include the Student Union and baseball turf projects, Staley Family Athletic Scholarship and an endowed scholarship at University of Illinois Urbana-Champaign.

Mark continues to serve on the Stars Athletic Advisory board, while Julie serves on UIS's Reaching Stellar Campaign Committee and recently became a UIS student in the doctor of public administration program.

Their story speaks to innovation and generosity. For those who recognize the Staley name, Mark is of the A.E. Staley heritage, the Decatur corn and soybean processing giant now owned by Tate & Lyle, and the Decatur Staley's football team, which became the Chicago Bears. Julie's father, Bob Heil, adapted and created the Talk Box, a musical device that allows a musician to create words through the sound of an instrument and made Peter Frampton's famous talking-guitar sound possible.

Julie is currently CEO of Spencer Films and president of the nonprofit Spencer Theatre Company. She also hosts WSEC-TV/WSIU-TV's "In Focus" television program and performs in theater shows at venues such as The Muni, the Hoogland Center for the Arts and Theatre in the Park. She has been a featured soloist with the Illinois Symphony Orchestra. The

couple are both involved in the leadership of their two family foundations, The A.E. Staley Jr. Foundation and the Staley Family Foundation.

"What has driven me to be a philanthropist is I grew up in a family that always emphasized the importance of giving," said Julie. "Both my mother's parents and my father's parents were business owners and were an example of giving to their community. My parents also grew a worldwide corporation and instilled the priority of giving back." Julie noted that she has worked with countless charitable

how they are tied to the area through global corporations and community philanthropy."

Julie serves as a director with the Staley Family Foundation and as president of The Staley Museum board of directors. "The cornerstone of our family charitable foundation is made up of health care and education. We have always been committed to the American Heart Association, the American Cancer Society, United Cerebral Palsy (now Sparc) and organizations that are part of the United Way in Macon County. The Staley Family Foundation has been the largest contributor to the United Way of Decatur-Macon County," she said.

Both Julie and Mark each have their own personal goals to support. Mark contributes to athletic programs through education as part of their giving plan. He has supported the UIS baseball turf project and was a major donor for the new baseball field at Millikin University in Decatur. Julie supports the arts in many ways in the Springfield and Decatur area, including the Hoogland Center for the Arts and the Decatur Area Arts Council.

"One of the challenges is trying to keep current on each organization we work with," said Julie. "Sometimes they go through changes in how funding and donations are distributed, and we want to make sure that we are giving where the most dollars go directly to those we are helping. We work with dozens of organizations, so keeping up on all of them can take a lot of effort. We have also had the task of managing nonprofits through the pandemic with our family charitable foundation, Spencer Theatre Company and the Staley Museum.

"Each organization has its own unique set of needs and values to keep it running, so meeting all of those needs has been a priority," Julie added. "The most rewarding experiences are those where we can see how our contribution is directly helping the cause or the people involved. Many times, we get a chance to meet those who are directly receiving gifts or donations. It helps us understand where giving is needed the most." SBJ

Janet Seitz is a local communications professional, writer and artist. To share your story, contact her at janetseitz1@gmail.com.



Mark and Julie Staley at a fundraising gala for the Hoogland Center for the Arts. PHOTO COURTESY JULIE STALEY

organizations through her work as a TV news anchor in various cities she lived in.

"Mark has always been part of family philanthropy," Julie continued. The Staley Family Foundation has been in existence since before he was born, although under different legal names through time. "You'll see an example of their contributions to the community at the Staley Library at Millikin University, the Staley Pavilion at Decatur Memorial Hospital... The Hieronymus Mueller Museum and the Staley Museum in Decatur both show the history of Mark's family and



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When more money isn't enough to stay

How to prevent employees from leaving

By Kristina Barbee

Oftentimes, leadership and HR partners believe that the best way to retain top talent that is heading out the door is to throw money at them and hope that they choose to stay. While there are very few employees who would turn down a pay increase, money is often not the only issue causing employees to go through the painstaking process of finding a new job.

Companies take financial losses when replacing lost talent – according to the Center for American Progress, for lower-paying and mid-level positions the cost ranges from 16%-20% of the employee's annual salary. However, businesses also see an increase in expenses due to lost productivity from lowered employee morale and remaining employees' inability to take on their former colleagues' duties.

Additionally, over time, companies typically lose more employees who decide to jump ship after the loss of a beloved colleague, and many cite the same issues for leaving that the initial colleague stated.

Finding strategies to retain your team should carry as much importance as creating new recruitment strategies to bring talent into your organization. While salary is a factor in employees' career choices, more often, individuals make decisions on when to stay and when to go based upon non-monetary factors.

Creating an organization focused on employee satisfaction and engagement should be a core value of leadership inside and outside of the HR department. When employees are more involved in decision-making and curating the future of the company, even in small ways, they are more

likely to feel connected and invested in the organization.

Additionally, providing individuals with continuous feedback and growth opportunities



shows employees that management is invested in their future and success as much as management expects the employee to be invested in the success of the company. By creating a symbiotic

relationship where both sides benefit from the relationship continuing onward, leadership increases the chances of employees staying for the long term.

Employees who feel undervalued, underpaid and overworked more than likely won't stay if just given additional compensation, unless it is substantial. In order to keep these employees, management must make cultural and systemic changes to create a better balance of work and values for their teams.

As an employee who has, many times in my career, felt undervalued and overworked, the small increases in my compensation did not make me want to stick around longer to see how many more late hours I'd have to put in – unnoticed – to potentially get a minor pay increase the following year. What would have truly made me want to stay would have required cultural and staff changes that never came, no matter how many times my colleagues and I asked.

Focusing efforts on preventing employees from leaving is key. Don't wait until it is too late to make changes or meet employees' needs. Continuously asking for feedback and creating open discussions with employees should be cornerstones of leadership at all levels to create a company that employees never want to leave. SBJ



Kristina Barbee is the founder and CEO of The CEO.Co, a leadership and career training company in Springfield that creates a workplace culture of excellence.

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A photograph of the exterior of Rumberger's Lounge. The building has a red brick upper section and a bright pink lower section. A large, illuminated sign in red and yellow letters reads "RUMBERGER'S LOUNGE". The entrance features pink-framed glass doors. The title "Rumberger's Lounge comes to downtown" is overlaid in large, bold, yellow text with a black outline.

Rumberger's Lounge comes to downtown

By Thomas C. Pavlik Jr.

Although we usually wait until a restaurant is open for a bit before reviewing, we made an exception this month for Rumberger's Lounge – which as of this writing is going through a soft opening. We're also departing a little bit from our usual approach, because this month I ordered in for our office and asked some of our staff to review their dishes. What's the point of owning an office if you can't have employees do your work?

Rumberger's is a family owned and operated restaurant with existing locations in Champaign and Peoria. It just recently decided to expand its "Wings and More" offerings to downtown Springfield. My staff was happy they did.

We ordered online earlier in the day, hoping to avoid problems with the lunch rush. There were, however, a few hiccups (it was, after all, a soft opening) and we had to wait a little bit for our orders to be assembled. But any annoyance was more than offset by the cheerful and friendly attitude of Rumberger's staff.

One of our attorneys found ordering the chicken sandwich a "daunting task" thanks

to having to choose between grilled or fried, and then having to decide which of the 17 different sauces to slather on top. He continued: "Nevertheless, I feel satisfied with my decision to choose the crispy chicken with honey gold sauce. The sandwich did not look all that impressive upon first glance. The only toppings were some shredded iceberg lettuce and a thin slice of tomato. However, after taking a bite of the sandwich, I was impressed with how crispy the chicken was, despite being coated with sauce. The toasted bun was firmer than a typical hamburger bun, and the buttery taste of it was the perfect complement to the rest of the sandwich."

My legal assistant went for the six-piece fried shrimp and fries. "It came with a side of cocktail sauce. I generally don't eat cocktail sauce because I don't like horseradish, but I was pleasantly surprised that it was more on the ketchup side with a mild horseradish flavor. The shrimp order is advertised with six shrimp but I actually received seven - so I was happy about that. They were large, butterflied shrimp that had a panko-like

crispy breading. The shrimp tasted fresh and tender. The fries were thick crinkle cut fries that were golden brown. They came topped with their house seasoning blend, which I thought was a nice touch. I was particularly glad to see that the fries and shrimp held up to the takeout container and were crispy and hot when I sat down to eat."

Another of our attorneys went for the burger: "I ordered the cheeseburger and onion rings and would do so again. I ordered a single cheeseburger but received a double. The double was too much for me, and I would order the single in the future. The brioche bun was excellent, the meat was juicy, and it was topped with American and Swiss cheese. It's not a fancy burger, but it's a good burger. The onion rings were crispy and not too heavy. I am very glad Rumberger's has come to downtown Springfield."

Another of our legal assistants opted for the boneless wings: "Let's start with the wings: The flavor was very robust and unique. The wings were coated in sauce and sprinkled with seasonings. They had a slight



PHOTOS BY STACIE LEWIS

(Top) Rumberger's Chicken Sandwich with fries, the Gold Rush and an order of classic wings with celery. (Bottom) The Gold Rush is a large order of fries with cheese sauce and boneless wings, all drizzled with a sauce of your choice.

teriyaki flavor that was very savory. They held true to their name with a sweet and tangy flavor. The fries were crinkle cut and sprinkled with a dry seasoning that was tasty. They were cooked to a crisp golden brown and paired well with the wings. Let us not forget the ranch for dipping! The ranch was certainly made in-house and was seasoned as well with the same seasoning as the fries. I appreciated the placement of the fries on top of the wings in the to-go dish that was separated by foil to keep the fries crisp and prevented the sauce from being spread. A few celery sticks were also included, which is always a nice added touch with wings."

Being a traditionalist, I had to go with the regular wings with the "dirty rub" dry spice blend. The wings were nice and crisp while retaining some juiciness on the inside. The

rub, while perhaps too salt forward for some, popped with flavor and wasn't hot at all. I liked the bleu cheese dipping sauce, which added just the right amount of twang to cut through the assertive seasoning. These were in the upper echelon of the Springfield wing scene.

The crew decided we needed dessert and went for the Rum Buns. They were described as having "a texture between a biscuit and a yeast doughnut" that's slightly sweet and reminiscent of having been "lightly brushed with maple syrup." Two of our staff found them similar to Chinese doughnuts. All thought they were a great way to end lunch.

With the dearth of restaurants downtown these days, we're glad that Rumberger's decided to give Springfield a chance. We hope you get out and support it. **SBJ**

Restaurant information

Address: 217 South Fifth St., Springfield

Phone: 217-679-6183

Web: www.rumbergerswings.com

Wheelchair Access: Yes

Credit Cards: Yes

Atmosphere: N/A (We did takeout)

Service: ★★★★★

Food: ★★★★★

Price: ★★★★★

Overall: ★★★★★

Calendar

MAY 2021



Black-owned business vendor fair

Sat., May 2, 1-4 p.m. Hosted by the Springfield Black Chamber of Commerce and the Springfield Park District. Featuring restaurants and caterers, photographers, hair and makeup artists, deejays and bands, event planners and more. Erin's Pavilion, Southwind Park, 4965 S. Second St. 217-585-2941.

The emotional impact of COVID-19 on employees: What can employers do?

Thu., May 6, 10:30-11:30 a.m. Chamber members \$100, non-members \$120. Chaplain Christopher T. Druce Jones of the Rosecrance Health Network will offer insights into grief and loss, especially the connection with COVID-19. He will review the emotional responses people have to grief and provide the tools for coping during this unsettling and challenging season. Webinar hosted by the Illinois Chamber of Commerce. Call 217-522-5512 or visit ilchamber.org.

Using video to market your small business

Thu., May 6, 1 p.m. How can you show the impact your business makes on your customers? Use video. In this webinar, Jay Woodrum with Three Link Media and Peerless Cleaning & Restoration will share some tips, best practices and fail-proof strategies to capture and use video to better reach your customers and increase sales. Hosted by SCORE Decatur. Call 217-799-5408 or visit decatur.score.org.

2021 State of the City

Wed., May 12, 12-1 p.m. Chamber members \$15, non-members \$30. Mayor Jim Langfelder will provide a status report for the City of Springfield. He will review accom-

plishments and challenges of the past year, outline priorities for the upcoming months and provide the administration's perspective on the City's outlook. This is a hybrid event, with the exception of sponsors and their guests. Lunch will be served to attendees at 11:30 a.m. The program will be live-streamed from the President Abraham Lincoln Springfield - a Doubletree by Hilton beginning at 12 p.m. Register at gsc.org. 217-525-1173.

The complex web of independent contractors: Is your independent contractor actually an employee?

Wed., May 12, 1:30-3 p.m. Chamber members \$145, non-members \$175. Sean Darke with Litchfield Cavo LLP will discuss the different legal tests that are used by the courts and government agencies to explain why certain individuals are employees and not independent contractors. He will provide key solutions on how to set up an independent contractor relationship. Hosted by the Illinois Chamber of Commerce. To register for this online event, call 217-522-5512 or visit ilchamber.org.

On My Own Time

Fri., May 14 (deadline date). This visual arts program by the Springfield Area Arts Council gives employees of participating organizations, businesses, government agencies and medical and educational institutions an opportunity to showcase their creativity and accomplishments through artwork completed outside working hours. Eligible artwork includes paintings and drawings, fiber and needlework, pottery, photography, jewelry, glass, metal, wood and paper.

The deadline for organizations to commit to participate is May 14. Each organization hosts an in-house exhibit beginning on October 1. Judging occurs from Oct. 12-21. The program coordinators are Rosemary and Rod Buffington. Call 217-753-3519 or email programs@springfieldartsco.org for more information.

Ribbon cutting

Fri., May 14, 11 a.m. Hosted by the Greater Springfield Chamber of Commerce and Broadway Graham Wealth Partners, 3330 Ginger Creek Drive. pbgwealthpartners.com. 217-441-8801.

Delivering the customer service you would want

Tue., May 18, 11:30 a.m.-1 p.m. Chamber members \$49, non-members \$95. Fee includes lunch. By using reflective exercises, real-world scenarios and the most current research and data around customer service, participants will have the opportunity to learn and develop the skills necessary to deliver the customer service that they would want and deserve. Hosted by the Greater Springfield Chamber of Commerce and Ziebler & Associates. Presented by David Ziebler. Greater Springfield Chamber of Commerce, 501 E. Capitol Ave., Suite A. Call 217-525-1173 or visit gsc.org.

Red, White, Blue Two-Person Scramble

Sat., May 22. Piper Glen Golf Club, 7112 Piper Glen Drive. 217-483-6537.

Memorial Weekend Scramble

Sat.-Sun., May 29-30. Country Hills Golf Club, 21723 Smoot St. 217-632-7242.

Visit springfieldbusinessjournal.com to add your event to the monthly calendar.



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New businesses

Sangamon County New Business Registrations, Feb. 16 – April 15, 2021

Divernon Seed, 1355 E. Divernon Road, Divernon. 891-0553. Hunter Paul Cody.

Moore Interactive Education, 1116 Bugle Court. 836-7256. Brett J. Moore.

DP Custom Events, 5 Ridge Court. 553-2474. Darryl D. Perkins Jr.

Concrete Coatings Revival, 1717 S. Sixth St. 836-6907. Michael John Brahler.

Designs by Pertrena, 16 Saint Cabrini Court. 220-4019. Pertrena Clement.

Honeymoon Apparel, 2241 S. Lowell Ave. 652-3641. Grace K. Tierney.

Leisure Lakes Development, 7460 Wesley Chapel Road, Chatham. 201-7534. Chad Hoover, Stephanie Hoover.

The Good Day Brand, 52 Blackington Lane, Divernon. 628-3604. Carla Rhodes.

JoJo Jewelry, 1108 Green Meadow Lane. 761-7831. Callie J. Estes.

Lush Hair & Co., 1149 W. Governor St. 652-0347. Janelle Strite.

The Paper Swag, 8188 Cardinal Hill Road, Rochester. 740-7868. Angela Ice.

Tree House Quilts and Crafts, 424 Merryman Lane. 691-7977. Teresa Kirk, Christopher Kirk.

EV Solutions & Services, 2850 Roby Loop, Mechanicsburg. 691-0995. Scott Brooks, Julie Brooks.

Steve Burke Construction, 6361 Camino De Burlon, Rochester. 685-3647. Steve Burke.

Baker's Lawn Care, 4614 Peoria Road. 416-1256. Timothy Lee Baker Jr.

Cell Doctor, 319 N. Lincoln Ave. 361-8229. Zachary Roberts.

The Kurbside Kitchen, 1606 E. Edwards St. 720-0418. Byron K. Gardner.

William Ward & Associates, 1805 S. Cog Mill Court. 494-8143. William Alan Ward.

Instagram, 2214 Lincolnshire Blvd. 416-8800. Jason Scott Heise.

The Turnover Team, 1632 E. Melrose St. 761-5727. Zachary Lowman.

Brit Pics Photography, 219 First St., Pawnee. 622-2759. Brittany Busby.

Nox's 3D Prints, 45 Foresters Lane. 618-751-6563. Zachery Gilio.

Ericka Rockwood Photography, 1220 N. MacArthur Blvd. 697-9600. Ericka Rockwood.

Cooks Small Engine Repair, 21 Freewill Baptist Drive. 416-6023. John Earl Cook.

Midwest Promotions, 1836 Greentree Road. 522-3717. Rahman Ali II.

World Entities, 463 W. Cook St. 303-6462. Anthony L. Madrey.

Young Honey Co., 1025 N. 15th St. 801-5639. Bethany G. McKeown.

Ben Tree Co., 127 W. South St., Divernon. 381-5886. Benjamin Grober.

Major Community Outreach, 1117 South Grand Ave. East. 691-9463. Mary Clay.

Martin Trail Tech, 4391 Davis Road, Pawnee. 801-0503. Jason Carter Martin.

Krowned Beauty & Boutique, 120 S. Wesley St. 773-240-5463. Jalisa Cheese.

H & L Plastering, Ltd., 434 Livingston St. 361-1180. Harlan L. Lockhart.

Page Law Office, 808 S. Second St. 522-2216. Jeff Page.

Tim's Home Improvement, 146 S. Railroad St., Greenview. 303-4184. Timmy Smith.

Broken to Blessed Home Accents, 2206 Makemie Ave. 341-8421. Kelli Irvin.

The Impact Collections, 236 Spring Creek Drive. 761-7795. Andrea D. Jones, Jovan L. Dickerson.

Njoku Enterprises, 2715 S. MacArthur Blvd. 993-4159. Decody Njoku.

Penny's Moving & Hauling, 1513 E. Edwards St. 816-3077. Clard E. Cross Jr.

The Radon Guy, 2109 Keokuk. 725-2599. Ryan Giacomini.

Abby Jean Photography, 113 Twin Oaks Drive, Rochester. 891-8738. Abigail Jean Ruble.

Compass Point Consulting Services, 66 Lambert Lane. 321-4511. James A. Gatlin.

Reelshoesbyjays, 316 W. Elliot Ave. 719-9122. Jessie Bunch.

Heavenly Kutz, 100 N. Wesley St. 708-677-9997. Justin Brewer.

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New businesses

Sangamon County New Business Registrations, Feb. 16 – April 15, 2021

S & G Properties, 208 Henry St., Bulpitt. 691-3551. Dishoan Green.

Highley Creative, 9885 Bell Fountain Road, Dawson. 303-2345. Nathan Ryan Highley.

Psycho Dad Cards, 20 Circle Drive, Rochester. 303-6528. Robert Struble.

Thirteen Stripes Live Edge Furniture, 505 Ridgeview, Sherman. 891-4515. Mike Fortune.

Cunningham Lawncare, 256 N. Amos St. 719-0752. Matthew Cunningham.

For the Love of Animals, 505 Radford Drive, Sherman. 496-3394. Wendy Mettler-Wheeler.

Kincaid's Personal Services, 1125 N. 14th St. 204-2592. Joseph Kincaid.

Kimmel's Lawncare and Home Repairs, 104 N. East St., Loami. 816-4208. William Kimmel.

The Cut Room, 1113 E. Spruce St. 303-6127. Will Olden.

Andrew's Floor Care, 2128 N. 24th St. 953-6957. Andrew Stoutenborough.

Body By Naija, 407 W. Calhoun Ave., #15. 721-7621. Elizabeth Chukwudebe.

Capitol Commercial Services, 3875 N. Walnut St. Road. 666-7770. Capitol Lot Services, Inc.

In & Out Painting, 1017 N. Stephens Ave. 761-7523. Troy A. Jones.

Lash Maddit, 1719 E. Reynolds St. 670-3219. Erica S. Fletcher.

The Blissplined Coach, 800 N. Stephens Ave. 314-643-6680. Lisa K. Bonner.

Tikal Group, 4200 Conestoga Drive, Suite 115. 402-7414. Diana L. Hare.

Weatherford Landscaping, 1315 N. Fifth St. 320-5408. Brandon Weatherford.

Barbara Allen Body Contouring, 607 S. 14th St. 361-2676. Barbara Allen.

Weir the Weird Ones, 25 Hedge Drive. 717-0342. Keyonia Weir.

Amariah Rauscher, 620 Magnolia Drive, Chatham. 725-5954. Amariah Rauscher.

Alli Donaldson Makeup + Aesthetics, 975 S. Durkin Drive, Suite 101. 416-8350. Alli Donaldson.

Dior Bris Cosmetics & Beauty Supply, 16 Bel Aire Drive. 773-593-2555. Brianna Reed.

Parti Kingdom, LLC, Kingdom Auto Dealers, 1520 N. Eighth St., Apt. 1. 801-3177. Parti Kingdom, LLC.

Kevin L. Stelivan Lawn and Auto, 427 S. Paul St. 553-5919. Kevin L. Stelivan.

Temptress Lash Extensions, 915 S. Fourth St., Apt. 3. 481-4941. Tiffani Wright.

Heaven Cynt, 2500 Milford St. 441-4499. Cynthia Wessing.

Royalty Rains Fashion, 4301 N. Peoria Road. 441-3330. Robbie Cross.

Frank Parker Trumpet Frankerskine, 105 Caesars Lane. 553-9470. Frank Erskine Parker.

SeaChelle's Textiles, 1208 Oakmont Drive. 320-9600. Michelle L. Sabath.

Sidditty Snacking, 912 N. Indiana Ave. 314-681-3551. Demarko A. Chestine.

Dowson Real Estate, Inc. 821 W. Glenarm Road, Glenarm. 341-4206. James E. Dowson.

Saccattis Royal Boutique, 601 S. Ninth St. 441-4591. Elnora Richards.

Juniper, 106 N. Third St., Divernon. 618-384-9841. Carson Rae Matheny.

Suzewits Glass, 2316 Stokebridge Road. 433-0967. Evan Suzewits.

Yard Smart Mowing, 1401 N. Third St., Lot 50, Riverton. 899-0785. Jeremy S. Hamilton, Joshua B. Blosser.

Brooke Danielle Photography, 6875 New City Road, Rochester. 801-6828. Brooke Ford.

Father Time Jewelry, 1519 Seven Pines Road. 708-314-0782. Zondrus Webb.

Immersed, 1519 Seven Pines Road. 708-904-8005. Lakari E. Brown.

Leisure Lakes Development, LLC, 7460 Wesley Chapel Road, Chatham. 201-7534. Chad Hoover, Stephanie Hoover.

Lollipop Moment Company, 1820 Windycrest Drive. 725-6244. Heather Lynn Johannes.

Luxe Floral, 3901 Wood Duck Dr., Suite C. 679-4273. Lisa Gaines.

Wilkin Construction, 15065 W. Loami Road, New Berlin. 741-9207. Hunter Hames Wilkin.

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