



BRINGING PEOPLE & BUSINESS TOGETHER

MARCH 2016

2016 Workplace Updates *What Employers Need to Know*



by Julie Lerman,
Franklin Law Group

With changes on the horizon, this year is a great time for business owners to familiarize themselves with two hot topics in order to protect their

business from potential liability:

Are your workers properly classified?

Misclassification of employees as independent contractors is a common error made by small businesses. While employees are entitled to receive workplace protections such as minimum wage, overtime compensation, unemployment insurance and worker's compensation, independent contractors are not. A business' liability for wrongly classifying an employee as an independent contractor can result in expensive consequences, including back pay, reinstatement (or front pay), damages, civil penalties, attorneys' fees, payment of back taxes and overtime wages.

While many government agencies have their own criteria for defining workers as either employees or independent contractors, the U.S. Dept. of Labor recently issued its interpretation, classifying workers based on an "economic realities" test. If the worker is economically dependent on the employer, the person is an employee. If the worker is truly in business for him or herself, then the individual is an independent contractor. The IRS developed a "right to control" test examining the extent to which the employer controls the manner and means by which the work is to be accomplished. Of little consequence is the employer's designation of a worker as independent contractor.

Work Place Updates Cont. pg. 4

Development Projects Advance in Northbrook



Rendering of the Jacobs Townhome project proposed for downtown Northbrook

A number of economic development projects are underway in Northbrook, ready to move ahead in full force once the spring weather arrives. Some have already begun the construction phase while others are advancing through the approval process. At the Chamber's recent "State of the Village" address Northbrook Village President noted that development activity in Northbrook is at an all time high. She cited the Village's strong financial position, its thriving business community, low vacancy rates at its shopping centers, strong tax base and the general improvement in the economy as reasons for developer interest in the community.

Jacobs Townhomes 1179 - 1275 Shermer Road Downtown Northbrook

The Plan Commission held five public hearings in January and February before finally voting to recommend approval of this townhome project. To address concerns about density and landscaping the developer reduced the number of two and three story townhomes from 76 to 72. Other major changes included increasing the width of the shared driveway around the south end of the D units to 20 feet, creating a 6-foot carriage walk on Shermer

Road, eliminating land banked parking, a three foot tall ornamental metal fence with gates along the Shermer Road right-of-way, increasing the setback to 40 feet and additional landscaping. The Village Board is expected to take up the project sometime this month, which will allow additional public comments.

Village Green Business Center 1312 Shermer (apartments) 1314 - 18 Shermer (retail)

Construction is underway on the downtown mixed use project. The three story building will include 10 apartment units on the 2nd and 3d floors; each with one indoor parking spot. Already a single tenant has been signed to occupy the 2,400 square feet

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A Message from the Chamber President



Tensley Garris

Last month's Annual Meeting and Dinner was a wonderful tribute to not only the Chamber but also the Northbrook business community on many levels. From our very deserving award winners to our outstanding speaker, MB Financial Bank

President and CEO Mark Hoppe, the evening was truly special and demonstrated the cohesiveness of the business community. It was extremely gratifying to see the banquet room filled with over 220 people who took time out of their busy schedule to come out and personally recognize our award winners and help us celebrate the Chamber. Many came to thank our Corporate Citizen of the Year winner First Bank of Highland Park, whose generosity has touched so many lives throughout Northbrook. The many Chamber members whose presence communicated "great job!" to our award winners was perhaps the greatest compliment of all. In an age where time is a valued commodity and where face-to-face communication is a lost art, nights like our annual dinner have special

meaning.

Another coup for the evening was finding such a dynamic speaker in our own backyard. Mark Hoppe not only is a leader in the banking industry, but he is a long time resident of Northbrook with deep ties to the community. Northbrook is fortunate to have so many business leaders like Mark who call our community their home.

While good naturedly making reference to her own busy life, Board Chair Ashley Delaney did an outstanding job outlining the Chamber's many accomplishments and goals for this year. Her reference to the quick pace of the Chamber and trying to keep up with all that we have going on rings true right now.

Reading through this newsletter will give you an idea of just how full our schedule is and the many things we have planned. From a very helpful hands-on program for small businesses to our upcoming Economic Outlook breakfast, to our regularly scheduled networking events, I hope you will mark your calendars and come out and join us. And if like me, you can't wait for warm weather to get out on the golf course. Think about signing up for our Golf League or consider getting involved with planning our Golf Outing.

Update on Development Cont. from pg. 1

of commercial space on the first floor, with 10 indoor heated parking spots behind the commercial space. Completion of the project is expected in early 2017. For information about pre-leasing the apartments call Selwyn Marcus at (847)498-5330.

Dunkin' Donuts

2775 Dundee (intersection at Pfingsten)

With construction underway, a new 2,350 square foot Dunkin' Donuts with a drive through is expected to be complete in early summer.

Anets Woods

1230 Voltz Road (Voltz and Waukegan)

Village Trustees are expected to vote on a revised concept plan for the project at Voltz and Waukegan for 34 single family homes this month. After the original proposal for 36 homes was voted down by the Plan Commission

by a vote of 5 - 4, a revised proposal was considered by the Village Trustees' Planning and Zoning Committee which voted to recommend approval of the project. The new design reconfigures the internal roads and includes a private road to connect Lee Road to the cul de sac via an electronic gate that can only be accessed by residents and emergency personnel. It increases the setbacks along the north and south of the project and includes additional walking paths and sidewalk along Voltz.

Timbers Edge

3800 Dundee Road

The site will include 21 single family homes (six different ranches and two story models) that are designed to resemble an informal coastal community, featuring front porches and decks. Construction on the retention pond, installation

Update on Development Projects Cont. pg. 3

BOARD OF DIRECTORS

Ashley Delaney - Chair
Whitehall of Deerfield

Glenn Weintraub - Treasurer
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Albert & Goodman C.P.A.s

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**NORTHBROOK CHAMBER
of commerce & industry**

2002 Walters Avenue, Northbrook, IL 60062

847.498.5555 | Tel
847.498.5510 | Fax

info@northbrookchamber.org
www.northbrookchamber.org

Voters Head to Polls for March 15 Presidential Primary

Voters will cast their votes in a Primary election for U.S. President, U.S. Senate, and several Illinois House and Senate seats on Tuesday, March 15. Voters will select either a Republican or Democratic ballot with the winners from each party appearing on the ballot in the November 8th General Election. Suburban Cook County voters can find extensive information about key dates, early voting, voting by mail and more at cookcountyclerk.com. You can also enter your address to find your polling place and see a sample ballot. The early voting period runs through Monday, March 14. Voters no longer need to provide an excuse or reason why they cannot make it to the polls on Election Day. Early voting hours are 9:00 a.m. - 5:00 p.m., Monday - Saturday at the Northbrook Village Hall.

| U.S. SENATE | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|
| Democrat | Republican: |
| Rep. Tammy Duckworth, Hoffman Estates | Mark Kirk (incumbent), Highland Park |
| IL. Sen. Napoleon Harris, Harvey | James Marter, Oswego |
| Andrea Zopp, (Morgan Park) Chicago | |
| U.S. HOUSE OF REPRESENTATIVES - 9th District | |
| Democrat | Republican: |
| Jan Schakowsky (incumbent), Evanston | Joan McCarthy Lasonde, Winnetka |
| U.S. HOUSE OF REPRESENTATIVES - 10th District | |
| Democrat | Republican: |
| Nancy Rotering, Highland Park | Robert Dold (incumbent), Kenilworth |
| Brad Schneider, Deerfield | |
| ILLINOIS SENATE - District 29 | |
| Democrat | Republican: |
| Julie Morrison, (incumbent) Deerfield | Benjamin Salzberg, Northbrook |
| Illinois House - District 18 | |
| Democrat | Republican: |
| Robyn Gabel (incumbent), Evanston | Jessica Tucker |
| <i>Democrat incumbents Laura Fine, Glenview (D-17); Elaine Nekritz, Northbrook (D-57); and Scott Drury, Highwood (D-58) have no Democratic challengers; there are also no Republican candidates.</i> | |

SCORE Offers Valuable Advice to Small Business

Businesses and entrepreneurs who face challenges operating and growing their small business have a valuable tool at their disposal. An excellent resource for advice is the U.S. Small Business Administration's SCORE (Counselors to America's Small Business) program. SCORE mentors are seasoned executives who provide one-on-one counseling on a variety of topics, from the basics of starting a business to drafting a business plan to advice on obtaining a business loan. SCORE mentors can also

suggest important SBA resources, including social media tools and other on-line resources for business owners to help them along the way. The Northbrook Chamber is one of over 30 Chicago area branch locations offering the counseling services. Appointments are scheduled on alternate Wednesday mornings for sessions that last for up to an hour. To make an appointment, or to find out more about SCORE resources, log onto www.scorechicago.org.

Update on Development Cont. from pg. 2

of underground utilities and site grading is underway to be followed by paving the roads and installation of the curbs and gutters. Two homes have been sold and are expected to be completed in August or September. Two spec homes will also be constructed this spring. For more information visit www.timbersedgenorthbrook.com.

Life Time Fitness

1000 Skokie Boulevard

The Village Trustees Planning and Zoning Committee will hold a public hearing on March 1 a revised plan for the mixed use development at Skokie Boulevard. The development originally proposed a 93,000 square foot Life Time Fitness facility, a 43,000 square foot Children's Learning Adventure day care facility, and a 338-unit rental apartment building by The Fingers Company on the 18 acre site. Narrowly defeated by the Plan Commission by a 4 -3 vote in September, the project was considered by Village Trustees in January. At the meeting Trustees voted to send the project to its Planning and Zoning Committee for additional changes. The developer indicated a willingness to reduce the number of residential units by 10%. Other concerns expressed included safety of the day care parking lot and traffic.

Provenance by Red Seal

Techy Road & Pensive Lane

A groundbreaking to note the start of construction on the infrastructure to build a 137 unit residential development on the outer ring of the Mission Hills 18-hole golf course is planned for this spring. The plan includes 82 maintenance-free townhomes, 34 duplexes, and 21 custom single family homes on 44 acres. Developers report they have \$13 million in sales, with 15% of all homes sold. The first home is expected to be completed by spring of 2017. Developers project over \$1.5 million in new property taxes will be generated by the project. For more information, visit www.redsealhomes.com or call (847)417-3056.

For more information about development projects in Northbrook, visit www.northbrook.il.us.

Sponsors & Volunteers needed for June 10 Golf Outing!

With winter in the rear view mirror, it's time to start thinking ahead to the Chamber's upcoming Golf Outing and Dinner! The annual event attracts more than 150 business and civic leaders who enjoy a terrific day of golf, lunch, a cocktail reception and dinner, and light-hearted competition for enviable prizes. Golf Outing sponsorships offer a great way to give your business visibility at the event, as well as show your support for the Chamber.

While all of the major sponsorships have already been snapped up, there are plenty of hole sponsorships available. The Chamber gratefully acknowledges the following sponsors who are already signed up:

Presenting Sponsor - Phil Kuhn, Executive Risk Management

Lunch Sponsor - UL

Raffle Sponsor - Align Wellness

Cocktail Hour Sponsor - Lewis Floor and Home

Hospitality Bag Sponsor - First Bank of Highland Park

Beverage and Snack Station Sponsors - Whitehall of Deerfield, Des Plaines Office Equipment, Hilton Chicago Northbrook and Wags on Willow

Golf Cart Sponsors - Advanced Disposal Services, Albert and Goodman CPAs, M.G. Welbel and Associates and Whitehall of Deerfield

All sponsors enjoy a number of advanced marketing opportunities, ranging from a listing in full-page ads in the Northbrook Tower to event posters, as well as Chamber collateral materials, including the website, golf program and newsletter. Golf Hole sponsorships offer a very affordable and easy way to be involved in the Outing. While the Chamber takes care of the contest and the prize for all hole sponsors, Hole sponsors can have representatives at their designated hole on the course, where they display marketing materials, offer fun contests or games, and distribute giveaways.

"The Golf Outing offers a fun way to let people know what your business is and we have a blast interacting with the golfers," says Mark DeBartolo, Len Roofing and Remodeling. "We tease the golfers about their golf game and even have golf trivia questions for them!"

It's also a way to build awareness and show support for the Chamber. "Our Golf Outing sponsorship shows our support for the community where we serve our customers," notes Glenview State Bank VP



Presenting Sponsor Phil Kuhn, Executive Risk Management, lines up a putt at the Chamber's Golf Outing.

Terry Schneider. "It helps remind everyone that we have a branch in Northbrook; it gives us a chance to interact with people who may not be as familiar with who we are or what we do."

Sponsors can also use the Outing to show off some of their products. "For a busy store owner like myself who can't be at the Outing, I really enjoy sending a few of my staff out to the course to meet golfers and share some of our product samples," notes Mary Bowler, Wags on Willow. "Everyone loves our giveaways and this year we are excited to have a drawing for a special prize!"

Sign up early to take full advantage of all of the benefits. Return the enclosed flyer or call Tami at (847)513-6003.

Golf Volunteers Wanted!

Planning assistance from Chamber members is critical to the success of the event. Golf Outing Volunteer committee members meet three times over lunch prior to the Outing on March 30th then in late April and late May to plan and execute the details of this important event. The committee offers a gratifying way to get involved with other members, support the Chamber mission, and provide input to ensure the success of the Outing. To volunteer, please contact Tami Olsen at (847)513-6003 or tami@northbrookchamber.org.

Work Place Updates Cont. from pg. 1

Changes in Federal Overtime Exemption Rules

Last summer the Dept. of Labor released proposed changes that will significantly change the law governing certain "white collar" workers (executive, administrative and professional employees) who are exempt from overtime pay. The final rules are expected later this year. All employers need to be aware of these changes which may greatly impact wages and overtime pay to workers.

Currently, white collar workers who make more than \$23,660 a year are exempt from overtime pay. Under the new guidelines, the salary threshold will be raised to \$50,440. As a result, fewer employees will be exempt from overtime and will now be entitled to overtime pay, or will need to be paid higher salaries in order

to remain exempt. In addition, a change in the law in Illinois requires employers to maintain accurate records of the hours worked and vacation earned for exempt employees.

To minimize the impact of these changes, employers have options. First, the salary of a currently exempt employee can be reduced so that the overall earnings remain the same when the person is eligible to receive overtime pay. Second, a salaried worker can be converted to an hourly worker, or an employer can limit formerly exempt workers to a 40 hour work week.

For more information visit the Dept. of Labor website www.dol.gov as well as www.irs.gov.

Julie Lerman is an attorney practicing in Northfield with Franklin Law Group, focusing her practice in the area of civil litigation.

The **Northbrook Symphony Orchestra** will present "Bohemian Odyssey," a new composition by composer Jim Kendros, celebrating the odyssey of a Slovak Family as they pursue their dreams in America. The concert will be held on Sunday, March 6 at 4:00 p.m. at Glenbrook North High School. For more information visit www.TheNSO.org or call 847-272-0755.

Learn how music affects memory and emotions among persons with memory loss due to dementia and other brain impairments at a special seminar sponsored by **Northbrook Inn Memory Care**. The program will be held on Wednesday, March 9 in Deerfield from 5:00 p.m. - 7:00 p.m. Call (224)501-6716 to RSVP.

Advance your professional writing skills and become an impactful communicator at the "Effective Business Writing" workshop at **Oakton Community College**, on Wednesdays March 9 and 16, 9:00 a.m. - noon at the Skokie Campus. Cost is \$149 for the series and includes all materials. Space is limited. To register visit www.oakton.edu/conted.

Athletico Physical Therapy recently announced the opening of a new location in downtown Northbrook: Athletico Northbrook - Downtown: 1330 Shermer Rd., (847)480-1280 in addition to its other location Athletico Northbrook - Athletico Center 1900 Old Willow Rd (847)504-1000. Visit www.athletico.com for more information about their wide range of physical therapy and fitness services.

The **Embassy Suites Chicago North Shore Deerfield** offers Triple Hilton HHONORS points for any group that books and holds a new meeting or event at the hotel through March 31. Points can be used for hotel stays, dining and making purchases. Contact John D'Astice at jdastice@destinationhotels.com or 847-597-2750 for more information.

The **North Suburban YMCA** will hold its 10th annual fundraiser, featuring dinner, silent and live auction, along with bocce and bowling on Thursday, March 10 from 5:30 p.m. - 9:30 p.m. at Pinstripes. Tickets are

Sunset icon Ron Bernardi (l) welcomes Chamber President Tensley Garris (2nd from l) and fellow Chamber members and guests to the recent Business After Hours at the new Sunset Grill and Tap. Sunset Catering Coordinator Stephanie Karp (r) congratulates Yevgeny Veller, Interior Inventor, winner of the raffle prize.



\$125 per person. Several sponsorships are also available. Call (847)272-7250 or email bflanagin@nsymca.org for more information

Congratulations to **Marsha Schwartz, Coldwell Banker** for her appointment to the Northbrook Arts Commission. The volunteers work in partnership with the Park District, Northbrook Library and other local organizations to promote the arts in Northbrook. Her three year term will commence in April.

For the 15th consecutive year, **Zengeler Cleaners** is serving as a collection site throughout the month of March for the 2016 Glass Slipper Project, accepting donations of gently used prom and formal dresses to help thousands of Chicagoland high school students experience the joy of prom night. The items will help stock "boutiques" where students receive individual assistance shopping for their prom. Zengeler will inspect, repair and then professionally clean each dress at no charge. Make a donation at any Zengeler location.

The **TMA of Lake Cook** will host its Annual Highway Construction meeting on Thursday, March 17, at 9:00 a.m. at the Baxter Healthcare Auditorium in Deerfield to provide an overview of 2016 construction projects planned by the Illinois Dept. of Transportation, Lake and Cook County Departments of Transportation, the Illinois Tollway and neighboring communities. Register before March 14th to tim_grzresiakowski@baxter.com

Hunger Resource Network will hold a

Community Outreach Day on Saturday, April 2nd from 7:00 a.m. - 10:00 a.m. in the Whole Foods Northbrook parking lot. At the event, 125,000 pounds of frozen chicken will be distributed to over 100 area food pantries and soup kitchens, including the Northfield Township Food Pantry. Whole Foods recently presented Hunger Resource Network with a generous contribution of over \$18K from their recent "One Dime at a Time" and "Feed 4 More" holiday programs; all proceeds go directly to buy chicken for those in need. To volunteer visit hungerresourcenetwork.org or contact Henry Fetta at hjfetta@gmail.com.

Northbrook Welcomes New Engineer



The Village of Northbrook recently announced the appointment of Matthew Farmer as the new Village Engineer. Farmer has over 16 years of experience with the Illinois

Department of Transportation (IDOT). He began at IDOT as a Construction Resident Engineer with the Bureau of Project Implementation and was subsequently promoted to Design Engineer. Most recently he served as a Project Engineer in the Bureau of Design and Environment in Dixon. He is a Licensed Professional Engineer who earned a Bachelor of Science degree in Civil Engineering from the University of Illinois. He also holds a Bachelor of Science Degree in physics from Western Illinois University.

**Monthly Networking
EVENTS**

First Friday Networking Breakfast

Friday, March 4
7:00 - 9:00 a.m.
Chamber Office

\$10 members, \$20 guests payable at the door*

Join over 100 members and guests for proven networking opportunities at the First Friday Networking breakfast. The structured breakfast includes time for informal networking, brief introductions and roundtable discussions that will give you solid business leads. **Guests MUST register 24 hours in advance. Guest registration will not be taken at the door.*

SOHO (Small Office/Home Office) Roundtable

Special Program - Researching Your Market with Reference USA

Wednesday, March 9
11:45 a.m. - 1:15 p.m.

Chamber Office

No charge; Lunch provided courtesy of Reference USA

Prospecting for new clients and conducting market research is an ongoing task for all businesses owners. At this informative presentation, learn how to tap into the powerful Reference USA database with information on over 25 million businesses and more than 262 million consumers. Reference USA Representative, Nancy Spidle, will demonstrate how to find sales leads, create marketing plans, analyze competitors and research businesses of all types. Nancy will explain how using tools and methods taught at this seminar helped her grow her business from \$20,000 to over \$800,000. Reservations required by March 7th

Women in Business Roundtable

Tuesday, March 15
11:45 a.m. - 1:15 p.m.

Chamber Office

\$12 members in advance, \$15 guests and members

Women of the Chamber are invited to this luncheon to network and hear presentations from two members. Jenny Marta will explain how the Flex Fitness model caters to individual training needs and budgets. Sue Zeiler, ChicagoKids.com will discuss how she has found creative ways to stay ahead of the competition in a crowded local market.

Business After Hours

Thursday, March 17
5:00- 7:00 p.m.

Aesthetic Athletic Club

Complimentary for members, \$20 for guests

Tour this beautifully designed boutique facility which houses state of the art equipment, meet knowledgeable trainers, and learn how their weight resistance training philosophy can be beneficial for overall living and all lifestyles. Bring plenty of business cards for networking or to win a raffle prize.

**Economic Outlook Breakfast to Feature
Jack Ablin, BMO Private Bank**

Jack Ablin, Executive Vice President and Chief Investment Officer for BMO Private Bank U.S., will be this year's keynote speaker at the Chamber's Annual Economic Outlook breakfast on Thursday, April 28th at the Hilton Chicago Northbrook. Ablin's presentation will provide insight on the global economy and lay out his strategy for navigating the uncertainty surrounding the ever changing investment markets. As Head of Macro Strategy, Ablin chairs the Asset Allocation, Mutual Fund Re-Optimization and Harriscreen Stock Selection Committees and is responsible for establishing investment policy and strategy within BMO Private Bank throughout the U.S. He joined the organization in 2001 and has three decades of experience in money management.

Ablin is the author of *Reading Minds and Markets; Minimizing Risk and Maximizing Returns in a Volatile Global Marketplace*, published in 2009. He is a frequent contributor to CNBC, Bloomberg, The Wall Street Journal and Barron's. Ablin served as a Professor of Finance at Boston University's Graduate School of Management. He was also named one of the top 100 Wealth Advisors in North America by CityWealth Magazine for the past six years. He holds the Chartered Financial Analyst designation and is a member of the CFA Society of Chicago.

Members from the Glenview and Deerfield Bannockburn Riverwoods (DBR) Chambers of Commerce will join us for the event. Look for more information in the April newsletter.



SAVE THE DATE
THURS. APRIL 28

**Register for the Chamber's Summer
Golf League**

Looking for a way to brush up on your golf skills and get back in the swing of things? Sign up for the Chamber's Summer Golf League and enjoy getting out on the course for some late afternoon play once a week. The popular, informal league meets for nine holes of golf on Tuesday afternoons at Sportsman's Country Club beginning Tuesday, May 3 with play continuing through August 30th.

The Golf League is a great way to mix and mingle with business leaders while improving your golf game. Immediately following golf, players meet in the clubhouse for beer, snacks, prizes and a few tall tales about their scores. All levels of play are welcome, however, basic knowledge of the game and etiquette is required. The league culminates with a full 18 hole outing at a course selected by participants.

The fee is \$510 for non-residents and \$475 for Northbrook residents and includes greens fees, prizes and refreshments. Player slots may be shared by two people. To register, please return the form included in this newsletter. Space is limited; returning players are given the first right of refusal. Call the Chamber office at (847)498-5555 if you have any questions.

Chamber members recently enjoyed an informative presentation by Village President Sandy Frum, made new connections at networking events, and welcomed new businesses to Northbrook.



1. Howard Schultz, North Suburban YMCA with Carlos Frum, Northbrook Rotary at the State of the Village address **2.** Chamber Board Chair Ashley Delaney, Whitehall of Deerfield with Fuddruckers Store Manager Danny Sparacino at the ribbon cutting **3.** Alan Kosssof, Teddie Kosssof Salon Spa and Wellness Center with Gerry Lane, Russian Media Group - SVET **4.** (l to r) Village President Sandy Frum with Chamber President Tensley Garris and Northfield Township Supervisor Jill Brickman **5.** Scott Slutsky, Dorothy Dafferton and Ben Gerstman with BHHS KoenigRubloff - Northbrook. **6.** Women in Business presenters Debbie Pickus, Team Fireball and Julie Lerman, Franklin Law Group **7.** Alexander Sandoval, ABL Group with Rita Arqueta, Emeric Facility Services **8.** Stephanie Karp with Michael Mercier, Office Designs

CALENDAR OF EVENTS

MARCH 2016

| Mon | Tue | Wed | Thu | Fri |
|-----|-----------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|
| 29 | 1 | 2 | 3 | 4 First Friday Networking Breakfast 7:00 a.m. - 9:00 a.m. Chamber Office |
| 7 | 8 | 9 Small Office/ Home Office Roundtable - Special Program 11:45 a.m. - 1:15 p.m. Chamber Office | 10 Chamber Board Meeting 7:30 a.m. - 9:00 a.m. Chamber Office | 11 Leadership Northbrook 8:15 a.m. - Noon Sportsmans Country Club |
| 14 | 15 Women in Business Roundtable 11:45 a.m. - 1:15 p.m. Chamber Office | 16 | 17 Business After Hours 5:00 p.m. - 7:30 p.m. Aesthetic Athletic Club 4155 Dundee | 18 |
| 21 | 22 | 23 | 24 | 25 Chamber Office Closed in Observance of Good Friday |
| 28 | 29 | 30 | 31 | 1 First Friday Networking Breakfast 7:00 a.m. - 9:00 a.m. Chamber Office |



HOME IMPROVEMENT HOT DEALS

American Weathermakers
Free WiFi thermostat with furnace
Valid: Through April 31

Architecturally Speaking
Free Design Consultation
Valid: Through April 30

Handyman Matters
10% off labor
Valid: Through March 31

J.C. Licht
\$25 off purchase of \$75 or more
Valid: Through March 31

Len Roofing
\$350 off Roofing Project
Valid: Through April 30

Amy Malter Landscape Designs
10% off outdoor lighting project
Valid: Through December 31

Ravinia Plumbing
10% off installed point-of-use water filter
Valid: Through March 31

Sears Garage
\$25 off any handyman services
Valid: Through April 31

CRNE's Environmental Control
Buy one air conditioning tune up, get one free for
your neighbor
Valid: Through May 31

*Restrictions may apply. For more details & special
offers go to northbrookchamber.org*