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From the editor's desk



Nominations for our annual Forty Under 40 contest are closed, and our judges are hard at work selecting this year's class.

But for once, that's not what we're most excited about.

This year marks the full return of our Forty Under 40 banquet for the first time since 2019. As with almost every other aspect of our lives, the pandemic put a damper on celebrations in 2020 and 2021, but we're back to full force in 2022.

Once this year's judges — shown at work below — have completed their difficult task, we'll celebrate the winners in these pages and at a luncheon set for Oct. 27 at the Holiday Inn Champaign.

We're glad to be back, and to celebrate talented people in our community.

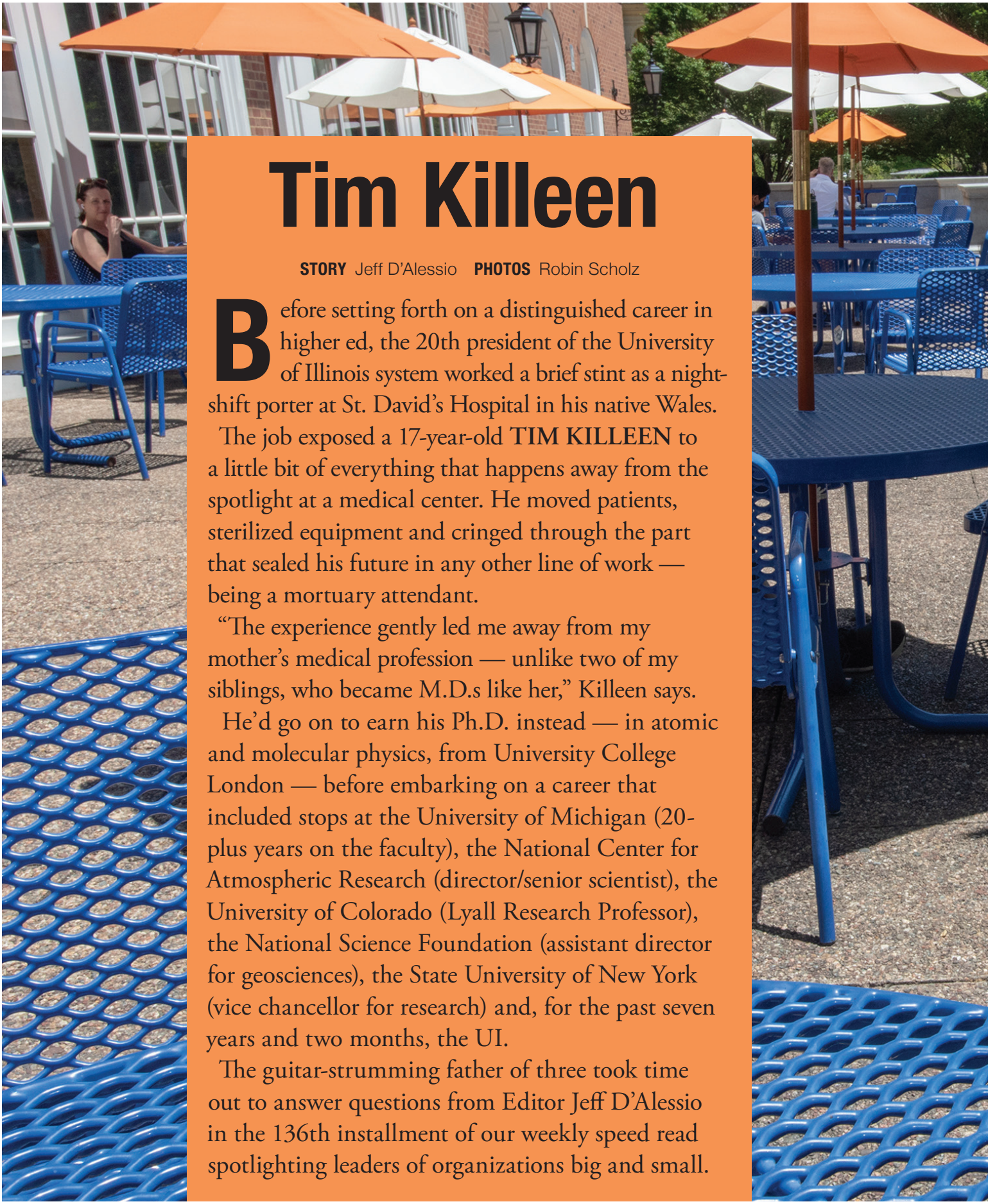
—Niko

Niko Dugan is the Managing Editor of The News-Gazette. Reach him by email at ndugan@news-gazette.com or by phone at 217-393-8253.



This year's Forty Under 40 judges hard at work: From left, Keith Fruehling, Kevan Melchiorre, Jeff Scott and Janet Ellis-Nelson.

Visit news-gazette.com for updates of business news and event information.



Tim Killeen

STORY Jeff D'Alessio **PHOTOS** Robin Scholz

Before setting forth on a distinguished career in higher ed, the 20th president of the University of Illinois system worked a brief stint as a night-shift porter at St. David's Hospital in his native Wales.

The job exposed a 17-year-old **TIM KILLEEN** to a little bit of everything that happens away from the spotlight at a medical center. He moved patients, sterilized equipment and cringed through the part that sealed his future in any other line of work — being a mortuary attendant.

"The experience gently led me away from my mother's medical profession — unlike two of my siblings, who became M.D.s like her," Killeen says.

He'd go on to earn his Ph.D. instead — in atomic and molecular physics, from University College London — before embarking on a career that included stops at the University of Michigan (20-plus years on the faculty), the National Center for Atmospheric Research (director/senior scientist), the University of Colorado (Lyall Research Professor), the National Science Foundation (assistant director for geosciences), the State University of New York (vice chancellor for research) and, for the past seven years and two months, the UI.

The guitar-strumming father of three took time out to answer questions from Editor Jeff D'Alessio in the 136th installment of our weekly speed read spotlighting leaders of organizations big and small.



My philosophy on meetings is ... having agendas that are specific and limited, respecting participants' valuable time, but usually leaving time for "roundtables" so that every person is heard.

I sometimes ask each person present to verbally summarize their opinion with a single sentence — up to three commas, no semicolons and just one period.

I model a sentence to kick off and we often have fun with counting commas — and it certainly demonstrates a team consensus if one is to be had.

The hardest thing about being a leader is ... building both: 1) an appropriate and compelling shared vision through deep and recursive communication. There's never too much communication — only too little; and 2) nurturing the institutional trust and buy-in to implement that vision.

Hard decisions can be made and accepted when there has been honest consultation and clear adherence to accepted guiding principles.

My favorite moments in this job involve ... commencements, commencements, commencements. Did I say commencements?

I'm frugal in that ... I cut my own hair or go for No. 6 at Great Cuts. Off-the-shelf suits and clothing. I do like Ecco shoes.



I can't live without my ... classic guitar and fountain pen.

Three adjectives I hope my staff would use to describe me are ... supportive, friendly and normal.

On my office walls, you'll find ... a yellowing, homemade — framed but sincerely presented — certificate of appreciation for team-teaching leadership signed by six wonderful, hardworking colleagues from a university to the north not to be named.

My business role models are ... many. One that comes to mind now is Rafael Rangel Sostmann, the long-term, now-retired, amazing rector (president) of Tec de Monterrey in Mexico. He worked on student success in ways that were pioneering — and are simply inspiring.

I'm up and at 'em every day by ... 5 a.m. Coffee first, then Wordle.

My exercise routine consists of ... 3-mile jogs in the Arboretum three to four times a week. Actually, I refer to them as "shambles" — that's more descriptive.

If I could trade places for a week with anyone else in town, I wouldn't mind switching with ... any professor — perhaps in the humanities?

My one unbreakable rule of the workplace is ... respect all colleagues and staff; never belittle.

I wind down after work by ... (enjoying) family life, reading and fretting over guitar pieces that I used to be able to play.

When it comes to the last luxury in which I indulged ... we bought an RV during the pandemic to be able to visit our far-flung kids safely while Zooming as needed. State parks are just great.

As far as the most beneficial college class I took goes ... well, pretty boring here: Astronomy 101. Amazing what humans have been able to infer and understand through careful scientific observation of nature. I later taught many different types of classes and learned so much about all kinds of things through the preparation and delivery. There's nothing as joyful as being a college professor.

On a 1-to-10 scale, the impact of the pandemic has been a ... 10. We've only seen the tip of the iceberg of mental-health issues.

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Manufacturing interest in a critical industry

By LAURA WEIS
CIB contributor

Imagine a typical day in Anytown, U.S.A. After the kids are picked up from school, the daughter, fresh from track practice, grabs a Gatorade. One parent throws in a load of laundry while the other whips up mac 'n' cheese for dinner.

These activities seem independent of each other. But they all represent part of the $4.6 billion in total annual economic output in Champaign County, according to the 2022 edition of the Illinois Manufacturers' Associations' "Economic Impact of Manufacturing on Illinois" report. The bumper on the car that transports the kids, the lid on the Gatorade bottle, the hurdle on the track, the laundry detergent bottle, and even the mac 'n' cheese are likely produced right here in Champaign County.

The report calculates the effect of manufacturing in Champaign County as $4.6 billion in economic output, $736.6 million in salaries and benefits, and 12,582 jobs with an average wage of $66,495. It goes on to say that for every 10 jobs supported directly by the manufacturing industry, nine jobs are created elsewhere in the county. No two ways about it — manufacturing is critical to our local economy.

Today, manufacturing is about much more than converting raw materials — it promotes innovation, productivity and trade. And along with the production side of the industry, the McKinsey Global Institute reports that every dollar of manufacturing output results in 19 cents of service inputs.

Virtually everyone sees the value that manufacturing brings to our lives, community and economy. Yet the industry struggles to fill job openings — and that's crucial to keeping the products we all rely on getting to market and into our homes.

A Deloitte and Manufacturing Institute report projects that by 2025, 3.5 million U.S. manufacturing jobs will be open. By 2030, some 2 million jobs will remain unfilled. Businesses will adapt and develop alternatives such as robotics to replace manual tasks, but critical thinking, problem-solving, projecting and troubleshooting will always be human jobs.

The careers available in Champaign County's manufacturing community are as varied as the companies' products, and all kinds of skill sets are needed. As a community, we must embrace and promote the idea of preparing our youth for manufacturing roles if we want our economy to continue thriving. Today's manufacturers are looking for candidates with many of the attributes that today's students already possess.

On Oct. 4, the Champaign County Chamber of Commerce — in partnership with Parkland College, the Champaign County Regional Planning Commission, Education for Employment System 330, the Champaign County Economic Development Corp., The Atkins Group and Plastipak — will host the first Champaign County Manufacturing Career Day for area high school students. The goal is to develop interest in manufacturing careers through team-building exercises and tours. The partnering manufacturers want to cultivate interested students into future employees. Students will have an opportunity to learn about the many facets of manufacturing and our local companies' impact on a global stage.

We understand that industry and education must work together to help students recognize that manufacturing is a viable career choice. Students need to understand the educational paths necessary to be part of the industry. Manufacturing is a complex environment, and students must develop multi-disciplinary skill sets. Manufacturers can teach the actual 'how' on the job, but essential skills like communication, time management, collaboration and organization must start in the classroom.

If students can master these basics, coupled with career awareness, on-the-job training and encouragement from their families and educators, we can continue to build a robust Champaign County manufacturing workforce. Your mac 'n' cheese is counting it.

Laura Weis, president and CEO of the Champaign County Chamber of Commerce, writes for Central Illinois Business magazine. Email her at LauraW@champaigncounty.org.



Lighting the way

APL Engineered Materials has been quietly helping illuminate the world for almost 80 years

STORY Kevin Barlow **PHOTOS** Robin Scholz





APL Engineered Materials production specialist Debbie VanMeter performs a quality check on halide 'pills' at the company's facility on Willow Road in Urbana.

URBANA

The lighting industry has changed and evolved in recent years, particularly in the last two decades. Incandescent bulbs served their purpose, but solid-state light-emitting-diode, or LED, lights are much more efficient and smaller and have a longer lifetime.

"The old-fashioned light bulbs have almost completely disappeared," said Gautam Gundiah, president of APL Engineered Materials in Urbana. "But our legacy products are the chemicals that go into light bulbs. We have had to adapt with the industry. It is a work in progress, but we are always evolving, always changing."

Now, APL is a chemical-manufacturing company that produces high-purity, moisture-free, customized performance chemicals for lighting, radiation detection and energy markets.

Cesium iodide and thallium iodide, two chemical compounds used in the making of CT scanners that detect COVID-19, are among those produced at the company's Urbana location.

Scott Anderson founded what was then known as Anderson Physics Laboratory in 1944 in Urbana to perform sponsored experimental research in molecular physics. The lab functioned as a contract research facility for industrial customers.

In the late 1950s, under a grant from the U.S. Atomic Energy Commission, the lab began to purify alkali halides. Around this time, lamp companies began to use purified salts. The company's proprietary process of producing ultra-dry (moisture-free, anhydrous), high-purity lamp salts increased the efficiency and life of high-intensity-discharge lamps.

The ability to manufacture precisely sized spherical material also led to the development of high-speed dosing equipment in 1981. APL's client list includes most of the lamp manufacturers in the world.



Glass blower Frank Schwandt repairs a bottle at APL Engineered Materials in Urbana. Many of the chemicals the company manufactures are kept in containers made of quartz, which he fabricates.

BEGINNINGS CAN BE RUFF

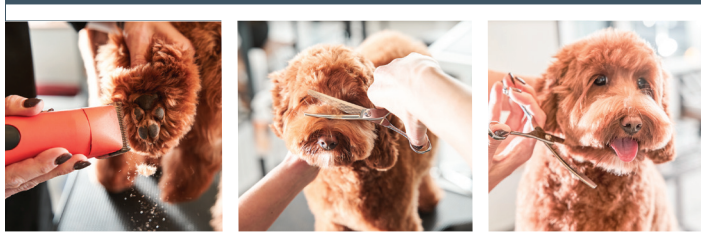
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SCAN ME

In the late 1980s, the name was changed to APL Engineered Materials Inc. in an effort to retain the essence of the original while refocusing the company's aim to include other markets.

In the early 1990s, APL introduced precision metal pieces for use in metal halide lamps, thermionic emission materials and barium-peroxide getters for HID lamps, and "we continue to improve our processes for reducing the amount of mercury used for the manufacture of fluorescent lamps," Gundiah says.


APL Engineered Materials President Gautam Gundiah

APL once had three facilities in Urbana, but in 1991, the company consolidated them at a 29-acre site on Willow Road. In 1998, the company expanded the facilities from 31,000 square feet to about 122,000 square feet.

The key to staying successful, Gundiah says, is APL's employees.

"We are fortunate to have a great employee pool that is always willing to learn new things," he says. "We have good, smart people that enjoy their work and we want to keep them here. We know they have options, but people have stayed loyal to us and are willing to learn new skills and techniques."

Since 2015, APL has added new products in the radiation-detection market. It maintains a state-of-the-art production and packaging facility with an experienced team of production technicians, engineers and a research-and-development team, Gundiah says.

While APL is well known in the corporate world, Gundiah says it is looking for ways to brighten its spotlight in Champaign County. The technicians at APL are trained to operate equipment at the University of Illinois that requires special analyses of inorganic materials or compounds.

"I think that most people around here don't really know much about APL," he said. "We have been focused on ourselves for a very long time, and now we know that we are at a point where we want to become more active in our own community. We are very happy and proud to be a part of the Urbana-Champaign community, and it has been our home for 79 years. So many local agencies have supported us, and now we want to show our appreciation by continuing to be successful and add more jobs and add more to our local economy."

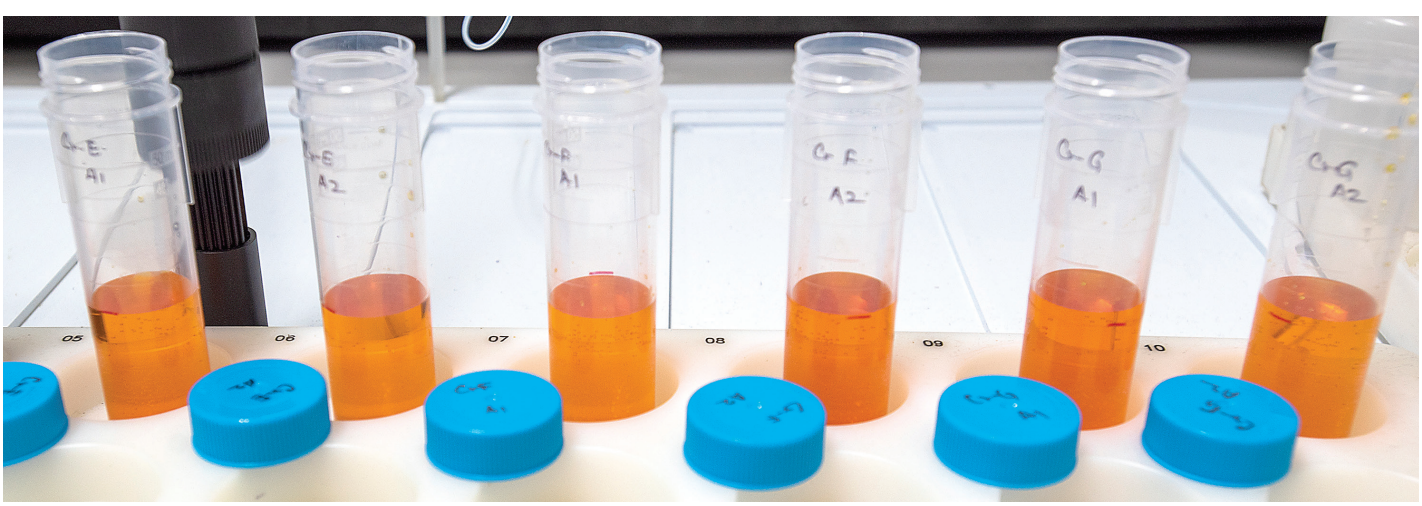








CLOCKWISE FROM ABOVE: Senior quality lab tech Kim Sellers, left, and quality chemist Mini Gupta work in the lab; a colorful variety of the various chemical 'pills' made at the facility in northeast Urbana; Darin Albrecht makes a chemical mixture for sodium lamps; vials of chromium oxide wait to be tested in the lab.



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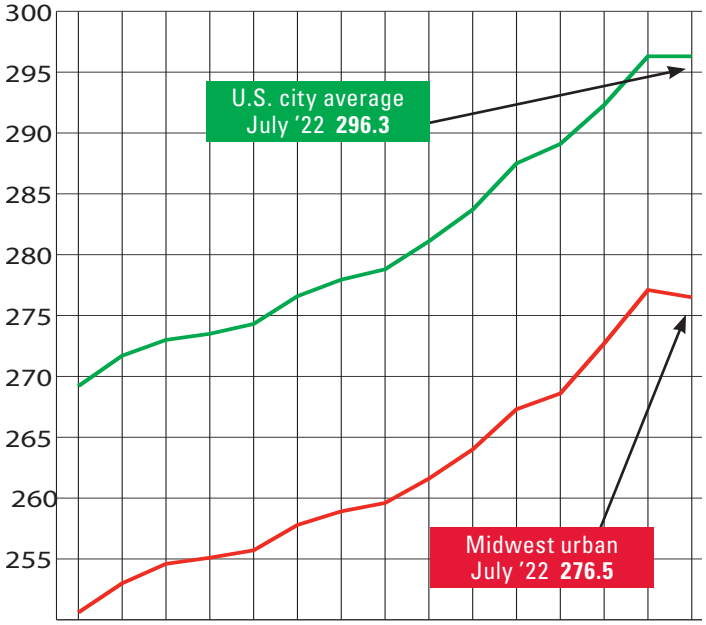
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Consumer price index

The CPI measures average price changes of goods and services over time, with a reference base of 100 in 1982-84. To put that into context, a current CPI of 194.5 means a marketbasket of goods and services that cost $100 in 1982-84 now costs $194.50.



Source: U.S. Department of Labor

Amtrak total monthly riders

	June 2022	July 2022
Bloomington-Normal	14,916	16,690
Champaign-Urbana	11,734	12,334
Mattoon	1,675	1,845
Rantoul	305	328

Weekly grain prices

Prices for grain crops for the week of Aug. 22, 2022. Figures are for this week and the percentage change compared with a year ago.
(b) = per bushel; (t) = per ton; (100 wt.) = per hundredweight

Grain	Aug. 22, 2022	2021
Central Illinois Corn (b)	6.58	▲ 12.7%
Central Illinois Soybean (b)	15.28	▲ 17.8%
Central Illinois 48% Soybean Meal Rail (t)	507.20	▲ 38.7%
Hard Red Winter Wheat (b) Truck to Kansas City	9.09	▲ 24.0%
Dark Northern Spring Wheat (b) 14% MN, Rail	10.05	▼ -2.9%
Soft White Wheat Portland (b)	8.64	▼ -15.3%
Sorghum, Kansas City (100 wt.) Rail	6.00	▼ -2.2%

Source: USDA Livestock & Grain Market News

Hotel/motel statistics

Total amount of revenue generated in Champaign and Urbana by hotels and motels for room rentals only.

TOTAL REVENUE		
May '22	June '22	Change
$468,232	$452,608	▼ -3.34%

YEAR-TO-DATE TOTALS		
2021	2022	Change
$1,261,166	$2,001,234	▲ 58.68%

Source: Cities of Champaign and Urbana

Prices at the pump

Average price per gallon of regular unleaded gas as of Aug. 24, 2022.

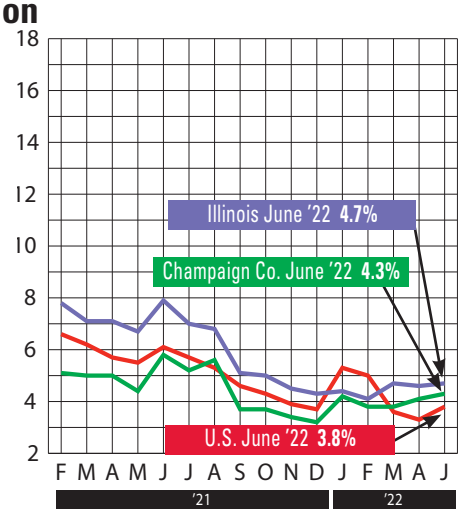
Area	August '22	August '21
Bloomington-Normal	$3.84	$3.09
Champaign-Urbana	$3.97	$3.18
Chicago	$4.57	$3.44
Danville	$3.92	$3.29
Decatur	$3.65	$3.22
Illinois	$4.23	$3.31
U.S.	$3.88	$3.15

Source: AAA

Unemployment rates for Central Illinois counties, state and nation

County	Labor Force	Jobless	June '22 (%)	May '22 (%)	June '21 (%)	Change Month (%)	Change Year (%)
Champaign	105,104	4,498	4.3	4.4	5.8	▼ -0.1	▼ -1.5
Coles	21,542	1,044	4.8	5.0	6.2	▼ -0.2	▼ -1.4
Douglas	10,182	342	3.4	3.6	4.2	▼ -0.2	▼ -0.8
Edgar	8,896	318	3.6	3.9	4.5	▼ -0.3	▼ -0.9
Ford	6,054	254	4.2	4.3	5.0	▼ -0.1	▼ -0.8
Iroquois	13,069	511	3.9	4.5	4.7	▼ -0.6	▼ -0.8
Macon	47,067	3,040	6.5	7.1	8.2	▼ -0.6	▼ -1.7
McLean	87,248	3,362	3.9	4.1	5.3	▼ -0.2	▼ -1.4
Moultrie	7,487	239	3.2	3.5	3.9	▼ -0.3	▼ -0.7
Piatt	8,260	303	3.7	3.7	4.4	0.0	▼ -0.7
Vermilion	31,538	1,724	5.5	6.0	7.2	▼ -0.5	▼ -1.7
Region	**346,447**	**15,635**	**4.4**	**4.2**	**5.4**	▼ **-0.3**	▼ **-1.1**
State	**6,490,853**	**307,736**	**4.6**	**4.7**	**7.1**	▼ **-0.1**	▼ **-2.5**
U.S.	**165,012,000**	**6,334,000**	**3.3**	**3.6**	**6.1**	▲ **0.4**	▼ **-2.3**

Source: Illinois Department of Employment Security, U.S. Department of Labor. Figures not seasonally adjusted.

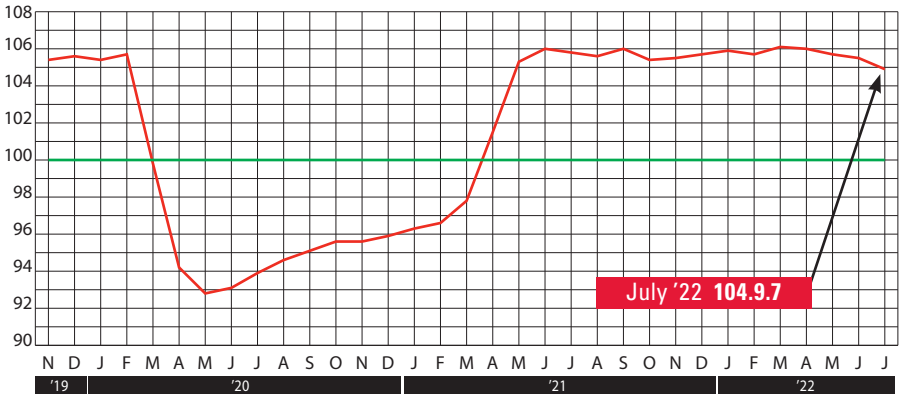


University of Illinois flash index

What is the flash index?

The flash index is an early indicator of the Illinois economy's expected performance. It is a weighted average of Illinois growth rates in corporate earnings, consumer spending and personal income. An index above 100 indicates expected economic growth; an index below 100 indicates the economy is contracting.

Source: Institute of Government and Public Affairs, University of Illinois



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Champaign County retail sales collections

	2021	2020	2019	2018	2017	2016	Change ('16-'21)
Champaign	$21,169,808.79	$16,177,806	$17,255,397	$17,088,725	$16,520,654	$16,365,053	▲ 29.4%
Mahomet	$1,168,075.53	$803,904	$735,564	$761,147	$698,876	$618,235	▲ 88.9%
Philo	$150,664.38	$110,493	$105,128	$111,841	$89,842	$86,370	▲ 74.4%
Rantoul	$1,890,124.30	$1,595,889	$1,525,491	$1,435,536	$1,375,921	$1,390,511	▲ 35.9%
Savoy	$2,819,845.62	$2,414,976	$2,323,105	$2,434,367	$2,292,820	$2,326,158	▲ 21.2%
St. Joseph	$316,934.00	241,633	$235,632	$239,371	$224,224	$206,971	▲ 53.1%
Tolono	$224,679.43	$172,196	$152,373	$198,891	$171,404	$152,498	▲ 47.3%
Urbana	$6,584,831.41	$5,478,433	$5,584,667	$5,210,233	$5,026,102	$5,012,534	▲ 31.4%
Unincorporated	$1,489,034.06	$1,089,562	$1,371,459	$1,427,403	$1,350,949	$1,185,550	▲ 25.6%
County total	$35,813,998	$28,084,892	$29,288,815	$28,907,515	$27,750,792	$27,343,880	▲ 31.0%

Source: Latest statistics available from Illinois Department of Revenue

Home sales

Total units sold, including condominiums, by most-recent quarter.

County	2Q 2022	2Q 2021	Pct. Change	2022	2021	Pct. Change	Median sales price 2Q 2022	Median sales price 2Q 2021	Median sales price Pct. Change
Champaign	761	848	▼ -10.3	1,231	1,348	▼ -8.7	$200,000	$189,900	▲ 5.3
Coles	173	167	▲ 3.6	293	255	▲ 14.9	$114,900	$117,500	▼ -2.2
Douglas	60	69	▼ -13.0	100	97	▲ 3.1	$151,250	$134,000	▲ 12.9
Edgar	51	39	▲ 30.8	88	66	▲ 33.3	$78,000	$68,000	▲ 14.7
Ford	49	54	▼ -9.3	85	86	▼ -1.2	$110,000	$96,900	▲ 13.5
Iroquois	81	90	▼ -10.0	138	149	▼ -7.4	$130,000	$110,750	▲ 17.4
Macon	423	460	▼ -8.0	685	743	▼ -7.8	$122,000	$115,000	▲ 6.1
McLean	662	843	▼ -21.5	1,101	1,311	▼ -16.0	$215,000	$180,000	▲ 19.4
Moultrie	38	27	▲ 40.7	76	43	▲ 76.7	$104,850	$91,500	▲ 14.6
Piatt	67	81	▼ -17.3	116	135	▼ -14.1	$189,900	$149,000	▲ 27.4
Vermilion	188	217	▼ -13.4	340	357	▼ -4.8	$100,000	$92,000	▲ 8.7
Illinois	49,467	56,531	▼ -12.5	83,826	92,036	▼ -8.9	$279,900	$265,000	▲ 5.6

Source: Illinois Association of Realtors

Willard Airport passenger totals

Monthly totals	July '22	July '21	Change
Enplanements	5,310	6,496	▼ 18.3%

YTD totals	July '22	July '21	Change
Enplanements	33,989	26,767	▲ 27.0%
Annual totals	**2021**	**2020**	**Change**
Enplanements	53,375	35,874	▲ 48.9%

Primary Mortgage Market Survey

Freddie Mac surveys lenders each week on the rates, fees and points for the most popular mortgage products. The following are the average rates for the week of Aug. 18 , 2022, for the U.S. and for the North Central region, which includes Illinois, and the average rates for the U.S. one year ago.

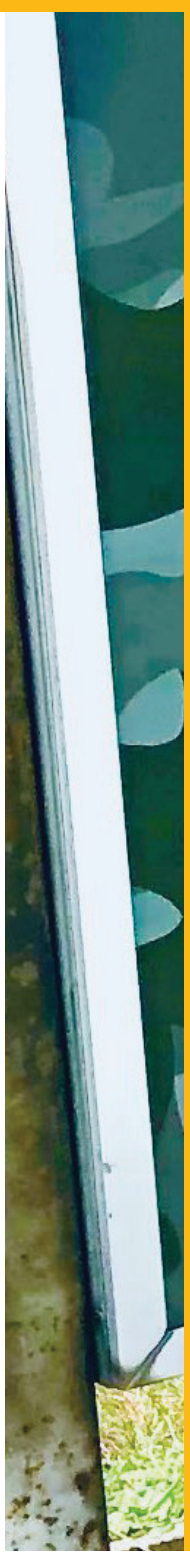
Mortgage type	U.S. August '22	U.S. August '21
30-year fixed	5.13%	2.86%
15-year fixed	4.55%	2.16%
5/1-year adjustable	4.39%	2.43%

Source: Federal Home Loan Mortgage Corp.



Copper Creek Contractors

Homegrown pr



What started in a spare room in 2020 has grown into a successful roofing, siding, gutter business

STORY Kevin Barlow
PHOTOS Provided

MAHOMET

If there is something that Jeremy Janes believes in, it's providing quality customer service with quality products.

That's the key to running a successful roofing, siding and gutter business, says the Mahomet businessman.

"Those two things go hand in hand," he said.

Janes grew up in Mattoon and got his start in the business there. He loved the business, but eventually became frustrated working for others.

"I just didn't agree on everything with the company I was working for," he said. "So, I saved up $20,000 and started on my own in July 2020. I was working out of a spare room in my house."

With that commitment of providing quality customer service with quality products, Janes has made a big impact in a short time with that new business, Copper Creek Contractors.

"Having repairs done to your home can be stressful," Janes said. "Our job is to take the frustration and stress out of your life. Communication is important. Education is important. But the main thing is to establish a relationship with the client right from the start so that everyone is on the same page."



rofessionalism



Copper Creek Contractors founder Jeremy Janes smiles in front of the sign for his business, which he launched in July 2020 in the spare room of his home in Mahomet.

Copper Creek offers commercial roofing, emergency roof repairs, preventive roof maintenance, inspections, replacement and restoration, as well as siding and gutter work.

"We have helped home and business owners protect and beautify their homes and offices in a 60-mile radius of Champaign-Urbana," Janes said. "Our goal is to do the job well enough so that you tell your friends about us. We take quality and professionalism to new heights. But our clients vouch for us because we provide solutions for all types of roofing and siding issues."

Growing up in Central Illinois, Janes understands what the Illinois weather can do to homes.

"The spring and summer storms are one thing," he says. "The winter snow and ice are another. Combined, it can damage roofs quickly."

Like many contractors, Janes has recently experienced stress related to supply-chain issues.

"That's true mostly on special orders or something that we are doing that is unique or out of the ordinary," he explains. "But we are lucky here because we use a lumber company and we are their number-one contractor, and so they bend over backwards to help us out, and in turn, we can bend over backwards for our customers."





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Janes says he has an eye for the business. In fact, the bend in his fingers is more attributable to an accident caused by looking at a roof on a drive rather than his years fixing roofs, siding and gutters on Central Illinois homes.

"That's all I do when I drive around," he said. "I look at roofs and siding on homes. I can't help it. I've been doing that for about six years now. I am just fascinated by identifying roofs that may have issues. Sometimes, those things go unnoticed to the untrained eye."



An Army veteran, Janes said he loves Mahomet and the surrounding area.

"I have been here about seven years now and we live in this community and want to give back to this community," he said. "We would like to earn everyone's business, and you do that by delivering on five-star service with every job, no matter how big or how small. We treat every house we work on as if it is our own family home. We strive to install the best roofs in Central Illinois and provide the best value in the roofing industry."

He is also gaining a reputation for helping out others. He donated and put a roof on the Trinity Episcopal Church. He has also helped out the Mahomet Area Youth Center, Booker T. Washington STEM Academy in Champaign, and several veterans organizations.

"I grew up really poor, but my family raised me to help others when they need it and when you are able to," he said. "I do when I can, and it gives me a good feeling inside to know that I am helping someone who truly needs it. If it involves people in need, I am going to donate what I can."

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‘It really is similar to wh



STORY Kevin Barlow / / / **PHOTOS** Robin Scholz

URBANA

It seems simple to Jim Flanigan, but the philosophy behind the success of the Apple Dumplin’ Restaurant isn’t complicated.

“To be successful in the restaurant industry, you need good ingredients, consistency and good service,” he said.

And if you like Grandma’s cooking, you will love the food at the Apple Dumplin’, he said.

Bob and Rita Wingler originally opened the restaurant in 1985. Flanagan and his wife, Kathryn, who began working there as a server at age 21, bought it from them in 2009.

“She managed it for them for a few years and as they got older, they wanted to sell it,” Flanagan said. “My wife knew everything about the restaurant and we wanted to keep it pretty much the same. So, we bought it.”

The popular breakfast menu consists of eggs, “fried taters,” hotcakes, biscuits and gravy, French toast, breakfast sandwiches, and of course, bacon.

“It’s quality bacon,” he said. “And everything is fresh and homemade. Our biscuits are made fresh.”

Actually, everything is made fresh, he said.

“We make the noodles and our dumplings at 8 a.m. everyday,” he said. “We change the fryer oil every day for the chicken. And our chickens, most come from Iowa, but it’s never frozen, and doesn’t have any of the antibiotics or steroids. It just tastes better, and that is what our customers expect.”

Flanagan understands it is extra work, but the results are worth it.

Dumplin'

hat Grandma used to do'

Sunflower covers on fluorescent ceiling lights give the main dining room a warm yellow glow.





ABOVE: Dishwasher Paul Burr and server Lisa Howell pass at the kitchen entry.
RIGHT: Co-owner Jim Flanigan outside the front entrance.



ABOVE: The salad bar is filled with freshly prepared ingredients. BELOW LEFT: Decor in the entryway: BELOW RIGHT: Server Lisa Howell rings up a customer.





"With a lot of restaurants, the product is made someplace else and then frozen and shipped," he said. "We don't do that here. It really is similar to what Grandma used to do. We're proud of that. Our menu may be somewhat smaller than some, but that is due to everything being made from scratch and served fresh daily."

But there are other things that make the restaurant popular, he said.

"I think that the biggest thing is that it is a family-oriented business and we pride ourselves on our customer service," he explained. "The portions are huge and most people take home a box and have it for another meal. But I think a big part of our business is our relationship with our customers.

"We have so many repeat customers, and we are getting new ones all of the time. I think a big part of it is that you walk in and you see a friendly face and your cup is always full and we care about you. We know our customers. We get to know them and become attached."

Flanigan made news during the early part of the COVID-19 pandemic when he remained open for indoor dining in violation of a statewide mitigation order.

"To me, it was about common sense and my employees," he said. "I figured the customer base — if they felt safe, they would come. If they didn't feel safe, they would stay away, and that's fine.



"I took the precautions and followed the rules. I dropped my capacity," he added "I had lines out the door, people wanting to support me, but I still lowered my capacity and we did the best we could."

He also had staff sanitize the restaurant thoroughly, and maintained 6-foot distances in the dining room.

Local health officials threatened to get a court order. Eventually, the restrictions were lifted somewhat and both sides were satisfied.

"But there was no hope for me," he said, referring to the shutdown. "I still had bills. My employees had bills. Those things didn't stop. We were closed down for several months at the beginning of the year and I lost about 60 percent of my revenue that year. I am not a rich guy, and they gave me no alternative. We tried to work with public health, but they were just doing what state officials made them do."

Flanigan said he felt honored by the support he received from his longtime and new customers during that time.

"It all comes back to customer service," he said. "We try to do everything as best we can, and that is why it takes extra time and effort. But we are proud of our tradition and look forward to serving our customers for a long time to come."



Austin Kibler of Urbana enjoys his drink in a rocking chair on the front porch while waiting for some co-workers to exit.

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Rose Heating and Air Conditioning

‘You have to prove your way’



STORY Kevin Barlow / / / **PHOTOS** Robin Scholz

URBANA

At the age of 12, Travis Rose was already following in his father’s footsteps. He started sweeping floors at his father’s business, making minimum wage but gaining the work ethic and insight into a business that is becoming a family tradition.

As he got older, he started helping around the shop at Rose Heating and Air Conditioning on East University Avenue in Urbana. He then continued on to new construction sites to expand his knowledge and skills.

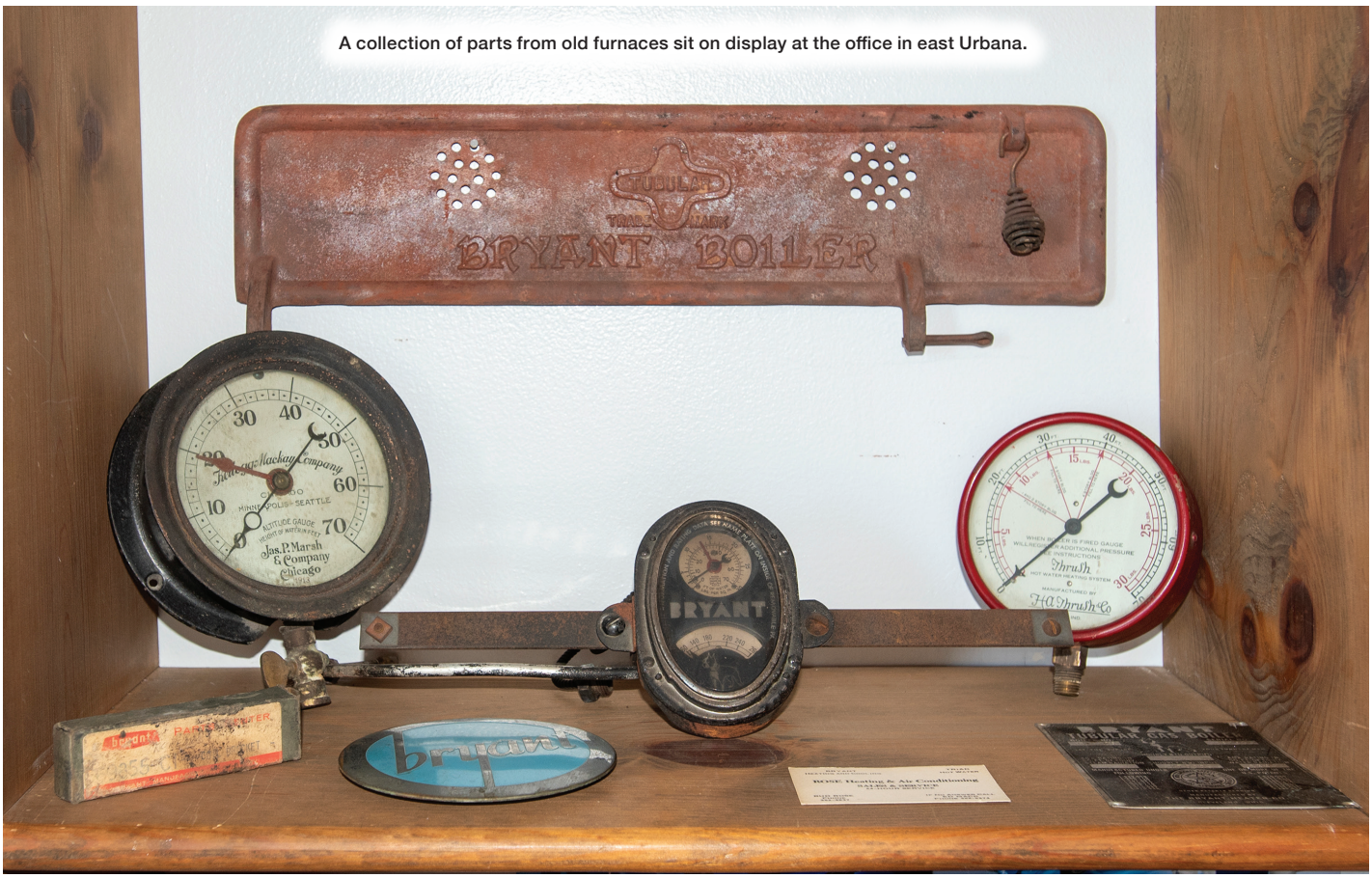
“Even at that age, it was always my goal to follow in my father’s footsteps in the family business,” Rose said. “Like a lot of young boys, I admired my dad, and that was a way to be around him and learn as much as possible so I could follow his lead.”

Rose Heating and Air Conditioning was founded by Luther “Bud” Rose in 1962. When his son Rick turned 35 in 1983, he sold it to him. Rick had also started working around the shop as a teenager, paying his dues before getting his own office.

“By sweeping the floors and starting at 12 years old, it is where I learned about what a good work ethic can do for you,” Travis Rose said. “I learned the same things from my dad that he learned from his dad.



TOP: Travis Rose is the third-generation owner of Rose Heating and Air Conditioning, founded by his grandfather Luther ‘Bud’ Rose in 1962.
ABOVE: Proudly on display in the office: The 2022 Bryant North America Dealer of the Year award.



A collection of parts from old furnaces sit on display at the office in east Urbana.

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Business cards from all three generations of owners: From left, founder Luther 'Bud' Rose, son Rick and grandson Travis.

"One of the things we both learned was that your last name does not earn you the right to have an office. Your last name earns you the right to sweep the shop floors for minimum wage. Then, you have a few decades to prove why you should ever have an office in this company.

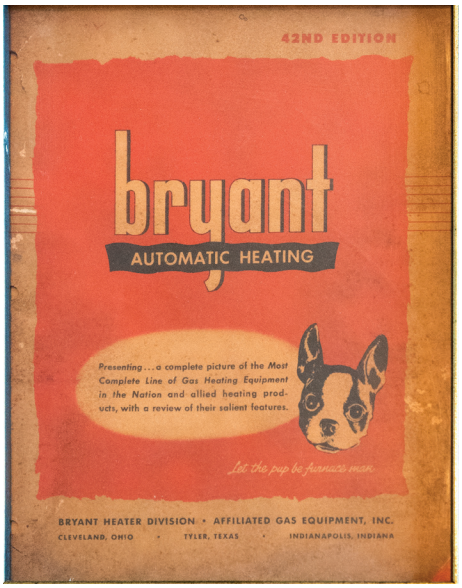
"That is the way every family member was brought up, and each member of each generation knows and understands that nothing is going to be handed to them just because our last name matches the name on the front of the building. In order to rise up through the company, you have to prove your way and prove to the industry and to the rest of the team that you deserve to be the leader of the company."

After graduating from high school, Travis became a service and installation technician, a job he held for 13 years. During this time, he was attending multiple tech classes and attending college to get his business management degree. By the time he was 31, he was promoted to service and operations manager, and then bought the company four years later.

"There is a lot of pressure in owning a generational business because everybody loves to remind you of the narrative surrounding them," he said. "The first generation builds the business. The second generation is supposed to milk the business and the third generation is supposed to run it into the ground.

"We hear that narrative all the time, but I am a lot like my dad and we are out to prove that won't happen here.





Travis Rose found this booklet from a furnace that his grandfather Luther 'Bud' Rose had installed at a client's home while installing the third furnace at the same home.

"My father doubled the size of the company, and in my first eight years, I have tripled the size of the company. We have done this without raising prices, which means we have continued to find new avenues to get more business and take care of people."

Rose Heating and Air Conditioning specializes in HVAC installations and service for residential customers and also handles light commercial jobs.

"One of the big things is that first and foremost, we don't forget where we came from," Travis added. "We have a foundation. We have a lot of experience in the decades and the generations before us.

"There is nothing wrong with adapting to the times and the technology, and things change over time, but our core values have never changed since 1962 and that is making sure we put people above profits, and whether that is our employees or our customers, the people are our focus and not the money.

"I have kept those same values in place. Those were never optional for me to change. It has always been the foundation of the business."

Later this year, the company will mark its 60th anniversary, but there is more. Rose Heating and Air Conditioning has been named the 2022 Dealer of the Year for North America by Bryant Heating and Cooling Systems.

"Our 2022 Dealer of the Year, Rose Heating and Air Conditioning, truly represents the commitment to service and customer satisfaction that we expect from our dealers," Justin Keppy, president of North American Residential & Light Commercial HVAC at Carrier Corp., said in making the announcement. "We are proud to have them as a Bryant brand advocate."

"That is our big thing to celebrate right now," Rose said. "There are 70,000 Bryant dealers on the continent, and so this is our big claim to fame and the biggest acknowledgement we have received in 60 years. But it comes down to having quality products, but also, our philosophy of putting people over profits."





The 'Great Un-Retirement' presents opportunity for nonprofits, seniors



By JOAN DIXON
CIB contributor



When we think of retirement, we often envision traveling, reading books and spending more time with family and friends. But that may not be the reality for an increasing number of senior citizens.

Since the earliest Baby Boomers were old enough to enter the workforce in 1964, they have been the dominant cohort in the workforce. Because of their large numbers, they are often considered a block to advancement for the succeeding generations. That perception has changed, and with it, the makeup of the nation's workforce has also changed.

Some recently retired individuals are rethinking that decision. In a recently released study by AARP, the "Great Resignation" that occurred during the depths of the pandemic was met with the "Great Un-Retirement." Over 1.7 million retirees have re-entered the job market in the last year. This had a significant impact on the economy throughout all business sectors.

There are several reasons for this shift. Among them:

Inflation

Rising prices affect everyone but is especially hard on people with a fixed income. While the inflation rate is over 8 percent, the cost of living adjustment for Social Security recipients is only 5.9 percent. Those seniors who depend on Social Security are losing ground.

Stock-market volatility

The current volatility of the stock market is playing havoc with individual portfolios, retirement plans and other forms of retirement savings. These are the same people who lost a substantial share of their retirement savings back in 2008, noted Sinem Buber, lead economist at ZipRecruiter.

Rise in remote work

Many organizations continue to offer remote or hybrid arrangements. This may address their concerns about the continued presence of COVID-19. And even though the stereotype is that seniors are not as technologically adept as their younger co-workers, most of them have retained the skills that they had when they recently retired.

Rising health care costs

When they hit retirement age, most individuals had health care coverage through Medicare but also had to buy supplemental coverage. Those costs have increased and a boost in income makes it easier to cover those costs.

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Social interaction

This may be the primary reason for reentering the workforce for many. Seniors tend to be more isolated than younger people.

"We have a real serious issue in this country of senior loneliness and depression. The pandemic really exacerbated that," according to Andrew Meadows, senior vice president at Ubiquity Retirement + Savings.

What do seniors bring back to the workforce? In general, they have skill and experience, which they retain. They tend to stay in the job longer and take fewer days off. They have a strong work ethic. They can be great mentors and trainers for younger people who are at the beginning of their careers. They retain their broad knowledge and networks.

If a retiree is thinking of going back to work, one of the areas to consider is the nonprofit sector. There are many volunteer opportunities, but many nonprofits would welcome older workers who are interested in part-time paid work. They would be happy to have people who bring their previous work skills and networks to the job. If the reentering worker wants a change of pace and responsibilities, they may find it in the "Mission Driven" sector.

For the nonprofit, they may not have to provide health insurance and may not be able to pay a full-time salary. For the worker, part-time wages may be all they need to supplement their income and may not want to take on another full-time job.

Where do you start? Which is the right nonprofit for you? Think about the causes that are important to you, perhaps the organization to which you make regular donations. Research the organization and its mission. If the mission resonates with you, research the potential for employment.

Do you have a background as a CFO? A nonprofit may be interested in a part-time bookkeeper. Did you retire as a counselor? Perhaps a social-service agency could use your help for a few counseling sessions per week. And if you have a background in fundraising or are a donor committed to the success of your favorite nonprofit, they would really appreciate your help in fund development.

Much of the work can be done on a project-by-project basis and can be completed from home with only occasional visits to the office. Most organizations are desperate for skilled, reliable workers and would welcome committed, connected workers who are re-entering the job market.

Joan Dixon retired as President & CEO of the Community Foundation of East Central Illinois in July 2021. She was recently named Interim Executive Director of Family Service of Champaign County.

BUILDING PERMITS

The following building permits have been issued recently by Champaign County and incorporated jurisdictions of Champaign, Monticello, Rantoul, Savoy, and Urbana. In Champaign, Rantoul, Savoy and Urbana, only permits for all commercial and industrial work and all new single-family and multifamily residences and all residential remodeling exceeding $25,000 are listed. Permits are listed by applicant, description of work, location and — when available — estimated cost of improvements.

CHAMPAIGN

- IUVO Constructum, new single-family dwelling, 3801 Obsidian Drive, $330,900.
- Duzan Architecture and Design, Dream Big Properties LLC, fire repairs, converting to two-family residence, addition at 808 W. Healey St., $71,000.
- CR Solar, Paul Mahern, rooftop solar at 2714 Prairie Meadow Drive, $38,000.
- Topline Properties LLC, interior remodel at 1625 W. Clark St., $35,000.
- Mike Martin Builders LLC, Kenny and Joy Bilger, single-family addition at 1001 Charles St., $67,700.
- Legacy Solar LLC, Nicholas and Elizabeth Connolly, rooftop solar at 606½ W. White St., $32,928.
- CR Solar, Edgar and Denise Piat, rooftop solar at 3201 Sharon Drive, $37,000.
- BPI Dev. Group LLC, Jennifer Parastaran, inground pool at 1405 Wyndemere Point Drive, $120,000.
- Andrew Fell Arch and Design, Haround Trading, LLC, Vanilla Box Suite 2 at 409 Town Center Blvd., $31,000.
- KAP Architecture, Christie Management Comp. Inc., third-floor sleep lab at 101 W. University Ave., $119,857.
- Wingle Construction Inc., GRE UIRP, office at 1800 S. Oak St., $129,915.
- Dodds Company, Tag Warehouse LLC, remodel, 1310 N. McKinley Ave., $75,721.
- Tyner Roofing PLLC, Weiner Companies, roof replacement at 407 W. White St., $27,000.
- Dodds Company, Quantum Warehouse LLC, shell building at 1200 Newton Drive, $6,237,017.
- 360 Electric, Coronel Alejandra, rooftop solar at 703 Newton Drive, $48,384.
- Sun Pro Solar, David and Carolyn Johnson, rooftop solar at 1109 Paula Drive, $99,100.
- Heather Creason, new garage at 909 S. New St., $25,500.
- Commercial Builders, GMS Management of Illinois Inc., Chase Bank — repair vehicle damage, $44,500.
- Miller Enterprises, Ramiro and Blanca Aguas, demolition of single-family dwelling at 4309 Stonebridge Court, $28,000.
- Timbercreek Developers, James Walder, new single-family dwelling at 1704 Mullikin Drive, $999,000.
- Mike Martin Builders LLC, Jennifer Parastaran, pool house at 57 Greencroft Road, $136,700.
- NPS Sales Contracting and Repairs, Zachary and Tamara Gillespie, single-family addition at 604 Irvine Road, $48,000.
- ADT Solar, Donald and Sentowski Robinson, rooftop solar at 1015 Lincolnshire Drive, $31,252.
- Titan Solar Power II Inc., John Billerman and Jill Randell, rooftop solar at 3911 Wild Flower Drive, $26,376.
- Midwest Home Improvement, LLC, Dylan Bone and Karia Wozniak, remodeling kitchen and bath at 1619 Broadmoor Drive, $44,970.
- ADT Solar, Lumetta Hsu, rooftop solat at 4410 Southford Trace Drive, $87,818.
- SK Exteriors, Stephen Witmer and Ann Perry, deck with screen room at 20 Ashley Lane, $35,296.
- Legacy Solar LLC, Thomas and Kathleen Newman, solar at 1804 Kensington Knoll Drive, $25,340.
- Legacy Solar LLC, John Nagel, solar at 2302 Blackhawd Pt., $39,044.
- New Prairie Construction, D&E Enterprises, LLC-Renta, solar array at 1611 W. Park Ave., $27,688.
- New Prairie Construction, Charles/Hoganso Gammie, rooftop solar at 1114 W. Park Ave., $25,379.
- Hallbeck Homes, East Staley, Springfield, tenant build out at 4108 Fieldstone Road, $265,000.
- Duzan Architecture and Design Inc., Dan Hamelberg, multifamily — eight first-floor units at 111 Chalmers St., $63,000.
- Mastec Network Solutions, Kenco, LTD., Telecomm tower modifications at 509 S. Country Fair Drive, $25,000.
- Dodds Company, Illini Retail Investors, forage kitchen at 503 E. Green St., $225,276.
- Dodds Company, Doug Larson, Conrad's Grill Restaurant at 301 E. Green St., $253,153.
- Dodds Company, colony Capital Healthcare, office remodel at 206 W. Anthony Drive, $1,073,554.
- Mastec Network Solutions, Tak Sharad., Telecomm tower modifications at 502 S. Neil St., $25,000.
- Central Roofing LLC, David Kahre, roof replacement at 702 Town Center Blvd., $52,378.
- Richard Lustfeldt, Happy Green Properties, commercial storage building at 3613 Bloomington Road, $230,000.
- Hallbeck Homes Inc., East Staley Springfield, shell building at 4108 Fieldsone Road, $650,000.
- Signature Construction Inc. The Legends of Champaign, new single-family dwelling at 4506 Legends Drive, $300,000.
- David Scheitlin Construction, SSDA MC LLC, new single family dwelling at 8 Greencroft Dr., $1,000,000.
- Titan Solar Power II Inc., Chad Seeber, rooftop solar at 704 Devonshire Drive, $49,280.
- Mike Martin Builders LLC, Luke and Kjellrun Olson, single-family addition at 1101 Mayfair Road, $216,062.
- Edelman Inc., Casey Myers, rooftop solar at 702 Doisy Lane, $46,002.
- Biaggi's Ristorante/Todd Hovenden, Par 3 Development, Biaggi's remodel at 2235 S. Neil St., $469,000.
- Architectural Expressions, Academy High, alteration of existing building at 2001 Fox Drive, $750,000.
- Janna Hagensick, FLC 57 E. Chalmers, LLC, apartment remodeling at 57 Chalmers St., $128,000.
- American Deck and Sunroom, Timothy Ehlen, sunroom and deck addition at 2710 Woodridge Rd., $83,000.
- ADT Solar, Lenhardt and Meilee Gai Odendaal, rooftop solar at 1504 Jacobs Blvd., $47,000.
- Architectural Expressions, Kimberly Kendall, single family addition at 806 West Clark St., $100,000.
- Architectural Expressions, Patricia Gaydos, single family addition at 901 S. Lynn St., $30,000.
- CR Solar, Darrell and Christina Poe, rooftop solar at 2111 Talans Dr., $83,500.
- II-VI Incorporated, vanilla box structure for equipment platform at 1606 B Rion Dr., $100,000.

MAHOMET

- Amy Walmer, in-ground pool at 805 Kimela Drive, $50,000.
- Reserve Mahomet,LLC, multifamily at 1104 Vision Circle, $1,090,000.
- Stephens Homes, single-family at 1406 Forest Ridge Drive, $700,000.
- Unlimited Construction & Development, Inc., single-family detached at 1504 River Bluff Ct., $325,000.
- LMN Properties LTD., sign, monument at 307 E. Oak St., $28,264.
- Amy Crabtree, single-family detached at 206 E. Main St., $189,000.
- William Heimann, addition at 1106 Farm Lake Drive, $30,000.
- Illini Custom Builders, single-family detached at 505 Isabella Drive, $380,000.
- Bret Johnson, patio at 1810 S. Orchard Drive, $25,500.
- Unlimited Construction & Development, single-family detached at 716 Cates Drive, $325,225.
- Gary Kling, addition at 201 S. Division St., $250,000.
- Reserve Mahomet LLC, multifamily at 1105 Vision Circle, $500,000.
- Reserve Mahomet LLC, multifamily at 1109 Vision Circle, $500,000.
- Reserve Mahomet LLC, multifamily at 1113 Vision Circle, $500,000.
- Reserve Mahomet LLC, multifamily at 1117 Vision Circle, $500,000.
- Reserve Mahomet LLC, multifamily at 1121 Vision Circle, $500,000.
- Reserve Mahomet LLC, multifamily at 1125 Vision Circle, $500,000.
- Reserve Mahomet LLC, multifamily at 1133 Vision Circle, $500,000.
- Reserve Mahomet LLC, multifamily at 1129 Vision Circle, $500,000.
- Mike Nichelson, remodel at 307 E. Oak St., $100,000.
- IUVO Constructum LLC, single-family detached at 505 Wheatley Drive, $440,000.

MONTICELLO

- TK Homes of Illinois, LLC, new home construction at 9 Connor Court, $340,000.
- TK Homes of Illinois, LLC, new home construction at 5 Connor Court, $340,000.
- TK Homes of Illinois, LLC, new home construction at 3 Connor Court, $330,000.
- Jenny Carroll and Jon Bobell, addition at 8 Oakview Drive, $150,000.
- Chad and Sara Cassel, new home construction at 4 Jefferson Crossing, $450,000.
- TK Homes of Illinois, LLC, new home construction at 7 Connor Ct., $360,000.
- Steve Gibson, addition/remodel for garage at 904 Lincoln Drive, $35,000

RANTOUL

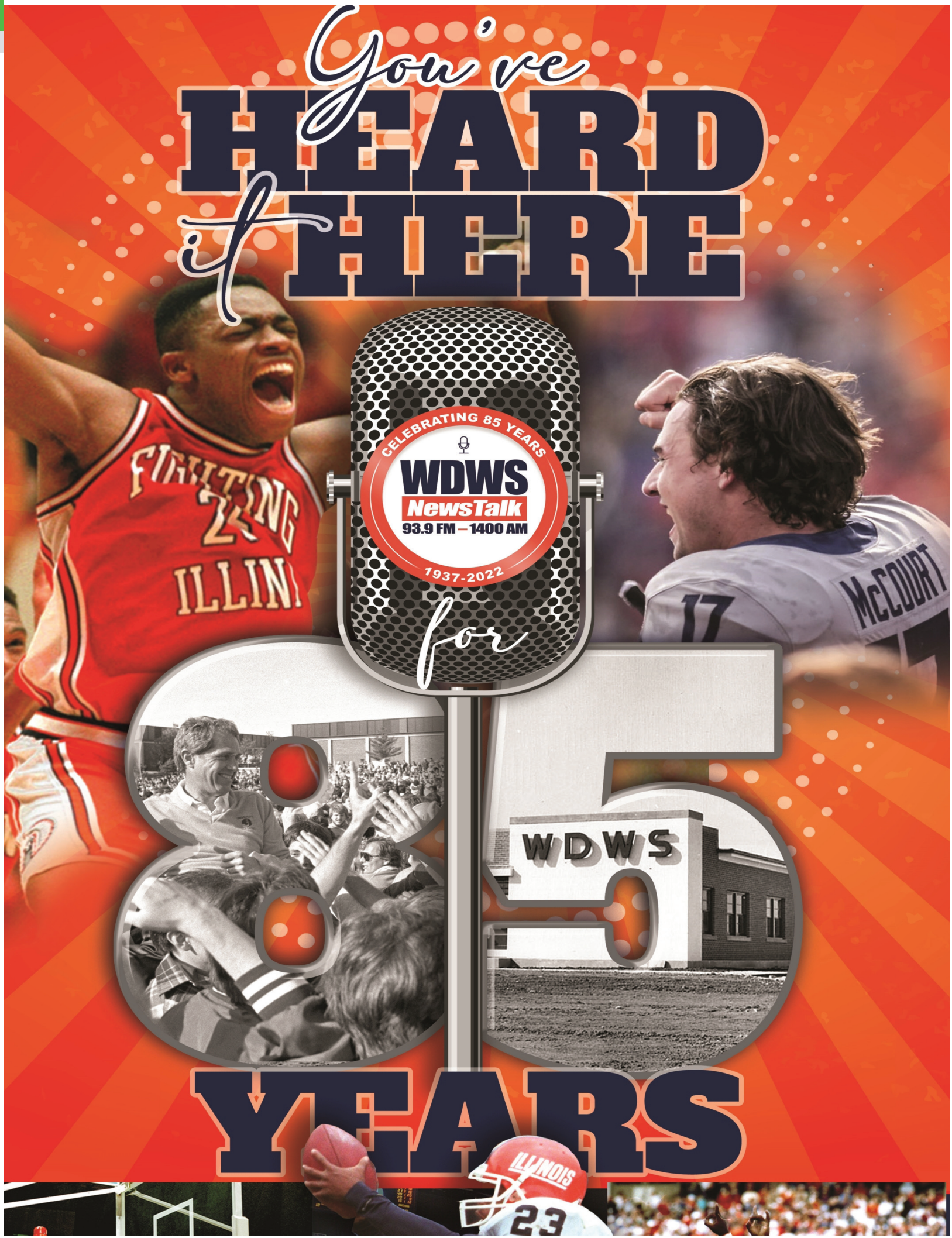
- S&M Home Services, LLC, Robert Welp, residential additions at 617 Broadmeadow Road, $49,465.

SAVOY

- New construction, electrical at 3 Redington Court, $25,000.
- New construction, single family at 3 Redington Court, $1,100,000
- Replacement, 1809 Woodfield, $25,000.
- New construction at 1404 Winterberry Road, $30,000.
- Fire alarm installation, 22 apartment buildings, 100 Village Park Way, $83,289.
- New construction single family at 301 Sutton St., $375,000.
- New construction single family at 413 Sutton St., $380,000.
- New construction single family at 411 Sutton St., $375,000.
- New construction single family at 409 Sutton St., $375,000.
- Solar electrical permit at 107 Gailardio St., $32,000.
- Solar building permit at 107 Gailardio St., $32,000.
- New construction, single family at 1404 Winterberry Road, $475,000.

URBANA

- Central Roofing, LLC, William Bates, roof replacement or repair at 713 W. Ohio St., $88,211.
- SMJ International, permit, commercial at 2100 E. University Ave., $160,000.
- Taylor Construction & Design, LLC, Wes Taylor, single-family residence at 1611 E. Hillshire Drive, $159,000.
- Daniel One, Inc., Brent Young, single-family residence at 1009 S. Douglas Ave., $138,758.
- Jadco Installations, Inc., single-family dwelling, 908 N. Division Ave., $50,000.
- Dodds Company, commercial alteration at 1615 E. Windsor Ave., $57,865.
- Reifsteck Reid Architects, commercial alteration at 106 S. Lincoln Ave., $238,000.
- Morton Buildings, Jason Drake, additions at 1201½ W. Kenyon Road, $42,600.
- Signature Construction, Inc., Carrie Fairchild, single-family residence at 2846 E. Stone Creek Blvd., $450,000.
- RLPS Architects, Matthew Wieber, commercial alteration at 101 W. Windsor Road, $452,392.
- Olympic Construction, Ben Frick, commercial alteration/renovation/remodel at 611 West Park St., $97,450.
- Olympic Construction, Ben Frick, commercial alteration/renovation/remodel at 611 West Park St., $364,365.
- Taylor Construction and Design, LLC, Wes Taylor, new single family dwelling at 1709 East Hillshire Dr., $157,000.
- Taylor Construction and Design, LLC, Wes Taylor, new single family dwelling at 3311 South Memory Ln., $151,500.
- Ryan Franks, single family alteration at 806 West Main St., $75,000.
- Mike Martin Builders, Kirk Skelton, single family addition at 2504 North Fieldcrest Dr., $134,875.
- New Prairie Construction Company, exterior alterations at 1301 South Busey Ave., $25,000.
- Robert Zych, single family addition at 412 West Nevada St., $84,100.


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