



BRINGING PEOPLE & BUSINESS TOGETHER

AUGUST 2019

Village to Set the Stage for Legal Cannabis Businesses

With Governor Pritzker’s approval of the Cannabis Regulation and Tax Act, Illinois became the 11th state to legalize the sale and possession of marijuana products for recreational use by adults over 21. That dramatic change poses both challenges and opportunities for Northbrook and other municipalities, as local governments seek to regulate potential cannabis-industry businesses while taking advantage of sales taxes allowed under the law. The Village Trustees are charting a course that may welcome some recreational marijuana retail dispensaries and related businesses, subject to zoning restrictions.

The new state law expands on past legislation that allowed cannabis cultivation and dispensary businesses only for medicinal purposes. Now the industry will expand with new legal businesses for recreational use, including small “craft” growers, retail dispensaries, and processors and infusers who create products using extracted cannabis concentrates. Unlike liquor retail businesses that must be licensed by both the state and the local municipality, the state retains sole control of a limited number of cannabis business licenses. Local governments can only regulate businesses within their borders through reasonable “time, place, manner, and number” zoning

Cannabis Businesses Cont. to pg. 2

Meal Packing Event is August 29 - Team Up to Fight Hunger

The Chamber’s annual Meal Packing Event is a special opportunity for members to work together to help the community. Now in its eighth year, this popular program will bring 150 participants together to assemble at least 30,000 nutritious pasta meals for local food pantries. The Hilton Chicago/Northbrook provides the space and Charizma DJ Marz Lawhorn provides the music to make this a high-energy, fun experience for everyone involved.



This year, the event will take place in a single shift from 11:30 a.m. to 1:30 p.m. Volunteers will form assembly-line teams to fill, seal and box fortified macaroni-and-cheese packets large enough to feed six people. The ingredients are supplied through the Chamber’s partnership with Feed 6 Outreach and distributed to local food banks by the Salvation Army of Greater Chicago. Light refreshments and beverages will be provided for volunteers.

The event has become a tradition

for many member companies, who enjoy bringing leadership and staff together on a project that has a great impact on the community.

“Ever since the first Chamber meal packing event, we’ve sent a team of employees to help package meals,” notes Steve Lewis, Lewis Floor & Home. “The feedback from our employees has been nothing short of fantastic. Rarely can you find such a positive team building opportunity that directly benefits people

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Property Tax Assessments Draw Outcry

Commercial property owners in Northfield Township were stunned by the increases in assessed values recently released by the Cook County Assessor’s Officer. While many expected to see changes under new Assessor Fritz Kaegi, the shock of valuations that doubled or almost tripled has been felt throughout the business community.

“I’ve received a number of calls from our members who have been hit with massive increases in their assessments,” notes Tensley Garris, Chamber President.

“Throughout the northern Cook County suburbs, commercial increases have far outpaced residential. The anticipated increases are placing our businesses as a huge competitive disadvantage to those in neighboring Lake County.”

Due to tax ordinances existing only in Cook County, owners of business property pay 60% more in taxes than residential owners on a dollar-per-dollar basis. Commercial property produces 2.5 times

Property Tax Assessments Cont. to pg. 3

Message from Chamber President



Summer has been filled with an explosion of events, as we all enjoy a few months of warmth and sunshine. We are fortunate to live in a place that offers a plentitude of activities: sports, music, art, and recreation for all ages.

As an added plus, many of the summer activities that we enjoy so much also give back to the community. For example, the Northbrook Days festival running from July 31 to August 4 is more than a fun way to spend time with your family. The proceeds are funneled back into the community by the Northbrook Civic Foundation, providing scholarships for deserving students and grants to a long list of non-profit organizations. Similarly, the Wednesday-morning Farmers Market partners with the Northfield Food Pantry and many other groups to boost awareness and support for their community-based missions. Almost every major event in the Village includes an opportunity for businesses and individuals to give back through sponsorships, donations, and volunteer efforts.

The Chamber is proud to join in this community spirit, both in our own events and in supporting our members. Our special

Northbrook Days Business After Hours gives a boost to Civic's opening night along with a donation to their scholarship fund. It's always a pleasure to see our members enjoying this unique Northbrook tradition surrounded by the excitement of the carnival.

Coming up on August 29, we will host our annual Meal Packing Event to help fight hunger in the Chicago area. In just a two-hour shift, we will assemble more than 30,000 nutritious meals -- and have a great time doing it! I encourage you to sign up with your friends and co-workers, or just add your name to the list and connect with some new people at this fun and meaningful event. For details, see the article on page one or the enclosed flyer.

Of course, the Chamber couldn't achieve its community service goals without the support of our members and their donations to our fundraisers. Be sure to mark your calendar for our Annual Auction & Taste on October 28, an evening filled with delicious food from more than a dozen restaurants, enticing auction items, and a friendly gathering of Chamber members and community leaders. If you've been looking for a way to get more involved, now's the time to volunteer for the planning committee. Contact Katie Walther, katie@northbrookchamber.org to learn more.

I hope you enjoy the rest of the summer -- see you soon at one of our upcoming events!

Cannabis Businesses Cont. from pg. 1

restrictions, or by blanket bans.

When the medical marijuana law was passed in 2014, the Village Board amended the Zoning Code to strictly limit the possible locations for medical cannabis businesses, with the result that no such operations opened in the Village. However, in a recent Committee of the Whole meeting the Board showed a more flexible attitude, favoring special use permits for a limited number of cannabis dispensary businesses in commercial districts.

During the meeting, five Trustees and President Sandy Frum informally discussed their views to guide Village staff and the Plan Commission in crafting a zoning strategy for cannabis businesses. The Board reached a consensus that retail dispensaries should be allowed within commercial districts on the basis of special use permits, with some distance requirements to separate dispensaries from

"sensitive" organizations like schools, day care centers and churches.

One incentive for the Board's new interest in cannabis businesses is the potential for significant new sales tax revenue. The state law allows municipalities to collect sales tax of up to 3% on non-medical cannabis sales. According to a published memo from Village Manager Richard Nahrstadt, conversations with industry operators indicate that "a well-located cannabis dispensary could have annual sales of up to \$15 million. If the current local sales tax were combined with the maximum 3% tax on cannabis product sales, this could generate up to \$750,000 a year in added sales tax revenue."

The Trustees passed a resolution directing the Plan Commission to hold public hearings and develop specific recommendations for Zoning Code amendments regarding cannabis businesses.

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Property Tax Assessment Cont. from pg. 1

the Equalized Assessment Value (EAV) and tax revenue per dollar of value compared to residential property.

On top of that differential, the Assessor's new calculations have led to significantly greater increases on commercial property than on residential. According to data summarized by Crain's Chicago Business, assessments on residential property in Northfield Township increased by 13.7 percent, while commercial property assessments jumped an average of 82.1 percent. Based on figures reported to the Chamber and to the Village Trustees, Northbrook businesses are seeing increases far above that amount.

Village President Sandy Frum took a stand on behalf of the business community. In a letter to Assessor Kaegi (re-printed in full right), she noted the disproportionate increases reported by Northbrook businesses. Her letter argues that "it is blatantly unfair for Northbrook to be carrying such a burden for the Township," and asks for the Assessor's help in easing the impact of the triennial assessment.

Monday, June 24, 2019

Cook County Assessor Fritz Kaegi
Cook County Assessor's Office
118 N. Clark Street, Room 320
Chicago, IL 60602

Dear Assessor Kaegi,

I am writing to you today concerning the dramatic and drastic change in the property assessment of Northbrook's businesses and residences due to the Triennial. Mark Bernhard Woodworking mentioned a 120% increase; Lewis Carpet and Tile 280%; and 1512 Shermer 187%. While I well understand the difference between the levy and an assessment, it's undoubtable that businesses will see a very large increase in the property taxes they pay. Such a rise can mean selling a property, trying to raise rents, paying out of pocket, or even losing the asset to the bank.

On your website, the average increase for industrial/commercial properties in Northfield Township is 82%. This is nowhere near the 120-280% I am hearing; I wouldn't be writing this letter if it were. But it is blatantly unfair for Northbrook to be carrying such a burden for the Township.

While there is a tax appeal process, it is not cheap and takes a considerable amount of time. I understand the goal of increased transparency and uniformity in the assessment process. Reaching that objective over a reasonable amount of time makes sense, but drastic and sweeping changes do nothing but create chaos for our commercial properties.

These small businesses are a fixture in our town and we depend upon them. I am truly concerned about the effect of the Triennial Assessment on the viability of our commercial community.

I look forward to your help in ameliorating the impact of the Triennial. This can't continue. I need your help.

Sincerely,

Sandra E. Frum
Village President

What Does Marijuana Legalization Mean for Employers?



While the new Illinois cannabis law allows for personal recreational use of marijuana beginning January 1, it also provides explicit protections for employers who want to preserve drug-free workplaces. Employers are allowed to maintain zero tolerance or drug-free workplace policies, as well as other policies concerning drug tests, smoking, consumption, storage or use of marijuana in the workplace, and may discipline or terminate employees for violating those policies. The challenge is determining when an employee is actually impaired on the job.

Employers may take action against employees who appear to be under the influence at work, if the employer possesses a good faith belief that the person "manifests specific, articulable symptoms while working that decrease or lessen the employee's performance." These policies may apply to employees who are on duty or

have received 24 hours notice to be on call. The law spells out symptoms that may support an employer's good faith belief, such as changes in coordination, speech, dexterity, or demeanor; unusual or irrational behavior; negligence or carelessness in operating equipment; disregard for safety; a disruption in production; or carelessness that results in injury.

"The takeaway here is, if you already have a policy in place you need to review it and make sure it addresses cannabis, and if you don't have one, you need to create one – especially if your business involves something like construction or operating heavy machinery," explains attorney Claudette Miller, Reyes Kurson Ltd. "The law allows an employer to adopt a zero tolerance or drug free workplace policy – provided that the policy is reasonable and applied in a non-discriminatory manner."

Off-duty use is a different matter. The Illinois cannabis law amends the state's



Right to Privacy in the Workplace Act to prohibit employers from disciplining employees for lawfully using marijuana products outside of work. Keep in mind that current drug testing technology may reveal off-duty use by an employee who is not actually impaired at work. The Privacy in the Workplace Act carries expensive penalties for employers who violate it. Employers should develop clear policies on use within the workplace and train managers to enforce those policies in an evidence-based, non-discriminatory process.

Leadership Northbrook Program Invites New Applicants

The Chamber is now accepting applications for its 2019-20 Leadership Northbrook class. Beginning in September, participants in this eight-session monthly program will have the unique opportunity to learn about the inner workings of the Village through presentations by community leaders and exclusive tours of local businesses and facilities.

Now in its 33rd year, Leadership Northbrook is intended to inspire civic engagement by expanding knowledge of the community's great resources. Participants also gain perspective on the plans and challenges for the Village's future and are encouraged to become involved in public service, volunteer activities, and other civic endeavors.

The class will include 20 members who have a variety of connections to Northbrook, including residents, public employees, and individuals working at private companies within the Village. Graduates of the program have gone on to positions of leadership on Village Commissions, school boards, and other civic and non-profit organizations.

The program runs in half-day sessions

on the second Friday of the month, September through April. Each month starts at a different significant location, with tours led by administrators and executives who offer their insights on how their organizations contribute to Northbrook's success. The class will have access to landmark public spaces including the Village Hall, Historical Society, Techny Towers, Glenbrook North High School, and Glenbrook Hospital. Participants will also learn about the impact of major companies on the health of the Village, with visits to businesses like UL, Bernhard Woodwork, and Highland Baking.

"Leadership Northbrook helped me gain a deeper understanding of the many ways our local institutions support a thriving business environment as well as a safe and vital community," shares 2018 participant Judy Maritato, Research Dynamics. "Getting a behind-the-scenes view of the police and fire departments, the park district and the library increased my appreciation for these publicly funded



treasures. Hearing local business leaders talk about plans for their companies was inspiring."

Local organizations frequently sponsor

Leadership Cont. to pg. 6

New Liquor License Classes Open Innovative Retail Options

Northbrook businesses and groups will be able to include alcohol service in a variety of new settings, thanks to a number of new liquor license classifications adopted by the Village Board of Trustees.

New categories have been created to cover "sip and shop" events, limited beer and wine service in retail or personal care service businesses, tasting rooms in craft distilleries and breweries, and an updated classification for special events by non-profit and for-profit entities.

The Board's action responds to suggestions from the business community. The ordinance explicitly states that the goal is to "promote economic development and community-based events and activities while establishing specific limitations and controls over the operation of these events."

The new ordinance creates the following license categories:

Class N -- a license held by a non-profit, unit of local government, or school that authorizes service of wine, beer, or spirits as part of its events. This would include occasions where a merchants' association welcomes guests to enjoy a drink while visiting neighboring stores and businesses (hence the term "sip and shop"). The ordinance sets a variety of requirements regarding entrance fees, use of tickets or punch cards to monitor consumption, control of the event premises, and food service.

Class O -- a license designed to help retailers give customers a unique personal experience by allowing for service incidental to a purchase. For example, a jeweler would be able to offer a champagne toast to a couple buying an engagement ring. "This was an opportunity several of our retail partners have hoped for," notes Brian Lee,

General Manager of Northbrook Court. "It's a practice commonly expected in luxury retail around the country. We are happy our retail partners will be able to offer this to customers to make shopping at Northbrook Court an outstanding experience."

Class P -- a category allowing craft distilleries and breweries/brewpubs to run tasting rooms to support their retail operations. The tasting room model was recently raised before the Board of Trustees in a preliminary proposal by Almighty Spirits, a local distiller of artisanal liquors. (See the Chamber's June Newsletter for details.) The license limits the size and quantity of free samples, and allows for the sale of drinks so long as food service is also available.

Class Q -- a special event license, available to both non-profit and for-profit organizations. This license will cover Northbrook Days and similar limited-time events.

Erica Minchella, **Minchella & Associates Ltd.**, was listed among the Top 10 Residential Real Estate Lawyers in Illinois by "Leading Lawyers," a division of Law Bulletin Media. Honorees are selected based on peer recommendations from surveys mailed to all lawyers in the state.

Join the **American Cancer Society** at the Delta Hotels by Marriott Chicago North Shore Suites on Thursday, August 8 for a kickoff event in support of its "Making Strides of North Shore" fundraising walk. The annual walk will take place on September 29 at **UL**. For more information, contact Marlie Pykely at (312) 960-2347.

Paul Kaufmann, **Shred Spot**, and Chip Miceli, **Pulse Technology** were among the honorees in the Daily Herald Business Ledger's 2019 C-Suite Awards. Executives are selected for recognition based on their contributions to their company's overall growth, their commitment to good ethics, and their community involvement.

Illinois Holocaust Museum & Education Center welcomes Dr. Ruth Westheimer, Holocaust survivor and renowned sex therapist, for an interview and book signing event on Thursday, August 15 from 6:00-8:30 p.m. Tickets are available at www.ilholocaustmuseum.org.

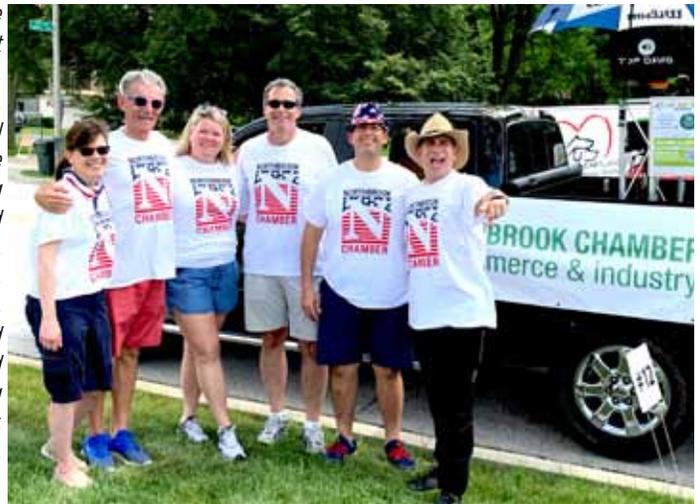
Ace Hardware sponsored its third annual Northbrook North Shore Eggfest to benefit **Lurie Children's Hospital** on July 6 during the Sidewalk Sale. Local cooks and restaurants, including **Grill House**, prepared cookout favorites on Big Green Egg grills supplied by Ace.

Menu for You was selected as one of the top personal chefs in the Chicago area in a survey by Expertise. Sixteen personal chefs were identified from a field of 658, based on reputation, credibility, experience, availability, and professionalism.

Northbrook Inn Memory Care Community hosts a support group for caregivers, open to anyone who is caring for a loved one with dementia. The Family Caregiver Group meets on the first and third Thursday of each month at 10:00 am. Call (224) 261-

The Chamber participated in the 4th of July parade, passing out logo bags to over 1,500 attendees.

Many thanks to Michael Nortman, Crossroads Partners, for his financial support of the event, and to the members who braved the scorching temperatures to help out before and during the parade: Bob Caldwell, Hallmark Homecare; Ron Goldblatt, NorthShore Loyalty; Mark DeBartolo, Len Roofing & Remodeling; Howard Wallach, A-Z Entertainment; and Mike Marziglione, Roberts Heating & Air Conditioning and Matt Settler, Northbrook Civic (not pictured).



8352 for more information.

Allstate was among 50 honorees named as the most community-minded companies in the US according to Points of Light, the world's largest organization dedicated to volunteer service.

North Shore Catering & Events now offers concession rentals including popcorn carts, hot dog stands, ice cream freezers, and more. Visit www.northshore.catering for details.

UL has acquired Healthy Buildings International, Inc., an indoor environmental testing and sustainability services company. The acquisition enables UL to extend its sustainability and air quality expertise and expand in global markets.

West Northfield School District 31 announced the appointment of Dr. Erin Murphy as Superintendent for the 2019-20 school year. Previously the Principal of Field Middle School, Dr. Murphy takes over for Dr. Alexandra Nicholson, who announced her retirement in May.

22nd Century Media received 16 awards for journalistic excellence from the National Newspaper Association, including three stories in the Northbrook Tower. 22nd Century papers received two first-place, seven second-place, and three third-place awards, and four honorable mentions.

Dr. Elana Ashley, **Dream Image Press**, will participate in WGN-TV's annual Back to

School event on August 9. She will perform for children with her puppet and give away copies of her books on bullying prevention.

Barilla has launched Vero Gusto, a range of four premium Italian sauces featuring signature regional ingredients. Flavors include tomato and Genovese basil, heritage marinara with Datterini tomatoes, spicy Calabrian marinara, and Sicilian herb with intense Sicilian oregano.

The **Northbrook Farmers Market** holds its annual Customer Appreciation Day on Wednesday, August 7, with free lemonade and snacks, free paper shredding from **Opportunity Secure Data Destruction**, and the chance to win a basket of market goodies valued at more than \$75.

Econscience has introduced a new retail package for home use of its high-quality paper Great Lake Straws, available at shopgreatlakesstraw.com. The company also sells wholesale quantities for restaurants and commercial distribution.

The **Northbrook Symphony** has released its concert schedule for the 2019-20 season, under the leadership of new music director Mina Zikri. Performance details and season tickets are available at northbrooksymphony.org.

Family Service Center was named as a charitable beneficiary of the annual Greek Fest at Saints Peter and Paul Greek Orthodox Church in Glenview. The popular cultural event was held July 27-28.

Sponsorships Available for Auction & Taste

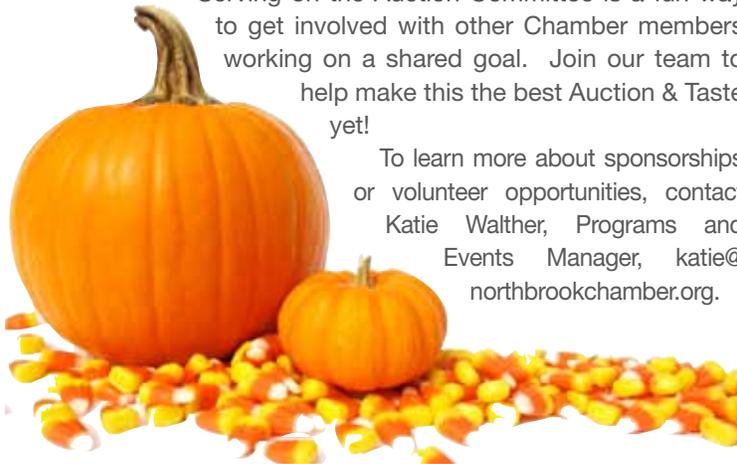
Preparations are underway for the Chamber's largest fundraiser, the 26th Annual Auction & Taste on October 28. This fun-filled evening brings members together to enjoy delicious food from an array of local restaurants, while bidding on valuable products and services in silent and live auctions. Over 400 guests are expected to participate in this year's event at the Renaissance Chicago North Shore Hotel.

Members are invited to participate as sponsors for the event, providing much-needed support to make the fundraiser a success. Sponsors receive highly visible marketing benefits, ensuring that they are recognized and appreciated for their commitment. In order to be included in all print promotional materials, members are urged to sign up for sponsorships as soon as possible. A range of levels are available, each including two complimentary event tickets.

In addition, the Auction & Taste relies on volunteers to help plan the event, secure auction donations, and encourage sponsorships.

Serving on the Auction Committee is a fun way to get involved with other Chamber members working on a shared goal. Join our team to help make this the best Auction & Taste yet!

To learn more about sponsorships or volunteer opportunities, contact Katie Walther, Programs and Events Manager, katie@northbrookchamber.org.



Meal Packing Cont. from pg. 1

who really need our support. I strongly suggest that every Chamber member volunteer to help with this project. The "feel good" as well as the "doing good" cannot be overstated."

Hania Fuschetto, Glenbrook Hospital, agrees that the event brings out the best in the hospital's employees. "The staff at Glenbrook Hospital have a generous volunteer spirit and are always interested in giving back to the community and helping families and individuals in need," she says. "Volunteering becomes a wonderful bonding experience for staff who participate."

The Chamber is purchasing the supplies for the initial 30,000 meals. Members can help us supply more meals by donating to our meal packing fund; at a cost of 30 cents per meal, for example, a small \$15 donation will add 50 meals to the total. Advance donations are encouraged so that Outreach can provide the correct amount of supplies.

To sign up and/or make a donation, please return the enclosed form or call the Chamber office at (847) 498-5555. In order to make the experience available to as many Chamber members as possible, each business is asked to limit participants to no more

Leadership Northbrook Cont. from pg. 4

new employees in Leadership to help them gain in-depth knowledge of the community and build connections. For example, the Northbrook Police Department has sent officers to participate annually.

"I had the pleasure of participating in Leadership's 2010 class, and the experience left a lasting impression on me," recalls Northbrook Police Chief Roger Adkins. "It's a unique way for our staff to interact with the public in a personal, informal way. It also introduces officers to the wide range of organizations that support the greater community."

Spaces in Leadership Northbrook fill quickly every year. To apply, see the enclosed flyer or call the Chamber at (847) 498-5555.

Monthly Networking Events

First Friday Networking Breakfast

Friday, August 2

7:00 - 9:00 a.m.

Chamber Office

\$12 members, \$20 guests payable at the door*

Join over 120 members and guests for proven networking opportunities at the First Friday Networking breakfast. The structured event includes time for informal networking, brief introductions and roundtable discussions that will give you solid business leads. The light breakfast features Dunkin Donuts coffee and pastries and bagels from Leonard's Bakery.

*Guests *MUST* register 24 hours in advance.

Multi-Chamber Networking Breakfast

Thursday, August 7

7:30 a.m. - 9:30 a.m.

Holiday Inn North Shore

5300 West Touhy Ave., Skokie

Members \$30 by Noon August 2

Guests and Walk-Ins, \$40

With attendees from 17 area Chambers, enjoy a productive networking experience at this structured event. Each participant has an opportunity to speak about their business, rotating through three distinct groups. Table assignments begin promptly at 8:00 a.m. Anyone not checked-in by 7:45 a.m. will risk having their space given to another participant. Walk-ins are discouraged and may not be accommodated.

SOHO (Small Office/Home Office) Roundtable

Wednesday, August 14

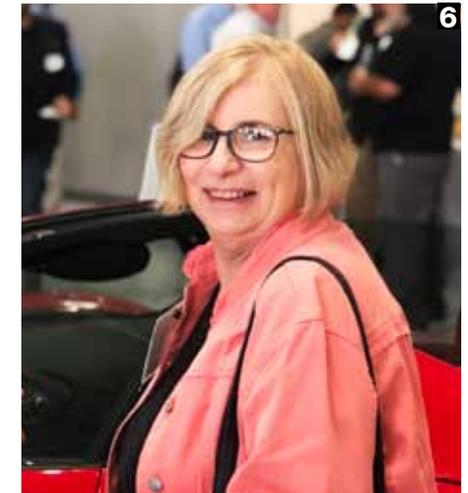
11:45 a.m. - 1:15 p.m.

Chamber Office

Members are invited to bring their lunch.

At this informal roundtable discussion, small business owners and entrepreneurs help each other problem solve and address relevant business concerns. The conversation is driven by participants, and often centers around best practices, the latest trends, marketing tips and technology.

Chamber members welcomed summer at a variety of community events, and experienced luxury vehicles at Ultimo Motors' Business After Hours.



1. Chamber Communications Manager Carolyn Gessner **2.** Sarah Johnson and Susan Gadek, Ace Hardware, at the July 4 parade. **3.** Ron Bernardi and Bruce Gonzalez, Sunset Foods chat with paradegoer Emily Taylor. **4.** Jill Carlisle, la de da!, at the Downtown Sidewalk Sale. **5.** Bob Caldwell, Hallmark Homecare, Armen Kholamian, Junk King, Geoff Horwitz, The MacMentor, and Paul Kaufmann, Shred Spot, check out a DeLorean at Ultimo Motors. **6.** Marsha Schwartz, Coldwell Banker. **7.** Geoff Horwitz, The MacMentor and Jon Soble, Max & Benny's. **7.** Village President Sandy Frum, Ron Bernardi, State Rep. Robyn Gabel, Chamber President Tensley Garris, and Northfield Township Supervisor Jill Brickman celebrate the opening of the Farmers Market. **8.** Ben Gerstman, BHHS KoenigRubloff and Tom Poupard, Village of Northbrook.

CALENDAR OF EVENTS					AUGUST 2019				
Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed
29	30	31 Business After Hours Northbrook Days, Village Green Park 5:00 p.m. - 7:00 p.m.	1	2 First Friday Networking Breakfast 7:00 a.m. - 9:00 a.m. Chamber Office	3	4	5	6	7 Multi-Chamber Networking Breakfast 7:30 a.m. - 9:30 a.m. Holiday Inn North Shore, Skokie
12	13	14 Small Office/Home Office Rountable 11:45 a.m. - 1:15 p.m. Chamber Office	15	16	17	18	19	20	21
26	27	28	29 Annual Meal Packing Event 11:30 a.m. - 1:30 p.m. Hilton Chicago/Northbrook	30	31	1	2	3	4



**BACK TO SCHOOL
HOT DEALS**

Advance Family Dental Care
School Exam and X-Rays for \$49
Valid through Sept. 30

Aveda Northbrook Court
Back to School Special Gift with Purchase
Valid: Aug. 1 - 31

Bach to Rock
Two Free Music Lessons for New Students
Valid through August 31

EyeLevel of Northbrook
Free Registration for New Students
Valid through Sept. 30

For Eyes Optical
Two Pairs of Kids' Glasses for \$59
Valid through Sept. 30

Guys and Co.
\$20 Off Purchase of \$100 or more
Valid through Aug. 31

Tip Top Training & Rehab
30% Off Speed and Agility Group Training
Valid through Dec. 31

Tutor Doctor
10% Off Tutoring
Valid through Sept. 30

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