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2023 Women of Influence

Q&A with Val Yazell

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It's about ours

When I was working for the original owners of Springfield Business Journal shortly after college, we partnered with Security Bank to recognize a group of women who were community influencers in both their personal and professional lives: Julie Cellini, Beverly Christian, Lea Hudson, Carolyn Oxtoby, Helen Tolan and Rita Victor.

This year is the 20th anniversary of Women of Influence, and the recipients' stories continue to be inspiring. The women recognized this year have all devoted their lives to making things better for future generations.

Taryn Grant channeled her lifelong love of dance into a teaching career, which she says enables her to make a difference in young people's lives. In 2021, she purchased the former Elliott Avenue Baptist Church building and created the Grant Conservatory of Music and Dance, which she describes as her "gift to the community."

Chandana Nandi spent her career in public health, with a focus on improving outcomes of high-risk pregnancies and teaching people that healthy life choices can help prevent chronic disease down the road. Carrie Ward is also involved in public health through her role as executive director of the Illinois Coalition Against Sexual Assault, working with sexual assault survivors statewide. She says, "In recognition of the things that are bad in the world, I want to do something better."

Shatriya Smith says she was able to overcome her "chaotic upbringing," thanks to her grandmother and community members who inspired and mentored her. "It's not about mine. It's about ours... I want to be the tribe that raised me, to mirror that image in the community. I wouldn't be who I am today without them."

And our community wouldn't be what it is today without these and the many other Women of Influence over the years who have devoted their lives to make a difference in the lives of others.



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Q & A

with

Val Yazell

By David Blanchette

Val Yazell has held a wide variety of positions throughout her career, from working as a telemarketer and kindergarten teacher to serving as the interim CEO of the Greater Springfield Chamber of Commerce and the director of the city of Springfield's Office of Planning and Economic Development. She's also been a small business owner, and her company, Making Waves, has provided guidance to many other small, primarily female-owned businesses.

Yazell's list of community involvement is extensive. She has held leadership roles with the Illinois Professional Women's Council, Springfield Chapter of the National Association of Women Business Owners, Illinois Women in Leadership, Women in Management and Memorial Medical Center's Festival of Trees.

She is a recipient of the President's Award from The Greater Springfield Chamber of Commerce, the Women of Achievement award from Women in Management and the Women of Influence award from *Springfield Business Journal*.

Where were you born and raised, and what was your first job?

I was born in Spokane, Washington; my dad was in the military. I was raised in Edwardsville and I went to SIU Edwardsville, where I got my teaching degree. My first job was a telemarketer. Maybe it prepared me for my career, because I've always liked engaging with people, and it helped me to make immediate connections with people.

Your first career was in education. What impact did that have on your life?

My degree was in education, so I got a job in Riverton and taught kindergarten for several years. I have always said that teaching was the best platform that you could ever have for building on your future career. Although I didn't stay in education for very many years, I think that working with a variety of people and learning to communicate succinctly with others was a real bonus, and that's what I learned from education.

It also gave me that drive to continually learn. I'm always interested in learning and pursuing something new.

In your work with the Chamber of Commerce, what have you noticed about what the city of Springfield does well, and what still needs work?

The one thing the city does very well, and has done for many years, is promote Lincoln and tourism.

I think Springfield really needs to work on marketing the community, how great our community and people are, and we need to sell our city to more industries. I don't know that we've done a good job with that in the last 10 years. I think we need someone as a leader who is going to go out and sell our community for us.

I was a business owner, so I think the Chamber's role in our community is vitally important, especially advocacy. We need someone to always be a watchdog for small businesses in the community.

You operate a consulting firm that helps small businesses. What is the most important piece of advice that you usually give to clients?

Trust themselves, trust their instincts. I've seen people whose dreams have been crushed by other individuals who don't

really know everything that's going on. Do your research, do your homework, make sure you know what you are thinking about doing, but trust in yourself.

Do you see yourself as a role model for professional women?

I've done a lot of mentoring through the years. I especially love young women who are excited and want to pursue careers. They actually give me more than I can probably give them because they keep me on my toes, they keep me energized, they keep me questioning new things that are coming up.



Left: Val Yazell with her grandchildren Stella, 12, Dylan, 14, and Harper, 8. Above: Val Yazell taught kindergarten in Riverton from 1972-1975.

PHOTO COURTESY VAL YAZELL

You seem to constantly be involved in community service organizations and activities. Do you feel a compulsion to serve the community?

I wouldn't call it a compulsion; I would call it a really strong desire. I have to have a real commitment to something, because I want to be able to give a piece of myself to that organization. If I see a need and think

there's something I can give to them, I am going to be there.

You have received a number of awards and recognitions for your career and your community service activities. What do those accolades mean to you?

I don't do anything for an award or recognition. It's more about joining in and collaborating with whomever has also received those awards. It means a lot to me to be in association with others who have received that similar award.

What advice would you give to young people today who are entering the workforce?

Follow your passion, follow your dreams. I always say I have never, ever, in all of my years had a job. I have always followed my dreams and passion. And when it was no longer a passion, I moved on to something else. Don't settle for a job, do what you feel passionate about and what moves you.

What might people be surprised to learn about you?

I was an education consultant for Stedman Graham and worked with him for five or six years on some of his educational programs. I traveled with him and did some trainings for him. I also co-produced a CD with a local singer-songwriter. I booked the musicians in Nashville, and we produced a CD.

What can you share about your family?

The best accomplishment that I have, and my children always get irritated when I say this, are my three grandkids. I have three beautiful children, but man, those grandkids. I have three beautiful grandchildren who I get the opportunity to see as often as I can and they are the loves of my life.

What is your life philosophy?

Count your blessings every day. Every morning when I get up, I think of two or three things for which I'm grateful. Some mornings it's only, 'Oh gosh, this is a comfortable bed,' but no matter what your circumstances – because I have experienced feast and famine – every day there is always something to be thankful for.



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Chandana Nandi

By Jean Campbell

Chandana Nandi is passionate about community health and has spent her adult life advocating for how healthy life choices can help prevent chronic disease. The results of her work have been felt locally, statewide, nationally and internationally.

Nandi was born and raised in the state of West Bengal in India. Her childhood was occupied mostly with music, art, studies and school activities. In 1974, after earning a bachelor's degree in science from P.D. Women's College, she wed Dr. Proshanta Nandi. It was an arranged marriage, and after the ceremony she moved to Springfield with her husband where he had been living and working. He was one of the earliest faculty members at Sangamon State University. She was impressed by America's openness, diversity and the many opportunities for growth and self-fulfillment.

Nandi earned a master's degree in nutrition from Sangamon State University and later became a registered dietitian. "Chemistry was my favorite subject, which is why I chose nutrition," she says. "Food science is nothing but chemistry. Nutrition affects everything in your body."

During an internship at the Illinois Department of Public Health, Nandi realized she could use her knowledge and education to help improve the health of a wide segment of people. Thus, her internship turned into a 24-year career with IDPH where she rose to the position of chief of the division of chronic diseases and was responsible for 12 programs. In 2008, she spent two years as the assistant director for policy and resource development at Midwest Latino Health Research, Training and Policy Center, University of Illinois Chicago.

Early in her career, Nandi was very interested in improving the outcomes of high-risk pregnancies. "In those days, people didn't understand the effect of smoking on low-birth weight babies," she recalls. "In one of my most-requested papers, we documented that mothers who were older than 35, underweight and smokers had the highest risk factors for having low-birth weight babies. This, along with other studies, resulted in policies that improved the health outcomes for mothers and newborns around the world."

After several years, her focus expanded to helping other marginalized and low-income populations achieve better health outcomes. Overall, her research, public health programs and grant proposals provided resources to health organizations throughout Illinois and the country.

Nandi's grant proposals garnered millions of dollars in federal aid for programs to improve breastfeeding and pregnancy nutrition among WIC

participants, establish a National Latino Tobacco Control Network and reduce the incidence of diabetes, heart disease, stroke, cancer and asthma.

Among the many statewide efforts Nandi led was the development of nutrition standards for meals at all Illinois public schools. She also took the lead on state strategic plans to reduce obesity, cancer and heart disease. She often prepared position papers and testified before the Illinois General Assembly on topics such as nutrition, chronic diseases, tobacco control and Alzheimer's disease.

On a national level, Nandi secured resources and developed policies for the prevention of diabetes, cancer and heart disease. She served as a member of the Centers for Disease Control's Breast and Cervical Cancer Early Detection and Control Advisory Committee for three years. She also was a member of the planning committee for the CDC's diabetes conference for several years and was co-chair of the committee in 2004. She served twice as the national chair of the Diabetes Council of the National Association of Chronic Disease Directors.

Nandi has personal experience with diabetes. "Last October, I learned I was pre-diabetic," she shares. "I changed my diet to limit simple carbohydrates, including sugar, and increased my fiber and protein through food choices only. I also increased the intensity and duration of my exercise. In three months, I reversed my condition and now have normal blood-glucose levels."

It is impossible to quantify the numbers of lives that have been changed for the better by Nandi. Those who know her personally have been touched by her warmth, dedication and passion.

Although she retired in 2010, Nandi is still committed to improving health care. "I give talks about diabetes prevention and nutrition at local organizations. And I volunteer my time to review grants for the Health Resources and Services Administration to improve rural health care."

Nandi also continues to be active in the Asian Indian Women's Organization, serving as president in 2022 and 2023. "It is a volunteer group that promotes Indian cultural activities and conducts fundraising that has benefited Girls on the Run for Central Illinois, the Ronald McDonald House, M.E.R.C.Y. Communities, St. John's Hospital's NICU and many others," she says. "I am proud of my Indian culture and heritage. The food and music of India play a huge role in my daily life and pleasures."

Nandi and Proshanta had two children and two grandchildren together and were married for 49 years before he died in March 2023.

"I am honored and privileged to have been selected to receive this award," says Nandi. "My first thought when I received it was to think how happy Proshanta would have been for me. He was my biggest supporter in all that I have done. Thank you, Springfield."



Taryn Grant

By Karen Ackerman Witter

Taryn Grant started ballet at the age of three and has been involved with dance ever since. While teaching dance in high school and college, she discovered that teaching is her true passion. She says teaching enables her to make a difference in young people's lives. She delights in helping students express themselves through the performing arts and develop discipline and self-confidence. She has an extensive network of supporters and has been described as a selfless community servant who has a passion for making our community better and bringing out the best in those around her.

Grant earned a degree in business and marketing from SIU Edwardsville. Later, she took a class at The Juilliard School in New York City to complete her Dance for Parkinson's Disease teacher certification. She completed her adaptive movement teacher training with the Boston Ballet.

Grant is the director of community outreach for the Springfield Youth Performance Group, which she founded in 2005 to enrich the lives of children through the performing arts. She has never turned a child away who wants to be a part of the group. She established the SYPG Foundation in 2012 to support her mission of community arts outreach programming.

In 2021, Grant purchased the former Elliott Avenue Baptist Church at 501 W. Elliott Ave., and created the Grant Conservatory of Music and Dance as a permanent home for SYPG. Grant describes this as a gift to the community that is filled with love and kindness – a place to try new things and performance styles. The Conservatory has a strong partnership with the Illinois Symphony Orchestra. Grant says it is both humbling and exciting to see the Conservatory grow faster than expected in its first two years.

"The arts are a language we can all speak," says Grant. She is dedicated to teaching typical

dance classes as well as adaptive movement instruction like the class she teaches weekly at Hope that combines music and movement. She created the Mighty Movers adaptive

physical activity that increases fitness, boosts self-esteem and facilitates friendships.

Grant says her reward is the relationships she builds with her students. Other outreach initiatives include visits by child-friendly characters and fairy-tale princesses to children with medical conditions, live performances based on books at underserved schools and chair-based fitness/dance classes for seniors.

Grant shows students what they can do if they work hard, and she tells them, "You are who you surround yourself with." She says it is important for children to know that she respects them, and in turn, they respect her. The extent of Grant's impact is both broad and deep – introducing many young people to the performing arts while giving countless individuals opportunities to enrich their self-esteem and confidence.

She is also dedicated to inspiring her young dancers to give back to the community. She created the Bravery Ambassadors to encourage SYPG alumnae and studio company members to reach beyond their dance experience to boost community involvement, foster continuing education, mentor younger dancers and build future leaders.

Grant is proud of the longevity of the organization she created – staying true to the mission and focusing on children and what's best for them. She is quick to say that she hasn't done this alone. She credits her friends, volunteers, dancer families and her own family. She is grateful for the strong community involvement that has helped make many programs possible.

Grant's passion, energy and leadership have motivated others to embrace and support her endeavors. And, she has inspired many young girls to become strong, kind and independent female leaders. Clearly, Taryn Grant is a Woman of Influence.

movement program to provide a gross motor skills program for children with developmental delays and at-risk youth. She provides weekly programs at Enos Elementary School, the Boys and Girls Club and St. Patrick Catholic School. Students benefit from these programs through

Carrie Ward

By Carey Smith

"As a leader, think of Carrie like this: It's not so much what keeps Carrie awake all night, but what gets her up in the morning. She has a plan and is relentless in making a difference each day in helping others enjoy a better quality of life," said Marilyn Kushak, who nominated Carrie Ward for Women of Influence.

Ward attributes her personal ethic to her great-grandfather, who lived next door to her as a child. "He's my No. 1 role model and mentor. He was just a hardworking, good and kind person who wanted me to be the same. By far, he was the deepest influence in my life."

A native of Jacksonville, Illinois, Ward attended Illinois College on a scholarship, thanks to her mother, who worked there for 36 years. She went on to attend graduate school at Sangamon State University, now UIS.

Ward began her professional career as a case manager at Big Brothers Big Sisters. Though she worked there only a year, her involvement in the Bowl for Kids' Sake program was a 20-year commitment. "I love to volunteer," says Ward. "What I tend to do is stick to one thing and do a whole bunch of that."

An internship at Rape Information and Counseling Service, now Prairie Center Against Sexual Assault, led to taking a newly-created staff position, which Ward maintained until the birth of her first child. Ward then took a position as grants manager and was eventually promoted to grants director at Illinois Coalition Against Sexual Assault (ICASA), where she spent a total of 22 years. Building on that solid foundation, Ward was hired as executive director and CEO when founding director Polly Poskin retired in 2018.

ICASA is the face of 30 community-based sexual assault crisis centers in Illinois, all working together to end sexual violence and provide support services to survivors of sexual assault. "A lot of my responsibilities are about representation, making sure ICASA is included in conversations about funding, changes in the law and influential in terms of opportunities for the development of services," explains Ward. "I have to stay connected with what individual rape centers are doing." Ward also

serves on a number of statewide committees and task forces. "I represent not only the state coalition but sexual assault survivors."

One vital component Ward has brought to the conversation is talking about marginalized populations and racial justice. "Equality is so important. As much as we'd like to recognize the progress that has been made, racism is alive and well and affects decisions people make."

With a grant from the state of Illinois, Ward coordinated a multitude of conversations with groups and people in leadership roles, inviting speakers and a human resources expert in equity and inclusion issues to the table for discussion.

Ward states, "Sexual assault survivors who are people of color experience additional challenges, such as interactions with law enforcement or access to services. We acknowledge that and asked how we could be influential in a positive way." In addition to hosting these conversations, ICASA created racial healing libraries in its crisis centers.

Talking about race can be "difficult and awkward," Ward acknowledges. "A lot of people feel guilt and shame and feel defensive." Ward says she can appreciate that people today may not have contributed personally to racism, "but we all live in an environment where racism exists. We have to acknowledge that it exists, and it hurts us all. If we live in a society that doesn't value people equally, it is problematic for all of us."

Ward says that people often remark on her positive personality. "In recognition of the things that are bad in the world, I want to do something better," says Ward. "Whether paid or volunteer, I do have a positive attitude about it. I'm honored to be included."

A number of community organizations have been blessed with Ward's volunteer leadership, from being a part of her kids' Parent Teacher Club and her neighborhood homeowner's association, to a variety of walking and running groups, including Girls on the Run. Ward herself has run six marathons and 37 half-marathons.

Of all Ward's accomplishments, she says she is most proud of her daughters, Jessica and Macy. "I can't take credit for who they are, but I am most proud of being their mom, and being somebody that they can be proud of. I think that is a great motivator for me. My motivation on the daily is being a good person, being somebody who will make them proud. If I use that as a starting point, everything else is a bonus. They inspire me."

Shatriya Smith

By Carey Smith

"I don't feel like I'm working, because I love what I do. I'm blessed. I get to live my life being a public servant, and sometimes I come to tears for the excitement of helping others," remarks Shatriya Smith, executive director of the Garvey-Tubman Cultural Arts & Research Center since 2019.

A self-described "girl from the gutter with a chaotic upbringing," Smith credits her grandmother, Ernestine Teena Nicks, for taking her in at age 16, spending quality time with her, and being her foundation and inspiration.

It all began with poetry, specifically with her grandmother reading her *An Ante-Bellum Sermon* by Paul Laurence Dunbar, written in Ebonics. "I was blown away," says Smith, of the poem that was written in "a language we speak and could recognize." Smith, who laughs that she has always had trouble with spelling, says that this poem made her realize that "even though I can't spell, that doesn't invalidate what I'm saying. It opened my eyes to different forms of communication, respecting the history of where we came from and where we're going."

From there, her grandmother emphasized writing. "Grandma would tell me for my own counsel, 'Write it down. Write down your feelings. Write down your next steps. Write it down.' I would write it and rhyme it sometimes. Writing things down helps me to overcome my demons, my own drama, my underdeveloped sense of worth."

This foundation of poetry and writing has served Smith well in her professional and volunteer life. "I've taken to journaling, to poetry, to wordsmithing and turned it into executive director documentation, grant writing, writing legislation – the list goes on. When you have the ability to write, you have so many avenues of expression, and everybody's almost anticipating the words that are about to come out of your mouth. It's a palpable situation, when I'm

standing in front of a crowd of 500 people and they're waiting for my poem. It's just amazing."

Smith felt underqualified when she began with GTCARC, but her mentors, John Crisp, Jr. and Charles Scott, supported and guided her as she

reading poetry in schools and churches, summer camps, providing instruments for kids to take home, a speaker series and more.

All of GTCARC's programming and services are provided free of charge to low-income beneficiaries. Smith notes the Robin Hood-style of operations, asking the better off to provide services for underserved populations. As leader of a nonprofit organization that provides social supports, Smith laments the city's earmarking of monies to do things such as fund the demolition of one of Horace Mann's dilapidated buildings when there are so many worthy social programs doing good in our community that are underfunded.

Like many community leaders of color, Smith appreciates the recent push for diversity in Springfield, but laments that there is still so far to go in the struggle for equity. "We have a number of people in the community who want to see diversity grow and strengthen. Springfield is the birthplace of the Emancipation Proclamation.

How can we not be the leaders in integrating spaces?"

One of the recurring issues Smith sees is the powers that be prioritizing things over people. "We haven't been building up our community. Like when we have Levitt AMP, it's not that we need to build something, but we make a space. The parking lots and buildings aren't the community, it's the people."

Smith's devotion to people has led her to volunteer for a number of community groups, including those that advocate for equity and the arts. Her poetry has uplifted many of the hearts who have attended rallies

where she speaks.

"It's not about mine. It's about ours," says Smith. "We have to make that the forward template. I want to be the tribe that raised me, to mirror that image in the community. I wouldn't be who I am today without them. My legacy is the same as the person before me: to leave a template of understanding so other people can follow in the footsteps."

gained confidence in her leadership and development skills. "I'm really pleased at the opportunities," says Smith, "because I would never have imagined myself in this space."

The GTCARC makes available a variety of arts programming to both children and adults, including art workshops (from making jewelry to origami), poetry open mics and workshops,

Congratulations to the 2023 WOMEN OF INFLUENCE

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

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Security Bank is the founding sponsor of the Women of Influence, which allows us to recognize area women for their outstanding contributions to our community. As a local bank with several female officers and directors, we are incredibly proud to recognize these women for their leadership, both in their professional and personal lives.



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Employers face ongoing labor shortage

By Jean Campbell

Although most organizations have achieved some level of recovery from the pandemic, there are still many uncertainties, including the tight labor market. And the continuing retirement of baby boomers may be another blow to employers' efforts to stabilize or grow their workforce.

At a press conference in December 2022, Jerome Powell, Federal Reserve chair, talked about the national labor shortage and how the labor market remains extremely tight with demand substantially exceeding the supply of available workers.

How are Springfield employers responding to the current environment? According to Donna Rogers, CEO of Rogers Consulting and president of the local chapter of the Society for Human Resource Management, baby boomers exiting the workforce has been an ongoing issue for more than a decade. She has been recommending for years that her clients prepare for the knowledge drain.

"It's a good idea to have a formal mentoring system in place so younger workers can learn from those who are approaching retirement," she says. "Employers also may want to create a reverse internship program where retirees are rehired to work part-time on their own terms to share knowledge and expertise with younger staff."

In general, Rogers recommends focusing strategies on retaining current employees. "Keep the knowledge and skills you have, rather than churning the workforce," she advises. "One simple retention strategy that doesn't cost anything is to create a culture of kindness."

Brooke Valenti-Jouett, human resources manager at Kerber, Eck & Braeckel, says the accounting firm has a strong transition plan in place and has been able to successfully handle the departure of retiring partners over the past five years. Still, she adds, retention and recruitment are top priorities.

"We have a younger demographic today," Valenti-Jouett notes. "The number of people studying and entering the public accounting field has been on the decline for a couple of years, which makes the competition for new hires that much harder. Partners at our firm have continued to prioritize enhancing our benefits, culture and financial incentives to draw in new talent and keep our current talent."

Health care organizations represent a large sector of employers in Springfield, so there is a good deal of competition, and the labor

shortage doesn't help. Damond Boatwright, HSHS president and CEO, oversees the 15-hospital system in Illinois and Wisconsin, and says there is no doubt that the projected departures of baby boomers from the workforce will continue in coming years and will likely exacerbate labor shortages.

In spite of labor shortages, Boatwright is confident HSHS will continue to attract and retain talent. "Our overall response is to build on the workplace environment we've created for our colleagues so they have a sense of belonging, feel they can grow their careers and continue to have a connection to our mission," he shares. "HSHS will continue to focus on professional development, diversity and inclusion, colleague engagement and workplace culture so we will continue to be recognized as a great place to work."

Over the past year, HSHS has added and filled many positions and increased work flexibility to help alleviate burnout and stress, while also adding resources within its health plan and employee assistance plan to support colleagues, including additional access to mental health care.

"For workforce development, HSHS is fortunate to have St. John's College of Nursing within our ministry, providing a direct pipeline for students to transition to familiar hospitals and work cultures within our system," says Boatwright. "We also continue to grow partnerships with other schools and community programs throughout the state. Some of our newer recruiting strategies include paid nursing internships, externships and residency programs, along with paid CNA training programs in some of our communities."

Nicole Ralph, associate vice president of human resources at Lincoln Land Community College, agrees that the generational turnover in the labor market is a challenge for most employers. She adds that recruiting new employees post-pandemic is also challenging.

"The state of the current labor market means our applicant pools are not as robust as they were pre-COVID, and competition for local and national talent is more intense," she says. "There are certain areas, such as IT, in which competitiveness to recruit is more challenging, as it is for most employers in the small to midsize range."

To help keep the talent pipeline full, LLCC is reviewing its processes to ensure its application is not difficult or time-consuming and the hiring process is smooth and timely. LLCC is also increasing its community outreach to increase

awareness that it's a great place to work with great benefits. The school recently lowered health insurance premiums for employees with families and implemented a robust professional development program for faculty and staff. LLCC also offers generous time off, including winter and spring breaks and Fridays off during the summer.

Josh Collins, LLCC's associate vice president of business relations, invites local employers to engage with the school's students as part of their recruiting efforts. "This can include presenting to a classroom, having our students as interns and using Handshake, the college's new online career platform," he explains. "Employers can post jobs and connect with students by visiting llcc.edu/handshake."

Mike Murphy, president and CEO of the Greater Springfield Chamber of Commerce, says the issue of retiring baby boomers was already surfacing prior to COVID. "The pandemic made the decision easier for those thinking about retirement, and many retired years earlier than they had planned. Some have re-entered the job market, but most have not," he noted.

The Chamber offers workforce resources, including a recent job fair. "Job seeker turnout was much better than our 2022 job fair," he remarks. "This was encouraging, and I hope it is a sign that many who have been on the sidelines are now re-entering the job market. At the same time, employer participation was very strong, another sign of the tight labor market."

Murphy emphasizes that the labor shortage is not unique to Springfield, and he believes Springfield is much better off than many other parts of the country.

Ryan McCrady, president and CEO of Springfield Sangamon Growth Alliance, concurs with Murphy. He says that while the demand for labor remains high, it is partially due to economic and job growth. He notes that the Springfield metro area currently has about 2,600 more people employed than a year ago.

McCrady adds that SSGA offers services and resources to area employers such as assistance with marketing the community to new talent, access to labor databases and a job-posting feature on the thriveinspi.org website. **SBJ**

Jean Campbell is a baby boomer who retired from a Springfield staffing firm and is now enjoying a second career as a freelance writer.

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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	29	1	Kayla Edwards, managing partner J.T. Britton, franchise partner Zachery Britton, director of learning	HR and workforce strategies. Specializing in administrative, accounting, engineering and industrial careers, skilled trades, temporary, contract and direct placement.	1980
2	StaffQuick 681 E. Linton Ave. Springfield, IL 62703	217-787-9400 staffquickjobs.com springfield@staffquickjobs.com	19	0	Morgan Edmiston, vice president 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	Manpower 2719 W. Monroe St., Suite A Springfield, IL 62704	217-528-2323 manpowerillinois.com springfield.il@manpower.com	12	2	Ginette Comstock, director of operations Angela Rhode, regional manager	Professional, administrative, industrial, accounting, customer service, HR services, direct-hire, on-site services, recruitment process outsourcing.	1948
4	LRS Consulting Services 2401 W. Monroe St. Springfield, IL 62704	217-793-3800 LRSConsultingServices.com Email through website contact page	5	0	Dick Levi, chairman Ryan Levi, CEO Greg Matthews, COO	IT and engineering staffing.	1979
5	Innovative Staff Solutions 1425 Stevenson Drive Springfield, IL 62703	217-585-1620 www.staffsolutions.com	3	0	Derek Meinhart, 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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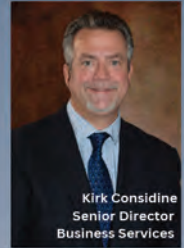
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Meet our Springfield Leaders

Kirk joined Express in 2014. He brings over 16 years of Health Care industry knowledge and experience as a career Accountant. Having unique insight into the Accounting & Finance needs of our clients, Kirk is also able to maintain a strong role in the placement of IT, Engineering, and high end professionals in both long-term and temporary roles. He is committed to his role as a trusted advisor to local businesses hiring top talent. If you're looking for work, call Kirk!



Kirk Considine
Senior Director
Business Services



Don Adams
Director of
Business Development

Don joined Express as an Area Manager in 2012 with 15 years of outside sales and management experience in the areas of telecommunications and advertising. In 2015 he took on the role of Sales Manager until developing into his current role. As a previous small business owner, Don understands the importance of attracting, developing, and retaining top talent. He was born and raised in the Springfield community and he's highly committed to its success.

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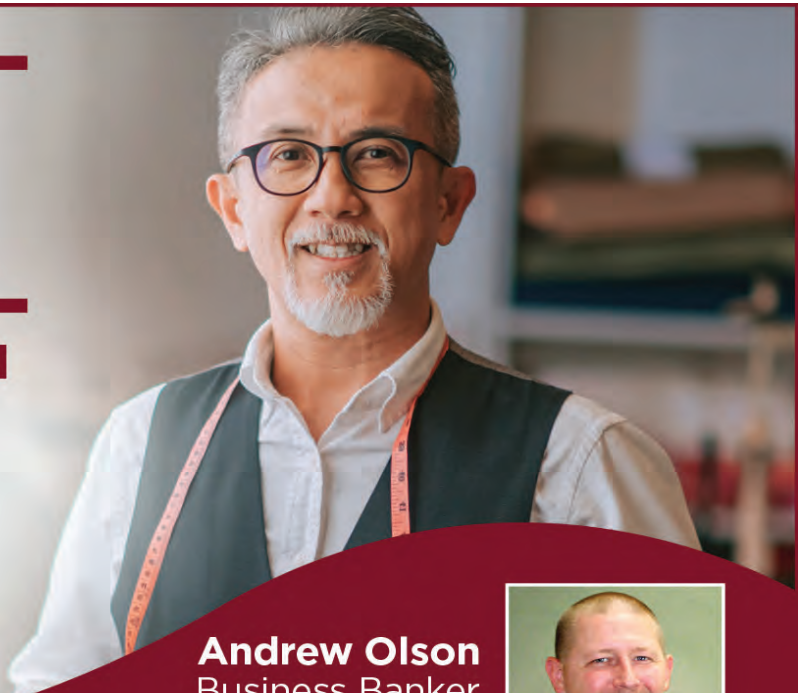
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Creating work space for the post-pandemic workforce

By Pamela Savage

According to an article in the January issue of *Forbes*, experts predict 36 million Americans will be working remotely by 2025. This is a 417% increase as compared to how people went to work before the pandemic. The marked shift to remote work had many employees working from their kitchen tables or other temporary spaces. Now that remote and hybrid office models seem permanent, both employers and employees are intentionally considering office space, equipment and supply needs. Trends in office furniture and equipment are toward portability and flexible workspaces.

Office furniture is more casual

Employers who maintain a hybrid work model have had to reimagine their office furnishings to attract staff and clientele. Cori Williams-Blair, owner of CORInstallation Furniture & Supply, shares that when she began working in the office furniture industry, the style trend was traditional, such as very heavy desks and executive conference rooms. Currently, office furniture tends to be more minimalistic. Employers are looking for more residential-type furniture in order to bring the comforts of home into the office, says Williams-Blair. "It's definitely a more casual office space now."

Flexibility is key

As hybrid workers are performing many of their duties out of the office, the time they spend inside the office requires streamlined and flexible spaces. Williams-Blair says modern offices are integrating smaller breakout spaces that focus on collaboration. Equipment such as mobile ottomans and laptop tables allow for quick and easy movement of employees, as do more rooms and small spaces with the ability to do video conferencing on demand.

Health and wellness are trending

Healthy habits and longevity have been on the minds of most of us during the last few years, and this is also reflected in workspaces with regard to office equipment and supplies. Kevin Pologruto, general manager for Office Depot in Springfield, says that customers are looking for products that promote wellness while working. Equipment such as standing



Cori Williams-Blair, owner of CORInstallation Furniture & Supply, says that modern offices are gravitating toward flexible and less-traditional work spaces, particularly with an increase in hybrid workers. PHOTO BY LEE MILNER

desks, desk risers and ergonomic chairs are more popular than they were before 2020, as many customers now seek to make their workspaces more personalized to their health needs and preferences.

Secure and reliable technology is a necessity

As workers travel between home and office, their technological needs change. Pologruto shares that initially, remote workers needed webcams and headphones to enable them to participate in meetings remotely. As time went on, it became clear that home-based employees would also need printers, dual monitors and other office technology. Williams-Blair adds that partnering with an information technology specialist has become an absolute necessity in order for employers to allow hybrid workers access to the internal systems while still maintaining security within their organizations. Some office equipment firms, including CORInstallation Furniture & Supply, have even incorpo-

rated IT into their services to ensure clients' digital security needs are being met.

Paperless is preferred

While some remote and hybrid workers have equipped their home offices with printers and copiers, many others have chosen to go paperless or have been asked by their employers to do so. According to Williams-Blair, the pandemic forced many employers to ask their staff to go paperless because the cost of printers, ink, paper and other supplies was not a reasonable expense for employers to take on for every remote employee. Paperless systems have resulted in cost savings for employers and employees, and now work is more portable than ever. **SBJ**

Pamela Savage is a freelance writer living in Springfield. She is a remote worker and was fortunate enough to work in a hybrid capacity even before the pandemic.

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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	Mark Watson, president	Managed IT services, managed print solutions, copiers/printers, office supplies and business furniture.	Konica-Minolta, Lexmark, Sharp, HP, Panasonic Toughbooks, Cisco Meraki, Ubiquiti, Microsoft Gold Partner, Office 365, CDS cloud-based phone systems, HP Enterprise and more.	1971
2	Watts Copy Systems, Inc. 2860 Stanton Ave. Springfield, IL 62703	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	16	Cindy Davis	Contract/commercial furniture, project management, delivery and installation, design and space planning, modular interior construction solutions, solar shades, acoustical solutions, sustainable design consulting, pre-owned furniture.	Preferred Haworth dealer, OFS, Kimball, JSI, Trendway	1987
4	Wiley Interiors 301 E. Laurel St. Springfield, IL 62703	217-544-2766 wileyinteriors.com springfield@wileyinteriors.com	16	Zachary Hoffman and Diane Beauchamp	A full-service contract furniture company, providing interior design, sales, project management and installation services.	Herman Miller, Knoll, Design Within Reach, Geiger, Nemschoff, Kimball Int'l, National, Lacasse, Via Seating, ESI, 9to5 Seating	1958
5	GFI Digital, Inc. 1846 W. Jefferson St. Springfield, IL 62702	217-303-6776 gfidigital.com areiss@gfidigital.com	14	Bruce Gibbs	IT services and hardware, copiers, printers, document management, scanning, data backup, camera systems.	Ricoh, Sharp, HP, Barracuda, Cisco, VMware, EMC, HP Enterprises, Datto, Meraki, Dell, Verkada	1999
6	Tom Day Business Machines 3308 Cockrell Lane Springfield, IL 62711	217-529-8282 tomdaybusinessmachines.com	8	Dale Smith president	MPS (Manage Print Service), office solutions.	Lanier, HP and MBM	1981
6	CORInstallation Furniture & Supply LLC 2220 Yale Blvd. Springfield, IL 62703 (by appointment)	217-210-8808 corinstallation.com info@corinstallation.com	8	Corina (Cori) J. Williams-Blair	Office furniture, K-12 and higher education furniture, interior design and space planning, installation and reconfiguration, flooring and window treatments.	KI, Kimball International, Indiana Furniture, AIS, VIA Seating, Groupe Lacasse, OFS, Carolina, Pallas Textiles	2018
7	Built Interior Construction Springfield	217-481-4208 www.builtinterior.com rpate@builtinterior.com	3	Rachel Pate, manager/business development for Central/Southern Illinois	Interior construction solutions, glass fronts, modular interior construction, branding, acoustics, power solutions	DIRTT	2016
8	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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Advertising strategies go back to basics

By Holly A. Whisler

Change is constant, but when change is more of a major shift, getting back to basics can be a way to readapt. COVID-19 caused a shift in the way people shop, which caused a shift in the way businesses approach marketing and advertising. Advertising in the era of electronic media is different from the days of only having television, radio and newspaper, but the primary principles are the same: reach the target market with meaningful messaging and track success at the cash register.

Wally Hamlin, CEO of HPR Marketing Group, said that 2023 marks three years of working with a very different type of client due to the changes brought about by COVID. He recommends clients track the number of incoming digital leads and measure the company's responsiveness with those leads. He states that execution is a big part of digital advertising, and companies need to know how they are handling their leads. For example, Hamlin said an internet lead should get a response within an hour if a company wants to set themselves apart from the competition.

In order to generate leads, advertising must reach the intended audience. Brett Jackson, CEO of Systemax, said marketing professionals used to go to social media to get details of a target market, but after Apple granted users the option to opt out of cross-app tracking, this has become more difficult; marketers can no longer get the data that allows them to fine-tune messages. He said they are going back to the way it used to be done by grabbing audience attention, staying with the messaging that's working and getting organic reach.

Mark Butler, director of marketing and creative at Paszkiewicz Marketing, said, "Firms that can use client databases to market are at an advantage." They know their audience segments and can message accordingly to build crucial relationships. Jackson agrees and said, "You can do all of the social media you want, but you still need to put in the effort to build relationships."

Butler said about 70% of messaging is electronic and social media, and the remainder of advertising goes to the traditional outlets. He said social media is labor-intensive with about 13-15 posts



Brett Jackson, CEO of Systemax, advises advertisers to stay with messaging that's working and get organic reach.
PHOTO COURTESY SYSTEMAX

made per month, plus adding in the time it takes to engage with clients by responding to comments and answering questions. He compares this to the time it would take to create 15 different ads back in the day of TV, radio and newspapers. Butler emphasizes the importance of being cognizant of which messages are making money and making certain time is being spent on those messages in order to be profitable.

Butler said that electronic ads are not that effective, and that has to do with consumers' shorter attention spans. Before he creates an ad, he has to consider how the message will gain someone's attention if it is displayed on a phone screen. "We are used to very quick impressions, and we do not spend much time analyzing or reading. It used to be that for a billboard you could get someone's attention for six or seven seconds, but with social media, you don't even have that much time for people to view an impression," he said.

A major trend is about selling the experience. Jackson and Hamlin said it's about companies using social media to share their

culture, showcase happy customers, talk about their employees and their community engagement. This also includes the trend of having customers spotlight their experience of unboxing a product on social media, or having a celebrity show themselves using a product on social media. All of these strategies reinforce a brand by sharing a pleasurable experience that is within the reach of the target audience. Clients come to advertising agencies to learn how to create this content for their social media campaigns.

Hamlin said that in the past, the strategy would be "to sync the ads that were running on TV, radio and newspaper, and we knew it took seven to 12 impressions to get a customer to move." Although the landscape is a bit different now, Hamlin states that "messages still need to be consistent and messaging needs to run long enough, like the gecko." He recommends to "stay the course, validate core messages and work on culture." Hamlin emphasized that when consumers have a lot of choices, it's imperative that companies set themselves apart from the competition. **SBJ**



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ADVERTISING AGENCIES

Source: The advertising agencies.
Listed by number of full-time employees.
*Did not disclose.

	NAME/ADDRESS	PHONE WEBSITE/EMAIL	# OF EMPLOYEES	PARTNERS/ PRINCIPALS	MAJOR CLIENTS	DIGITAL MEDIA	DIRECT MAIL MARKETING	IN-HOUSE PHOTO, VIDEO	PROMO/ EVENT MARKETING	PUBLIC RELATIONS	TRADITIONAL ADVERTISING	YEAR EST'D
1	Systemax 4501 Alex Blvd., Suite A Springfield, IL 62711	217-331-9002 systemaxsolutions.com bjackson@systemaxsolutions.com	35	Brett Jackson Bryan Mesecher	Brandt, Bank of Springfield, Troxell, HSHS, Kerber, Eck & Braeckel, Hanson Professional Services, Tom Lange Company, O'Shea Builders, YMCA of Springfield, Henson Robinson Co., Abraham Lincoln Capital Airport, TOIRMA	✓	✓	✓	✓	✓	✓	1982
2	The Illinois Press Association Advertising Services (IPAS) 2501 Chatham Road Suite 200 Springfield, IL 62704	217-241-1300 illinoispress.org adservices@illinoispress.org	11	Illinois newspapers	Illinois Office of Secretary of State, Illinois EPA, State Treasurer's Office	✓	✓		✓	✓	✓	1865
3	Buzzworthy Integrated Marketing 15 S. Old Capitol Plaza Springfield, IL 62701	217-718-5445	8	Michael Buzinski	Entire Productions, American Landscaping, North Pacific Research Board, The Corkscrew Wine Emporium, CTC Mortgage, Clean Impact, Walton Clinic, Zero Waste Management, Pinnacle Contracting, Daaxit Fractional CFO, Ireland Clinic	✓		✓			✓	2005
3	HPR Marketing & Consulting Group	217-698-2023 hprmarketing.com info@hprmarketing.com	8	Wally Hamlin	Ryan Electrical Solutions, Nurses & More, Nudo, Springfield Area Home Builders Association, Century DCJR, DeKalb Sycamore Chevrolet, Midwest Garage Door Company and more	✓	✓		✓	✓	✓	2001
3	Encore Consulting PMB 204 3309 Robbins Road Springfield, IL 62704	217-816-5415 encoreconsulting@gmail.com	8	Terri Noel	Deb Sarsany Team, Levitt AMP Springfield Music Series, Clay Design Co, Exciting Windows, IEUC, Habitat for Humanity, Monarch Landscaping, Mosquito Joe, Peoples Bank & Trust, Premier Vision, Treasures for Tails, Travel Shoppe, King's Daughters Organization, Lezlie Hearn Broker, Peace, Love & Sweat, Simply CBD and WE-CL	✓	✓	✓	✓	✓	✓	2003
4	Targeted Marketing Resources 3171 Greenhead Dr. Suite A Springfield, IL 62711	217-546-8194 targetedmarketingresources.com larissa@targetedmarketingresources.com	5	Larissa Hansen	Local independent businesses	✓	✓		✓	✓	✓	2009
5	Paskiewicz Marketing 3161 W. White Oaks Dr. Suite 102 Springfield, IL 62704	217-302-6262 spcreativity.com	3	Mark Butler Ellen Marten Molly Ballinger	Paskiewicz Litigation Services, Central Illinois Builders, BJ Grand, Butler Funeral Homes, Lincoln Land Community College Foundation, USCA, Illumine Transportation, Inner City Mission, TOIRMA, Kelley & Ferraro, O'Shea Builders, IICLE, Global Tech	✓	✓	✓	✓	✓	✓	2020
6	Gem PR & Media 2121 W. White Oaks Dr. Springfield, IL 62704	217-391-4302 gemprmedia.com hello@gemprmedia.com	2	Gemma Long Chris Long	Local independent businesses throughout Illinois and illinoislocal.org	✓		✓	✓	✓		2013
6	Fine Tune Creative 2228 Cloverfield Lane Springfield, IL 62711	217-622-6363 finetunecreative.net pzubeck@msn.com	2	Perry Zubeck Lori Zubeck	America Ambulance, The Real Estate Group, Knight's Action Park, The Creek, Curve Inn, Springfield Reprographics, My Friends Discovery Daycare, Public House 29, Saporì Pizzeria & Italian Market	✓	✓	✓	✓	✓	✓	2013



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

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1	Brown, Hay + Stephens, LLP 205 S. Fifth St., Suite 1000 Springfield, IL 62701	217-544-8491 bhslaw.com	32	12	Charles Y. Davis	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	26	15	David A. Rolf James G. Fahey Stephen F. Hedinger Joshua J. Watson Aaron J. Evans	General business law, estate planning, litigation, health care, governmental relations, insurance, banking, utility regulation, environmental, family, employment	1945
3	Giffin, Winning, Cohen & Bodewes PC 900 Community Drive Springfield, IL 62703	217-525-1571 gwcblaw.com aknowski@giffinwinning.com	12	6	Creighton Castle	Litigation practice, legislative/governmental affairs, real estate development, business, commercial, banking, estate planning, probate, family law, election law	1911
3	HeplerBroom LLC 4340 Acer Grove Drive Springfield, IL 62711	217-528-3674 heplerbroom.com tbozarth@heplerbroom.com	12	5	Troy Bozarth	Insurance defense, personal injury, corporate and business law, probate, utilities, banking, medical malpractice defense, employment, commercial litigation, environmental	1894
4	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
5	Rammelkamp Bradney, P.C. 232 W. State St. Jacksonville, IL 62650	217-245-6177 rblawyers.net info@rblawyers.net	10	5	Brad W. Wilson	Business and corporate, real estate, estate planning, probate, general litigation, insurance, employment, municipal, utilities, education	1895
6	Heyl, Royster, Voelker & Allen, P.C. 3731 Wabash Ave. Springfield, IL 62711	217-522-8822 firm@heyloyroyster.com	8	6	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	1987
6	Hinshaw & Culbertson LLP 400 S. Ninth St., Suite 200 Springfield, IL 62701	217-528-7375 hinshawlaw.com	8	8	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
6	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
7	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	1897
8	Stratton, Moran, Reichert, Sronce and Appleton 725 S. Fourth St. Springfield, IL 62703	217-528-2183	6	6	Bruce Stratton William F. Moran III 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
8	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

TOP LAWYERS

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Matthew J. Cate	Barber Segatto Hoffee Wilke & Cate LLP	217.953.4979	Commercial Lit; Cred Rights/Commercial Collections; RE: Commercial; RE: Residential
Randy S. Paswater	Barber Segatto Hoffee Wilke & Cate LLP	217.953.4979	Creditor Rights/Commercial Collections; Elder; Family
Bernard G. Segatto III	Barber Segatto Hoffee Wilke & Cate LLP	217.953.4979	Close/Private Held; Commercial Litigation; Land Use/Zoning/Condemn; RE: Commercial
Randall W. Segatto	Barber Segatto Hoffee Wilke & Cate LLP	217.953.4979	Close/Private Held Business; Elder; Real Estate: Commercial
R. Kurt Wilke	Barber Segatto Hoffee Wilke & Cate LLP	217.953.4979	Civil Appellate; Close/Private Held Business; Real Estate: Commercial
Barry Hines	Barry Hines — Attorney at Law	217.953.4051	Agriculture; Real Estate: Commercial; Trust/Will/Estate
Michael Glenn Barton	Bellatti Barton Cochran & White LLC	217.793.9300	Agriculture; Close/Private Held Bus; RE: Commercial; Tax: Individual; Trust/Will/Estate
Mark S. Cochran	Bellatti Barton Cochran & White LLC	217.793.9300	Agriculture; Environmental; Public Utilities; Real Estate: Commercial; Trust/Will/Estate
Andrew G. White	Bellatti Barton Cochran & White LLC	217.793.9300	Agriculture; Energy; Real Estate: Commercial; Real Estate: Residential; Trust/Will/Estate
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; Medical Malpractice Defense; Personal Injury Def: General
Alan J. Jedlicka	Delano Law Offices LLC	217.544.2703	Close/Private Held; Emp Benefits; Gov/Muni/Lobby/Admin; Land Use/Zoning; Tax: Bus
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; Commercial Lit; Cred Rights/Commercial Collect; RE: Commercial
Carl R. Draper	FeldmanWasser	217.544.3403	Civil Rights/Constitutional; Employment: Employee; False Claims Act/Whistle Blower
Howard W. Feldman	FeldmanWasser	217.544.3403	Construction; Family; ADR: Family
Kelli Ellen Gordon	FeldmanWasser	217.544.3403	Family
Roger L. Rutherford	FeldmanWasser	217.544.3403	Governmental/Municipal/Lobbying/Administrative; Trust/Will/Estate
Stuart H. Shiffman	FeldmanWasser	217.544.3403	Civil Appellate; Criminal Appellate; Criminal Defense: Felonies/Misdemeanors
Stanley N. Wasser	FeldmanWasser	217.544.3403	Construction
James R. Enlow	Gates Wise Schlosser & Goebel	217.522.9010	Bankruptcy: Individual; Bankruptcy/Workout: Commercial; Comm Lit; Land Use/Zoning
Gordon W. Gates	Gates Wise Schlosser & Goebel	217.522.9010	Bankrupt/Workout: Comm; Close/Private Held; Comm Lit; Land Use/Zoning; RE: Comm
Todd M. Goebel	Gates Wise Schlosser & Goebel	217.522.9010	Crim Defense: DUI; Crim Defense: Felonies/Misdemeanors; Crim Defense: White Collar
Frederick J. Schlosser	Gates Wise Schlosser & Goebel	217.522.9010	Criminal Defense: DUI; Criminal Defense: Felonies/Misdemeanors
Bradley B. Wilson	Gates Wise Schlosser & Goebel	217.522.9010	Civil Rights/Constitutional; Employment: Employee
D. Peter Wise	Gates Wise Schlosser & Goebel	217.522.9010	Crim Defense: DUI; Crim Defense: Felonies/Misdemeanors; Crim Defense: White Collar
Herman G. Bodewes	Giffin Winning Cohen & Bodewes PC	217.525.1571	Association/Non-Profit; Close/Private Held; Gov/Muni/Lobby/Admin; Trust/Will/Estate
Creighton R. Castle	Giffin Winning Cohen & Bodewes PC	217.525.1571	Close/Private Held; Mergers/Acquisitions; RE: Comm; Tax: Business; Trust/Will/Estate
David A. Herman	Giffin Winning Cohen & Bodewes PC	217.525.1571	Commercial Lit; Election/Political/Campaign; Gov/Muni/Lobby/Admin; Trust/Will/Estate
R. Mark Mifflin	Giffin Winning Cohen & Bodewes PC	217.525.1571	Commercial Litigation; Gov/Muni/Lobby/Admin
Christopher E. Sherer	Giffin Winning Cohen & Bodewes PC	217.525.1571	Civ Appell; Elect/Political/Campaign; Family; Gov/Muni/Lobby/Admin; Trust/Will/Estate
Matthew R. Trapp	Giffin Winning Cohen & Bodewes PC	217.525.1571	Civil Appellate; Commercial Litigation; Government/Municipal/Lobbying/Administrative
Jason R. Vincent	Giffin Winning Cohen & Bodewes PC	217.525.1571	Criminal Defense: DUI; Criminal Defense: Felonies/Misdemeanors; Family
James W. Chipman	Golan Christie Taglia LLP	217.280.5518	Real Estate: Tax
Thomas G. Hamill	Harrison & Held LLP	217.546.6940	Trust/Will/Estate
Michael T. Kokal	Heyl Royster	217.522.8822	Commercial Litigation; Copyright/Trademark; Patent
John O. Langfelder	Heyl Royster	217.522.8822	Personal Injury Defense: General; Toxic Torts Defense; Workers' Compensation Defense
Theresa M. Powell	Heyl Royster	217.522.8822	Employment: Management; Medical Malpractice Defense; Prof'l Malpractice Defense
Daniel R. Simmons	Heyl Royster	217.522.8822	Personal Injury Defense: General; Workers' Compensation 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
8	Sgro, Hanrahan, Durr, Rabin & Reinbold, LLP 1119 S. Sixth St. Springfield, IL 62703	217-789-1200 casevista.com greg@casevista.com	6	6	Gregory P. Sgro	A general practice law firm representing individuals and businesses	1999
9	Graham & Graham, Ltd. 1201 S. Eighth St. Springfield, IL 62703	217-523-4569 rjwilderson@ggltlaw.com	5	3	Richard Wilderson Bradley Huff Nancy Eckert-Martin	General trial practice, medical-related litigation, business transactions, real estate, health law, probate	1897
9	Bellatti, Fay, Bellatti & Beard, LLP 816 W. State St. Jacksonville, IL 62650	217-245-7111 bellattilaw.com	5	3	Daniel J. Beard	Business and commercial, estate planning, probate, real estate, family law, banking, municipal	1876
9	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
9	Delano Law Offices, LLC 1 SE Old State Capitol Plaza Springfield, IL 62701	217-544-2703 delanolaw.com delano@delanolaw.com	5	n/a	Sarah Delano Pavlik	Personal injury, workers' compensation, medical malpractice, estate planning and probate, business litigation, business planning and transactions, real estate, family law	1967
10	Shay & Associates Law Firm, LLC 1030 S. Durkin Drive Springfield, IL 62704	217-523-5900 www.shayandassociates.com shayandassociates@comcast.net	4	1	Timothy Shay	Civil litigation involving personal injury, medical malpractice and workers' compensation	1992
10	Scott & Scott, P.C. 611 E. Monroe St., Suite 200 Springfield, IL 62701	217-753-8200 scottandscottlaw.com	4	5	R. Stephen Scott Gregory A. Scott Jared M. Scott Pamela Hart	Family, tax, commercial, bankruptcy, real estate, personal injury, estate planning, probate, corporate, general litigation, elder law	1947
10	Drake, Narup & Mead, P.C. 107 E. Allen St. Springfield, IL 62704	217-528-9776 dnmpc.com	4	4	Christian D. Biswell	Trial attorneys, personal injury, insurance defense, general practice, medical malpractice	1989
10	Wolter, Beeman, Lynch & Londrigan, LLP 1001 S. Sixth St. Springfield, IL 62703	217-753-4220 wblawyers.com wbl@wblawyers.com	4	3	Bruce Beeman Francis Lynch Brent Beeman	Personal injury, professional malpractice, workers' compensation	1997

D. Scott Murphy	Knell O'Connor Danielewicz	217.801.9733	Workers' Compensation Defense
Jonathan T. Nessler	Law Offices of Frederick W. Nessler & Assoc	217.698.0202	Nursing Home Negligence; Personal Injury: General
Stephen Scott Morrill	Morrill & Fiedler LLC	217.789.5411	Government/Municipal/Lobbying/Administrative
James E. Neville	Neville Richards & Wuller LLC	618.277.0900	Medical Malpractice Def; PI Def: General; Prod Liab Def; Transport Def; Toxic Tort Def
Timothy S. Richards	Neville Richards & Wuller LLC	618.277.0900	Medical Malpractice Defense; PI Defense: General; Product Liability Def; Toxic Tort Def
Cheryl S. Neal	PNC Private Bank/Estate Settlement	217.753.7130	Trust/Will/Estate
James A. Borland	Quinn Johnston	217.753.1133	Personal Injury Defense: General; Products Liability Defense
Pamela E. Hart	Scott & Scott PC	217.753.8200	Elder; Family; RE: Residential; Trust/Will/Estate
Gregory A. Scott	Scott & Scott PC	217.753.8200	Adoption/Reproductive Tech; Family Appellate; Family; Trust/Will/Estate
Jared M. Scott	Scott & Scott PC	217.753.8200	Family
R. Stephen Scott	Scott & Scott PC	217.753.8200	Bankruptcy/Wrkt: Comm; Close/Private Held; Tax: Business; Tax: Individual; Trust/Will/Estate
Michael M. Durr	Sgro Hanrahan Durr Rabin & Reinbold LLP	217.789.1200	Real Estate: Associations/Condominiums; Real Estate: Commercial; RE: Residential
Jeana Kim Reinbold	Sgro Hanrahan Durr Rabin & Reinbold LLP	217.789.1200	Bankruptcy: Individual; Bankruptcy/Workout: Commercial; Cred Rights/Comm Collect
Gregory P. Sgro	Sgro Hanrahan Durr Rabin & Reinbold LLP	217.789.1200	Land Use/Zoning/Condemnation; Real Estate: Commercial; Workers' Compensation
Timothy M. Shay	Shay and Associates	217.523.5900	Personal Injury: General; Personal Injury: Prof'l Malpractice; Workers' Compensation
Michelle L. Blackburn	Sorling Northrup	217.544.1144	Family; Trust/Will/Estate
James G. Fahey	Sorling Northrup	217.544.1144	Civil Appellate; Employment: Management; Personal Injury Defense: General
C. Clark Germann	Sorling Northrup	217.544.1144	Close/Private Held Business; Mineral/Natural Resource; Real Estate: Commercial
Stephen F. Hedinger	Sorling Northrup	217.544.1144	Animal; Environmental; Mineral/Natural Resource
Michael G. Horstman Jr.	Sorling Northrup	217.544.1144	Association/Non-Profit; Close/Private Held; RE: Comm; Tax: Individual; Trust/Will/Estate
Brian D. Jones	Sorling Northrup	217.544.1144	Banking/Financial Institutions; Close/Private Held; Employee Benefits; RE: Commercial
John A. Kauerauf	Sorling Northrup	217.544.1144	Close/Private Held Business; Employment: Management
Kirk W. Laudeman	Sorling Northrup	217.544.1144	Medical Malpractice Def; PI Def: General; Prof'l Malpractice Def; Transportation Def
James M. Morphew	Sorling Northrup	217.544.1144	Election/Political/Campaign; Government/Municipal/Lobbying/Administrative
Lisa A. Petrilli	Sorling Northrup	217.544.1144	Commercial Litigation; Gov't/Muni/Lobby/Admin; Land Use/Zoning; RE: Commercial
David A. Rolf	Sorling Northrup	217.544.1144	Agriculture; Commercial Litigation; Land Use/Zoning; PI Def: General; RE: Commercial
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	Bank/Finance Institution; Close/Private Held; ADR: Comm Lit; RE: Comm; Tax: Business
Joshua J. Watson	Sorling Northrup	217.544.1144	Family; Trust/Will/Estate

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	217.953.4979	Family
Ashley D. Davis	FeldmanWasser	217.544.3403	Civil Rights/Constitutional; Family
Samantha A. Bobor	Giffin Winning Cohen & Bodewes PC	217.525.1571	Employment: Management; Gov/Muni/Lobby/Admin; Labor: Management; School
Jason E. Brokaw	Giffin Winning Cohen & Bodewes PC	217.525.1571	Civil Appellate; Employment: Management; Government/Municipal/Lobbying/Admin
Jackson B. Fredman	Giffin Winning Cohen & Bodewes PC	217.525.1571	Civil Appellate; Family Appellate; Family; Government/Municipal/Lobbying/Admin
J. Tyler Robinson	Heyl Royster	217.522.8822	Health; Medical Malpractice Defense
Gina Couri-Cyphers	Kanoski Bresney	217.523.7742	Personal Injury: General
Benjamin M. Sgro	Sgro Hanrahan Durr Rabin & Reinbold LLP	217.789.1200	Personal Injury: General; RE: Commercial; RE: Residential; Workers' Compensation
Aaron D. Evans	Sorling Northrup	217.544.1144	Close/Private Held Bus; RE: Commercial; RE: Residential; RE: Finance; Trust/Will/Estate
Brian D. Lee	Sorling Northrup	217.544.1144	Civil Appellate; Commercial Litigation; Personal Injury Defense: General
Matthew A. Brewer	Stephen P. Kelly, Attorney at Law	217.544.8000	Workers' Compensation

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10	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
10	Cassiday Schade LLP 3100 Montvale Springfield, IL 62704	217-572-1714 cassiday.com jrupcich@cassiday.com	4	1	Joseph Rupcich	Personal injury defense litigation, transportation, premises, medical and professional liability defense, insurance defense litigation, appellate practice, civil rights	2014
11	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
11	Kopec, White & Spooner 601 W. Monroe St. Springfield, IL 62704	217-726-7540 springfield-law.com mkopec@kws-law.com dwhite@kws-law.com msebek@kws-law.com	3	3	A. Michael Kopec David V. White Matt Sebek	Civil litigation and trials, divorce and family law, personal injury, business planning, formation and transactions, franchise law, estate planning and probate, real estate	2008
11	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	3	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
11	Zack Stamp, Ltd. 601 W. Monroe St. Springfield, IL 62704	217-525-0700 zackstamp.net kmcadden@601w.com	3	2	Kevin J. McFadden	Insurance regulators, business law, military law, tax law, construction law	1997
12	Young Law Partners, P.C. 1300 S. Eighth St. Springfield IL 62703	217-544-8500 lyblaw.com info@lyblaw.com	2	2	Duane D. Young Stephen Iden	Family law, guardianship, adoption, elder law, probate, estates, medicaid planning, wills, trusts, social security, disability	1995



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	NAME/ADDRESS	PHONE / WEBSITE/EMAIL	LOCAL LAWYERS	PARTNERS	MANAGING PARTNER(S)	PARTIAL LIST OF PRIMARY AREAS OF PRACTICE	YEAR EST'D
12	Koepe & Hiltabrand 2341 W. White Oaks Drive, Suite A Springfield IL 62704	217-726-8646 www.kandhlawfirm.com	2	2	Kurt M. Koepe	Civil litigation, insurance defense, personal injury, workers' compensation, professional liability	2004
12	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
12	Berg & Robeson PC 1217 S. Sixth St. Springfield, IL 62703	217-525-1917 bergandrobeson.com sberg@bergrobeson.com amueller@bergrobeson.com	2	1	Steve W. Berg	Petitioner's workers' compensation and plaintiff's personal injury	1988
12	Livingstone, Mueller, Bima & Davlin PC 620 E. Edwards St. Springfield, IL 62703	217-525-1070	2	2	L. Robert Mueller Ken Bima	General litigation, workers' compensation law	1953
12	Hennessy & Roach, P.C. 3940 Pintail Drive Springfield, IL 62711	217-726-0037 hennessyroach.com	2	2	Emilie A. Miller	Workers' compensation defense, general liability and civil litigation, labor and employment	1993



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A podcasting prosecutor

Former federal prosecutor, inmate, team up to advocate for criminal justice reform

By Scott Reeder

Although he has spent much of his life working in courtrooms and at the Statehouse, David Risley has found a new platform for advocating for criminal justice reform: a podcaster's microphone.

"If things are going to change in the way we approach crime and criminal justice, it won't be working from the top down," he said. "That's like trying to push a rope. You're working on the wrong end. Public perceptions and public opinion that flows from those perceptions has to change. What changes that? By telling stories. It's the way I communicate. Stories need to be told."

Risley was a federal prosecutor in Springfield who focused on prosecuting drug conspiracies in central Illinois. This month, he was admitted into the Senior Illinoisan Hall of Fame.

He was nominated for the recognition by Jon Hansen, who is the evening anchorman for WICS-TV and a bishop in Risley's church, the Church of Jesus Christ of Latter-day Saints.

"Just as Jesus Christ gave each of us a second chance, David believes people coming out of prison deserve second chances too," Hansen said.

One of the people Risley prosecuted and sent to prison for 17 years is Lynard Joiner, who was convicted of dealing crack cocaine. Today, Risley and Joiner co-host the podcast "Justice Voices."

Joiner said the show focuses on ways to help folks leaving prison re-enter society. He noted there are many barriers for felons getting jobs, housing, loans and meeting other basic needs.

In future seasons of the podcast, Joiner said they will likely explore other issues such as alternatives to incarceration.

Risley's frustration with the system, which he has been a part of, is readily apparent. He has taken to calling prison "crime college."

"Somehow, we think that justice is punishment, and that if we just punish people enough, we'll get rid of the crime problem," Risley said. "And so, we punish people by sending them to 'crime college' with state-funded tuition, so to speak. And we put them in the concentrated company of criminals,



The Illinois Department on Aging inducted Rochester resident David Risley to the Senior Illinoisan Hall of Fame at a Nov. 3 ceremony for his work with criminal justice reform. Left to right: Eileen and David Risley; Paula Basta, director of the Illinois Department on Aging; State Sen. Doris Turner; Lynard Joiner. PHOTO BY STACIE LEWIS

sometimes for a period of years, and we expect them to come out less criminal than when they went in. And they have fewer alternatives because of their felony convictions. But we expect them to go straight."

The 70-year-old Rochester resident added our society needs to rethink how it addresses crime.

Former U.S. Attorney Rodger Heaton described Risley as an accomplished lawyer who has both a great attention to detail as well as the ability to see the big picture.

"He was the leader of the U.S. Attorney's Office's prosecution team for most of the major drug conspiracy cases through the 1990s," he said. "David tried a lot of cases, and as a result of that, he needed to be very capable of handling elaborate detail to actually prove a case beyond a reasonable doubt."

But Heaton said his abilities go well beyond that. He added Risley sees the pitfalls of the criminal justice system and is an advocate for reform.

In fact, Heaton, who also served as former

Gov. Bruce Rauner's chief of staff, said he recruited Risley to lead efforts to bring criminal justice reform to Illinois.

It was in this role Risley re-met Joiner, a man who he had successfully prosecuted. But now Joiner was starting a program geared toward helping ex-offenders re-enter society.

The two became friends and eventually began co-hosting the podcast together.

Joiner said he enjoys producing the show with Risley, despite having been prosecuted by the man.

"You can't always hold a grudge against somebody," he said. "There was nothing that Mr. Risley did to me. It was my own actions. He was just doing his job. I went from thinking like a child to thinking like an adult. You have to learn to be willing to accept responsibility in order for you to move on in life. You can't go through life blaming other people for a mistake that you made." **SBJ**

Scott Reeder, an Illinois Times staff writer, can be reached at sreeder@illinoistimes.com.

Keeping it in the family

Sheehan & Sheehan is a third-generation law firm

By Scott Reeder

For Sheehan & Sheehan, Lawyers P.C., law is a family affair.

"I can't think of any other law practice in Springfield that has lasted three generations, yet alone one that has had two sets of brothers from each generation," said retired Sangamon County associate judge Roger Holmes.

Holmes said Sheehan & Sheehan, stands out from their peers because of the way they go about practicing law.

"They are proof that you can practice law with respect and dignity and be as effective – or more effective – than some of these scorched-earth type lawyers," he said.

Even the non-lawyers in the firm bear the name Sheehan.

"I think my mom (Carla) is really the CEO of the operation," said Catie Sheehan, vice president of advocacy and communications for Hospital Sisters Health System. "She's running everything. She's helping them with the calendars, people coming in the door, getting lunch. I mean, she is taking care of everything like a mom, but also like the rockstar executive assistant at the front desk. She knows the clients and knows the work product. She's helping in so many different ways. I feel like she's really running the joint."

Carla's husband, Patrick Sheehan Sr., is the senior attorney in the firm. Their sons, Patrick Sheehan Jr. and Willie Sheehan, are the other lawyers in the practice. Peter Sheehan, another son, does tax preparation for Sheehan & Sheehan clients from January through April. He is a registered agent with the IRS.

For decades, Patrick Sr. practiced with his brother, Bill, who retired in 2017. The practice was founded in 1960 by their father, William P. Sheehan, and his brother, John C. Sheehan.

Some areas of concentration for the firm include wills and estate management, adoptions, business law, real estate transactions and agriculture.

"We try to give our clients as much personal attention as possible," Patrick Sr. said. "We understand that every client that comes in has on their mind what is the most important thing for them in the world at that moment. And we appreciate that and react accordingly. So, we provide the personal touch. We try to be very approachable and make people feel comfortable when they come, because we know they're usually here for something that they're anxious about."



Patrick Sr.'s sister, Anne Antonacci, said the practice of law was like a religious calling for her father and brothers. She noted that when she was teaching at St. Aloysius School, she frequently encountered children whose adoptions were facilitated by her family.

"They are lifelong Catholics, just very kind-hearted, good people who want to do well for the people who need their help," Catie said. "The basis for that is our Catholic faith. So, they treat others the way they would want to be treated. I think they're doing that every step of the way."

Catie said the "personal touch" goes a step beyond what one typically expects from a law firm. That can even include grocery shopping for a client.

"My dad writes a lot of wills. Sometimes if someone can't get around so well and just lost a loved one, they may go out and buy them groceries. They have frequently taken (clients) under their wing. ... I remember my mom going to Shop 'n Save to look for a breakfast treat that this client really, really liked."

Bill Sheehan, who retired in 2017, said the remarkable thing about the practice made up entirely of family members is that everyone gets along.

"I often tell my friends that I practiced law with my big brother for 39 years before I retired. And you know, we got along great. It certainly doesn't seem to be the norm that two brothers practicing law would continue that long. ... In our case, I think that it's because Pat and I are in many ways – despite being brothers – we're very different individuals. Pat was always very

passionate about the practice of law. I almost feel like with Pat, he doesn't really think of it as work. It's kind of his hobby as well as his profession. And he loves every minute of it. On the other hand, I always had passion for music and guitar playing."

Patrick Sr. said his brother was the premier adoption attorney in central Illinois. He noted judges often sought his counsel when pondering legal matters concerning adoptions. The firm continues that legacy.

"My nephews, Patrick and Willie, still handle a fair amount of adoption work, and once in a while, they may bend my ear," Bill said. "My father taught me you'd always end up being better prepared for whatever it was you were dealing with just by conferring with someone else. I'm glad to throw in my two cents worth with the younger guys whenever they give me a call and say, 'Hey Uncle Bill, what do you think of this situation?'"

Patrick Jr. and Willie said since the firm is a family operation, there is greater flexibility in addressing both work and family issues.

"I think because we all are family members, we don't have some of the traditional potential personnel problems," Patrick Sr. said. "There are things that we need to get done at odd hours. Or sometimes we have odd deadlines. I'll say, 'Hey, guess what, Carla? We're going to the office tonight.' Or she'll stay late to get stuff done for (Patrick Jr. or Willie). It's just a very unique, very blessed situation." SBJ

Scott Reeder, a staff writer for Illinois Times, can be reached at sreeder@illinoistimes.com.


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A nationwide ban on noncompete agreements?

By Alan Jedlicka

Regular readers of this column will be familiar with the Illinois Freedom to Work Act which, beginning Jan. 1, 2022, imposed new requirements for employers who rely on noncompete agreements. As a result of those changes in Illinois law, employers can no longer require employees earning less than \$75,000 annually to sign noncompete agreements.

The new legislation imposed other requirements on employers as well, requiring employers to advise employees to consult with an attorney before signing a restrictive covenant, to give employees a minimum of 14 days to review such agreements before deciding whether to sign, and more. Employers who rushed to review their existing agreements and revise their policies and procedures may soon find themselves scrambling again; this time, with fewer legal means to protect their businesses.

On Jan. 5, 2023, a year after Illinois changed the legal landscape around restrictive covenants, the Federal Trade Commission proposed a rule that could effectively ban the use of noncompete agreements nationwide, making it harder for employers to protect proprietary or confidential information.

FTC weighs in to balance the scales

Employers have long relied on noncompete agreements. Employees, on the other hand, see such agreements as unfair, as a manifestation of the imbalance of power between an employer and employee. Historically, state law sought to balance the interests of employers and employees by requiring noncompetes to impose only reasonable restrictions, whether on geographic scope, duration or competitive activity. The FTC has taken a position on the matter, characterizing the use of noncompete agreements as a “widespread and often exploitative practice that suppresses wages, hampers innovation and blocks entrepreneurs from starting new businesses.” Accordingly, the FTC has proposed a rule intended to remedy these adverse effects of the use of noncompete agreements.

FTC’s preliminary determinations

Section 5 of the Federal Trade Commission Act declares “unfair methods of competition” to be unlawful. The FTC has made preliminary determinations that noncompete clauses are an unfair method of competition because



noncompetes:

- Negatively affect competitive conditions in labor markets;
- Negatively affect competitive conditions in markets for products and services;
- Are exploitative and coercive at the time of contracting; and
- Are exploitative and coercive at the time of a worker’s separation from the employer.

FTC’s proposed rule on noncompete clauses

Based on these concerns, the FTC proposed a rule that would generally prohibit the use of non-compete clauses. The rule would:

- Provide that it is an unfair method of competition – and thus unlawful – for an employer to enter, or to attempt to enter, into a noncompete agreement with a worker;
- Prohibit employers from representing to a worker, under certain circumstances, that the worker is subject to a noncompete;
- Prohibit employers from entering into noncompetes with both employees and independent contractors; and
- Require employers to rescind existing noncompetes and inform workers that the noncompetes are no longer in effect.

What happens next

The proposed rule, if it becomes final, would preempt state law, except to the extent that state law provided workers with greater protections. The Notice of Proposed Rulemaking is only the first step in the FTC’s rulemaking process. The notice invited public comments, which the FTC will then review. Based on the comments received and on its own additional analysis, the FTC may make changes and issue a final rule. The FTC specifically requested public comment on the following topics:

- Whether franchisees should be included under the rule;
- Whether senior executives should be exempt from the rule or subject to a rebuttable presumption of unlawfulness rather than a ban; and
- Whether low- and high-wage workers should be treated differently under the rule.

Where does this leave employers?

Employers have alternatives to traditional noncompetes, including nondisclosure agreements and fixed-duration employment contracts. An employer seeking to prevent a worker from leaving immediately after receiving valuable training can enter into an employment contract with a fixed duration that is long enough for the employer to recover its training investment without unlawfully restraining the worker’s ability to compete after separation from the employer.

In addition to NDAs and fixed-duration employment contracts, employers can rely on trade secret laws, including the Uniform Trade Secrets Act, the Defend Trade Secrets Act of 2016 and the Economic Espionage Act of 1996.

While it is uncertain where the FTC will ultimately land in all of this, one thing is clear: employers who rely on noncompete agreements should pay continuing attention to the FTC rulemaking on the issue. **SBJ**

Alan Jedlicka practices at Delano Law Offices in the areas of corporate law, business formation, transactions, energy and utilities law, probate, estate planning and federal, state and local tax matters.

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New chancellor for St. John's College of Nursing

Traci M. Krause will serve as the next chancellor of St. John's College of Nursing in Springfield, beginning May 29. She replaces Dr. Charlene Aaron, who has served in that role since 2016.

Krause has spent the last decade of her career within Minnesota State Agencies, most recently as the dean of the School of Nursing, Health Sciences and Wellness for Minneapolis College, part of the Minnesota State Colleges and Universities. Prior to that, Krause served at the Minnesota Department of Veteran Affairs as an assistant director of nursing.

Krause began her nursing career as a nurse at North Iowa Mercy Health Center in the mid-90s and shortly after joined the United States Peace Corps in Estonia

to assist as a nursing instructor, medical training assistant and teaching the English language. She has also served as a college instructor, educator and director or manager of nursing many times throughout her career.

Krause received her doctor of nursing practice in 2019 from Augsburg University in Minneapolis and her master of science in nursing and master of public health from Johns Hopkins University in Baltimore.

Many of Krause's publications and presentations focus on increasing diversity, equity and inclusion in nursing and health care. She is also a registered yoga instructor.

"I am looking forward to this new journey in my life and career," said Krause. "I am honored to serve at an established



college with so much history and promise. I look forward to meeting the board, faculty and students and getting to know my new community."

Springfield physician named president-elect for American Medical Women's Association

Springfield physician Dr. Susan Thompson Hingle has assumed the role of president-elect 2023-24 for American Medical Women's Association (AMWA). Hingle began this one-year leadership role on March 25 as part of AMWA's 108th Anniversary Gala celebrated during AMWA's 2023 Annual Meeting in Philadelphia.

"AMWA has been leading the way to improve the culture of medicine and to advance equity for women in medicine in order to achieve not only a healthier world for clinicians but also improved health for our patients. I am so grateful to be part of that mission and vision," said Hingle. "In my role as president-elect, I am excited to work with our new president, Dr. Beth Garner. Her commitment to equity for all is steadfast and inspiring. I am eager to

share my experience and talents to help to advance that important work. We are at a perilous time in our country as women's access to comprehensive health care is being severely challenged. AMWA has an opportunity to continue to lead and ensure that women's health care is not limited and, more importantly, optimized."

Hingle is an internal medicine specialist, professor of medicine, associate dean for human and organizational potential, and director of faculty development at Southern Illinois University School of Medicine. Hingle earned a bachelor's degree from Miami University and a medical degree from Rush University Medical College. She completed an internal medicine residency at Georgetown University Medical Center, where she served as chief resident of



internal medicine. She is a Fellow of AMWA and recently graduated from the Executive Leadership in Academic Medicine Program.



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Wolter, Beeman, Lynch & Londrigan gives back

By Janet Seitz

The law firm of Wolter, Beeman, Lynch & Londrigan has given charitable support more than a trial run. According to partner Frank Lynch, the firm has focused on and planned for community involvement, volunteerism and charitable donations since its inception in 1997. Each partner is budgeted funds annually to make donations on behalf of the firm, and partners individually also make their own contributions to charities and nonprofits.

"Both the joint and individual contributions are based on each partner's shared interests," Lynch explained, "and in choosing our donations and charitable giving, we all consider what the other partners have done. That has given us a broad range of charitable efforts. The partners have also put volunteerism as a personal priority through the years. Our partners have volunteered for or served on the board of directors for the Springfield Art Association, the Family Service Center, Lincoln Memorial Garden, the Sangamon County emergency food and shelter program, the Boys and Girls Clubs of America, the YMCA of Springfield, MERCY Communities, the Illinois Trial Lawyers Association, the Illinois Institute for Continuing Legal Education and the United Way of Central Illinois." Partners have served as board members, board chairs or presidents, trustees, committee chairs or fundraising directors for several of these organizations.

Lynch is especially proud of his involvement with the United Way of Central Illinois. He was introduced to the United Way in 1995 when asked to serve on a panel to help evaluate grant applications and make recommendations to the board for funding. He has now volunteered in many capacities, including serving on the Community Impact Fund Committee and the board of directors from 2013–2019, including board chair in 2017-2018.

"My most rewarding experience with United Way," said Lynch, "was being part of creating and implementing the new strategic plan. With that plan, United Way gathers experts and representative community voices together to identify our biggest problems. We then make requests to social service agencies to suggest solutions to those problems. United Way then picks the best of those proposals, funds those programs and holds the managing agencies accountable by requiring submission of data showing program success. United Way directs its funding towards specific programs that are fiscally accountable



Frank Lynch has been involved in the United Way of Central Illinois since 1995, including serving as board chair in 2017-18. PHOTO COURTESY UNITED WAY OF CENTRAL ILLINOIS

and can prove their effectiveness.

"My greatest challenge was serving with my wife, Peggy Lynch, as co-chair of the 2020 annual fundraising campaign," Lynch continued. "That was the lockdown year and none of our donors, investors or contributors could participate in the events that traditionally helped United Way spread the word about the work that it does in the community. In general, the workforce was working from home. United Way has always relied on workplace giving and employer support to provide a substantial part of its annual campaign. I thought that was a tough challenge, but my wife and I are very proud of the results."

Lynch added that besides the rewards of serving nonprofit groups, he appreciates "the relationships and friendships that I have made and kept since first getting involved in not-for-profit activities in 1995."

Similarly, WBL&L partner Brent Beeman also finds involvement rewarding. Beeman served on the Lincoln Memorial Garden board for many years. During his tenure on the board, they hired an executive director, provided support to volunteers, arranged activities for all ages, created educational summer camps for children and made accessibility improvements. When his term was up, his wife Erica then served on the board. "It is truly a special place to us and our daughter, Abby," he said.

Beeman is also proud of financial support to

the Hoogland Center for the Arts. "I believe that a strong arts community is an important part of Springfield's culture. It inspires our residents and provides live entertainment for tourists and community members alike. It is also very important to me personally, as my mother, Joan Scott Beeman, worked as an art teacher in the community for many years. My wife, Erica Beeman, enjoyed working at the Hoogland Center for the Arts and enjoys supporting the local arts community with me."

He has also supported a few Irish theater productions as "that financial support has ensured the promotion of both traditional and modern Irish culture in the community. I was inspired to provide funds for Irish theater productions because I studied Irish literature and drama at Trinity College in Dublin, and the Queen's University in Belfast during college. Gus Gordon (HCFTA executive director) has been very easy and accommodating in helping me provide financially to the arts in Springfield."

"Each partner in the firm has contributed to a culture of community service and giving," said Lynch. "We are all very proud of our individual work as well as the work of the other partners." **SBJ**

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



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Do this, not that: Improve your skills for managing remote work

By Kelly Gust

Management and leadership practices are constantly evolving. It wasn't that long ago we referred to employees as subordinates and kept key contacts in our Rolodex. Maybe you even chain-smoked, Don Draper-style at your desk, while hunched over your typewriter cranking out memos. I could go on, but you get the point – things change. To stay relevant in the workplace, we must change too.

Most workplaces have become more relaxed and overall, more human in the past few years. Dress codes are less formal, personal devices are more common and many workplaces have eased restrictive policies and expanded benefits. More organizations have made remote work a permanent part of their culture.

In keeping with the times, learning to lead, motivate and engage remote staff is no longer a skill that is nice to have; it's essential. In the office, managers have long enjoyed a false sense of security, assuming that because people were visible in the office sitting at computers, then they must be working. The move to remote work has flipped these lazy management practices upside down. Supervisors must now develop historically weak muscles around setting goals, maintaining a regular schedule of one-on-one dialogue, thinking proactively, solving problems and collaborating. If you're stuck in a Mad Men management era, below is a list of more modern approaches to consider.

Monitoring productivity

Instead of hyper-monitoring whether the employee's status is set to active or away...

Try this: Schedule time daily, weekly or as-needed

to discuss work plans, progress, roadblocks and results. Get ahead of what's expected on a Monday; don't wait until Friday afternoon to see if the work was done. Besides, if you're a supervisor who has time to stare at a tiny light to see if it's green or yellow, your own boss should be concerned about your productivity and leadership style.

Instead of: Requiring employees to fill out detailed productivity logs...

Try this: Consider a software solution that will calculate metrics behind the scenes without taking up valuable employee time. Some businesses (perhaps your law practice or consulting firm) must track billable hours, and of course it is necessary to verify non-exempt employees' time on the clock. But neither scenario requires the employee to write down how every minute of every day is spent.

Communication and collaboration

Instead of: Assuming employees are available for interruptions at any time, for any reason...

Try this: Schedule regular one-on-ones to review progress, discuss projects and set objectives. Management by walking around used to be a good way to make casual conversation, but it is not an effective substitute for a supervisor's failure to plan their day. Use spontaneous communication to check-in, share an impromptu thank you or a quick update. It's not reasonable to assume that employees can drop everything at the supervisor's whim.

Instead of: Relying on water-cooler talk or trickle-down messages to communicate...

Try this: Schedule regular team meetings or even

all-hands meetings to share updates, goals and priorities. Remote work means being more intentional about sharing news and information. It's easy for employees to miss the memo when they are out of sight.

Leadership style and motivation

Instead of: Treating all employees the same in terms of their needs for independence, collaboration, structure or ability to thrive under pressure...

Try this: Ask the employee how they like to be managed. What motivates them? Many organizations use personality tools to open up dialogue about work style and motivation. Each employee (and each supervisor) is different in terms of how they communicate, what motivates them, how much structure they need and the degree of interaction with other people they require. Remote work makes it harder to pick up non-verbal cues, so dedicating time to discussing motivation and style is essential. In their book, *First, Break All the Rules: What the World's Greatest Managers Do Differently*, researchers Kirk Hoffman and Marcus Buckingham state that "good managers play checkers while great managers play chess." In checkers, the pieces all look the same and move in the same direction. In chess, the pieces look different, move differently and bring different strengths to the game.

Just as we learned to stop calling each other dollface, sweetheart and honeybun at work, and (for the most part) stopped faxing memos, I'm confident that we can learn new, more effective ways to thrive in a remote work environment. Go practice these fresh leadership skills and evolve your style for the future. **SBJ**

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**Mid-West
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Charlie Parker's

By Thomas C. Pavlik

It's hard to believe that in all the years I've been doing restaurant reviews for *Springfield Business Journal*, I've never reviewed Charlie Parker's Diner. Thanks to a group of friends who meet once a month for chili, this time has come.

The group has been meeting monthly since 1999, and I was invited three or four years ago, for which I am very appreciative. The ostensible leader of the group (an engineer who plays scribe and has almost 25 years of tasting notes) suggested Charlie Parker's Diner for this month.

Charlie Parker's Diner has been featured on Food Network's "Diners, Drive-Ins and Dives" and in a slew of regional and national print publications. It also won the Hometown Breakfast Battle among 135 restaurants from across the country. So, I went with high expectations and was not disappointed.

We arrived on a cold and rainy day. Charlie Parker's Diner's parking lot could use a little help – what with some

depressions and dips in the graveled lot. But it's in keeping with the overall ambience of the place – where else can you dine in a Quonset hut formerly used as a maintenance shack and a bait shop? And if that bothers you, maybe you're not in the right place.

We visited right at noon and the place was close to full. We were warmly greeted by our server, who made us feel right at home. Obviously, we each started with a bowl of chili. Opinions somewhat diverged but were overall positive:

- Too many beans, crackers help, good size and good diner chili.
- I like the beans and consistency; good, it's like my mom makes.
- Generous portion of Tabasco helps; good diner chili.
- I agree, representative of diner chili. too many beans.

Given that the portions were generous, we decided to split two lunch entrees among

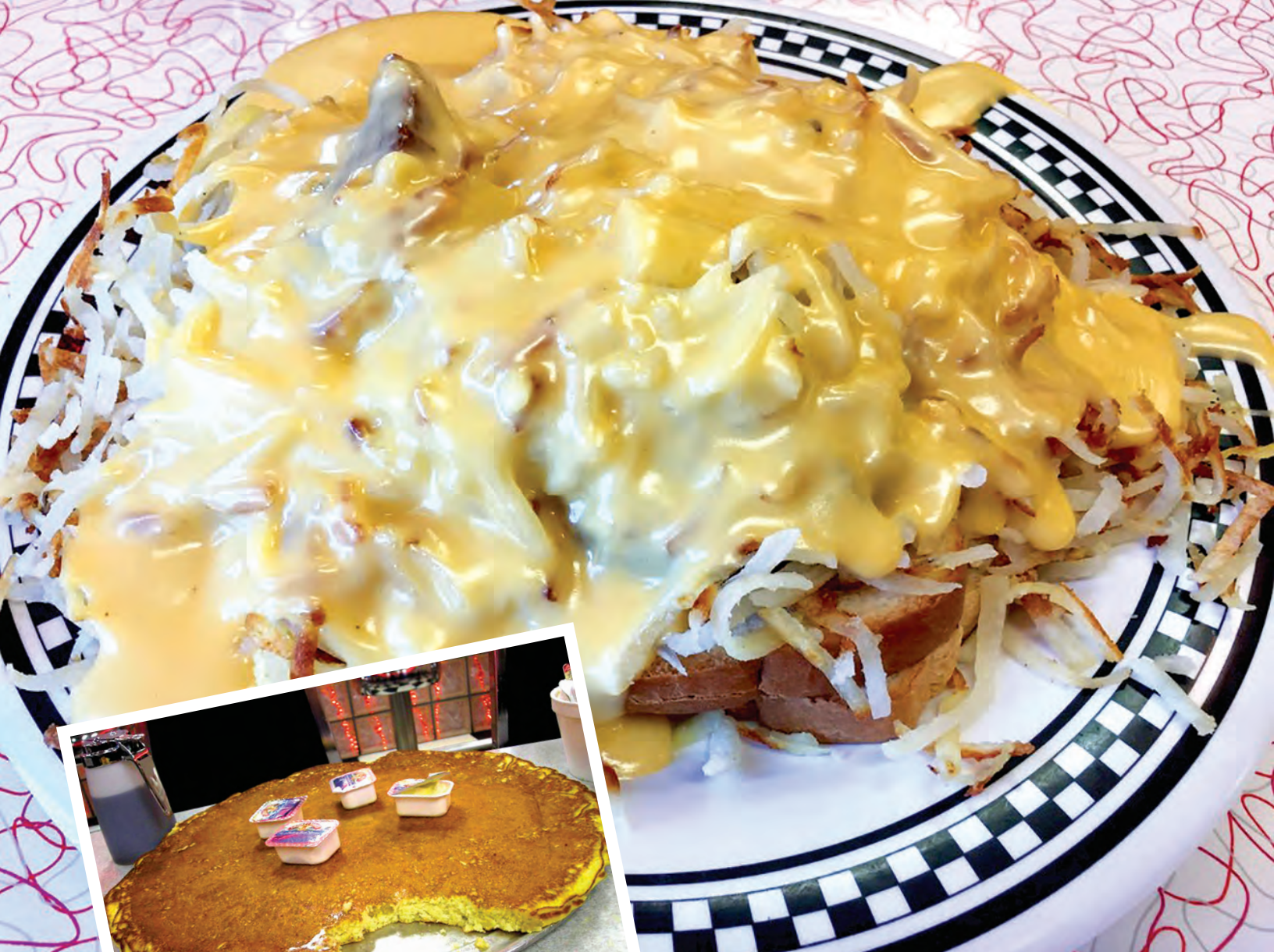
the four of us (one member was AWOL). We all appreciated that Charlie Parker's staff handled splitting the dishes up for us and serving them on separate plates. It was a nice touch.

The menu is, as you might expect, breakfast-forward. Offerings include giant pancakes, traditional egg dishes, omelets and breakfast sandwiches and shoes. It's available all day.

The lunch selections are smaller and exactly what you would expect from a Springfield diner, but with a few twists.

There are hot and cold sandwiches, burgers, horseshoes and salads. All items come with chips and can be had with a side (like tots, onion rings or fries) for an extra \$1.50. Each item can also be paired with a soup or chili for an extra charge. Prices range from \$7.59 to \$13.99.

Our server engaged us over our initial selections but in a very friendly and not oppressive way. We were thankful for her insight. For example, two of us were initially



The Breakfast Shoe

Charlie's famous giant pancake.

going to order the smothered burrito (\$12.99), but she strongly suggested the chili cheeseburger horseshoe (\$13). We took her advice. Two others were leaning toward the Philly sandwich (\$9.99) but, leveraging the proffered inside knowledge, ended up with the breaded pork tenderloin sandwich (\$11.99).

The chili cheeseburger horseshoe was a hit. We were tempted to go with tots, but, again, our server steered us to French fries. It would have been too much for one of us but was perfect for sharing. There was a generous helping of chili which paired well with the cheese

sauce. I had mine with some raw onion that I felt accentuated the combination of chili, cheese and meat. Tater tots would not have provided enough surface area to capture the cheese and chili. The fries themselves, despite being covered, managed to hold on to a reasonable amount of crunch. I'm not a horseshoe fan in general, but this is something I'd definitely order again.

My other two guests were very pleased with the breaded pork tenderloin sandwich. Again, it was generously sized and nicely deep fried with some spice to give it some extra flavor. They were also

fans of the tots, which were again nicely fried with plenty of nooks and crannies to hold on to some ketchup.

Charlie Parker's Diner isn't a fancy restaurant, nor is its food. But it's fresh, made with quality ingredients, at reasonable prices and with generous portions. Couple it with some good service, and we understand why it's won so many accolades. **SBJ**

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Post-pandemic recovery assistance for hardest-hit industries

An additional \$175 million in grant funding is now available

By Amy Figueroa

While nearly all businesses were impacted by COVID-19-related shutdowns and restrictions, some industries were harder hit than others. In particular, restaurants, hotels and creative arts organizations suffered severe losses. Businesses and organizations in these three industries are estimated to have lost hundreds of billions of dollars collectively due to the effects of the pandemic.

The Illinois Department of Commerce and Economic Opportunity has provided approximately \$535 million in economic relief to more than 15,000 Illinois businesses since the start of the pandemic, via the Business Interruption Grant and Back to Business, or B2B grant programs.

More than 150 Springfield-area businesses received assistance from the BIG program. Awards ranged from \$5,000 to \$150,000 with the average award being \$30,000. Businesses that did not receive other forms of assistance from the Paycheck Protection Program or other programs were given priority.

Receiving these awards proved to be a lifeline for local organizations that

were struggling to maintain operations and serve the community. Gus Gordon, executive director of the Hoogland Center for the Arts, stated, "The Hoogland Center for the Arts was fortunate to receive a Business Interruption Grant for \$50,000 back in 2020. This grant, along with others like PPP, allowed us to keep operating when we lost all of our earned income." He elaborated by saying, "An organization like the Hoogland depends on income from ticket sales, class tuition, rentals and show sponsorships. COVID-19 shut off all of those sources of revenue. If it weren't for the grants and our wonderful donors and supporters, we would not have survived the pandemic."

One of the most profound challenges ushered in as a result of the pandemic was the need to adapt and incorporate new, safer ways to serve the community. "The Business Interruption Grant was instrumental in providing the Illinois Symphony Orchestra with the resources needed to retain administrative staff as we pivoted to develop and provide virtual performances to reach our audiences

throughout the pandemic," stated Trevor Orthmann, executive director of the Illinois Symphony Orchestra.

"The BIG grant allowed us to create our Sunday at Six virtual recital series, stream our Around the Town free chamber music series and perform virtual Holiday Pops in the Heartland and Chamber Orchestra performances," Orthmann added, emphasizing that the grant allowed the organization to reach current audience members and expanded their reach to new audiences around the world.

Despite the efforts of businesses to pivot, be resourceful and implement new solutions, many are still feeling the long-term effects of the pandemic on the economy. With ongoing challenges such as supply chain disruptions, labor shortages, increased health and safety concerns and changes in consumer behavior, restaurants, hotels and creative arts organizations are still facing significant hurdles in their recovery efforts. As a result, many of these businesses are in need of additional assistance to fully recover and thrive in the post-pandemic world.



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Back to Business Grant program

Governor JB Pritzker and the Illinois Department of Commerce and Economic Opportunity recently unveiled a new plan for the Back to Business program, including an additional \$175 million in grant funding made available to address the lingering effects of the pandemic on businesses and organizations in these hard-hit industries. The Back to Business program is designed to help these organizations adjust to the post-pandemic economy and establish a foundation for long-term success.

Back to Business is a critical part of the overall \$1.5 billion economic recovery plan, aimed at a swift and equitable deployment of the COVID-19 funding Illinois received from the American Rescue Plan. The application window opened April 5 and will last until May 10. Existing small businesses that fall into one of these industries and that have experienced business interruption or adverse conditions due to COVID-19 are encouraged to apply. Award amounts will vary and are subject to adjustment


depending upon reported losses and previous grant awards received.

The National Community Reinvestment Coalition, a nonprofit community development financial institution, has partnered with the Illinois Department of Commerce and Economic Opportunity to support the application review process, provide technical portal support for applicants, manage the development of the application portal and assist in processing payments. Affected businesses or organizations interested in applying for the B2B grant program should visit <https://ilgrant.communitydevelopmentfund.org/submit> to learn more and begin the application process.

The executive director of NCRC, Marisa Calderon, detailed the application review process. "All applications received will get equal consideration, irrespective of when they are received. After the application dates close, the verification process will take place to ensure that all eligible businesses do receive a grant," she explained. "We

encourage all businesses to visit the website to see if they may qualify and to contact their designated local community navigator if they have any questions about the process or their specific eligibility requirements," she urged.

Mike Murphy, president and CEO of the Greater Springfield Chamber of Commerce, is one of two local community navigators for the program. "All businesses that meet the eligibility requirements and submit the required documentation will receive a grant. Even if they previously received federal grant monies, they can still qualify for a grant through the B2B program," he emphasized. He is eager to assist area businesses with their questions and to clarify the application information available online.

Application information and assistance is available in nine languages. Additional program details and a complete listing of community navigators, as well as their contact information, can be found on the DCEO website. (<https://dceo.illinois.gov/smallbizassistance/b2b.html>) 

Summary of the B2B program

The B2B program, created to assist restaurants, hotels and creative arts, is based on legislation which established the Restaurant Employment and Stabilization Grant Program, Hotel Jobs Recovery Grant Program and the Illinois Creative Recovery Grant program. The application period is open from April 5 to May 10, and awards will be disbursed in June and July. All businesses that meet the eligibility requirements and submit the required documentation will receive a grant; however, the award amounts will vary based on demonstrated need, prior grant monies received and other economic factors. Some spending restrictions do apply and vary by industry. Additionally, businesses that have permanently closed are not eligible and businesses established in early 2020 will be limited to \$5,000.

Restaurant Employment and Stabilization Grant - \$50 million allocated

- \$5,000-\$50,000 for restaurants/taverns with 50 or fewer employees
- Eligible businesses include: restaurants, taverns, bars, caterers, breweries, wineries and food trucks
- Businesses are ineligible if they received any prior state relief funding (B2B, BIG, RRF) or more than \$10,000 in local funding.
- Businesses that received federal funds, such as PPP, are eligible.
- Flexible spending to support losses

Hotel Jobs Recovery Grant - \$75 million allocated

- Up to \$1,500 per room
- Eligible businesses include: hotels, motels, inns and lodging sites
- The total amount of any state or local grants received will be deducted from the overall award amount.
- Spending guidelines specify 80% for payroll related costs; 20% flexible spending.

Illinois Creative Recovery Grant - \$50 million allocated

- \$5,000 - \$250,000 for arts and cultural organizations
- Eligible businesses include performing and presenting arts, theaters, museums, arts education and cultural heritage organizations
- Grant based only on 2021 losses for businesses that received prior state relief funding (BIG or B2B).
- Flexible spending to support losses

Further restrictions and requirements may apply. Interested organizations should visit the DCEO website, dceo.illinois.gov, or contact a community navigator for more information about the program.

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Sangamon County new business registrations, March 16 – April 15, 2023

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Forever Anna's Collection, 2220 E. Monroe St. 685-1445. Adrianna Simmons.

Precision Carpentry, 162 Fifth St., Illiopolis. 685-5502. Anthony Buttrum.

Thorn By Thorn Apparel, 249 W. McGrath St., Williamsville. 303-6149. Matthew J Abeln.

B's Creative Studio, 1305 Wabash Ave., Suite F. 726-6523. Brandy Nicole Woolbright Fletcher, Jason Paul Fletcher.

Quadro Lawncare, 2324 E. Kansas St. 503-5773. Alex Tolar Jr.

Shorty's Diner, 100 W. Kenney St., Divernon. 815-618-9790. Danielle M Ford.

The Unchained Voices Foundation, 1328 N. Ledlie Ave. 303-2128. Gage B Bohn.

The Midwest Clean Team LLC, 704 W. Summitt Ave. 361-9573. Carissa M Chrysokos.

Nooks & Crannies, 120 Davinci Drive. 415-5796. Dakota Link.

Finest Lawn N Landscape, 1517 Devonwood Drive. 381-8411. Lucas Matthew Schmitt.

Big Ballin Media, 1105 N. Koke Mill Road. 618-744-8033. Darius D Conley.

Righteous Works Landscaping and Construction, 1135 N. Ninth St. 691-6123. Carl E Price.

Hunt's Roofing, Inc. 3427 Tuxhorn Road. 844-486-8748. Dennis Schneider, Tim Hunt.

Superior Home Services, 2141 S. Ninth St. 816-3106. Justin Mitts.

Key Family Healthcare, PLLC, 1 Cottonwood Drive, Chatham. 801-3015. Kathryn Anne Fry.

Providence Spa, 1613 S MacArthur Blvd. 806-8588. Yiming Li.

Tax Teacher, 7910 Tumbleweed Trail. 415-9860. Jennifer Reichert.

Springfield Home Repairs, 2181 S. 10th St. 303-9035. Kevin Short.

RT Metalcraft, 3816 Carney Blvd. 414-9336. Robert W Tolley, Tammy R Larsen-Tolley.

Knox Lawn Services, 3381 Bissell Road. 652-3119. Patrick Noah Knox.

Stone Trucking, 4001 Sandhill Road, Lot 133. 725-0241. Cory J. Stone.

T&C Logistics, 1428 S. College St. 503-7975. Tiffani Wright.

Alive! On 66, 600 Toronto Road. 685-1055. Rebecca Metzger.

Beauty & The Beast, 1007 N. Fifth St. 553-7435.

Upscale Cleaning, LLC, 805 N. Bitterroot Court, Athens. 971-4079. Amy M Fricke-Montgomery.

My Sister's Closet, 1800 Stonehenge Road. 502-8800. Florence Holmes.

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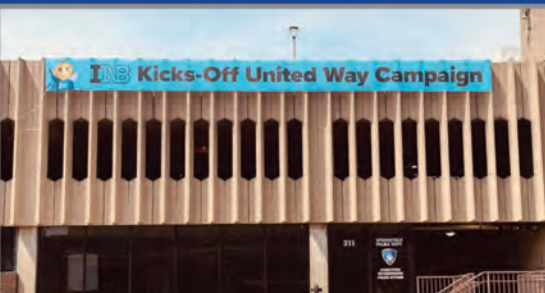
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