



## Diplomat critical of Giuliani efforts



ALEX WONG/GETTY

Deputy Assistant Secretary of State George Kent told the panel he voiced his opposition to holding up aid for political reasons.

**Official: Trump insisted Zelenskiy announce probe**

BY JOHN WAGNER, FELICIA SONMEZ AND COLBY ITKOWITZ  
The Washington Post

WASHINGTON — In the transcript of his closed-door deposition, George Kent, the deputy assistant secretary of state responsible for Ukraine, criticized

Rudy Giuliani, President Donald Trump's personal lawyer, for his comments about Marie Yovanovitch, the former U.S. ambassador to Ukraine.

Kent testified that Giuliani's "assertions and allegations against former Ambassador Yovanovitch were without basis, untrue, period."

Kent also testified that Trump "wanted nothing less than President Zelenskiy to go to the microphone and say: investigations, Biden and Clinton."

"That was the message. Zelen-

skiy needed to go to a microphone and basically there needed to be three words in the message, and that was the shorthand," he said.

Kent told investigators that that was his understanding of what Trump wanted Ukraine President Volodymyr Zelenskiy to say in public, based on conversations relayed to him by others in the administration who were in contact with Ambassador Gordon Sondland.

Numerous current and former Trump officials have testified that the president was conditioning

U.S. aid on Ukraine publicly investigating political foe Joe Biden, Biden's son and other Democrats. That aid is at the heart of the impeachment inquiry.

Clinton, Kent clarified, was "shorthand" for the 2016 election. It was a reference to Trump's view, pushed by Giuliani but outside of U.S. intelligence, that Ukraine played a role interfering in the U.S. presidential election.

Kent, a career official at the State Department, testified that

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## Video gambling owners stymied

Illinois Gaming Board blocks operators from selling without state OK

BY DAVID HEINZMANN

The Illinois Gaming Board on Thursday moved to block video gambling operators from selling their companies without state approval in what regulators billed as an "emergency" step they hope will stop any business under investigation from turning a profit before facing disciplinary action.

The unanimous vote followed a Tribune story last month that revealed one of the state's largest video gambling operators, Rick Heidner, is in business with a convicted illegal sports bookmaker as well as a banker accused by the FBI of involving organized crime figures in a failed Rosemont casino deal.

A Gaming Board staff attorney said at Thursday's meeting that fixing a loophole in the video gambling regulation has been made more urgent by recent news media reports.

Currently, video gambling operators are permitted to sell their businesses and report the transaction to the Gaming Board as much as three weeks later, legal counsel Dan Gerber told board

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## City ban on evangelizing by the Bean put on trial

Wheaton College student takes stand in 1st Amendment suit

BY DAN HINKEL

A student evangelist and a local radio host testified in Chicago federal court Thursday that they should be allowed to carry their two very different messages to the busiest parts of Millennium Park.

Wheaton College student Jeremy Chong said he would like to spread the word of Jesus Christ near the Cloud Gate sculpture commonly known as The Bean. The radio host, Doris Davenport, contended she should be free to seek signatures for political causes near the lawn in front of the Jay Pritzker Pavilion.

Both are part of First Amendment litigation seeking to invalidate the city of Chicago's rules restricting such activities as proselytizing and handing out literature in most of the park. They testified during a hearing seeking a court order mandating they be allowed to resume their activities as the lawsuit goes on.

Davenport, under questioning by her lawyer, former Illinois Gov. Pat Quinn, said she's been gathering signatures for decades. She

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ANTONIO PEREZ/CHICAGO TRIBUNE

Chicago police Superintendent Eddie Johnson stands with Mayor Lori Lightfoot at the announcement of his retirement Thursday.

## Eddie Johnson confirms he will retire as top cop

Officer who steadied CPD after Laquan McDonald scandal plans to depart

BY JEREMY GORNER AND GREGORY PRATT

Eddie Johnson was an accidental superintendent of sorts, plucked from relative obscurity as chief of patrol in April 2016 when then-Mayor Rahm Emanuel bypassed three finalists chosen by the Chicago Police Board.

Johnson took over a department reeling from the court-ordered release of police dashboard camera video showing a white officer shoot black teen

Laquan McDonald 16 times. In his first year in office, violence reached levels not seen in Chicago for two decades while a scathing report from the U.S. Department of Justice found a broken Police Department that fell woefully short on many levels.

Despite that turbulent first year, Johnson is set to depart at year's end with homicides and shooting incidents on track to drop by more than 10% for a third consecutive year, likely his

most significant achievement as superintendent.

As Johnson, the face of the Police Department during one of its most tumultuous times, made his retirement official Thursday after 3 1/2 years at the helm, Emanuel's successor, Mayor Lori Lightfoot, heaped praise on him, particularly his stewardship of the department in those uncertain months after the McDonald scandal rocked Chicago.

"He took on a job he did not

apply for at a time when our city could've come apart. Faith in our Police Department was at an historic low," Lightfoot told reporters at police headquarters. "When he was appointed, Superintendent Johnson took on the challenge of reducing violence throughout our city and changing the culture within the CPD."

Lightfoot is expected to reinforce her commitment to police

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STACEY WESCOTT/CHICAGO TRIBUNE

## Tree set to be spruced up

A 55-foot-tall, 7,000-pound blue spruce from the yard of the Nelson family in Elgin is lifted Thursday by a crane as it's prepared to be transported to become this year's Chicago city Christmas tree.

### TOP WORKPLACES

How the best companies keep employees happy

Special magazine inside



### A+E MOVIES

Rom-com 'Last Christmas' ★★

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That first cup of coffee at a diner is always the best.



### JOHN KASS

## A day in the diner — and the stories that count

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From his exclusive interviews with Frank Sinatra, Tony Bennett, Lena Horne and Ella Fitzgerald, to profiles of the early masters like Louis Armstrong, Duke Ellington and Billie Holiday, Howard Reich's book illustrates his deep understanding of the performances, recordings and cultural legacies of these jazz masters.

### ‘Gangsters & Grifters: Classic Crime Photos From the Chicago Tribune.’

This collection of photographs taken in the early 1900s through the 1950s features infamous criminals, small-time bandits, smirking crooks, pickpockets, hoodlums and wiseguys at crime scenes. Created from the Tribune's archives of vintage glass-plate and acetate negatives, these images have been largely unseen and unpublished for generations. All Chicago Tribune print books are available online at [chicagotribune.com/printbooks](http://chicagotribune.com/printbooks)

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MARGARET HOLT, standards editor

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### INSIDE

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Some days life is a diner, like the one I've been writing in lately, typing away at a corner table, waitresses bringing coffee.

Through the window, November skies. And inside, the menu is full. But sometimes, what you really need isn't written there.

For years I wrote in the Tribune Tower. It wasn't of ivory, but I liked it just fine. Since our move, I'm in the new office several times a week. But where do I like to write?

Not in the Corporate Church of Franchise Coffee, baristas as the new priests, five bucks for a paper or plastic cup, the congregants devoutly inside their phones.

I like writing in diners, at some back table, around people who aren't in the world of news, people who don't live in the cancel culture:

Work crews having early breakfast. Families at lunch. An aged aunt caring patiently for her autistic niece. And later, the old men, who come in at sunset and eat their dinner alone.

They don't care much what we write or say. Or if they do, just a bit, they don't make a religion of it. It's good to be reminded, daily, of this.

I'm also reminded that green apples suck, but they're my dessert now. For breakfast, perhaps some hand-ground patties with gravy and eggs over easy, no bread, no potatoes, while reading the papers in preparation of another glorious day of opining.

Is breakfast too early to order the Greek chicken, lemony and delicious?

And what about some Eddie Johnson? The poor guy's been over braised for weeks now, ever since he was found slumped in his police car. On Thursday the Chicago police superintendent formally pulled the plug to begin the long goodbye. Days ago, I'd written a column about Eddie having to retire before that police body cam recording could be released. But who knows if it'll ever be released now? Why release it and shame the man? He's already gone.

I like Eddie. The news will be full of speculation on his replacement, his

emotional reflections on a life in blue and what Mayor Lori Lightfoot says. But I worry the news accounts may be a bit thin in one respect:

Without prosecutors and judges willing to enforce the law, and the will to keep violent offenders locked in jail, replacing Johnson and expecting real change in violent crime in Chicago is an exercise in futility.

Top prosecutors and judges have bought into the social warrior ethos, pushing for lower and more lenient bonds while refusing to prosecute offenders for certain crimes. And the poor? They lose, shot by thugs moving in and out of the social justice revolving door, in those forgotten neighborhoods of the voiceless. The street gang wars don't rage in Lincoln Park or Streeterville, do they?

But we don't put the weight on the social justice warriors — those prosecutors, the judges — because that's not the approved narrative. The approved narrative is to put all the weight on the shoulders of the top cop, until the top cop breaks down.

There are other stories, like that whistleblower in Washington, he-who-shall-not-be-named. He can begin taking out a president through impeachment, but we can't know his name or his intrigue, or his motivations?

But when Karen the Waitress brought me coffee, she wasn't interested in that.

“What about the Great Danes that ate the woman?” said Karen. “Worse than the chimpanzee who bit his owner's face off. Oh, man, what's with Great killer Danes?”

That first cup is always the best, like that first drink in the evening, the one you keep chasing and never find again.

But this was the first coffee, in a thick china cup, not paper.

“Well, the Great Danes didn't eat her,” Karen self-corrected. “But they did kill her. And that's weird because I dogsit Great Danes and they're so nice.”

The victim of the Danes was an

Ohio Woman. Her Ohio man had been in jail and came home to find her on the floor.

“Maybe they hadn't been fed,” Karen said. “That always drives dogs crazy.”

There was only one thing for me to say: Eggs over easy, the pork patties, gravy, but no potatoes, OK?

Before deadline a nice couple came in, Sue and Dan Burich. They follow me on social media, noticed I was raving about the Greek chicken at JC George's restaurant in Countryside.

They drove out all the way from downtown, ordered the chicken and said hello. The chicken was perfect.

I filed the column and a young high school teacher waved. He's a reader. He told me he likes another favorite place I go, JC's Pub in McCook.

“What's with the JC thing?” he said. “JC Georges, JC's Pub? Are they connected?”

No, I said. They're not. Life is just random chance. The one has the Greek chicken, the other has pork shank osso bucco, a decent malbec and killer tiramisu.

We chatted on and he mentioned something: His father had died. He talked about it.

“Your friends come up at the wake and they say they're so sorry,” said the teacher, “and all you're thinking of is that your friends will go through this too, with their parents, and they'll hurt so much.”

The stories of people's lives aren't often the ones we chase, of great political drama and big speeches and conflict. But they're the stories that count.

They're not always written down. But sometimes, if you're lucky to hear one, you think about it later. You think about it forever.

Listen to “The Chicago Way” podcast with John Kass and Jeff Carlin — at [www.wgnradio.com/category/wgn-plus/thechicagoway](http://www.wgnradio.com/category/wgn-plus/thechicagoway).

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# Folded Map Project brought home — to Englewood



MARY SCHMICH

The Englewood Branded store is 800 square feet of positive thinking on West 63rd Street on Chicago's South Side. The shop sells T-shirts, coffee mugs, keychains and other items emblazoned with the word "Englewood," a neighborhood that despite its many problems makes a lot of people proud.

Tonika Johnson is one of those people, and she was in the shop Wednesday afternoon, preparing to open an art exhibit, when I stopped by.

"I'm bringing the exhibit home," she said.

You may have seen Johnson in the news. You may have heard her on the radio. I wrote about her a few weeks ago, and how she encourages North Siders and suburbanites to visit the South Side, even though they're often told not to.

In the past year or so, she has had phenomenal success with her Folded Map Project, which features photos of corresponding addresses on Chicago's North and South sides. She has also photographed some of the "map twins" who occupy those correlated homes; some of the twins have met.

For example, her photo of a home in the 6700 block of North Ashland shows a nicely painted house with a neat, green lawn. The matching address in the 6700 block of South Ashland is a two-flat with bars on the front door and cracked concrete out front.

The success of Folded Map has turned Johnson into a kind of ambassador to our divided city. She tries to connect people by helping them learn about the "other" side of town, beyond the shorthand of the news, and to help them understand how history and policies shape people and places.

"That's what art can do," she said. "It can make these large issues more accessible."

Her first exhibit, in 2018, was at Loyola University's Museum of Art on North Michigan Avenue. It was an expansive display in the heart of Chicago's upscale shop-



ERIN HOOLEY/CHICAGO TRIBUNE

Tonika Johnson sits in front of her Folded Map Project at Englewood Branded. The exhibit opens Saturday.

ping district.

The new exhibit, though smaller, is similar. The neighborhood, however, is not.

Englewood Branded is 11 miles south of the Magnificent Mile, near the traffic-clogged intersection of 63rd Street and Ashland Avenue. It shares a block with two hair salons, a tax preparer, a liquor store, a shuttered storefront and a vacant lot. Across the street, a Checkers fast food restaurant sits just below the elevated Green Line tracks.

It's not a scene that comes to mind when you hear the word "art." Johnson considers it the perfect spot for hers.

Johnson grew up in Englewood and moved back after a few years living on the North Side. When she initially resolved to show her work closer to home, she wasn't sure where to do it. Gallery space is hard to come by

in Englewood. Then it hit her:

"Well, of course, there's Corie's store."

Corie Luckett, like her, is a longtime neighborhood resident determined to expand the story of Englewood beyond the stereotypes of victims and criminals.

When he opened Englewood Branded 2½ years ago, he wanted his neighbors, especially the kids, to see a black-owned business prosper and he wanted them to take pride in the neighborhood name.

"Wear it on their chest proudly," he said Wednesday, dressed in an Englewood Branded sweatshirt as he helped Johnson set up for the Saturday opening.

By late afternoon, a giant map of Chicago was in place on one wall, and Johnson was getting ready to hang her photos. There was a spot for video of the map twins talking.

As the afternoon got dark, members of Luckett's family, including his mother, arrived to help. There were displays to arrange, merchandise to clear away, a floor to be cleaned and waxed.

Johnson is planning drinks and hors d'oeuvres for 150 on Saturday, though she isn't sure who will come. She's counting on neighbors, community activists, Folded Map fans, passersby. And maybe a few newcomers to the neighborhood and the notion.

When I wrote about Johnson a few weeks ago, and how she encourages North Siders to visit the South Side, and vice versa, I was flooded with responses. A few North Siders and suburbanites wrote enthusiastically to say they do go to the South Side, to appreciate the museums, the restaurants, the architecture, a coffeehouse, a park.

Far more people, however,

wrote to dispute the idea. Some called it naive. Some called it ridiculous. Some called it worse. Some said simply they didn't know where to safely go.

Johnson hopes her exhibit might give a few people a place to start.

Saturday's reception is from 6 to 9 p.m. at 1546 W. 63rd St. The exhibit will stay up through Dec. 1.

I asked Johnson to visualize the reception.

"A room full of people having a good time," she said, "drinking, dancing, putting pins on the map, just a room full of loving, happy people with Folded Map at the center."

She laughed. "And because this isn't the North Side, there will be parking."

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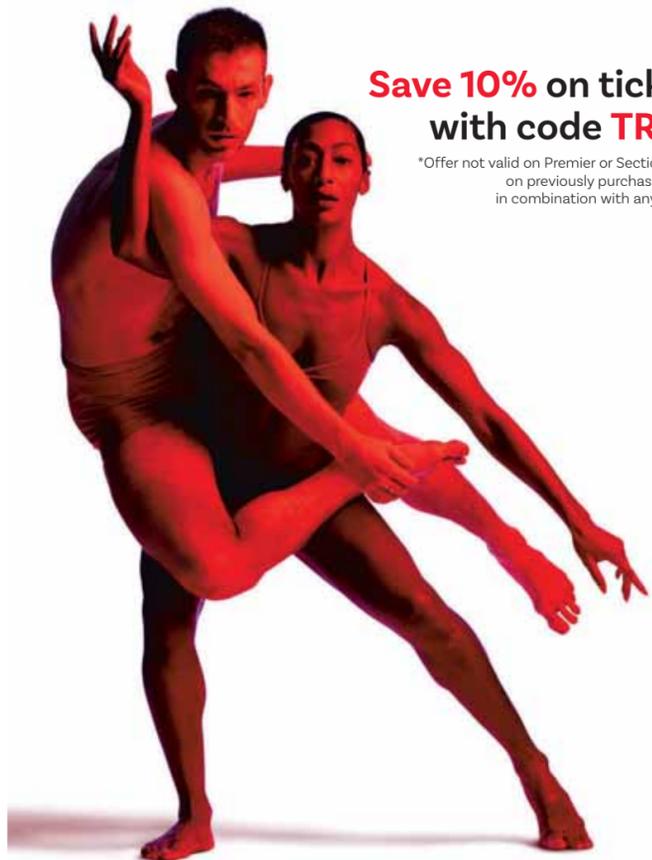
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Hubbard Street Dancers Rena Butler and Adam McGaw. Photos by Todd Rosenberg.

# Chicago Tribune

# CHICAGOLAND

## Year in jail could put derailed teen back on track

Sometimes the legal system works like it is supposed to.

Two teenagers who were unjustly charged with murder in the death of a 14-year-old companion during a botched car theft in Lake County are home where they belong. Two others are in a juvenile facility. And the oldest, 18-year-old Diamond Davis, will have to spend a few more months incarcerated.



**DAHLEEN GLANTON**

Lake County State's Attorney Michael Nerheim originally charged the five teenagers with first-degree murder after a homeowner shot and killed Ja'quan Swopes in his yard. The 75-year-old man said he feared for his life after confronting the group as they attempted to steal his parked car.

Though the murder charges were legal, Nerheim could have saved a lot of heartache by doing the right thing from the start. The charges eventually levied in a plea agreement — felony conspiracy to commit burglary and misdemeanor criminal trespass to a motor vehicle — were appropriate for the teenagers' crimes.

Nerheim was well aware of that from the beginning. Overcharging the group seemed like a political move to boost his reelection as a tough-on-crime prosecutor. Public pressure likely caused him to reverse that decision last month.

There is no need to thank Nerheim for righting a terrible wrong and doing what a responsible and fair-minded prosecutor should have done in the first place. Nor is there reason to think that some other ambitious prosecutor won't use this unjust law again to advance their political career.

There's nothing we can do about that until state legislators revise the felony murder rule, which in Illinois, allows people to be charged with murder during the commission of a crime, even though they were not directly responsible for the death.

In the meantime, though, these five teenagers are getting a second chance.

This has been a traumatic three months, no doubt, for all of them. But their plight is far from over. Even tougher challenges are ahead as the cases of the three 17-year-olds and a 16-year-old wind their way through the juvenile court system. Over the next few months, each of them will have to prove that they can stay out of trouble and that they have a support system in place to keep them on the right track.

The mother of the released 17-year-old said following his release last month that she would "sit down and have an extensive talk with him." The father of the 16-year-old said he stressed to his son that being in the wrong place at the wrong time can cause the loss of your life or your freedom.

For Davis, starting over will be much more difficult. At her sentencing hearing Tuesday, Davis sought a second chance that did not involve jail time. Lake County Circuit Judge Victoria Rossetti wasn't willing to give her that and sentenced her instead to one year in prison, followed by a year of mandatory supervision.

It was certainly better than the three years in prison she could have gotten, but worse than the probation she wanted. Still, it was fair.

It is tough for people as young as Davis to come out of prison better than they were when they went in. But it is not impossible.

Davis has a reason to beat the odds waiting for her at home — a son who needs her. His future, as much as hers, depends on what she does over the next several months.

"I am the single mother of a 1-year-old boy in the care of my mother, which is not her responsibility. It's mine," she said in the statement she read in court.

We can only hope that Davis truly understands the responsibility of raising a son. This was not her first run-in with the law, and it certainly was not in her son's best interest when she drove with her two brothers, two cousins and a friend from Chicago up to Lake County in a stolen car to steal another car.

She says she now understands how "immature" that was, and we should give her the benefit of the doubt. She can now start on a path of rehabilitation that might lead to wiser choices and a better life for the two of them when she gets home.

With a felony conviction on her record, her desire to join the military is dashed. But, according to her attorney, she wants to participate in treatment programs, work toward a GED and prepare for a career. Prison might delay it for a while, but it won't take away the opportunity permanently.

Davis already is getting some of the help she needs. She is dealing with the emotional issues that landed her in that driveway in August. The young woman, who cried throughout the hearing, has been working with a social worker in jail. And she is being treated for depression, anxiety and possibly post-traumatic stress disorder. That's a good start.

Held on \$1 million bond since her arrest, Davis will get credit for the 85 days she has spent in jail. She also could get day-to-day credit for good behavior. That could essentially cut her sentence in half.

Hopefully — for the sake of Davis and her son — the time will fly by quickly. And when she walks out of that prison six to nine months from now, perhaps she will be a stronger person than she was before.

Both she and her son deserve that second chance.

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CHRIS SWEDA/CHICAGO TRIBUNE

Christina Swanson stands with other bicyclists to line the faded bike lane on Milwaukee Avenue at Kilbourn Avenue in Chicago where a 37-year-old woman was struck and killed by dump truck on Wednesday.

## Truck driver cited in bike crash that killed counselor

Man accused of negligent driving and improper turn

BY MARY WISNIEWSKI

The driver of a dump truck who struck and killed a bicyclist Wednesday on the Northwest Side has been issued citations accusing him of negligent driving and making an improper right turn, police said.

The bicyclist killed about 7 a.m. Wednesday near Milwaukee and Kilbourn avenues was identified as Carla Aiello, 37, of the Union Ridge neighborhood, according to the Cook County medical examiner's office. She was a school counselor at Josephinum Academy of the Sacred Heart, an all-girls Catholic high school in the Wicker Park neighborhood.

"We are deeply saddened by the sudden loss of our counselor, Carla Aiello," said Josephinum Academy in an emailed statement, which extended sympathies to her family and loved ones. "Our Josephinum community of faculty, staff, students, alumnae, and volunteers are supporting each other and remembering the enduring legacy of Carla — her unending care and guidance to each and every person she served."

Aiello and the truck driver, identified in

the police report as Juan Gonzalez, 41, of Posen, had both been going south on Milwaukee, with the bicyclist on the right of the dump truck, according to Chicago police. When Gonzalez turned right onto Kilbourn, the truck crashed into the bicyclist, who rolled underneath the truck, police said.

Eric Kliethermes, 39, of Irving Park, saw the crash while waiting for a Metra train at the nearby Grayland station.

"I saw the truck make a turn and that's when I heard the woman scream," said Kliethermes, who said he saw Aiello go under the truck's rear wheels. "It was horrifying."

Kliethermes, who is trained in CPR, went to the scene to help but saw that it was too late.

Kliethermes said the truck driver was "hysterical," crying and running up and down the street.

"He was in tears," Kliethermes said. The portion of the street where the crash happened has a bike lane. A motorist making a right turn is required to check for bike lanes and be aware of bicyclists approaching the intersection, according to the Illinois Secretary of State's Rules of the Road.

Kliethermes is himself a bike rider, and said he does not see how the truck driver could have seen Aiello. He said the truck was not going very fast.

Aiello is the third bicyclist to be killed in a crash in Chicago so far this year and the second in two weeks in the Irving Park neighborhood, according to police and the Chicago Department of Transportation.

Vincent Tran, 26, died Oct. 28 of head injuries, according to the Cook County medical examiner's office. He had been bicycling on Irving Park Road about 2:20 a.m. Oct. 20 when a black vehicle struck him and knocked him off his bike before driving off, according to police.

More than 100 people held a vigil at the site of the Milwaukee Avenue crash Wednesday evening, with bicyclists and pedestrians forming a human bike lane as a way to honor and protect cyclists.

Joe Sislow, a member of the Northwest Side committee for the Mayor's Bicycle Advisory Council, said the painted bike lane striping on that stretch of Milwaukee is badly faded.

There are protected bike lanes on Milwaukee closer to downtown. But Sislow said that farther north, the Northwest Side does not get as much attention in terms of bike infrastructure as other parts of the city.

"It hasn't been prioritized ..." said Sislow. "How in two years did those lines completely fade away?"

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## CPS runners can compete in championship

BY JOHN KEILMAN AND ELVIA MALAGÓN

The Illinois Appellate Court will allow Chicago Public Schools cross-country runners to compete at this weekend's state championship meet, according to an order issued Thursday.

The Illinois High School Association sought to overturn a temporary restraining order that allowed the runners to compete in the postseason. The IHSA had blocked them because the Chicago teachers strike prevented their participation in the regional meets held late last month.

The three-justice panel said it would decide on the IHSA's appeal, but not before the meet. That meant the runners are free to take part in the 3-mile race that will be held Saturday at Peoria's Deweiller Park.

For Sydney Partyka, a senior at William Howard Taft High School, the ruling meant the end of an emotional roller coaster. She is among the runners who will travel this weekend to Peoria.

"I'm just happy to run the race even if it's not my best race," Partyka said Thursday evening.

The court order ended, or at least postponed, a legal drama that has played out for weeks in Chicago.

Attorney Kevin Sterling, whose son is on the Jones College Prep cross-country team, sought a court order Oct. 25 to allow CPS runners to compete in regionals — the first race of the postseason — even though Chicago teachers were still on strike.

The IHSA has a policy forbidding sports participation during a strike, though it makes limited exceptions. It asked Cook County Judge Eve Reilly to bar the runners, saying the organization's rules need to be upheld.

Reilly agreed, and when the runners tried appealing directly to the IHSA, the organization's board turned them down, saying it wouldn't be fair to other CPS



ZBIGNIEW BZDA/CHICAGO TRIBUNE

Solorio Academy High School coach Robert Dron, from left, and students Miguel Cordova, Jasmine Reyes and Kaylani Esteban discuss competing in state finals this week.

athletes whose seasons ended early because of the strike.

But Sterling went before a different Cook County judge last week, just before the sectional meets, and this time he succeeded. Associate Judge Neil Cohen said the IHSA's strike policy was "ambiguous and vague and not good enough to not have these children run their race."

"I'm tired of adults determining whether a child gets to have a childhood," he said.

Dozens of CPS runners competed at sectionals, and 20 of them — 13 individuals and the seven-runner team from Mather High School — ran fast enough to qualify for state.

The IHSA tried to get Cohen's ruling overturned, an effort the organization's executive director, Craig Anderson, acknowledged might have prevented the CPS runners from participating in the championship meet.

But with the appellate court's order, Anderson issued a conciliatory statement. "We remain respectful to the courts and will continue to follow the timeline

they set forth," he said in a statement. "We are excited that the spotlight can now return where it belongs, on the student-athletes."

The issue might not be entirely over. IHSA rules allow the organization to retroactively disqualify participants in a state championship, a possibility that remained in the back of the minds of some runners gathered near Montrose Beach for a news conference after the ruling.

"We are just happy to have the opportunity to go out and race," said Ian Bacon, a senior at Jones College Prep who plans to travel to Peoria to cheer on his peers. "And fingers crossed, like we have been for the past three weeks, it works out. But at least we get to run."

Though the ordeal might not be entirely over, Sterling said it was still a win for the students. He argued IHSA has created chaos by not uniformly applying its own rules.

"Ultimately, they (IHSA) have shown that they change the rules when they want to change the rules," Sterling said.

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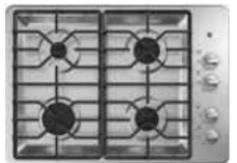
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# Johnson

Continued from Page 1

reform Friday by announcing she has picked former Los Angeles police Chief Charlie Beck to become interim superintendent when Johnson steps down.

With his family and Lightfoot at his side, Johnson, 59, grew emotional at several turns during Thursday's news conference, beginning with his announcement he would be hanging up the four stars pinned to his dress blues.

"These stars can sometimes feel like carrying the weight of the world, but I'm confident that I leave CPD in a better place than when I became superintendent," he said.

Johnson insisted the timing had nothing to do with his health or the ongoing investigation by the city's watchdog into why the superintendent was found asleep in his running vehicle at a stop sign after dinner and drinks with friends last month. The superintendent underwent a successful kidney transplant in August 2017.

The announcement Thursday came as no surprise. Johnson told reporters during a break Monday at the city's budget hearings that he was "toying" with retirement, and on Tuesday night, the Tribune, quoting sources, reported that Johnson was expected to reveal later in the week that he was stepping down.

Johnson said he began seriously thinking about retirement while attending a ceremony in September honoring three officers who died in the line of duty last year.

"Losing those officers," he said, then paused a moment, "it's hard, so that's when I started thinking about it."

Johnson never sought to become superintendent in 2016 — in part out of deference, he has said, to a higher-ranking colleague who pursued the post.

"Rahm Emanuel saw something in me that I didn't see in myself," Johnson told reporters Thursday.

Johnson's decision came a little more than a week after President Donald Trump, in Chicago to speak at a police chiefs conference, excoriated the superintendent for boycotting his remarks. The Chicago Fraternal Order of Police had issued a vote of no confidence after Johnson announced his intention to skip the speech.

In explaining his absence, Johnson, the fourth African American to head the Chicago Police Department, said the president's policies don't "line up with our city's core values, along with my personal values."

## Rose through the ranks

Johnson's style marked a sharp contrast to his predecessor, Garry McCarthy, the brash New Yorker who took the fall for the McDonald scandal and later unsuccessfully ran for mayor. By comparison, Johnson came off as humble and soft-spoken, a Chicago native who grew up in the rough-and-tumble former Cabrini-Green public housing complex before his family moved to the Far South Side when he was 9.

Johnson had worked his way up the ranks in his three decades with the department. While testifying in 2017 at a trial over a police shooting, Johnson revealed that a dozen years earlier when he was a detective sergeant, he suffered a graze wound to his head when he chased on foot after a suspect who had tried to carjack him at gunpoint while working off-duty in a plainclothes security job for a South Side business. The suspect fired four shots at Johnson, who took cover with his weapon drawn but didn't return fire, a department spokesman said at the time.

"So I know it can happen," testified Johnson, pointing out a scar near the top of his head for the jury.

As superintendent, he was a popular figure with the public, a cool head under pressure with a friendly smile and a knack for speaking from his gut at times. That quality was on national display in February when Johnson spoke with palpable anger at a news conference after then-"Empire" actor Jussie Smollett had been charged with a staging an attack on himself on a bitterly cold morning in downtown Chicago. Saying he was personally offended



NANCY STONE/CHICAGO TRIBUNE

Surrounded by family Eddie Johnson, right, is sworn in as the new Police Superintendent in 2016. In picking him, then-Mayor Rahm Emanuel "saw something in me that I didn't see in myself," Johnson said Thursday.



NUCCIO DINUZZO/CHICAGO TRIBUNE

Eddie Johnson arrives at Northwestern Memorial Hospital on Feb. 13, 2018, after an officer was killed earlier that day. Johnson said that he began thinking about retirement following the loss of three officers last year.



ANTONIO PEREZ/CHICAGO TRIBUNE 2016

Eddie Johnson receives a high five after presenting the son of fallen police officer Alex Valadez with a new bicycle at Annunciata Elementary School in Chicago.

as an African American, Johnson accused Smollett of dragging Chicago's reputation through the mud and taking "advantage of the pain and anger of racism to promote his career."

But the product of 31 years on the police force wasn't the reformer who many say is desperately needed at this critical juncture as the department tries to implement a consent decree intended to fundamentally alter the way officers treat those they are sworn to serve and protect.

"When we look back, we will probably have a lot of gratitude for Superintendent Johnson for giving us a sense of transformation and stability at the same time," said the Rev. Marshall Hatch, longtime pastor of the New Mount Pilgrim Missionary Baptist Church on the West Side. "But this department needs radical reform. He wouldn't have been able to

reform it because he was too much a part of it."

Sheila Bedi, a professor at Northwestern University's Pritzker School of Law who's involved in litigation over the consent decree, agreed that Johnson didn't represent the reform-minded leader necessary to change the culture of the department.

"He has not been the kind of change agent who would demonstrate transformational leadership that would result in a new form of policing in Chicago," she said.

But Bedi credited Johnson for his willingness to talk to diverse community representatives.

"He was willing to sit down with his critics, and that's an important skill that any leader needs to have," she said.

While Johnson frequently spoke about the need to improve the African American communi-

ty's deep anger and distrust of the police, he refused to acknowledge the existence of a "code of silence" within the department despite repeated evidence over the decades of one scandal after another.

"In my personal experience, I've never heard an officer talk about a code of silence," Johnson testified during a deposition in lawsuits stemming from Officer Robert Rialmo's fatal shooting in 2015 of a teen wielding a baseball bat and an innocent woman standing behind him.

In recent public remarks at a University of Chicago Crime Lab event, Johnson celebrated the implementation of technology centers in 20 of the city's 22 police districts and described the department as being very close to a "model" on both reform and officer wellness.

But much work remains to be done. While Chicago has reversed

**"These stars can sometimes feel like carrying the weight of the world, but I'm confident that I leave CPD in a better place than when I became superintendent."**

— Eddie Johnson

the shocking spike in violence in 2016, the city has yet to close its gap with New York and Los Angeles in the sheer number of shootings and homicides. And the Police Department, criticized for its mental health counseling efforts in the scathing Justice Department report, had to confront a cluster of at least eight officer suicides over a recent 14-month period.

## 'A tragic mistake'

Johnson also took heat after the Chicago Tribune revealed in late 2016 that sealed testimony in the city inspector general's investigation into McDonald's slaying showed Johnson, then a deputy chief, had attended a meeting about a week after the October 2014 shooting in which police brass viewed the dashboard camera video. No one at the meeting raised concerns about the shooting, a detective lieutenant later told investigators.

It wasn't until last month, though, that Johnson offered any explanation amid community and political pressure after Lightfoot publicly released thousands of pages from that investigation.

"I was a senior member of the department, but I was not involved in any superintendent-level decisions on discipline following uses of force," Johnson told reporters. "To be clear, I never thought and never said the shooting of Laquan McDonald was justified."

Hatch, the West Side pastor, said he took part in a meeting last month at which ministers and community leaders confronted Johnson about what they considered his role in covering up McDonald's killing. But it was Johnson's support of Officer Rialmo — recently fired for fatally shooting Quintonio LeGrier, 19, and Bettie Jones, 55 — that caused Hatch to lose all confidence in Johnson as a leader.

"I had to preach both those eulogies in one week," Hatch said. "It's very personal with me. I can't overlook that he supported Rialmo. That was a tragic mistake (Johnson) made. It took moral authority away from his position."

Johnson had avoided any personal issues as superintendent until officers responding to a 911 call about 12:30 a.m. Oct. 17 found him asleep in his running car pulled over a few blocks from his home in the Bridgeport neighborhood.

Johnson went public about the incident later that same day, calling for an investigation on himself by the department's Bureau of Internal Affairs. The city inspector general's office later took on the probe.

Officers did not notice "any signs of impairment" on the superintendent's part and let him drive to his nearby home, a Police Department spokesman said.

Lightfoot later said Johnson admitted to her that he had "a couple of drinks" before driving himself home.

Johnson told reporters he had been tired after a long day at work but went out to dinner with friends that night. He said he felt ill as he drove home from the dinner, pulled over at a stop sign and fell asleep.

He blamed the incident on his failure to take his blood pressure medication.

The superintendent defended the officers' decision not to test for whether he had been drinking, saying, "Someone asleep in a car doesn't mean they're impaired."

Chicago Tribune's Lolly Bowean contributed.

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# Wheaton

Continued from Page 1

spoke indignantly of being detained by security for roughly an hour before being allowed to continue passing petitions last year. Davenport — who took the stand with her emotional support dog, a teacup Havanese named "Mr. Precious Love," nestled in her purse — said collecting signatures is a sacred right.

She invoked Frederick Douglass' argument that suppressing

free speech violates both the rights of the speaker and the listener. "My ancestors fought and died for democracy in this country," she said.

Davenport described herself as a "great circulator" and said she could "collect 100 signatures in record time."

Chong, meanwhile, said he and his friends should be able to spread a message of salvation to the crowds near the Bean but park officials have stopped them.

During cross-examination, city attorney Andrew Mine asked questions geared toward showing

that Chong and his friends are free to proselytize in heavily trafficked areas nearby. Mine also suggested that allowing preaching near the Bean would open the area up to all manner of expression.

Chong said it would be "better if we could go to the Bean."

Judge John Robert Blakey did not rule Thursday, and more witnesses are expected Friday.

The west suburban college students sued the city in September, arguing that park rules improperly restrict freedom of speech and the students' right to

exercise their religion. Others including Davenport joined the case later.

The suit centers on the contention that the park is a public forum where people should be free to exercise their rights. The litigation seeks an order barring the city from enforcing the rules, as well as money damages.

The rules divide the park into sections and prohibit "the making of speeches and passing out of written communications" in 10 of the 11 sections. People are only authorized to give speeches and hand out information in Wrigley

Square in the northwest corner of the park.

On the stand Thursday, Chong called that area "inferior" for evangelizing.

When the students sued, Law Department spokesman Bill McCaffrey said the city could not comment specifically on the litigation but contended that "the new rules protect First Amendment rights while also respecting the rights of patrons to use and enjoy the park."

The city's lawyers declined to comment after court Thursday.

# Republicans in Springfield push ethics proposals

Actions in response to ongoing federal corruption probe

BY DAN PETRELLA

Seizing on a federal public corruption probe that has embroiled Democrats from City Hall to the state Capitol, Illinois House Republicans on Thursday proposed a series of changes to state ethics rules they say would provide greater transparency and help prevent future abuses of power.

The proposals include requiring lawmakers to provide more detailed information about their financial interests on annual disclosure statements; instituting special elections to fill vacant seats in the House and Senate; loosening the control House committee chairs have over the fate of bills; and barring lawmakers and close family members from working as lobbyists at the local level.

Given that they're the minority party in both chambers of the General Assembly and there are only three days remaining in the fall veto session, GOP lawmakers are unlikely to be able to advance their proposals before the legislature adjourns for the year. But they are attempting to drive the conversation on reforming state government as the majority Democrats deliberate over how to proceed.

House Republican Leader Jim Durkin of Western Springs called the measures "common-sense, straightforward government ethics reforms that are long overdue."

"If the Democrats are serious about at least trying to restore some confidence in the public, we shouldn't have to wait till next January, next spring," Durkin said.

The measures all are tied to developments in the ongoing corruption probe that has shaken Springfield in recent months, though they also reflect frustrations Republicans have long expressed as they've seen their ideas stifled by Democratic leaders.

"We picked a handful of items that are relevant to the investigations that are



ZBIGNIEW BZDAK/CHICAGO TRIBUNE  
Deputy House GOP leader Tom Demmer, foreground, on Thursday leaves the Thompson Center after Republicans proposed ethics reforms in response to federal probes.

happening today, that are things that members of both parties have talked about being reasonable solutions," Deputy House GOP leader Tom Demmer of Dixon said.

The proposals are "low-hanging fruit" that lawmakers can act on now "to show the people across this entire state that we're taking this seriously," Demmer said.

In August, Democratic Sen. Thomas Cullerton of Villa Park was indicted in an alleged union ghost pay-rolling scheme. In September, FBI and IRS agents raided the Capitol office of Democratic Sen. Martin Sandoval, looking for evidence of a host of federal crimes, though Sandoval has not been charged. And late last month, federal authorities charged then-Rep. Luis Arroyo, like Sandoval a Chicago Democrat, with bribery for allegedly paying off a state senator to support legislation that would benefit one of Arroyo's City Hall lobbying clients.

At the same time, authorities are investigating the lobbying practices of ComEd and Exelon and have raided the homes of close associates of House Speaker Michael Madigan, sources have told the Tribune. A source said agents sought information related to Madigan in a May raid on the Michigan Avenue office of the City Club of Chicago.

At least three of the Republican proposals have

direct connections to the case against Arroyo, who resigned his House seat Friday, a week after his arrest.

The longtime lawmaker is charged with bribing a state senator, who was co-operating with federal authorities, to support legislation that would regulate sweepstakes gambling machines. Arroyo was receiving \$2,500 a month to lobby Chicago officials on behalf of a company in that industry, records show.

State lawmakers cur-

rently are barred from working as paid state lobbyists, and one GOP proposal would extend that prohibition to include lobbying cities and counties.

Republicans also want to do away with the current system of filling vacant House and Senate seats. As it stands, local party leaders get to choose a replacement when a member of their party vacates a seat midterm.

In the case of Arroyo, who resigned his House seat but remains the Demo-

cratic committeeman for the 36th Ward, that means he can play a major role in choosing his successor. Cook County Democratic leaders have asked Arroyo to step down from his party position.

Under the House GOP plan, vacancies would be filled through special elections governed by the same rules as party primaries.

They also want to require public disclosure of any communication between members of the legislature and state agencies regarding contracts.

The House Republican proposals follow a plan Senate Republicans put forth last week that would give more independence the legislative inspector general, who is charged with investigating allegations of wrongdoing in the General Assembly. Currently, the inspector general must get approval from a bipartisan panel of eight lawmakers before opening investigations or issuing subpoenas.

While the limited time left on the calendar could make passing the bills next week challenging, Durkin said lawmakers have shown the ability to move quickly when there's a shared sense of urgency.

At the end of the spring legislative session in late May and early June, he said,

lawmakers approved "a \$45 billion capital bill and negotiated a balanced budget in 36 hours because there was a will between the parties to get something important done."

"So there is a precedent that if the Democrat majority feels that this is an important issue, they'll get it done," Durkin said. "But the burden's on them."

Democratic Gov. J.B. Pritzker has said he wants lawmakers to undertake a comprehensive overhaul of the state's ethics laws in the spring, but in the meantime, he wants them to approve enhanced disclosure requirements for those who lobby state officials when they return to Springfield next week.

"I'm going to try very hard to push through some beginning to the ethics reforms that I think we need, but like I said, it's only a beginning," Pritzker said Wednesday at an unrelated event in Plainfield.

Madigan spokesman Steve Brown said the offices of the speaker, the governor and Senate President John Cullerton have ongoing discussions about how to strengthen ethics laws. "Those talks will continue," Brown said.

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## Ex-owner of Embeya pleads guilty to fraud

BY PAIGE FRY

The former co-owner of Embeya, once an illustrious Asian restaurant in the West Loop, pleaded guilty to wire fraud Thursday but insisted the amount of money bilked in the scheme was less than \$20,000, not the \$300,000 claimed by federal prosecutors.

Attila Gyulai, 47, entered the plea before Judge Harry Leinenweber at the Dirksen U.S. Courthouse in exchange for the dismissal of three other charges against him.

Despite the plea, Gyulai's attorney John Theis said there remains disagreement over the amount of money defrauded from the two other partners in the popular restaurant that closed in 2016. The sharp difference is expected to be argued during a hearing Feb. 25 when Gyulai is sentenced. He faces a maximum of 20 years in prison and a fine of \$600,000.

Gyulai left Chicago and traveled overseas shortly after shuttering Embeya. At the time, he blamed family obligations and the demands of running a restaurant.

But his partners, Thai and Danielle Dang, filed a lawsuit alleging he had been looting the business. More than a year and a half later, federal prosecutors charged Gyulai with wire fraud, alleging he misappropriated at least \$300,000 "by means of materially false and fraudulent pretenses, representations and promises."

Gyulai was arrested in late December in Valencia, Spain, where he'd traveled from Ecuador on a 10-day vacation. He waived extradition in March and was brought back to the United

States in June, court records show.

On Thursday, Gyulai stood in a federal courtroom in Chicago dressed in a denim shirt and muted green pants instead of the orange jail jumpsuit he had worn months ago when prosecutors argued he should be kept in custody because he was flight risk.

Back then, the Hungarian-born Gyulai, who had no previous criminal record, countered that he left the United States not to escape any investigation but because his wife's father was gravely ill in Canada. Soon after, Gyulai's own father fell ill in Hungary. Both died within weeks of each other in 2016, Theis said.

U.S. Magistrate Judge Sidney Schenkier ruled that despite being a flight risk, Gyulai would be released to friends who lived on Chicago's Northwest Side and agreed to co-sign a \$250,000 bond. Schenkier also ordered Gyulai to remain on home detention.

Embeya opened in 2012 to praise for polished cooking by chef Thai Dang and the artfully designed dining room. When Dang and his wife raised concerns about how the restaurant was being managed, Gyulai fired them and brought in a new chef.

The Dangs prevailed in two court cases against Gyulai, one for \$90,000 in unpaid wages and another for breach-of-fiduciary duty among other claims, winning a \$1.4 million default judgment in May 2017, according to a previous Tribune report.

They have since opened HaiSous and Ca Phe Da in Pilsen to acclaim.



Gyulai

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ERIN HOOLEY/CHICAGO TRIBUNE

Danedra Pike holds balloons as friends and family of 26-year-old Stoni Bridges gather for a vigil in the 5000 block of West 46th Street on Wednesday.

## Candles, balloons mark vigil where woman was slain

BY PAIGE FRY

The white tea lights were laid out on the sidewalk, spelling out the name of the woman who was shot and killed just feet away: Stoni Bridges.

The sun had already set before people trickled in for the vigil for the 26-year-old woman on a Southwest Side block lined with small brick family homes, many of them with white or red awnings. Among the first to arrive was a group of men who hung close to the little memorial, their backs to a chain-link fence as they looked out on the street.

They pointed out when someone made a U-turn close by. "You know that car?" They did.

The car parked nearby, and family members with purple and silver balloons got out. Purple was Bridges' favorite color.

She was shot Monday night while sitting in a red sedan in the LeClaire Courts neighborhood, where she and her fiancé of six years were visiting friends, her family said. Minutes after they parked, shots were fired from a passing white SUV and Bridges was hit once in the chest, police said. She was pronounced dead at Mount Sinai Hospital.

No one has been ar-

rested. Police did not know the motive for the shooting, and her relatives said she had no enemies.

"We are praying for some justice because she didn't deserve this," said her sister Rhonda Scott, 27. "She didn't have no reason to have her life taken from her."

Bridges' mother, Charise, added, "We just really hope that it gets solved. I definitely know she wasn't the intended target."

Her fiancé said there are security cameras on the block, and he hopes one of them caught what happened. "I will always love her forever. Stoni was the most pleasant person you'd ever meet," he said, giving only the nickname Bridges called him, "Poopoo."

The fiancé used to live in the LeClaire Courts neighborhood and his grandmother is still nearby, he said. Bridges had moved with him to the suburbs after growing up on the South Side.

Bridges was a bubbly woman whose energy lit up a room, her family said. She was born in the middle of nine children but was reliable enough to act like anyone's elder. "She held us together," said her oldest sister, Marsha Scott, 30.

She was one of the first

in the family to graduate from high school. At Little Black Pearl Art & Design Academy, she tried all kinds of art forms, especially pottery and ceramics. She worked at the high school for a few years after graduation. Most recently, she was a supervisor at Walmart and spent her free time with family.

"This is one of the worst things that could happen," said Jennifer Granfield, who taught Bridges at the academy. "I never, ever thought this would happen."

During the vigil, the balloons were released into the air as someone turned on a car stereo to play Bridges' favorite music — a lot of R. Kelly. The breeze made it difficult to light the candles, so someone squeezed lighter fluid on them. Large flames erupted.

"Set the whole block on fire for my girl!" the fiancé said.

Everyone took a step back, some joking, but most still joined in for a prayer. Bridges' young nephews and nieces tried to hold in their sobs as a woman told them to bow their heads and say "amen." Smoke from the fire winding down stayed in the air and clung to their coats.

## Grandmother who worked at day care shot and killed

BY MARIE FAZIO

Thanksgiving was Kimberly Underwood's favorite holiday because it fell around her birthday.

"I used to always tell her, 'That's the day mama brought you home from the hospital,'" said her sister, Angela Underwood-Green.

On Wednesday night, two weeks before her 54th birthday, the grandmother of 11 was shot and killed as she pulled into the parking lot near her home after working at a day care center.

"This is an injustice to our family," her niece Niki Edwards said Thursday as the family gathered at the home of a relative. "She's been taken away too early."

Surrounded by family photos hung on walls and propped up on tables, Underwood's cousins and sisters said the last time they saw Underwood was Saturday when she came by to pick up extra clothes and diapers for kids at the day care where she worked, Edwards said.

"It's just going to be so strange that she's gone," said a cousin, Diane Underwood. "It's unbelievable that this has just happened and she's gone. ... You see it on the news but you never think it'll happen to you."

Police say Underwood was sitting in her car in front of her home in the 1000 block of East 133rd Street when she was shot in the face. She died at the scene. By the time her family arrived, they said she was slumped over in the car



FAMILY PHOTO

Kimberly Underwood, a 53-year-old grandmother of 11, was shot and killed while driving into a parking lot.

with a sheet covering her body.

When Underwood recently moved to Altgeld Gardens, she told her family she felt safe because she had befriended some neighbors who sometimes used her outdoor grill.

Underwood's family said she had a generous spirit and would do anything for her three children and 11 grandchildren. Before leaving a family gathering, she always remembered to make plates to bring home for them, Edwards said. "Honest to goodness she looked out for her family all the time. She loved them so much, she would do anything for them."

"Thanksgiving's going to be really hard this year," she added.

Angela Underwood-Green, Underwood's older sister, said the girls would save up money when they were younger to buy Christmas gifts for the family.

Underwood saved for a whole year so she could buy their dad a pair of shoes. When she was older, she bought him a car.

"She couldn't wait for Christmas to come so she could buy the biggest gift she could find ... She really loved our family," Underwood-Green said.

When her cousin Diane Underwood was hospitalized last year, Underwood called her every day. "She would say, 'Cuz, I'm just checking on you, making sure you're all right.' She just was a loving person," she said.

Jessie Underwood, another cousin, said he could always count on Underwood to answer the phone, even late at night.

"She loved to talk, she'd give you a call and you'd be on the phone with her for hours," said her cousin Denise Williams. "You'd get on the phone and talk about any and everything. If things was bad, she'd twist it around and make it into a joke. ... Whatever she had, she would give it to you."

Williams said Underwood's generous spirit was matched by an appreciation of others. "You could give her a plate of food and you would've thought you gave her a million dollars in a bag," Williams said.

Underwood recently told her family she was going to get a new outfit and do her hair for her birthday, Diana Underwood said. "I just hope somebody steps up and does the right thing and tells their truth."

## Gambling

Continued from Page 1

members. Under the new rule, such sales have to be approved by the Gaming Board before going forward.

Gerber told board members that the "after-the-fact disclosures" undermine the integrity of state oversight.

"Immediately closing this loophole protects the safety and integrity of gaming by preventing a situation whereby terminal operator-owners that may have violated the board's rules or other ethical requirement can sell businesses at a great profit without notice to the board or board approval to escape disciplinary action or liability for their misconduct," Gerber said.

The attorney added that the "urgency of the situation is magnified by recent news reports of alleged past questionable practices and potential illegal activity."

Gaming Board Chairman Charles Schmadeke asked Gerber what news report he was citing.

"Obviously, there's an incident with one of our terminal operator-owners right now seeking to get additionally into gaming that — which the board might have looked at differently," Gerber replied.

In September, Heidner received preliminary approval from the Illinois Racing Board to build a horse track in Tinley Park as part of a planned casino development. Following the Tribune's story on Heidner's business ties, Gov. J.B. Pritzker blocked the sale of state-owned land needed for the development.

On Thursday, regulators repeated earlier statements that they are prohibited by state law from discussing Heidner's case. They have also pointed out that Heidner's video gambling license was approved by a previous Gaming Board in 2012. None of the current board members were on the board then.

Heidner attended the board meeting but did not make any presentation. Heidner's video gambling operator license is up for its yearly renewal in February. Asked Thursday whether Heidner is seeking to sell his gambling business, spokesman Randall Samborn responded that "Mr. Heidner has no intention of giving up control of his business."

Heidner has claimed under oath at a Racing Board meeting that Gaming Board investigators were well aware of his arrangements with the convicted bookie, Dominic Buttita,

and Rocco Suspenzi of Parkway Bank. Through Samborn, Heidner declined to elaborate on his communication with gaming officials over the years.

Former Gaming Board members who voted on Heidner's video gambling license in 2012 have said his business ties would have been a red flag, but they were not informed of the relationships. One former board member said if the board had known, "it would have been a definite no" on the license.

In 2005, Heidner and Buttitta formed Heidner-Buttitta Properties LLC. Together, they borrowed \$956,000 to buy a building in Elgin that is leased to a bar and grill currently known as D Hangout. Heidner's Gold Rush supplies video gambling machines to the bar.

At the time the two created the corporation, Buttitta was deeply immersed in what federal authorities said was a years-long criminal conspiracy to run an illegal gambling operation out of his strip club a few miles away. Federal prosecutors charged Buttitta just days before Heidner was granted a state video gambling license in 2012.

Authorities alleged that between 2005 and 2009, Buttitta ran an illegal "sports bookmaking operation" out of Blackjacks Gentlemen's Club in South Elgin.

Investigators also found that between 2002 and 2009, Buttitta collected \$3.7 million from dancers who were required to pay a daily fee to perform at the club. The money was never declared as taxable income, and he destroyed the daily logs of those payments, according to court records.

It's Heidner's relationship with Suspenzi that ties him to the most notorious scandal in the history of legalized gambling in Illinois. The Emerald casino debacle nearly two decades ago stands as the worst-case scenario of what can go wrong in a state long plagued by corruption: a swirl of insider dealing, mob influence and attempts to deceive state regulators. When the investigation ended, Rosemont lost its gaming license, which was eventually awarded to Des Plaines and became the Rivers Casino.

Heidner has partnered in numerous real estate deals with Suspenzi, chairman of the board at Parkway Bank and Trust. Together, they have formed several limited liability corporations and borrowed millions from the

bank in deals for convenience stores and gas stations in several states.

In 2003, the FBI and the Illinois Gaming Board exposed Suspenzi and his son Jeffrey for concealing their own ownership stake, as well as that of a reputed mob figure, in the Emerald casino project.

At the same time, Parkway Bank made a seven-figure loan to another reputed mobster to finance his secret stake in the casino, according to Gaming Board records. Rocco Suspenzi invoked his Fifth Amendment rights against self-incrimination at a 2005 state hearing.

Last month, Heidner's name surfaced in federal search warrants executed at Democratic state Sen. Martin Sandoval's Capitol office, as well as the municipal offices of southwest suburban McCook and Lyons. Information related to Heidner and his Gold Rush Gaming was on FBI agents' lengthy list in all three subpoenas.

Heidner recently hired a new legal and communications team with deep experience in federal criminal cases. His new attorney, Patrick Collins, is a former assistant U.S. attorney who led the successful prosecution of ex-Gov. George Ryan on public corruption charges. Samborn, the new spokesman, previously was the longtime spokesman for the U.S. attorney's office in Chicago.

In the Tinley Park deal, Heidner partnered with the owners of Hawthorne Racecourse in Cicero to build a harness-racing track and casino on state-owned land near Interstate 80 and Harlem Avenue that used to be the Tinley Park Mental Health Center.

The Racing Board had approved the horse track portion of the project, but Heidner had not yet submitted an application to the Gaming Board for a casino license when Pritzker stopped the deal.

As for closing the loophole on the sale of video gambling operations, despite stressing the urgency of Thursday's change, Gaming Board officials would not say when the new rule will go into effect. It must be filed with the Illinois secretary of state's office to take effect, said Gaming Board spokesman Joe Miller, who declined to say when that would take place.

"We don't comment on when we're going to file," he said.

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Chicago Tribune AT THE FOREFRONT UChicago Medicine

PRESENT

# TOGETHER WE ANSWER CANCER



From left, first baseman and cancer survivor Anthony Rizzo, UChicago Medicine's Jennifer McNeer, MD, MS; cancer survivor Anthony Bandy; and UChicago Medicine's Gracie Foote, MSN

The University of Chicago Medicine has joined forces with the Chicago Tribune and the Anthony Rizzo Family Foundation to support the American Cancer Society's mission to free the world from cancer by raising funds for research.

[UChicagoMedicine.org/AnswerCancer](http://UChicagoMedicine.org/AnswerCancer)

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# Chicago Tribune

## NATION & WORLD

# Look for warnings, schools told

Secret Service study finds attackers had many similarities

By COLLEEN LONG  
Associated Press

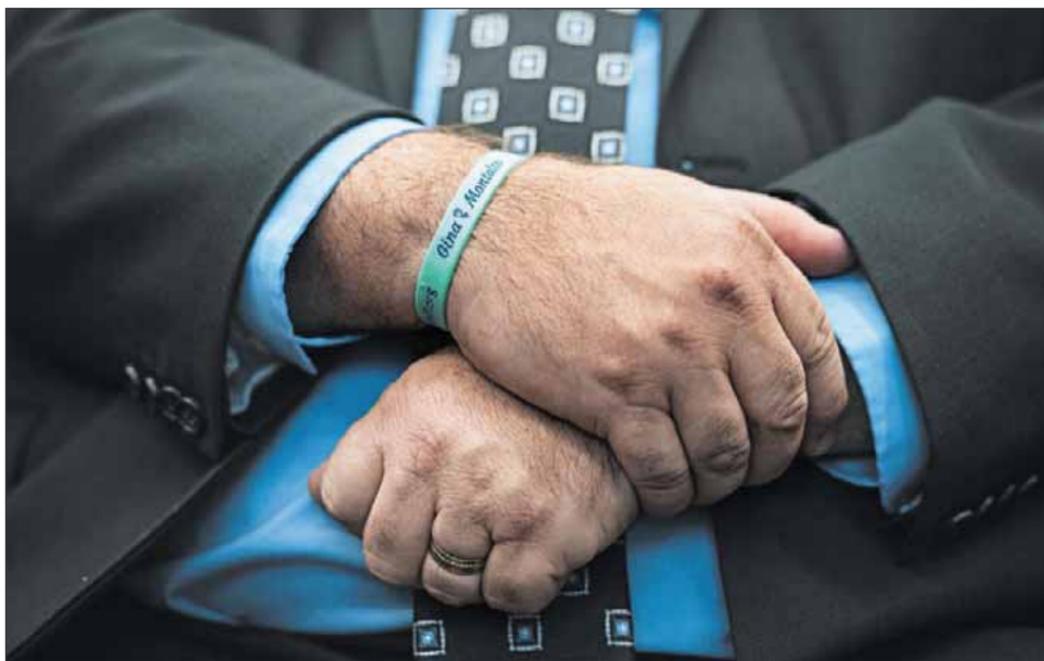
WASHINGTON — Most students who committed deadly school attacks over the past decade were badly bullied, had a history of disciplinary trouble and their behavior concerned others but was never reported, according to a U.S. Secret Service study released Thursday.

In at least four cases, attackers wanted to emulate other school shootings, including those at Columbine High School in Colorado, Virginia Tech University and Sandy Hook Elementary School in Connecticut. The research was launched following the shooting at Marjory Stoneman Douglas High School.

The study by the Secret Service's National Threat Assessment Center is the most comprehensive review of school attacks since the Columbine shootings in 1999. The report looked in-depth at 41 school attacks from 2008 through 2017, and researchers had unprecedented access to a trove of sensitive data from law enforcement, including police reports, investigative files and nonpublic records.

The information gleaned through the research will help train school officials and law enforcement on how to better identify students who may be planning an attack and how to stop them before they strike.

"These are not sudden, impulsive acts where a student suddenly gets disgrun-



CLIFF OWEN/AP

A bracelet worn by Tony Montalto bears the name of his daughter, Gina Rose, who was killed in the Parkland, Florida, shooting. Montalto attended the release of the National Threat Assessment Center's report Thursday in Washington.

ted," Lina Alathari, the center's head, said. "The majority of these incidents are preventable."

The fathers of three students killed in 2018 at Marjory Stoneman Douglas High School in Parkland, Florida, attended a media conference Thursday in support of the study.

Tony Montalto, whose daughter, Gina Rose Montalto, died, said the research was invaluable and could have helped their school prevent the attack.

"My lovely daughter might still be here today," he said. "Our entire community would be whole instead of forever shaken."

Montalto urged other

schools to pay attention to the research.

"Please, learn from our experience," he said. "It happened to us, and it could happen to your community too."

Nearly 40 training sessions for groups of up to 2,000 people are scheduled. Alathari and her team trained about 7,500 people during 2018. The training is free.

The Secret Service is best known for its mission to protect the president. The threat assessment center was developed to study how other kinds of attacks could be prevented. Officials use that knowledge and apply it in other situations, such as

school shootings or mass attacks.

Since the Columbine attack, there have been scores of school shootings. Some, like Sandy Hook in 2012, were committed by nonstudents. There were others in which no one was injured. Those were not included in the study.

The report covers 41 school attacks from 2008 through 2017 at K-12 schools. They were chosen if the attacker was a current or recent former student within the past year who used a weapon to injure or kill at least one person at the school while targeting others.

"We focus on the target

so that we can prevent it in the future," Alathari said.

Nineteen people were killed and 79 were injured in the attacks they studied; victims included students, staff and law enforcement.

The Secret Service put out a best practices guide in July based on some of the research to 40,000 schools nationwide, but the new report is a comprehensive look at the attacks.

The shootings happened quickly and were usually over within a minute or less. Law enforcement rarely arrived before an attack was over. Attacks generally started during school hours and occurred in one location, such as a cafeteria,

bathroom or classroom.

Most attackers were male; seven were female. Researchers said 63% of the attackers were white, 15% were black, 5% Hispanic, 2% were American Indian or Alaska Native; 10% were of two or more races; and 5% were undetermined.

The weapons used were mostly guns, but knives were also used. One attacker used a World War II-era bayonet. Most of the weapons came from the attackers' homes, the investigators reported.

Alathari said investigators were able to examine detailed information about attackers, including their home lives, suspension records and past behaviors.

There's no clear profile of a school attacker, but some details stand out: Many were absent from school before the attack, often through a school suspension; they were treated poorly by their peers in person, not just online; they felt mistreated; some sought fame, while others were suicidal. They fixated on violence and watched it online, played games featuring it or read about it in books.

The key is knowing what to look for, recognizing the patterns and intervening early to try to stop someone from pursuing violence. "It really is about a constellation of behaviors and factors," Alathari said.

The report does not weigh in on political topics such as whether guns are too accessible or whether teachers should be armed. Alathari said the goal is to make schools a safer place where no more attacks occur.

# Judge fines Trump \$2M over charity fund misuse

President admits to foundation abuses outlined in lawsuit

By MICHAEL R. SISAK  
Associated Press

NEW YORK — A judge Thursday ordered President Donald Trump to pay \$2 million to an array of charities as a fine for misusing his own charitable foundation to further his political and business interests.

New York state Judge Saliann Scarpulla imposed the penalty after Trump admitted to a series of abuses that were outlined in a lawsuit brought against him last year by the New York attorney general's office.

That lawsuit, based on information first uncovered by The Washington Post, alleged "persistently illegal conduct" at the Donald J. Trump Foundation, where Trump served as president for 32 years.

Among other things, Trump acknowledged he improperly allowed his presidential campaign staff to coordinate with the Trump Foundation in holding a fundraiser for veterans during the run-up to the 2016 Iowa caucuses. The

event was designed "to further Mr. Trump's political campaign," Scarpulla said.

The foundation will be dissolved and its \$1.7 million in remaining funds will be given to other nonprofits, under agreements reached by Trump's lawyers and the attorney general's office.

As part of those agreements, made public Thursday, the two sides left it up to the judge to decide what penalty Trump should pay.

The settlement was an about-face for Trump. He and his lawyers have blasted the lawsuit as politically motivated, and he tweeted, "I won't settle this case!" when it was filed in 2018.

Trump's fine and the charity's funds will be split evenly among eight organizations, including Citymeals on Wheels, the United Negro College Fund and the U.S. Holocaust Memorial Museum.

Attorney General Letitia James welcomed the resolution of the case as a "major victory in our efforts to protect charitable assets and hold accountable those who would abuse charities for personal gain."

"No one is above the law — not a businessman, not a candidate for office, and not even the President of the

United States," James said.

The president admitted, among other things, to improperly arranging for the charity to pay \$10,000 for a 6-foot portrait of him. He also agreed to pay back \$11,525 in foundation funds that he spent on sports memorabilia and champagne at a charity gala.

Trump also accepted restrictions on his involvement in other charitable organizations. His three eldest children, who were members of the foundation's board, must undergo mandatory training on the duties of those who run charities.

Charities are barred from getting involved in political campaigns, but in weighing the Iowa fundraiser, Scarpulla gave Trump credit for making good on his pledge to give \$2.8 million that his charity raised to veterans' organizations.

Instead of fining him that amount, as the attorney general's office wanted, the judge trimmed it to \$2 million and rejected a demand for punitive damages and interest.

The Trump Foundation said it was pleased by those decisions, claiming that the judge "recognized that every penny ever raised by the



EVAN VUCCI/AP

The Donald J. Trump Foundation will be dissolved and its funds will be given to nonprofits.

Trump Foundation has gone to help those most in need."

Trump Foundation lawyer Alan Futterfas said the nonprofit has distributed approximately \$19 million over the past decade, including \$8.25 million of the president's own money, to hundreds of charitable organizations.

At the time of the Iowa fundraiser, Trump was feuding with then-Fox News anchor Megyn Kelly and refusing to participate in the network's final Republican presidential primary debate before the Iowa caucuses.

Instead, he held a rally at

the same time as the debate at which he called on people to donate to veterans' charities. The foundation acted as a pass-through for those contributions.

James said the evidence of banned coordination between campaign officials and the foundation included emails exchanged with then-Trump campaign manager Corey Lewandowski.

In one email, a Trump company vice president asked Lewandowski for guidance on precisely how to distribute the money raised.

Trump also admitted in the agreements to directing

that \$100,000 in foundation money be used to settle legal claims over an 80-foot flagpole he had built at his Mar-a-Lago resort in Palm Beach, Florida, instead of paying the expense out of his own pocket.

In addition, the foundation paid \$158,000 to resolve a lawsuit over a prize for a hole-in-one contest at a Trump-owned golf course, and \$5,000 for ads promoting Trump's hotels in the programs for charitable events. Trump admitted these transactions were also improper.

The Washington Post contributed.



JOSE LUIS MAGANA/AP 2018

Jarrold Ramos pleaded guilty last month to killing five staffers at The Capital Gazette in Annapolis, Maryland.

# March trial to decide sanity of Md. shooter

Associated Press

ANNAPOLIS, Md. — A Maryland judge Thursday scheduled a March trial to determine whether a man who has pleaded guilty to killing five people at a Maryland newspaper is not criminally responsible because of mental illness.

Judge Laura Ripken scheduled Jarrod Ramos' trial to start March 4 and last 13 days.

Ramos, 39, pleaded guilty last month to all 23 counts against him, including first-

degree murder in the June 2018 shooting at The Capital Gazette that killed Gerald Fischman, Rob Hiaasen, John McNamara, Rebecca Smith and Wendi Winters.

Attorneys for Ramos maintain their client should not be held criminally responsible, Maryland's version of an insanity defense.

The trial's second phase focusing on whether he was not criminally responsible at the time of the shooting had been scheduled to begin this week.

Judge Michael Wachs

postponed the case after defense attorneys contended that they need more time to review information prosecutors gave them about mental health witnesses they intend to call to testify before jurors.

During a pretrial hearing last month, Ripken said a report from the state health department concluded Ramos is legally sane. But Ramos' lawyers say experts on the defense team have reached a different conclusion.

Under Maryland law, a

defendant has the burden to show by a preponderance of the evidence that he is not criminally responsible for his actions. State law says a defendant is not criminally responsible for criminal conduct if, because of a mental disorder or developmental disabilities, he lacked substantial capacity to appreciate the criminality of his conduct.

If Ramos were found not criminally responsible, he would be committed to a maximum-security psychiatric hospital.

# Safety questions still swirl around Paradise

A year after town burned, a slow rebuilding is on

By **DON THOMPSON**  
Associated Press

PARADISE, Calif. — There was “no way in hell” Victoria Sinclair was rebuilding in Paradise.

She’d thought she was going to die during the six hours it took her to escape the deadliest and most destructive wildfire in California history.

Sinclair and tens of thousands of others in nearby communities fled the inferno that killed 85 people and scorched about 19,000 homes, businesses and other buildings on Nov. 8, 2018.

Despite her vow to stay away, Sinclair’s family was one of the first to rebuild, braving the enduring threat of wildfires, and now, repeated power outages as the nation’s largest utility tries to prevent its equipment from sparking blazes on windy days like it did in Paradise a year ago.

Weeks after the wildfire, Sinclair had an epiphany. She returned to the ruins of her home and felt more at peace than any time since the fleeing the flames, even

as she stood in the ashes of her living room.

“I want people to see that Paradise is a place to return home to,” Sinclair said. “The scars run deep here, but so do the roots that help it grow.”

“Rebuilding the Ridge” is a rallying cry on signs around town, evoking the beauty and peril of rebuilding on a wind-swept jut of land poking out of the Sierra Nevada and begging the question: Will the resurgent community be safer this time?

Sinclair’s home is one of just nine that have been rebuilt, but the town is on track to issue 500 building permits by year’s end.

About 3,000 people have returned, but the town is now largely populated with travel trailers. They’re parked on lots scraped clean of more than 3.66 million tons of charred and toxic debris, the equivalent of four Golden Gate bridges or twice the tonnage that was removed from the World Trade Center site.

“When you drive around, you don’t see all the carcasses anymore of the houses and the cars,” town councilman Michael Zuccolillo said. “You’d hear hammers and chain saws and nail guns.”

Wildfire mitigation consultant Zeke Lunder fears Paradise is setting itself up for another disaster.

“As we saw in the Camp Fire, the town’s really well set up to kill people with wildfire,” said Lunder, who lives in nearby Chico.

The five routes out of town quickly became clogged with traffic, abandoned vehicles and downed power poles during the blaze. Half the town’s roads are privately owned, many of them narrow, dead-end tracks leading through small, densely forested lots.

To make the town safe, officials would have to start fresh with a new grid of interconnected streets and alleys, spend millions a year to keep brush and trees in check, and force homeowners to keep their properties clear, Lunder said.

“We’re not going to keep fires from burning through Paradise, so whatever they build up there should be something that can survive a wildfire,” Lunder said. “But just building a bunch of wooden houses out in the brush, we already saw what happened.”

Paradise officials have taken steps to make the town more fire resistant as it rebuilds but stopped short of the strict rules adopted



RICH PEDRONCELLI/AP

Victoria Sinclair holds her cat Toby, who survived the Camp Fire, as her dog Joey looks on in the kitchen of her recently rebuilt home Tuesday in Paradise, Calif.

by several fire-prone Southern California communities. They adopted only seven of 15 proposed fire safety standards.

Council members rejected a plan to ban combustible materials within 5 feet of homes until it would allow plants. Policing people’s plants, Zuccolillo said, would “kind of go against the fabric of our town. We don’t want big government telling us what to do.”

Improving evacuation routes and emergency warnings are still under consideration, while city leaders last month required

people to remove hazardous trees that could fall into a public right of way.

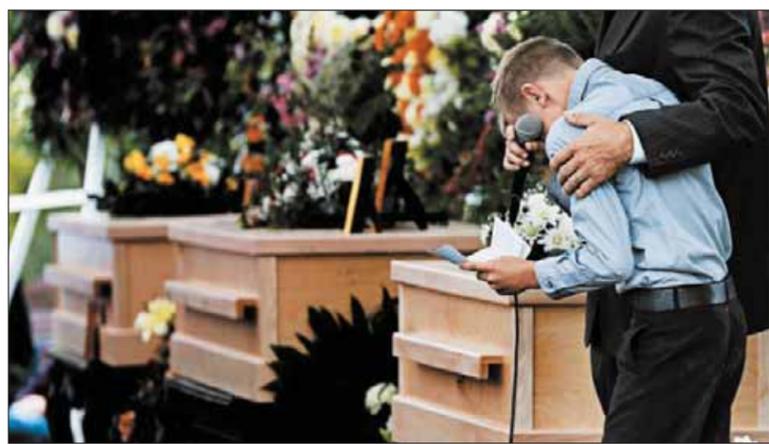
California’s growing homelessness crisis is one reason there is little talk of prohibiting construction in high-risk areas like Paradise. Rural areas are generally more affordable than cities like San Francisco and Los Angeles, which face their own dangers from earthquakes, fires and rising oceans.

More than 2.7 million Californians live in areas at very high risk for wildfires, according to an Associated Press analysis of census

data and state fire maps. Nearly 180 cities and towns are in the very high hazard areas.

Timothy Ingalsbee, executive director of Firefighters United for Safety, Ethics and Ecology, said clearing trees is usually counterproductive because the weeds and brush that grow back in open areas are more flammable than the mature trees they replace.

“We have the technology and the know-how to build homes that are less flammable. We have no ability to do that to the forests,” he said.



MARCO UGARTE/AP

A boy pauses as he speaks Thursday next to the coffins of Dawna Ray Langford, 43, and her sons, Trevor, 11, and Rogan, 2, who were killed by drug cartel gunmen.

## Mexico farm town grieves for mother, sons slain in ambush

By **PETER ORSI**  
Associated Press

LA MORA, Mexico — With Mexican soldiers standing guard, a mother and two sons were carried to the grave in hand-hewed pine coffins Thursday at the first funeral for the victims of a drug cartel ambush that left nine American women and children dead.

Clad in shirt sleeves, suits or modest dresses, about 500 mourners embraced in grief under white tents erected in La Mora, a hamlet of about 300 people who consider themselves Mormon but are not affiliated with The Church of Jesus Christ of Latter-day Saints. Some wept, and some sang hymns.

Members of the extended community — many of whom, like the victims, are dual U.S.-Mexican citizens — had built the coffins themselves, and used shovels to dig a single, large grave for the three in the rocky soil of La Mora’s small cemetery. Farmers and teenage boys carried the coffins.

The coffins were placed on low tables, and mourners filed past to view them and pay their last respects to Dawna Ray Langford, 43,

and her sons Trevor, 11, and Rogan, 2.

They were to be laid to rest together, just as they died together Monday, when attackers fired a hail of bullets at their SUV on a dirt road leading to another settlement, Colonia LeBaron, in neighboring Chihuahua state. Six children and three women in all were killed in the attack on the convoy of three SUVs.

There was no talk of revenge in this highly religious community, only a deep thirst for justice.

“The eyes of the world are upon what happened here, and there are saints all over this world whose hearts have been touched,” Jay Ray, Dawna’s father, said in a eulogy.

“The plan of God is for his saints to gather out from among the wicked, become separate from them, to band together to establish together the laws of respect and onedness,” Jay Ray said. “God will take care of the wicked.”

Dawna’s younger sister Amber Ray, 34, eulogized her as a devoted mother to her 13 children and homemaker who loved a good laugh and baked the best birthday cakes around.

“There isn’t anything in life that a cup of coffee

couldn’t make better,” Amber said Dawna was fond of saying.

The hamlet is about 70 miles south of the Arizona border, where American-style frame houses alternate with barns.

Patrols of Mexican army troops passed by regularly on the hamlet’s only paved road, providing security that was lacking the day of the killings.

The other victims are expected to be buried in Colonia LeBaron later. But the two communities, whose residents are related, drew together in a show of grief.

Dozens of high-riding pickups and SUVs, many with U.S. license plates from as far away as North Dakota, arrived in La Mora for the funeral, traveling over the dirt road where the attack occurred.

Gunmen from the Juarez drug cartel had apparently set up the ambush as part of a turf war with the Sinaloa cartel, and the U.S. families drove into it.

Steven Langford, who was mayor of La Mora from 2015 to 2018 and whose sister Christina Langford was one of the women killed, said he expects the slayings to lead to an exodus from the community.

## Reenactment to honor largest slave rebellion in US history

By **REBECCA SANTANA**  
Associated Press

NEW ORLEANS — Against the modern backdrop of oil refineries, strip malls and gated communities, hundreds of reenactors will gather Friday in southeastern Louisiana to remember a time when slavery flourished as a blight on America and some enslaved people fought back.

They plan to reenact the largest slave rebellion in American history.

Dressed in period costumes and holding machetes or rifles they will march 26 miles over two days from the sugar plantation country along the Mississippi River to the New Orleans suburbs.

“I think it will be an amazing experience,” said artist Dread Scott, who conceived of the project, and whose works address racial injustice and oppression.

“Seeing hundreds of black folk with machetes and muskets and sickles and sabers, flags flying, chanting to traditional African drumming, is going to be an amazing moment. And people would be like, ‘What am I looking at? This doesn’t make sense,’” he said. “It will be an area where people can learn a lot and think a lot.”

Reenactments have been a staple of Civil War heritage in the South, where people don Confederate and Union uniforms and stage mock battles. But this effort seeks to illustrate the struggle over slavery that came to be the heart of that war.

Scott first envisioned it about eight years ago. He’d wanted to stage a slave rebellion reenactment — maybe Nat Turner’s 1831 uprising in Virginia — but then a colleague told him about the uprising in Louisiana.

Slaves across a stretch of plantations organized for



GERALD HERBERT/AP PHOTOS

Patricia Gorman fits Louis Ward in a period costume Oct. 23 for Friday’s reenactment march in south Louisiana.



Artist Dread Scott had the idea about eight years ago.

to success. “You can’t actually understand American society if you don’t understand slavery, and you can’t understand slavery if you don’t understand slave revolts,” he said.

The reenactment comes at a time of heightened racial tension in the United States, following the election of President Donald Trump in 2016.

One of the most contentious episodes came in August 2017 when hundreds of white nationalists descended on Charlottesville, Virginia, to protest the planned removal of a Confederate statue. One person was killed when a white nationalist plowed his car into a crowd of counter-protesters.

Bob Snead, who heads the arts group Antenna that’s producing the rebellion reenactment with Scott, said that was a key turning point. Some questioned whether the reenactment should even go on, but Snead said there was also a strong feeling that the project was more important than ever.

Organizers have taken precautions. They’ll have law enforcement and private security, and reenactors are advised not to engage with anyone along the route who might harass them.

## Matchbox Cars, coloring book, Magic game enter Toy Hall of Fame



VICTORIA GRAY/AP

Matchbox Cars, from left, the coloring book and the card game, Magic: The Gathering, made the Toy Hall of Fame.

Associated Press

ROCHESTER, N.Y. — Matchbox Cars, the coloring book and the collectible card game Magic: The Gathering were inducted Thursday into the National Toy Hall of Fame, recognized for an enduring appeal that keeps them on store shelves today.

A panel of experts selected the Class of 2019 from among nominated finalists that also included Care Bears, the Fisher-Price Corn Popper, Jenga, Mas-

ters of the Universe, My Little Pony, Nerf Blaster, Risk, the smartphone and the top.

The honorees were installed during a ceremony at the hall, located inside The Strong National Museum of Play in Rochester. They will be permanently showcased alongside 68 previous winners that include alphabet blocks, the Big Wheel, G.I. Joe and others recognized for their innovation, longevity and ability to foster creativity or discovery through play.

Matchbox Cars follow rival Hot Wheels, Class of 2011, into the hall. Lesney Products debuted Matchbox Cars in England in 1953 and in United States a year later, where they were selling at a rate of more 100 million a year by 1960, the hall said.

“Matchbox Cars revolutionized the toy car industry after their introduction, and the name Matchbox has become synonymous with miniature cars,” Chief Curator Christopher Bensch said in a news release.

Wizards of the Coast introduced Magic: The Gathering in 1993 and quickly had trouble meeting demand, the hall said. The fantasy game employs chance and skill as players continuously collect new cards and refine their deck and strategies.

The printing company McLoughlin Brothers gets credit for producing the first coloring books in the 1880s. In recent years, the activity’s appeal has crossed over to adults to reduce stress and boost creativity.

## ANALYSIS

## They have their story, Trump has his

Confusion central to defense against his impeachment

BY TOLUSE OLORUNNIPAN AND PHILIP RUCKER  
The Washington Post

WASHINGTON — Standing before a crowd of supporters this week in Lexington, Kentucky, President Donald Trump repeated a false claim he has made more than 100 times in the past six weeks: that a whistleblower from the intelligence community misrepresented a presidential phone call at the center of the impeachment inquiry that threatens his presidency.

“The whistleblower said lots of things that weren’t so good, folks. You’re going to find out,” Trump said Monday at a campaign rally. “These are very dishonest people.”

Behind him were men and women in “Read the Transcript” T-shirts — echoing through their apparel Trump’s attempt to recast an incriminating summary of his July 25 call with Ukraine’s president as exonerating evidence.

It’s a form of gaslighting that has become the central defense strategy for the president as he faces his greatest political threat yet. But the approach is coming under increasing strain as congressional Democrats release transcripts and prepare to hold public hearings presenting evidence that directly undercuts his claims.

That the whistleblower report essentially mirrors the set of facts that have since been revealed by a stream of documented evidence and sworn testimony has not stopped Trump from repeatedly claiming otherwise. He has also pushed other specious arguments in his harried attempt to counter the growing evidence from witnesses implicating his ad-



TIMOTHY D. EASLEY/AP

President Donald Trump at a rally Monday in Kentucky: “The whistleblower said lots of things that weren’t so good. ... These are very dishonest people.”

ministration in a quid pro quo scheme linking military aid to Ukrainian investigations targeting Democrats.

Without evidence, Trump has claimed that his own administration officials who have complied with congressional subpoenas are “Never Trumpers.” He has recounted conversations in which senators deemed him “innocent,” only to have the lawmakers deny making the statements. He has dismissed polls that show growing support for impeachment as “fake,” while repeatedly claiming levels of Republican support that exceed anything that exists in public polling.

“I don’t know whether he believes all these things or he takes pleasure in inventing false narratives, but I think the most important thing here is that no president can sustain his hold on the public for long when he loses his credibility,” said Robert Dallek, a presi-

dential historian.

Trump’s repetitive use of false claims represents an attempt to immunize himself from impeachment by seeding favorable information in the minds of the public, even when that information is incorrect, said Kathleen Hall Jamieson, director of the University of Pennsylvania’s Annenberg Public Policy Center.

“We know from work in social psychology that repeated exposure to a claim increases the likelihood that you think it’s accurate,” she said. “As you hear or read something repeatedly, you are more likely to think it’s accurate even if faced with evidence that it’s not.”

The White House did not respond to requests for comment.

While Trump has made more than 13,000 false and misleading claims since he became president, his attempts to distort reality have crashed headlong into a fast-moving impeachment

process that has secured damaging testimony from several Trump administration officials who have contradicted him under oath.

Since Democrats began their impeachment inquiry in September, Trump’s most consistent defense has been the false assertion that the whistleblower complaint “bears no resemblance” to his July 25 phone call with Ukrainian President Volodymyr Zelenskyy.

But the whistleblower’s account — which documented how Trump pressed Zelenskyy to work with Attorney General William Barr and Trump’s personal lawyer Rudy Giuliani to investigate former Vice President Joe Biden and his son Hunter — has been corroborated by the reconstructed transcript released by the White House. Witness testimony has also backed up most of the whistleblower report’s main conclusions, including that White House lawyers

sought to “lock down” records of the call by moving it onto a classified system.

In his repeated claims disputing the accuracy of the whistleblower’s account, Trump has only rarely gone into any detail to say what he considered inaccurate. Trump has misquoted the report each time he has attempted to provide evidence of the whistleblower’s alleged errors.

“The whistleblower said ‘quid pro quo’ eight times,” Trump said last month. “It was a little off — no times.”

The whistleblower report did not make any references to “quid pro quo,” let alone eight.

“One thing we’ve all noticed with Trump is he knows how to strategically create confusion,” said Michael Steele, former chairman of the Republican National Committee. “It doesn’t matter whether you fact-check him in real time, it doesn’t matter if there’s a human cry afterward, his

calculation is that there’s enough confusion that you don’t know what’s true and what isn’t.”

But the president’s varying assertions have had trouble gaining a foothold amid mounting incriminating information from the impeachment probe, much of it delivered by officials in Trump’s administration.

Trump has claimed without evidence that those officials were “Never Trumpers” peddling false accusations.

It’s part of a strategy to paint all incriminating information as emanating from biased sources, said Jamieson.

“If you can construct the world that anybody who says anything negative about the president is a venal partisan, you never have to get into any of the evidence because you distort the evidence and discredit the source of it,” she said. “That’s what Donald Trump does.”



ANDREW HARNIK/AP

George Kent, the deputy assistant secretary of state responsible for Ukraine, leaves Capitol Hill on Oct. 15 after testifying before the House impeachment committee.

## Inquiry

Continued from Page 1

he was told to “lay low” on Ukraine policy as the Trump administration and Giuliani were interacting with Ukraine outside of regular foreign policy channels.

Kent had testified for hours in October about the shifting U.S. policy toward Ukraine as administration officials and Giuliani were taking the lead, acting outside of regular foreign policy channels.

The career official began to understand that unless Ukraine took on the investigations Trump wanted, the administration would hold up nearly \$400 million in military aid to the young democracy that relies on U.S. support to counter Russian aggression.

Kent said he memorialized in writing the conversations he was having with other diplomats amid his concerns of “an effort to initiate politically motivated prosecutions that were injurious to the rule of law, both in Ukraine and U.S.” The memorandum was submitted to the State Department.

He told investigators he was uncomfortable with what he was hearing about

Giuliani pushing the investigations and Trump’s special envoy to Ukraine, Kurt Volker, engaging Ukrainian officials on the subject.

“And I told Bill Taylor, that’s wrong, and we shouldn’t be doing that as a matter of U.S. policy,” Kent said, referring to William Taylor, the top diplomat in Ukraine who has also testified in the inquiry.

At one point, Kent said, Volker’s assistant, Catherine Croft, asked if anyone had sought investigations from Ukraine. Kent said he hoped the U.S. had not, because “that goes against everything that we are trying to promote in post-Soviet states for the last 28 years, which is the promotion of the rule of law.”

In one particularly unsettling scene, Kent describes mounting unease over Trump’s July phone call with Zelenskyy.

Within days, he was receiving a readout from Lt. Col. Alexander Vindman, an Army officer assigned to the National Security Council who was among the officials listening to the call. Vindman has become a key witness in the House investigation.

Vindman was “uncomfortable” as he gave Kent the readout and unwilling to share much of what was discussed, even over the

secure phone line between the NSC and State.

“It was different than any readout call that I had received,” Kent said. “He felt — I could hear it in his voice and his hesitancy that he felt uncomfortable.”

Vindman told him the tone of the Trump-Zelenskyy call was “cooler, reserved” and that Zelenskyy, a former comedian, had tried to turn on the charm.

He said that Vindman told him that “the conversation went into the direction of some of the most extreme narratives that have been discussed publicly.”

Kent, Yovanovitch and Taylor are expected to appear in the public sessions next week.

Meanwhile, Jennifer Williams, a special adviser to Vice President Mike Pence on Europe and Russia, appeared after being subpoenaed and testified behind closed doors for about five hours.

Former national security adviser John Bolton declined to appear before House investigators Thursday, according to an Intelligence Committee official, who said Bolton’s attorney said he would have contested a subpoena in court.

The Associated Press contributed.

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## NEWS BRIEFING

Staff and news services

### GM selling shuttered factory in Ohio to electric truck maker

TOLEDO, Ohio — General Motors is selling a massive assembly plant it shut down earlier this year in Ohio, a closing that drew threats and scolding from President Donald Trump, to a newly formed company that said Thursday it intends to begin making electric trucks by late 2020.

The company called Lordstown Motors Corp. plans to hire 400 production workers at the outset, but said it still needs more

investors before manufacturing can begin.

GM had employed 4,500 people at the factory near Youngstown just two years ago before it began cutting production and eventually in March ended more than 50 years of car manufacturing there, part of a major restructuring plan.

Terms of the sale and the investors who are behind the deal weren't disclosed by the privately held Lordstown Motors.

### French leader laments NATO's 'brain death' due to US actions

BRUSSELS — French President Emmanuel Macron claimed that a lack of U.S. leadership is causing the "brain death" of the NATO military alliance, insisting in an interview published Thursday that the European Union must step up and start acting as a strategic world power.

Macron's public criticism of the state of the world's biggest military alliance was rejected by

German Chancellor Angela Merkel and NATO Secretary-General Jens Stoltenberg, setting the scene for a possible showdown in London next month when NATO leaders meet.

"What we are currently experiencing is the brain death of NATO," Macron told The Economist magazine. He said the United States under President Donald Trump appears to be "turning its back on us."

### North Carolina no longer an outlier on sex and consent

GREENSBORO, N.C. — North Carolina's governor has signed a sexual assault bill that says women can revoke consent during sex.

Gov. Roy Cooper said in a news release Thursday that he had signed the bill, which undoes a 1979 court decision that made North Carolina the only state where women can't revoke consent.

The law also undoes a court ruling from 2008 that said sexual assault

laws don't apply to people who were incapacitated because of their own action as victims, such as by taking drugs or alcohol. It also increases penalties for child abusers.

The law goes into effect Dec. 1.

Both houses of the legislature approved the bill unanimously last week. Cooper says the bipartisan legislation "will help more people seek justice against abusers."



PETR DAVID JOSEK/AP

**A couple hugs** Thursday by the "Lennon Wall," dedicated to musician John Lennon in Prague, Czech Republic. The wall created in the 1980s became a symbol of anti-communism. It was recently renovated to mark 30 years since the fall of the Soviet Bloc.

### Senior envoy in Syria highly critical of troop withdrawal

WASHINGTON — A senior American diplomat has written a highly critical assessment of the Trump administration's abrupt withdrawal of troops from northeast Syria last month, a decision that paved the way for an attack on U.S.-allied forces in the area, officials said Thursday.

In an internal memo, William Roebuck, the top American diplomat in northern Syria, takes the Trump administration to task for not doing more to prevent Turkey's invasion or protect the Kurds, who fought alongside U.S. forces in the battle against the

Islamic State group, according to two U.S. officials familiar with the matter.

One of the officials described the memo, which was obtained and first revealed by The New York Times, as "lengthy and harsh." The officials spoke on condition of anonymity.

Roebuck's memo highlights how President Donald Trump's decision to withdraw the troops was deeply divisive, even within his own administration. The move was widely criticized by Democrats and Republicans as abandoning a key ally in the fight against the Islamic State.

Turkey invaded days after Trump ordered the U.S. special forces to leave.

In the memo quoted by the Times, Roebuck said there was no way to know if more pressure on Turkey's president, Recep Tayyip Erdogan, would have stopped the operation.

"It's a tough call, and the answer is probably not. But we won't know because we didn't try," the Times quoted Roebuck as writing.

Trump's ordered withdrawal from the northeast has been somewhat tempered by the deployment of forces to protect oil fields in Kurdish-held areas.

### Okla. woman in failure-to-protect case to be freed

OKLAHOMA CITY — An Oklahoma woman who has served 15 years in prison for failing to report her boyfriend, who served just two years for abusing her children, is scheduled to be released from custody.

The Oklahoma Department of Corrections says Gov. Kevin Stitt has signed

the commutation sentence of Tondalao Hall and she is to be released Friday.

Her release comes about after the state Pardon and Parole Board voted unanimously to recommend that Stitt commute her sentence to time served.

Hall's ex-boyfriend, Robert Braxton, pleaded

guilty to abusing the children and was released on probation after two years in jail.

The disparity of the sentences outraged women's rights groups and brought further attention to Oklahoma's high rate of incarceration, particularly of women.

### Governor of Texas to open homeless camp in Austin

AUSTIN, Texas — Texas' Republican governor said Thursday that he is creating a homeless campsite on 5 acres of state land of the outskirts of downtown in the capital of Austin, escalating a battle with the city's liberal leaders over people living on the streets.

Greg Abbott's announcement was met with a mix of muted welcoming and accusations of political posturing from Democrats who run the state capital around the Texas Governor's Mansion, where Abbott has spent months lashing out at the city's homelessness problem on Twitter.

Abbott spokesman John Wittman said the campsite will have portable restrooms and hand-washing stations. He said it will also provide access to homeless case workers and health care providers until permanent sheltering opens.

**In China:** A court sentenced nine fentanyl traffickers Thursday in a case that is the culmination of a rare collaboration between Chinese and U.S. law enforcement.

Liu Yong was sentenced to death with a two-year reprieve, while Jiang Juhua and Wang Fengxi were sentenced to life in prison. Six other members of the operation received lesser sentences, ranging from six months to 10 years. Death sentences are almost always commuted to life in prison after the reprieve.

Working off a 2017 tip from the U.S. Department of Homeland Security about an online drug vendor who went by the name Diana, Chinese police busted the drug ring based in the northern Chinese city of Xingtai.

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## EDITORIALS

## Maybe city's ex-mayors should get CTA passes instead of bodyguards

Columnist Mike Royko began Chapter 1 of "Boss," his 1971 biography of Chicago Mayor Richard J. Daley, by describing Hizzoner's morning commute. The mayor would exit his Bridgeport bungalow and settle into the back seat of a police-escorted limo for the ride to City Hall.

Royko, as ever, made the perfect writing choice. Being driven to work by a detective in a limo was more than a job perk for Daley. It was symbolic of the mayor's dominion over Chicago. As Royko noted, that fancy car sure looked out of place in modest Bridgeport: "A passing stranger might think that a rich man had come back to visit his people in the old neighborhood."

**It must be tough for former mayors** to give up the convenience and status of a police-driven limo. In most big U.S. cities, they say goodbye to the bodyguards when they leave the job. Not in Chicago.

Former Mayor Richard M. Daley, son of Hizzoner, left office eight years ago, yet he still has a taxpayer-funded security detail provided by the Chicago Police Department, according to the Tribune's Gregory Pratt and Jeremy Gorner. The same goes for former Mayor Rahm Emanuel. After finishing his final term in May, police assigned a detail to him.

This is an oddity and a concern. Los Angeles, Houston, Phoenix, Philadelphia, San Antonio, San Diego, Dallas and San Jose all provide security for their current mayors, but not their predecessors, the Tribune reports. New York City officials declined a request for comment.

Philadelphia noted that its "Dignitary Protection Unit" provides temporary security as needed on a case-by-case basis. That's a sensible position, based on the idea of assessing and acting on any threat risks to public officials.

**We sense something else at play in Chicago: stature enhancement.** Machine politics is so entrenched in Chicago, and so deferential to those at the top, that a tradition took hold of providing special



WALTER KALE/CHICAGO TRIBUNE

Mayor Richard J. Daley alights from his personal police car, a Cadillac limousine, in 1970. It was led and followed by two other cars.

treatment to certain elected officials, regardless of the need or cost to taxpayers.

Years ago, during the tumultuous Council Wars era, Ald. Edward Burke had officers assigned to him for protection. But he kept his contingent of four full-time officers until 2011, when it was replaced with two retired officers paid for by the city. Burke finally lost his detail late last year after the FBI raided his City Hall offices.

Until this summer, CPD provided security for the city clerk and treasurer. When that stopped, Clerk Anna Valencia and

Treasurer Melissa Conyears-Ervin complained about the decision, saying they faced threats to their safety, but the city stood firm. Conyears-Ervin's chief of staff claimed the decision was politically motivated, which Mayor Lori Lightfoot's administration denied.

Lightfoot this week defended the practice of protecting former mayors, "given the world in which we live." But she also said: "If that time becomes obsolete where that's not necessary, then we'll evaluate it at that time."

**It's the Police Department's responsibility to keep everyone safe in Chicago.** Protecting high-profile individuals who may face threats is part of CPD's job. But Chicago also has a budget crisis and a crime problem.

Let CPD continue to assess any security risks to former mayors and react accordingly. But if it turns out ex-mayors receive bodyguard treatment as a retirement benefit, Lightfoot ought to end the practice. Former mayors can take the bus just like the rest of us.

## Watch out, Cook County land bank. The public could foreclose — on you.

Worthy civic endeavors can become dead civic endeavors if no one trusts them. Which brings us to the tale of 10300-02 S. Corliss Ave.

At that Far South Side address is a two-story, brown brick building once owned by Chester Wilson Jr., a top aide for embattled Ald. Carrie Austin, 34th. Owned by Wilson for more than 10 years, the building was a mess, the Chicago Sun-Times explains. Fire had ravaged it. A raft of building code violations had piled up, as had more than \$200,000 in property taxes and interest that Wilson owed on the structure.

Enter the Cook County Land Bank Authority, an agency created in 2013 to revive struggling South and West Side neighborhoods. The authority acquires foreclosed, vacant or abandoned homes and other buildings. Then it sells them to local developers, who fix up the properties and get them occupied and back on the tax rolls.

**Wilson is chief of staff for Austin,** whose office was raided by FBI agents last summer for reasons not yet clear. In 2017, he made a deal with the land bank, the Sun-Times reports, and donated the building to the agency. When the land bank obtains property, debt that could slow down a developer's acquisition of the structure — such as back taxes, liens and unpaid city fines or utility bills — gets wiped out. So, the Corliss property's due bill for unpaid property taxes disappeared.

As part of the deal, the building was turned over to Lisa Livingston, a day care operator. Neither Wilson nor Livingston disclosed to the land bank that they had been business partners. The agency says they should have disclosed that connection. A cynic might ask if the whole exercise was more about canceling the tax bill than about reviving the property.

The deal stinks, and it has prompted Cook County Board President Toni Preck-

winkle to call for an independent review of the land bank. Cook County Commissioner Bridget Gainer, the agency's chairwoman and the driving force behind its formation, joined Preckwinkle in calling for the probe.

There's a lot riding on what that review yields, starting with the agency's future. Paint that future bleak if taxpayers cannot trust the land bank, no matter how many distressed homes and buildings it has turned around. Especially in an era when the list of politicians and public officials tangled in corruption investigations grows longer with each passing month, the credibility of government operations matters.

**That's all the more important** for an agency tasked with revitalizing swaths of downtrodden Chicago. The land bank's mission is laudable: Reverse blight created by the waves of foreclosures pummeling the South and West sides during the Great Recession. Drive through Englewood or

Roseland and you'll see streets dotted with boarded-up homes. Without intervention, blighted neighborhoods all face the same fate: more businesses leaving, more jobs leaving, more people leaving.

The land bank says that, since its inception up until December 2018, it has generated 376 property rehabs. The land bank has done good work, and we've credited its staff for that.

But a bungle like approving the Corliss Avenue deal can cause public support to flag. The deal never should have happened. Not only should the county probe what happened in that case, it should conduct a deeper dive into the agency to see if any other too-cozy deals have escaped scrutiny. And it should set in place reforms that ensure public trust in the land bank doesn't get undermined again.

Without that trust, the land bank risks putting itself on a path toward its own foreclosure.

## WHAT OTHERS ARE SAYING

Once it was a stark symbol of cruelty and division. ... And yet visiting Berlin in October in advance of the 30th anniversary, I found it hard, in places, to work out where the Berlin Wall ran. There are stretches where it has disappeared altogether; in others it's marked on the ground by a discreet double line of cobblestones. A few short sections of it have been preserved, in a Disneyland kind of way, but they give no sense of the fear the Wall used to inspire — that double line of concrete separated by an open killing ground a hundred meters across, dotted with watchtowers, patrolled by groups of armed soldiers and dogs trained to kill. ...

On the morning of Nov. 9, 1989, no one had any idea that this would be a date to match the historical importance of July 14, 1789, when the Bastille was stormed, or Nov. 7, 1917, when the Bolsheviks took the Winter Palace. ... Only the previous day, the Berlin Wall had been the same grim dividing line between Soviet-occupied Eastern Europe and the West that it had been for 28 years ...

East Germany was always abnormal, unnatural, never much more than an elaborate prison, built by Stalin and kept going by Soviet weaponry and a powerful secret police force. It had no objective reason for existing, and when the moment came it showed all the strength and resilience of wet cardboard.

John Simpson, New Statesman America

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# Chicago Tribune

## PERSPECTIVE

### Why teachers can bank more sick days in their new contract



ERIC ZORN

Just so you know my bias going into this topic, I call in sick only when I'm actually, you know, ailing or dealing with personal or family medical issues.

I've always considered paid sick days to be a common-sense, humane accommodation to the reality that our inner workings fail us from time to time, not a perk to be hoarded or used up if about to expire.

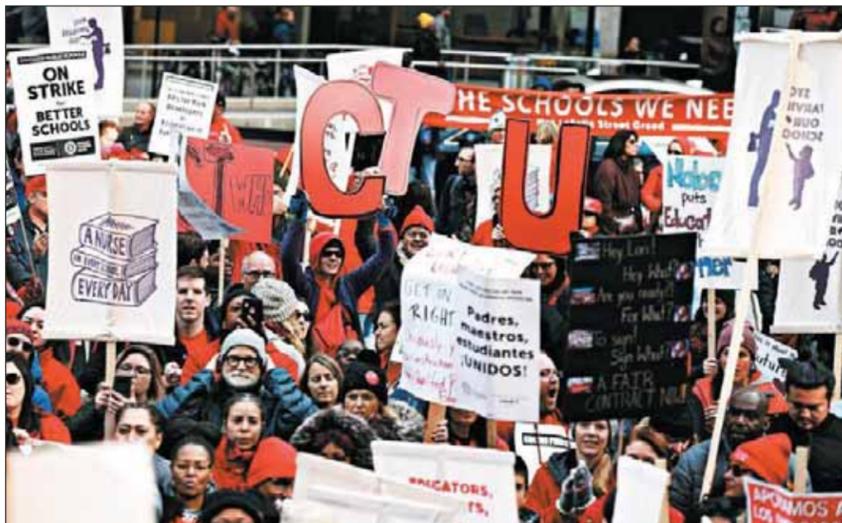
So I found it jarring to learn that the new contract between the Chicago Teachers Union and Chicago Public Schools provides that teachers who don't use up their annual allotment of 12 sick days will be allowed to save as many as 244 of them over the years to allow them to retire early or to spend as pension service credit.

That's up from just 40 sick days that could be banked under the previous contract.

Why the dramatic change? Because a previous, even more dramatic change in the other direction had perverse consequences.

Prior to 2012, Chicago teachers who stayed healthy enough could accumulate up to 325 sick-day credits, then redeem them for cash when they retired at up to 100 percent pay.

This was proving too ex-



TERRENCE ANTONIO JAMES/CHICAGO TRIBUNE

Striking Chicago Teachers Union members and their supporters rally at Daley Plaza last month.

pensive for CPS, so in the 2012 contract negotiations, the sides agreed to cut the maximum number of days to 40 and eliminate the end-of-career cash payouts.

By most standards, this was quite reasonable, especially given the lengthy breaks teachers have. According to Mercer's 2018 Survey on Absence and Disability Management, only 49% of employers allow sick days to carry over year to year, with a median cap among those employers of just 20 saved days.

Mercer's survey of 423 employers, nearly all in the private sector, found just 5% allowed employees to cash out unused sick days at the end of the year.

By public union standards, though, it was flinty. Typical contracts in the Chicago area allow employees to save 175 to 200 sick days. Nonunion city and county workers can do the same, though in most cases their days can be "spent" only on health-related matters such as those covered under family and medical leave law and not otherwise redeemed. Certain other Illinois school districts still have retirement cash jackpot deals similar to Chicago's old deal.

The result of the 2012 deal was that teacher absenteeism shot up by 27%, according to CPS.

"Teachers knew that if they didn't use their sick days,

those days would disappear forever," said union spokeswoman Christine Geovanis when I asked her about this. "If they had a choice to have union surgery that would keep them off their feet for 10 days, why would they wait until their summer vacations? Why schedule a physical therapy appointment for a Saturday instead of a Tuesday during the school year if you're going to lose that day in the long run?"

Oh, I don't know. For the kids, maybe?

Both sides in the recent labor dispute agreed that the spike in teacher absenteeism increased the demand for already scarce substitute teachers and disrupted the

educational flow in the classroom. It was this reality and CPS' desire to rein in absenteeism that prompted a compromise agreement to a more than sixfold increase in bankable sick days in the yet-to-be-ratified contract proposal.

I suggested to Geovanis that the increase in absenteeism was ironic given that the CTU repeatedly emphasized during their recent strike that their walk-off was motivated primarily by concern for the students.

She countered that what I seemed to be saying was that teachers shouldn't have taken advantage of an employee benefit and instead should have allowed that benefit to evaporate.

Busted! That's *exactly* what I was saying. I don't think of sick days as a "benefit" in the same way as I think of, say, vacation days. I think of them as a form of insurance, and when you don't have to use them, you should count yourself lucky, not cheated.

Is it good that Chicago teachers will now be able to squirrel away up to 244 days with pay for when serious illness or injury strikes, babies are born or relatives are in medical need?

Absolutely. We should all be able to earn such a cushion and have such peace of mind.

But should they be able to convert those into pretend work days when they retire? Well, you know my bias. Absolutely not.

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### Holocaust survivor's memories of Kristallnacht illustrate the need for every person to fight injustice

BY RALPH REHBOCK

On Nov. 9, 1938, the Germans orchestrated the destruction of synagogues and the looting of Jewish-owned businesses throughout Germany. They destroyed Jewish cemeteries, hospitals, schools and homes. Police arrested 30,000 Jewish men and sent them to concentration camps. Those who were previously hesitant to leave realized that night that Jewish life in Nazi Germany was no longer possible.

Each year on the anniversary of Kristallnacht, the Night of Broken Glass, I pause to reflect. This year has me particularly concerned about the rise of hatred in our society. With the Anti-Defamation League reporting that the total number of anti-Semitic attacks in the United States in 2018 was the third-highest total since it began tracking data in the 1970s, I am more aware than ever of the need to recognize upstanders.

These people who are willing to take a stand offer tangible evidence that freedom of choice and opportunities to fight injustice exist even in the darkest of times. Without the assistance of five extraordinary upstanders, my story would have had a very different ending.

**1. Cousin Max.** By spring 1938, the intensifying pace of laws against the Jews prompted my mother and father to plan to leave our home in Gotha, Germany, which was not an easy task. We, and so many others like us, contacted family members in the United States. Some of my parents' friends and relatives were not willing to help. Thankfully, my mother's cousin Max wrote the affidavit that would sponsor our family for admission to the United States.

**2. The House Sitter.** During the evening of Nov. 9, we watched from our hotel window as fire destroyed the synagogue across the street, one of 267 synagogues torched that night. With cooperation from the local population, Nazis smashed windows, vandalized storefronts and murdered 91 men. My uncle was one of them. The Nazis also arrested 30,000 Jewish men between the ages of 16 and 60 and sent them to concentration camps. Back at our home in Gotha, the Gestapo came



GETTY

Germans pass by the smashed windows of a Jewish-owned shop in the aftermath of Kristallnacht, or Night of Broken Glass, in November 1938.

ZBIGNIEW BZDAK/CHICAGO TRIBUNE  
Holocaust survivor Ralph Rehbock at his home in Northbrook in 2018.

to arrest my father, but a young Jewish woman who was house-sitting told them she did not know where he was and they left

in disgust. The denial was part of a prearranged plan to call him if anything went wrong. The next evening, we received a telephone call at the hotel. "The English lesson is canceled," she said. It was code meaning, "Do not come home," and he never did again.

**3. The Marine.** On Nov. 10, we went to our appointment at the U.S. Consulate to secure our visas, but delays required us to wait and return the following day. We did, only to find the consulate closed for Armistice Day, the holiday we now call Veterans Day. A Marine guard standing at the gates, compassionate to our plight, tracked down the consul general in town.

**4. The Consul General.** Despite the holiday, the consul general ran to his office to complete our visas, as well as those of many

other Jews waiting outside the gates that day. His signature meant freedom.

**5. The Stranger.** My mother and I traveled to the Dutch-Holland border where all Jews were forced off the train. For reasons still unknown, and with all the suspense of an old noir film, a Dutch man tapped my mother on the shoulder and quietly separated us from the other Jews. His signal to us, a slight tip of his hat, told us to run, jump the track and board another train to safety in Holland. From Holland we went to England where we were joined by my father, who traveled separately, and on Dec. 15, 1938, we left for the United States.

As we mark the 81st anniversary of Kristallnacht, we are reminded of our responsibility to

each other. We have the moral obligation to take a stand for humanity. We have the power, through actions both big and small, to become upstanders.

Our community must defend against those who attack others based on race or religion and unite against anti-Semitism and all forms of bigotry. Sometimes, the simplest of actions — writing a letter to a congressman, making a phone call to support a cause, showing up to a rally or event, or tipping a hat to a stranger — can make all the difference in the lives of others.

Ralph Rehbock is a Holocaust survivor and vice president and executive committee member at the Illinois Holocaust Museum & Education Center.

## PERSPECTIVE



LIONEL CIRONNEAU/AP

East German border guards stand in a gap in the Berlin Wall on Nov. 11, 1989, after protesters pulled down a segment of it.

The Berlin Wall fell in a dramatic wave of hope 30 years ago.

# Now that unity is only a memory.

BY IVO DAALDER

Thirty years ago, the wall dividing Berlin, Germany and Europe came tumbling down, inaugurating a period of dizzying change and unprecedented opportunity. Within months, Germany was reunited, Soviet dominance of central and eastern Europe collapsed, and Soviet communism and the USSR itself disintegrated. The Cold War, which had split Europe for more than four decades, had ended.

In its stead, a far more optimistic and hopeful future beckoned. A continent torn asunder by two bloody world wars and frozen into two competing blocs now faced the possibility of becoming whole, free and at peace. The United States, as the world's sole remaining superpower, played a leading role in helping bring that about.

It all started with the unification of Germany. While weary neighbors feared the reemergence of a strong, united Germany at the center of the new Europe, Washington pushed to complete the task within a year of the first breaches of the Berlin Wall. Germany would remain a member of NATO and also committed to revamp the European Union by further deepening economic and monetary integration. Both helped reassure other European nations that a newly powerful Germany would be firmly embedded in European and transatlantic institutions.

With East and West Germany becoming one, the next step was to bridge Europe's economic, political and military divides. The initial focus was to improve European security without which there could not be the necessary political and economic transformation. A series of arms control agreements were negotiated with the United States, the Soviet Union and European members of NATO and the former Warsaw Pact, ending the military

standoff in Europe and enhancing regional security.

Importantly, NATO agreed to open its doors to new members, thus encouraging the countries of eastern and central Europe to undertake the hard but necessary work of transforming their economies, domestic politics and militaries in preparation for membership. Like NATO, the European Union also moved to encourage the economic and political transformation of central and east European countries by offering membership to those countries that had fulfilled the necessary reforms.

Within 15 years of the Berlin Wall coming down, Europe had seemingly fulfilled the bright promise of the heady days of jubilant crowds bringing down the wall. Europe was becoming whole, with most countries having joined NATO and the European Union and others knocking on their doors. It was peaceful, as successful intervention ended the wars that had followed Yugoslavia's disintegration. The single European market and the introduction of the euro had brought prosperity to many, and democracy and freedom thrived throughout the continent.

Europe's transformation was a historic accomplishment.

Now, much of the hope and optimism that made this possible has disappeared. The financial and euro zone crises of 2008-10 led to a steep economic decline from which many countries have yet to recover. In its wake, populism and nativism are challenging democratic and civic norms in a growing number of countries. Britain's decision to leave the EU both deprived the union of a key economic and political member and has paralyzed proceedings in Brussels for too long.

Europe is also buffeted by destabilizing forces from beyond its borders. Russia has reemerged as a significant security threat,

both militarily through its actions in Ukraine, Syria and North Africa, and politically through its cyberattacks and election interference. Turkey has turned away from Europe and from democracy, and its actions have further destabilized the Middle East. Growing numbers of migrants are seeking to cross the Mediterranean in search of a better future.

In the past, Europe could count on a strong and stabilizing American presence to help address these challenges. But that, too, has changed. Washington's ability to effect positive change in Europe has declined over the years, challenged by increasing demands at home, a refocusing of attention to the Middle East and Asia, and growing competition from a rising China and newly assertive Russia.

President Donald Trump's "America First" policies have only accelerated the decline of U.S. influence in Europe. His active opposition to the European project that helped transform the continent, combined with his reluctance to embrace America's longstanding commitment to NATO and European security, have created growing doubts about America's trustworthiness and standing.

When the Berlin Wall came down in 1989, Europe had a United States willing and able to help guide its future, which it did in building a Europe whole, free and at peace. Now, Europe will have to decide its own future. It can recommit to unity and play the strong and stabilizing role its collective power and potential make possible. Or it can stand aside and allow divisions and disagreements to deepen and nefarious forces from within and without seek to control its destiny.

Thirty years ago, Europe made the right choice. Will it do so again?

Ivo Daalder is president of the Chicago Council on Global Affairs and a former U.S. ambassador to NATO.

## VOICE OF THE PEOPLE

## U.S. needs universal health care

Anyone not convinced that we need "Medicare for All" must read the book, "An American Sickness." Each chapter takes one element of our health care system and exposes how dysfunctional these elements are and how ridiculously expensive they have become.

We truly need to refashion our entire system in order to bring it into some sort of rational system; that is what Democratic presidential candidate Elizabeth Warren is proposing with her plan for Medicare for All.

Of course, we all want to keep our current health insurance plan. But that is only because we all fear what change will bring. All other developed countries have some form of universal health care, and their costs are roughly half of what we spend. We Americans cannot afford to pay double for our health care; our government must create a fiscally sound system that will benefit us all.

— Lee Knohl, Evanston

## Shocking rise in antibiotic cost

In response to U.S. Rep. Lauren Underwood's commentary on prescription drugs ("Let's end the agony and make prescription drugs more affordable," Nov. 4): I was recently prescribed an antibiotic, tetracycline, for an infection. This drug was introduced in the middle of the 20th century, and has been dispensed in generic form for many years. In 2010, the cost was about 10 cents a pill. I was shocked when I was presented with my bill for 56 pills: \$885.19.

Certainly this was an error? No, that was the price. I would appreciate a response from the pharmaceutical industry as to why this happens.

— David Ofman, Chicago

## Don't give vote to 16-year-olds

There has been a lot of debate about whether the voting age in the United States should be lowered to 16 years old. While the U.S. has one of the lower voting ages, many young advocates want it lowered even more.

The U.S. shouldn't lower the voting age from 18 to 16. First, 16-year-olds are not legally adults. They don't have many adult responsibilities. They aren't allowed to work full time, apply for a credit card and participate in jury duty, and they aren't held accountable for their own debts.

Since teens aren't allowed to do certain things and often don't live independently of their parents at that age, they don't have experience dealing with the circumstances or issues that many candidates use as a basis for their campaign, such as taxes.

These teens do have the ability to be politically involved without directly voting. They can advocate their positions and beliefs to adult voters. They can get involved in political clubs or become civically engaged through volunteering. Many kids can become more educated in the political system as teens so that when they do become old enough to actually vote, they know what their stances are and who they want to vote for.

— Emma Bergquist, Hoffman Estates

## Large donations go to Dems, too

We constantly hear Democrats complain about the Supreme Court's Citizens United ruling because it allows large outside contributions to affect local elections. They refer to the Koch brothers as the evil culprits. It's rather ironic that these same complainers have no problem with large donations that come from the billionaire George Soros, who reportedly poured more than \$1 million into the recent Virginia state races.

I suppose the only solution to this concern would be for Congress to pass a law capping the amount that could be spent in various races. However, since incumbents seem to get the lion's share of large donations and win the majority of elections, it seems virtually impossible that this will ever happen. Therefore, I guess both sides will keep complaining, and we'll stick with the current arrangement.

— Dan Schuchardt, Glen Ellyn

## Gov. Pritzker no corruption fighter

I could not stop laughing as the Tribune Editorial Board implored Gov. J.B. Pritzker to "square up" to the scandals in Springfield ("Gov. Pritzker, step up to Illinois corruption," Nov. 3). The board is asking a man who cheated on his real estate taxes to clean up this mess?

The same guy who bought the governorship? The governor who rammed through a huge expansion of gambling, legalized recreational marijuana and drove home a pork-filled "infrastructure" plan? Pritzker is going to explain ethics to the legislature?

— Brian Varley, Elgin

# Mind-body treatments can help beat pain and overcome opioid crisis

BY BILL CLEMENTS AND DOUG DROSSMAN

The National Institutes of Health recently announced it was awarding nearly \$1 billion to research to combat the opioid crisis. We applaud the NIH, but more can and must be done to help the nation's 20 million chronic-pain sufferers avoid and battle opioid dependence and addiction.

The Centers for Disease Control and Prevention estimates 1.7 million people in the U.S. suffer from substance-use disorders related to prescription opioids. In 2016 and 2017, more than 130 people died every day from opioid-related overdoses.

The cost is staggering: The CDC says the economic burden of prescription opioid misuse alone in the U.S. is \$78.5 billion a year, including the costs of health care, lost productivity, addiction treatment and criminal justice. Of the \$945 million in grants announced by the NIH, \$87 million, or 9%, is for research that explores mind-body-centered treatments. While laudable, this step forward is really a back-to-the-future move.

In the early 1990s, the U.S. was home to some 1,100 pain-rehab programs that focused not on painkillers or expensive procedures but on mind-body techniques such as targeted exercise, deep breathing, acupuncture, yoga and psychotherapy.

Research clearly shows these focused, interdisciplinary programs are more effective than drugs or surgeries at helping people manage chronic pain long-term. And while they cost more money upfront, they could save us billions of dollars each

year in the long run. citations

But today, only 50 such programs exist — and most struggle financially.

Why? It's all about profit: Pills and procedures make a lot more money for doctors and clinics. In the process, we traded patient participation in managing their pain for a reimbursable quick fix that's both toxic and deadly.

The need for change is urgent.

Now that opioid-makers will be shelling out billions to settle lawsuits filed by U.S. states and municipalities desperate for help in combating the opioid epidemic, we need to spend some of that money to revive a network of pain-rehab clinics that rely on mind-body techniques to help people manage their pain on their own.

It is humiliating for pain patients when their doctors say, "It's all in your head" to dismiss their symptoms. Here's the rub: Pain actually *is* all in our heads. All pain is, whether it's knee-buckling gut pain or a hammer smashing into a thumb. Advances in neuroscience tell us pain is more sensation than reaction — and we can use our big brains to tone down our reactions. All opioids do is turn off our brains, and that's not a good long-term strategy.

Indeed, during the last decade we've seen an explosion of research in chronic-pain management using central neuromodulators (a replacement for the stigmatizing terms of "antidepressants" and "antipsychotics" that scientists once used when referring to the treatment of psychiatric disorders). Now we know these central neuromodulators are an effective treatment for chronic pain, independent of

any psychiatric diagnosis.

We're not arguing that opioids are all bad. Certainly, people need opioids for acute pain after surgery or major injury. Giving opioids in sufficient quantities to people suffering the agony of end-of-life pain is just plain compassionate. Some of the settlement money could also support the search for non-addictive drugs that will knock out pain nearly as well as but without the negative consequences of opioids.

These programs are also smart economically: One study found just reducing the opioids pain patients take would save us \$6 to \$10 per day per patient. Twenty million people in the U.S. suffer from high-impact pain (where pain limits at least one major life activity), totaling savings of \$50 billion per year.

That's not even considering the downstream savings from fewer doctor and ER visits, and improvements in lost productivity, earnings and tax dollars.

We believe, from science and experience, that some of the settlement money from lawsuits against drug companies needs to go toward reviving pain-rehab programs focusing on non-drug, mind-and-body treatments. They used to be the gold standard in the U.S. for people with chronic pain, and they can be again.

Bill Clements is a writer and journalist. Doug Drossman is a gastroenterologist and professor emeritus of Medicine and Psychiatry Center for Functional GI and Motility at the University of North Carolina at Chapel Hill.

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# Chicago Tribune BUSINESS

## Sears, Kmart to close 96 stores nationwide

Retailer plans to shutter 2 stores in Illinois, will have 182 locations remaining

BY LAUREN ZUMBACH

The parent company of Sears and Kmart plans to close 96 stores by February, including two in Illinois.

That will leave Sears and Kmart with just 182 stores, fewer than half the number remaining when Transformco bought the retailer out of bankruptcy earlier this year. Transformco is controlled by Sears' former CEO Edward Lampert and his hedge fund.

Transformco also secured \$250 million in financing in the run-up to the holiday season from lenders, including Lampert and his hedge fund, and a third-party investor, the company

said in a statement Thursday. Lampert's portion of the financing was significant but less than half the total sum, Reuters reported Thursday, citing people familiar with the transaction who were not authorized to publicly discuss portions of the deal.

The new capital will support efforts to focus on "competitive strengths" while making cuts to pieces of the business that have struggled, the company said in its statement.

Sales at the closing stores, including Sears stores in West Dundee and Peoria, are expected to start Dec. 2.

Less than a year ago,

Lampert and his hedge fund said they believed Sears could succeed as a profitable company and that their bid to rescue the bankrupt retailer from liquidation would keep stores open and save jobs.

But the company, once the nation's largest retailer, said it has since faced "a difficult retail environment and other challenges."

The company opened three smaller stores selling appliances, home services and smart home products in May. But in August, it announced plans to close 26 Sears and Kmart stores this fall and told the state it planned to lay off about 250 employees at its Hoffman Estates headquarters.

Transformco said Thursday it plans to focus on its better-performing stores



ERIN SAUDER/THE COURIER-NEWS

The Sears store in the Spring Hill Mall in West Dundee is closing, a victim of the retail chain's efforts to stay afloat.

and its service businesses, and that it expects to "realize a significant return on our extensive portfolio of owned and leased real estate."

The company also said it

stores, Transformco said.

After the latest round of closures, just three Sears department stores are expected to remain open in Illinois. Those stores are in Chicago Ridge, North Riverside and Schaumburg, along with a Kmart in Des Plaines and a handful of Sears Hometown and Appliance Outlet stores.

A company spokesman could not immediately be reached for additional comment. Transformco's statement did not rule out additional store closures.

"We will continue to evaluate our Sears and Kmart footprint, consistent with our overall retail and service strategy," the company said Thursday.

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## CVS, Walgreens trying to weather business changes

Drugstores attempt to gain a leg up by offering more

BY ABDEL JIMENEZ

Walgreens said this week it is considering a deal to take the Deerfield-based company private. A day later, CVS reported revenue of \$65 billion, up more than 36% from the same period a year prior. The fight is fierce as both drugstores try to gain a leg up in the industry by offering more health services and specialty products like cosmetics to attract customers.

Walgreens and CVS are taking different approaches to changes in consumer shopping behavior and the pharmacy business.

Here's how they stack up:

**Walgreens fills fewer prescriptions**

CVS Health operates 9,900 traditional retail locations and has another 1,100 stores that include MinuteClinics, its primary care clinics. The company is closing 22 underperforming stores early next year, according to CVS's third-quarter earnings report. That's on top of the 46 stores closings CVS announced earlier this year.

During its third quarter,

CVS said it filled more than 352 million prescriptions.

Walgreens, on the other hand, plans to close 200 stores beginning this fall. It had more than 9,200 stores in the U.S. as of Aug. 31. Worldwide, the chain has 18,750 locations.

Walgreens filled 283 million prescriptions, which included immunizations, in U.S. locations during its fiscal fourth quarter.

**Both have gone through mergers and acquisitions**

Walgreens spent several years trying to acquire Rite Aid, a smaller competitor, but faced opposition from federal regulators. In 2017, Walgreens set that acquisition attempt aside and instead acquired about 2,000 of Rite Aid's stores. CVS acquired Aetna, the nation's third-largest health insurer in terms of membership, for about \$69 billion nearly a year ago.

**How do the two companies stand financially?**

CVS reported net income of about \$1.5 billion during its third quarter. Walgreens had net earnings of \$677 million during its fiscal

Turn to **Changes, Page 2**



TRISTAN SPINSKI/FOR THE WASHINGTON POST

Mandy Perry, one of the few female captains in these waters, hauls lobster traps off Prince Edward Island in Canada.

## Canada nets China's lobster affection

Trump's trade war delivers big catch for northern neighbor

BY RACHEL SIEGEL

The Washington Post

TIGNISH, PRINCE EDWARD ISLAND, Canada — A gold and pink glow creeps over the horizon as Mandy Perry sets sail on her 43-foot boat. In the hours ahead, she and her two-man crew will tend to dozens of wooden lobster traps, plucking out the day's flailing haul in an instinctive, fluid motion before restocking the traps with frozen mackerel and red fish and sending them back out to sea.

"When fishing does good, everybody else in the community does good," said Perry, 30, one of a handful of female captains in these waters.

It's here, off the coast of its smallest province, where Canada has emerged the surprise winner of a protracted

trade war between the United States and China.

Beijing's tariffs on American lobster have gutted exports of the quintessential Maine delicacy, stripping the industry of its Chinese customers without any assurance they will return — and positioning Canada to fill the growing demand, perhaps permanently.

The U.S.-China trade war has upended supply chains around the world. But nowhere may that be starker than in the North Atlantic, where fishing communities that share a history and a way of life have been suddenly splintered. For generations, the maritime border between the United States and Canada has been more of a soft line between friends than a sharp divide between rivals. When it comes to lobster, each nation is the other's largest foreign buyer.

Business flourished for both sides in the past decade as China's growing middle class developed a taste for the

succulent shellfish found in the upper reaches of the Atlantic. But after President Donald Trump slapped tariffs on a wide range of Chinese products last year, Beijing retaliated with a 25% levy on \$34 billion worth of U.S. goods, including American lobster.

In the first six months of 2018, before tariffs took hold, the state's lobster shipments to China had shot up 120% year over year, according to the Maine International Trade Center.

But from June 2018 to June 2019, after the duties were in place, overall exports to China tumbled 50%, with the biggest slump in live lobster, which dropped 81%, according to Wade Merritt, president of MITC.

Meanwhile, Canada's lobster sales to China reached record highs.

The lobster trade is not the only American industry to see Chinese business siphoned away by the trade

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GENE J. PUSKAR/AP

Walgreens said this week it is considering a deal to take the Deerfield-based company private.

## Study: Black female tipped workers struggling to make ends meet

City considering proposal to raise minimum wage to \$15 an hour by 2021

BY ABDEL JIMENEZ

As Chicago considers a proposal to raise the minimum wage to \$15 an hour by 2021, a new study shows that black female workers in tipped positions in the city struggle to make ends meet.

One Fair Wage, a New York-based nonprofit that advocates for ending the subminimum wage, the

lower wage that tipped workers collect, released a report on Thursday that found more than 27% of black workers in Chicago's dining industry were living in poverty, compared to about 18% of white workers in the same occupation.

One Fair Wage commissioned the report, which was conducted with University of California, Berkeley and the Restaurant Op-

portunities Centers United, a nonprofit organization that works to improve wages and working conditions for restaurant workers.

Saru Jayaraman, president of One Fair Wage and a professor at Berkeley's Goldman School of Public Policy, said people of color in Chicago are disproportionately affected by the subminimum wage. Workers aren't able to pay for expenses due to the unreliability of tips and are pushed to use food stamps,

Jayaraman said.

Over the summer, South Side Ald. Sophia King proposed an ordinance that would increase the minimum wage to \$15 by 2021. The legislation also calls for eliminating the subminimum wage.

Currently, tipped workers collect a minimum wage of \$6.40 an hour, plus additional gratuity they receive.

Jayaraman said Chicago has more tipped workers living in poverty than in other cities she has studied like New York, Los Angeles

and Houston.

Jayaraman, who led the research, said more than half of Chicago's tipped workers are women who are servers and bartenders.

The One Fair Wage study also found that black women in Chicago who are tipped workers accounted for about 49% of all tipped workers accessing Supplemental Nutrition Assistance Program, the federal nutrition program formerly known as food stamps.

A majority of Chicago's tipped female workers,

many of whom are mothers, have jobs in casual restaurants, which often don't pay as much as fine dining establishments, Jayaraman said.

King said she's negotiating with the mayor's office over the subminimum wage provision. She said she does not have a date for when the proposal would be put up for a vote.

Several business trade associations oppose the bill, saying that getting rid of the

Turn to **Wages, Page 2**

# US, China hint at progress in trade war

Talks progressing as sides agree to reduce tariffs on some items

BY JOE McDONALD  
Associated Press

BEIJING — Beijing and Washington have agreed to reduce some punitive tariffs on each other's goods as talks on ending their trade war progress, a Chinese spokesman said Thursday, removing a possible stumbling block to a settlement.

The agreement came during talks aimed at working out details of a "Phase 1" deal announced Oct. 12. Financial markets were rattled by reports China was pushing for tariffs to be lifted, which raised the possibility of a breakdown in talks.

Negotiators agreed to a "phased cancellation" of tariff hikes if talks progress, said a Commerce Ministry spokesman, Gao Feng.

"If the two sides achieve a 'Phase 1' agreement, then



Visitors chat near a booth of a U.S. company during a Chinese import exposition Wednesday in Shanghai.

based on the content of that agreement, tariffs already increased should be canceled at the same time and by the same rate," Gao said at a news briefing.

As for the size of reductions, Gao said that would depend on the agreement.

Robert Lighthizer, the president's chief trade representative, has been seek-

ing Chinese agreement to an enforcement mechanism that would condition tariff reductions on Chinese implementation of the agreement. Tariffs would fall — or rise — depending upon whether Beijing complied with specific terms, one person familiar with the talks said.

"China's put a bit of a spin

on it," the person said of the Commerce Ministry statement.

Gao, however, told reporters in Beijing that "China's position has been consistent and clear: The trade war was started by raising tariffs, and so it should be ended by canceling them."

Governments of the two biggest global economies have raised tariffs on billions of dollars of each other's goods in the fight over China's trade surplus and technology ambitions.

That weighs on trade worldwide and threatens to depress global economic growth that already is showing signs of slowing.

The Oct. 12 agreement was modest and details have yet to be put on paper, but it was welcomed as a sign of progress toward ending the trade war.

President Donald Trump agreed to postpone a planned tariff hike while lower-level officials hammered out details.

Trump said China agreed

to buy up to \$50 billion of American farm goods. Beijing has yet to confirm the scale of its commitment.

News reports said Beijing wants 15% tariffs imposed in September on \$125 billion of Chinese imports removed before it will make a formal commitment.

There has been no indication whether Trump might agree, which raised the possibility of another breakdown in negotiations.

China's imports of American soybeans and other goods tumbled 26.4% in the first nine months of this year following tariff hikes and orders to importers to find other suppliers.

The Oct. 12 agreement helped to ease financial market jitters, but the two sides have yet to report progress on major disagreements over technology and other irritants following 13 rounds of talks.

Trump and Xi were due to meet at this month's gathering of Asia-Pacific leaders in Chile but that

event was canceled due to protests there.

That dampened hopes a face-to-face meeting might produce progress. But U.S. officials say the two governments are looking for a different location.

With the president scheduled to attend a North Atlantic Treaty Organization summit Dec. 3-4 in London, a European venue might make sense. Trump said Nov. 3 that the signing would take place in the U.S., but Chinese officials have not agreed to that.

U.S. Commerce Secretary Wilbur Ross said this week any "Phase 1" agreement would be general and cover trade in specific areas such as soybeans and liquefied natural gas.

More complicated issues would be tackled in later negotiations, Ross said. He gave no indication whether rolling back tariffs was a possibility at this stage.

The Washington Post contributed.

## Uber drivers allege millions in wage theft

BY ELI ROSENBERG  
The Washington Post

WASHINGTON — Ride-hailing drivers in New York City have filed a lawsuit against Uber that claims the company wrongfully deducted taxes from their paychecks and did not pay them the full income they earned from rides.

The lawsuit was filed in a U.S. District Court in Manhattan on Wednesday by the New York City Taxi Workers Alliance, an organization with 22,000 paying members that advocates for drivers. Roughly half of the alliance's drivers do their work through apps like Uber and Lyft, the entity says.

The lawsuit says that 96,000 drivers are owed money for two violations. The drivers allege that Uber deducted money from their paychecks for both the state's sales taxes and a surcharge meant to apply to rides between states.

But they claim that their contract with the company requires them to be paid the passenger's full fare minus Uber's service fee. The lawsuit also alleges that the company used a manipulative system of payments where customers were paying a higher fare than what



Members of the Mobile Workers Alliance protest for better wages Wednesday in Los Angeles.

was being reported to drivers, with Uber pocketing the difference.

"This surreptitious use of double definitions of the 'fare,' a defined term under the contract, resulted in Uber charging higher fares to passengers than those it reported to drivers," a complaint filed in the case states. "Uber then pocketed the difference, depriving drivers of their contractual share of the full fare charged to customers yellow cabs."

The company did not respond to a request for comment.

The lawsuit, first reported by Bloomberg Law, says the group of drivers is owed an estimated \$5 mil-

lion. Three Uber drivers — Levon Aleksanian, Harjit Khatra and Sonam Lama — are named in the suit and have asked a federal judge to approve the class action for the nearly 100,000 drivers who were effected.

The lawsuit is part of a wave of attempts to strengthen the hands — and bolster the wages — of so-called gig economy workers, the most prominent class of which is ride-hailing drivers. Where companies like Lyft and Uber were once heralded for disrupting stodgy industries, attention has grown to the ways in which workers on largely unregulated digital platforms can be exploited, mis-

led and subject to wage theft and misuse.

Companies like Instacart and DoorDash, which rely on workers using their app for their business model, have drawn criticism in recent years for deducting customer tips from the payment given to them — essentially pocketing the funds.

In New York City, attention has swelled on the plight of drivers, upward of 78,000 whom do work for the four main ride-hailing apps. In 2018, eight professional drivers took their own lives, including one, Doug Schifter, who killed himself with a shotgun in front of City Hall after writing a Facebook post about the financial hardship he faced.

The city approved minimum wage protections for app-based drivers at the end of the year, requiring they get paid \$17 an hour for their work, the first for any major city in the United States.

In California, a state bill that was recently signed by Gov. Gavin Newsom into law after months of organizing among ride-hailing drivers attempts to force companies like Lyft and Uber to classify their workers as employees — giving them access to a wider range of rights and protections they are not currently afforded.

## Bill Daley joins Wells Fargo as vice chairman of public affairs

BY HANNAH LEVITT  
Bloomberg

Wells Fargo & Co.'s new leader is starting to install lieutenants to help him right the bank.

Chief Executive Officer Charlie Scharf named Bill Daley, the former White House chief of staff, as vice chairman of public affairs to improve relations with Washington, the firm said Thursday in a statement. Daley already has the boss' trust, having served as a top adviser when Scharf ran Bank of New York Mellon Corp.

Daley's hiring marks Scharf's first major leadership appointment since he took over the embattled San Francisco-based lender last month. It underscores one of his top challenges: rebuilding trust with regulators as well as federal and local lawmakers who have expressed dissatisfaction with the pace of reforms at the firm.

"It's a big challenge, and it's kind of exciting because at this stage in my life I've done a lot, I've been around of a lot of organizations, and you look at the size of this and the impact in America with new leadership," Daley said Thursday in an interview.

The scandals and blowback from politicians across the country have been a drag on business and the bank's stock for more than three years, outlasting two CEOs and an interim one who had made repairing relations a

top priority. Wells Fargo has 14 outstanding consent orders with regulators, most notably a growth cap from the Federal Reserve.

"The addition of Bill and this role to our operating committee is an important statement that we want different perspectives on our senior-most management committee and that we will think more broadly about our stakeholders as we move forward," Scharf said in the statement.

Daley, 71, will oversee areas including government relations, public policy, corporate communications, sustainability and corporate responsibility, and philanthropy. His role is akin to his most recent job at BNY Mellon, which he joined in June and left last month. His decades of experience across banking and politics will boost Wells Fargo's efforts to close the door on its years of scandals.

Daley, the scion of a legendary Chicago political family, served as chief of staff to Barack Obama and Commerce Secretary under Bill Clinton. He also spent years as an executive at JPMorgan Chase & Co., adding to the list of that bank's alumni who now populate the highest ranks at Wells Fargo. Daley joined BNY Mellon after losing a bid for mayor of Chicago earlier this year.

"It's an acknowledgment that this is really important," Daley said. "There's no doubt Charlie's bringing a sense of urgency and speed."

## Lobster

Continued from Page 1

war. Soybean and cotton farmers are worried about losing out to Brazil, where China has shifted much of its business.

"The key issue is how long the trade disruptions between U.S. and China last," said economist Mary Lovely of Syracuse University. "The longer they go on, the more the old networks atrophy and new networks get solidified."

But the Canadians say they're not relishing the boom: Not only do fishers and wholesalers here say they empathize with their American counterparts. But they're also straining to fill the heightened demand for live lobsters on their own, a feat better accomplished by the cross-border infrastructure that's been in place for years.

Though the United States and China in October reached a "phase one" deal to try to de-escalate the 18-month trade war, the agreement won't affect the lobster tariffs.

The bigger question is whether Canada will be able to hold on to its newfound dominance once the trade war ends.

"The longer this goes, the less likely it is that 100% (of the business) will come back," said Sheila Adams of Maine Coast, a live lobster wholesaler based in York, Maine. "When Canada doesn't have any natural competitors, they will get stronger."

Ten years ago, Canada's lobster exports to China totaled only a few million dollars, said Geoff Irvine, executive director of the Lobster Council of Canada.

But those figures nearly doubled each year as the Asian nation's growing middle class latched onto the exotic and newfound status symbol.

Some wholesalers looked to operate on both sides of the border, in part to gain easier access to major airports in New York or Boston. The airport in Halifax, Nova Scotia, from which much of eastern Canada's fresh seafood is flown around the world, is undergoing a massive cargo expansion to ease persistent bottlenecks. The

boom has lifted Canada's entire industry, fishers and processing plants alike.

In the first half of 2018, before the tariffs, lobster sales to China from the United States and Canada were about even, roughly \$84 million, according to data from the Lobster Council of Canada.

But in the second half of the year, post-tariffs, Canada's sales to China rose to \$141 million, and the United States' dropped to about \$60 million. By June 2019, Canada was at \$201 million and U.S. sales were nearly halved, to \$33 million.

"We've just seen our business with China grow exponentially," Irvine said. "Without the tariffs, it would have been business as usual."

The sales growth also put further stress on the supply chain. Getting live lobster from a Canadian wharf to a Chinese buffet within days is an expensive and delicate venture that involves chilled water tanks, airfreight and speed.

"One of our major problems has been the logistics," said Bob Ironside, vice president of operations at Flying Fresh Air Freight Cargo Hal-

ifax. "It's just been impossible to keep up at times with the demand."

Ironside estimated that shipments to China from his Halifax office have doubled since July 2018. He said he turns customers away every day because of the lack of space.

The White House has, so far, resisted calls from Maine's representatives to provide the industry some cover.

Earlier this year, when the Agriculture Department revealed the details of its \$16 billion aid package for farmers affected by Chinese tariffs, the list covered dozens of commodities, including barley, corn, wheat and even hogs.

The lobster industry did not make the cut.

Yet Mainer says the state's delegation can only do so much absent any action from the White House.

"It just seems to be something that is driven at the top," said Annie Tselikis, executive director of the Maine Lobster Dealers' Association. "The traditional mechanisms of advocacy and lobbying just don't seem to be working for us."

## Wages

Continued from Page 1

subminimum wage would change the restaurant industry, which relies heavily on tipped workers.

"The (Illinois Retail Association) respects the voices of all sides in the conversation about minimum wage. We continue to oppose an ordinance that will force a 144 percent labor cost increase on em-

ployers with tipped employees. As restaurant profit margins are typically 3 to 5 percent, the city of Chicago needs a minimum wage that protects jobs and employees' hard-earned tips, while keeping costs and prices reasonable for restaurants and diners," Sam Toia, association president and CEO, said in a statement.

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A new study shows that black female workers in tipped positions in the city struggle to make ends meet.

## Changes

Continued from Page 1

fourth quarter.

### Both are tightening up on tobacco sales

As the health risks associated with tobacco and vaping products have become more well known in recent years, both stores have taken steps. CVS stopped selling tobacco products in 2014. Walgreens announced it was raising the minimum age to purchase tobacco products to 21 this year.

### Both are increasing their health services

The retailers are moving aggressively to boost their in-store health offerings. CVS is implementing its so-called HealthHUB concept, in which stores dedicate more than 20% of floor space to health

services and products. CVS will roll out about 50 of the stores in Houston, Atlanta, Philadelphia, southern New Jersey and Tampa by the end of this year, with plans to have 1,500 locations by 2021.

Walgreens has struck several partnerships with health organizations. The company partnered with UnitedHealth last year to physically connect urgent care centers and drug stores. The pilot program is a way of bringing patients to the stores for prescriptions.

In 2017, the pharmacy chain started offering blood and urine testing with the help of LabCorp, a clinical laboratory based in Burlington, North Carolina. Apart from health services, Walgreens teamed up with Birchbox last year on in-store shops, each about 400 to 1,000 square feet. The company also offers FedEx package pickup and drop-offs at certain locations.

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# Tariffs grating cheese imports

Holiday season worst time for additional 25% levy on product

BY LAURA REILEY  
The Washington Post

WASHINGTON — Cheese is caught in the crossfire.

The European Union claimed the United States has been illegally subsidizing the aircraft manufacturer Boeing. The United States said the EU has been illegally subsidizing Airbus to the detriment of companies like Boeing. The Trump administration imposed tariffs on about \$7.5 billion in European Union goods. And on Oct. 18, they went into effect, prices skyrocketing on things like aircraft products, wine, olive oil and some cheeses.

Cocktail parties, holiday gatherings, gift baskets: November begins the most cheese-intensive part of the year. It is, say many food industry experts, the worst time for an additional 25% tariff on products that in many cases are already subject to tariffs. Parmigiano-Reggiano, Romano, Roquefort, manchego, Swiss and cheddar — the lineup of affected cheeses reads like a greatest-hits list, many of these imported cheeses without an obvious or equivalent American corollary.

Consumers lose with the tariffs because prices will go up, says Janet Fletcher, publisher of the blog Planet Cheese. And yet, because it will narrow the price differential between domestic cheeses and similar imports — American artisan cheeses, usually small and “boutique,” have tended to carry a higher price point due to lack of economies of scale — this development could make people give American cheeses a new look.

And that would only be the latest development in favor of American cheese. Last month, a blue cheese



MIGUEL MEDINA/GETTY-AFF

produced by Rogue Creamery in Oregon beat out 3,804 entries from 42 countries to take top honors at the 2019 World Cheese Awards in Bergamo, Italy. For the first time ever, an American cheese was named best in the world. With millennials finally putting Kraft singles out to pasture (they are purported to have “killed” individually wrapped cheese food in the way they have golf and breakfast cereal), the words “American cheese” are no longer cause for derision and eye-rolling.

“Europe has been paying attention,” Fletcher says. “They are looking for American creameries to buy. They are on the hunt, have bought a few and are looking for more.”

Fletcher says we are 35 years into an American artisanal cheese boom, with a second generation of producers taking over family creameries.

“While this is a terrible way to resolve a trade dispute that has nothing to do with cheese,” she says, “if it goes on for a long time, it will introduce Americans to some new domestic cheeses.”

Phil Marfuggi, president of the importer Ambricola as well as the Cheese Importers Association of America, says a win such as Rogue’s is good because it lets the world know that American cheese quality is improving, but that the tariffs probably will not make a dent in the trade imbalances.

“The U.S. imports \$1.5 or \$1.6 billion in dairy products from the EU, and the EU imports about \$140 million of dairy products from the U.S.,” he says.

Some of the disparity, he says, is because many European cheeses have been granted protected geographical status, so a Wisconsin cheese could not be

called “Parmigiano-Reggiano” even if it were stylistically identical. Marfuggi says there may be more “havarti” produced by Danish companies in the United States than in Denmark, but that the EU has applied for a protected status so that any producer outside Denmark could not sell it in the EU under that name. As with wines and other agricultural products, European cheese producers protect their names fiercely, precluding foods from elsewhere to share nomenclature.

“And Europe also has a quota system,” Marfuggi says. “There are only so many kilos of cheese let into the European Union that are not manufactured there.”

Marfuggi, who says he’s now paying an additional \$50,000 for each shipping container of European cheeses, says some cheese

importers and wholesalers stockpiled European cheeses before the tariffs took effect. But this is only possible with hard cheeses with a long shelf life, like Parmesan. Expensive and more ephemeral cheeses like Roquefort, taleggio or Gorgonzola, he says, may disappear from American store shelves altogether. Which could make way for American products. But the prices of domestic cheeses, too, are on the rise.

Phil Kafarakis, president of the Specialty Food Association, explains why. Fewer EU cheeses means less weight on trucks, leading to higher shipping and distribution costs for domestic producers to get their cheeses to market.

“Domestic producers are going to have to pick up more of the shipping cost,” he said.

Also, he says, retailers may not increase prices of

individual European cheeses by the full 25% tariff but choose instead to spread that 25% price hike across all cheese prices. Thus, domestic cheeses may inch up in price to defray the big jump in some costs to consumers.

Kafarakis says some price increases will be passed along directly to consumers, while other retailers may choose to eat the cost of the tariffs to maintain a competitive advantage.

Imported European cheese generally come in as large wheels at the wholesale level, stopping off at a cutting house where people are tasked with cutting, weighing and wrapping wedges that go on to retail stores. If the importation of European cheese slows to a trickle, Marfuggi says as many as 20,000 jobs could be lost in the importation and processing part of the cheese business.

Cheese is the highest-volume category in specialty foods, with annual sales in excess of \$4.2 billion, says Nora Weiser, executive director of the American Cheese Society. Small and medium businesses, the engine that drives the specialty food industry, may decide to invest in ramping up production but could find themselves with excess capacity and/or supply when the tariffs are lifted.

Since the World Cheese Awards were announced Oct. 19-20, Rogue’s winning cheese, Rogue River Blue, has sold more than 90 wheels, 50 pounds each. Last year in the same time period, the number was 10 wheels. The blue is essentially sold out.

Tom Van Voorhees, the retail manager at Rogue Creamery Cheese Shop, says when news of the tariffs broke, Rogue petitioned against them at the American Cheese Society conference in July.

“It’s an airplane fight, not a food fight. It seems arbitrary,” he says.

## Juul halts sales of mint, its top-selling e-cigarette flavor

BY MATTHEW PERRONE  
Associated Press

WASHINGTON — Juul Labs said Thursday it will halt sales of its bestselling, mint-flavored electronic cigarettes as it struggles to survive a nationwide backlash against vaping.

The voluntary step comes days after new government research showed that Juul is the top brand among high schoolers who use e-cigarettes and that many prefer mint.

“These results are unacceptable and that is why we must reset the vapor category in the U.S.,” company CEO K.C. Crotshaw said in a statement.

Underage vaping has reached what health officials call epidemic levels.

In the latest government survey, 1 in 4 high school students reported using e-cigarettes in the previous month, despite federal law banning sales to those under 18.

Under fire for its alleged role in sparking the vaping trend among teens, Juul has made a series of concessions to try and weather a crackdown from local, state and federal officials. It stopped selling popular fruit and dessert flavors in stores last year, and last month, stopped selling them online too.

Earlier, the company replaced its CEO and pledged to stop advertising its products.

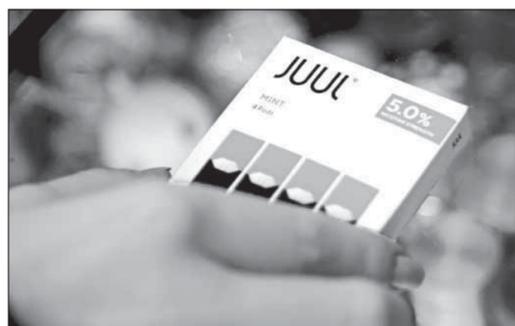
After halting mint sales, Juul will only sell menthol and tobacco flavors. Mint and menthol accounted for nearly 60% of the company’s retail sales in the past year, according to data compiled by Wells Fargo analyst Bonnie Herzog.

Fruit, candy, dessert and other flavored e-cigarettes have been targeted because of their appeal to underage users. Federal health officials are expected to soon release plans for removing most vaping flavors from the market.

In September, President Donald Trump said the flavor ban would include mint and menthol flavors. However, no details have yet been released, leading anti-vaping advocates to worry that the administration is backing away from its original plan.

Juul is the bestselling e-cigarette brand in the U.S., but has been besieged by legal troubles, including investigations by Congress, federal agencies and several state attorneys general.

The company is also being sued by adults and underage Juul users who claim they became addicted to nicotine through the company’s products.



SETH WENIG/AP

E-cigarette maker Juul Labs said it has chosen to halt sales of its bestselling mint-flavored vaping pods.

### ADVERTISEMENT

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Mortgage Guide

Institution	30 yr APR	30 yr Fixed	Product	Rate	Points	Fees	% Down	APR	Phone / Website	NMLS # / License #
GateWay Capital Mortgage			15 yr fixed	3.000	0.000	\$495	5%	3.010	773-572-8130	NMLS# 246585
			30 yr FHA	3.500	0.000	\$495	3.5%	3.502		LIC# 6760411
Get Approved In Minutes										
Free Mortgage Comparison Tool										
Lowest Rates With Lowest Closing Costs										
www.gwcmortgage.com										
No JUNK Fees, Free Appraisal, More Programs, CALL NOW!										
Liberty Bank			20 yr fixed	3.500	0.000	\$999	20%	3.648	847-737-9020	NMLS# 787575
			15 yr fixed	3.000	0.000	\$999	20%	3.188		LIC# 6760411
			10 yr fixed	2.875	0.000	\$999	20%	3.148		
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Same great rates for loan amounts up to \$1,500,000.										
Competitive rates on multi-family properties.										
Apply online – Fast approval. We service our own loans!										
Mutual of Omaha Mortgage			30 Yr Fixed FHA	3.250	0.000	\$800	5%	3.320	312-388-2176	NMLS# 110495
			30 Yr Fixed Jumbo	3.875	0.000	\$1,250	25%	3.932		
			7-1 Arm Jumbo	3.375	0.000	\$1,250	20%	3.430		
			15 Yr Fixed	3.375	0.000	\$800	20%	3.423		
			30 Yr Fixed	3.750	0.000	\$800	5%	3.825		
			10-1 Jumbo	3.625	0.000	\$1,250	20%	3.720		
			30 Yr Fixed VA	3.250	0.000	\$800	5%	3.320		
Investor 1-4 unit fixed rate and arm options available										

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### SAVINGS UPDATE

#### 4 questions to ask before tapping home equity

If you’ve owned your home for many years, chances are good you have equity built up that you can use for another purpose. But since taking on debt should always be a carefully weighed decision, it’s important to ask yourself specific questions before you tap in.

The most important starting point is to ask whether you plan to spend the equity on something that adds value. Making a major home improvement or retiring higher-cost debt can result in net financial gains. A major expense like long-term care may also be more economical to pay with home equity funds than with retirement savings.

But spending the funds on a vacation or a highly discretionary purchase that loses value may leave you paying years of interest on something with no monetary value in the end.

Second, is home equity just a short-term fix for a bigger problem that needs a more permanent solution? If you plan to use home equity to pay off other debt, what are you doing to avoid landing yourself in this kind of expensive debt situation in the future?

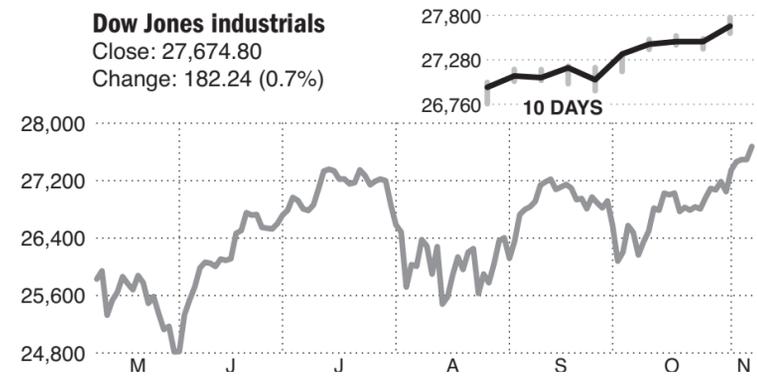
Third, have you calculated exactly what budget commitment you’ll need to pay this debt off? This involves deciding how many years you’ll stretch it out, how much you’ll tap, what the resulting payment will be, and whether you can reliably fit this into your budget for the duration of repayment.

Lastly, is this your best option? You may determine that spending less and instead using savings will ultimately bear more financial fruit than taking out home equity. Or you may find that borrowing through a different avenue will have stronger advantages. In any case, be sure you go in with a sharpened pencil and a realistic plan so that you maximize positive gains and minimize risks.

Rate Criteria: The rates and annual percentage rate (APR) are effective as of 11/05/19. All rates, fees and other information are subject to change without notice. RateSeeker, LLC. does not guarantee the accuracy of the information appearing above or the availability of rates and fees in this table. The institutions appearing in this table pay a fee to appear in this table. Annual percentage rates (APRs) are based on fully indexed rates for adjustable rate mortgages (ARMs). The APR on your specific loan may differ from the sample used. All rates are quoted on a minimum FICO score of 740. Conventional loans are based on loan amounts of \$165,000. Jumbo loans are based on loan amounts of \$484,351. Lock Days: 30-60. Points quoted include discount and/or origination. Payments do not include amounts for taxes and insurance. The APR may increase after consummation and may vary. FHA Mortgages include both UFMP and MIP fees based on a loan amount of \$165,000 with 5% down payment. Points quoted include discount and/or origination. Fees reflect charges relative to the APR. If your down payment is less than 20% of the home’s value, you will be subject to private mortgage insurance, or PMI. VA Mortgages include funding fees based on a loan amount of \$165,000 with 5% down payment. If your down payment is less than 20% of the home’s value, you will be subject to private mortgage insurance, or PMI. “Call for Rates” means actual rates were not available at press time. To access the NMLS Consumer Access website, please visit [www.nmlsconsumeraccess.org](http://www.nmlsconsumeraccess.org). To appear in this table, call 773-320-8492.

MARKET ROUNDUP

**Dow** High: 27,774.67 Low: 27,590.16 Previous: 27,492.56



Nasdaq	S&P 500	Russell 2000
+23.89 (+.28%)	+8.40 (+.27%)	+4.45 (+.28%)
Close: 8,434.52	Close: 3,085.18	Close: 1,593.99
High: 8,483.16	High: 3,097.77	High: 1,607.41
Low: 8,415.87	Low: 3,080.23	Low: 1,590.33
Previous: 8,410.63	Previous: 3,076.78	Previous: 1,589.54

10-yr T-note	Gold futures	Yen	Euro	Crude Oil
+11 to 1.92%	-26.00 to \$1,464.20	+38 to 109.31/\$1	+0.0018 to .9052/\$1	+80 to \$57.15

Major market growth and decline

5-day % change			30-day % change			1-year % change		
DOW +2.32	NASD +1.71	S&P +1.57	DOW +4.45	NASD +6.08	S&P +5.00	DOW +5.66	NASD +12.00	S&P +9.92

COMMODITY	AMOUNT-PRICE	MO.	OPEN	HIGH	LOW	SETTLE	CHG.
WHEAT (CBOT)	5,000 bu minimum- cents per bushel	Dec 19	517.50	519.75	511	512.50	-4.25
CORN (CBOT)	5,000 bu minimum- cents per bushel	Dec 19	379.25	380	373.75	375.25	-3.50
SOYBEANS (CBOT)	5,000 bu minimum- cents per bushel	Nov 19	916.50	927	915	925	+10
SOYBEAN OIL (CBOT)	60,000 lbs- cents per lb	Dec 19	31.75	31.78	31.41	31.43	-32
SOYBEAN MEAL (CBOT)	100 tons- dollars per ton	Dec 19	299.40	306.20	299.20	305.60	+6.70
LIGHT SWEET CRUDE (NYMX)	1,000 bbl.- dollars per bbl.	Dec 19	56.35	57.88	56.27	57.15	+80
NATURAL GAS (NYMX)	10,000 mm btu's, \$ per mm btu	Dec 19	2.823	2.882	2.753	2.772	-.056
NY HARBOR GAS BLEND (NYMX)	42,000 gallons- dollars per gallon	Dec 19	1.6261	1.6500	1.6204	1.6355	+0.093

LOCAL STOCKS

Stocks listed may change due to daily fluctuations in market capitalization. Exchange key: N=NYSE, O=NASDAQ

STOCK	XCHG.	CLOSE	CHG.	STOCK	XCHG.	CLOSE	CHG.
Abbott Labs	N	83.39	+27	Equity Commonwith	N	31.81	+11
AbbVie Inc	N	82.01	-.07	Equity Lifesty Prop	N	67.47	-.08
Allstate Corp	N	107.72	+.77	Equity Residential	N	84.07	-1.51
Aptargroup Inc	N	109.40	+.08	Exelon Corp	O	41.73	-.04
Arch Dan Mid	N	43.54	-.37	First Indl RT	O	61.56	-.26
Baxter Intl	N	78.00	-.37	Fortune Brds Hm&Sec	N	91.05	-.59
Boeing Co	N	357.31	+5.18	Gallagher AJ	N	320.73	+91
Brunswick Corp	N	60.91	+19	Grainger WW	N	103.29	+07
CBOE Global Markets	N	115.40	+95	Hill-Rom Hldgs	N	38.11	-.09
CDK Global Inc	O	50.99	+.82	IAA Inc	N	160.38	+72
CDW Corp	O	132.93	-.03	IDEX Corp	N	176.51	-1.04
CF Industries	N	46.63	+24	ITW	N	84.39	+48
CME Group	O	199.00	+41	Ingredion Inc	N	110.52	+74
CNA Financial	N	45.61	-16	John Bean Technol	N	161.88	+4.03
Cabot Microelect	O	155.75	-1.48	Jones Lang LaSalle	N	73.99	+29
Caterpillar Inc	N	147.01	+1.52	Kemper Corp	O	32.72	-.42
ConAgra Brands Inc	N	27.80	-.04	Kraft Heinz Co	O	35.10	-.31
Deere Co	N	177.89	+1.92	LKQ Corporation	O	184.59	...
Discover Fin Svcs	N	84.35	+1.17	Littelfuse Inc	O	193.08	-1.10
Dover Corp	N	109.13	-.33	McDonalds Corp	N	118.62	+35

MOST ACTIVE STOCKS

NEW YORK STOCK EXCHANGE

STOCK	CLOSE	CHG.
Chesapck Engy	.91	-.00
Gen Electric	11.29	+27
Bank of America	33.23	+44
Uber Technologies	27.38	+4.4
Teva Pharm	8.47	+37
CenturyLink Inc	14.88	+1.52
Party City Holdco	2.00	-4.10
Freoport McMoran	11.27	+63
Yamana Gold Inc	3.27	-20
Kord Motor	8.89	-.03
Finnors Gold	4.24	-57
HP Inc	19.39	-18
Sprint Corp	6.19	+04
Square Inc	64.41	+307
Nokia Corp	3.57	-.02
Nielsen Hldgs plc	19.91	-18
AT&T Inc	39.42	+17
PG&E Corp	6.02	-.90
Callon Petrol	4.32	+05
Wells Fargo & Co	54.00	+71
Energy Transfer L.P.	12.11	-15
Twitter Inc	29.05	-49
Fitbit Inc	6.98	-.05
Vale SA	12.21	+04

LARGEST COMPANIES

Based on market capitalization

STOCK	CLOSE	CHG.
AT&T Inc	39.42	+17
Alibaba Group Hldg	186.66	+2.50
Alphabet Inc C	1308.86	+17.06
Alphabet Inc A	1306.94	+15.93
Amazon.com Inc	1788.20	-7.57
Apple Inc	259.43	+2.96
Bank of America	33.23	+44
Berkshire Hath B	222.74	+74
Exxon Mobil Corp	73.01	+1.52
Facebook Inc	190.42	-1.13
HSBC Holdings prA	26.51	+03
JPMorgan Chase	130.00	+70
Johnson & Johnson	131.43	+47
MasterCard Inc	272.79	+2.93
Microsoft Corp	144.26	+20
Procter & Gamble	119.62	-70
Taiwan Semicon	53.67	+03
Visa Inc	178.43	+1.66
WalMart Strs	120.23	+73

LARGEST MUTUAL FUNDS

Based on total assets

FUND	NAV	CHG	1-YR %RTN
American Funds AMCPA m	32.81	+11	+7.0
American Funds AmronBAlA m	28.30	...	+9.5
American Funds CptWldGrInca m	50.49	+13	+10.9
American Funds CptIncBldrA m	62.46	-.07	+8.8
American Funds FdmTlInvsA m	62.15	+23	+9.6
American Funds GrfAmrca m	51.54	+20	+8.3
American Funds IncAmrca m	23.23	-.02	+9.4
American Funds InvCAMrca m	39.35	+15	+6.6
American Funds NwPrspctVA m	46.42	+09	+13.0
American Funds WAMTInvsA m	47.90	+19	+10.7
DFA IntlCorEqIn	13.46	+07	+6.5
Dodge & Cox Inc	14.08	-.04	+9.8
Dodge & Cox IntlStk	43.81	+25	+7.0
Dodge & Cox Stk	196.20	+57	+5.3
DoubleLine TtRetBdl	10.70	...	+8.3
Fidelity 500DlxnsPrrm	107.38	+34	+11.9
Fidelity Contrafund	13.36	+06	+9.5
Fidelity InvMGradeBd	11.52	-.05	+11.0
Fidelity TlMktDlxnsPrrm	87.57	+27	+11.0
Fidelity US3DlxnsPrrm	11.87	-.06	+10.6
Franklin Templeton IncA1 m	2.29	-.01	+5.9
Metropolitan West TtRetBdl	10.97	-.06	+10.8
PIMCO Inc2	12.00	...	+7.2
PIMCO IncInstl	12.00	...	+7.3
PIMCO TtRetIns	10.38	-.08	+9.6
Schwab SP500dx	47.94	+15	+11.9
T. Rowe Price BCGR	117.29	+36	+10.1
T. Rowe Price GrStk	70.30	+32	+10.5
Vanguard 500DlxAdmrl	285.21	+91	+11.9
Vanguard BalldAdmrl	38.25	...	+11.2
Vanguard DivGrInv	30.41	+08	+15.8
Vanguard EqInAdmrl	78.75	+19	+9.8
Vanguard GrldAdmrl	88.49	+20	+14.5
Vanguard HCAmrl	86.32	+21	+3.5
Vanguard INTTEAdmrl	14.39	-.04	+8.4
Vanguard InsldxIns	279.68	+89	+11.9
Vanguard InsldxInsPlus	279.70	+89	+11.9
Vanguard InstSMInPls	66.26	+20	+11.0
Vanguard MdCpdxAdmrl	211.95	+27	+11.0
Vanguard PrrmCpAdmrl	147.10	+88	+9.1
Vanguard STInvMGrdAdmrl	10.71	-.02	+6.1
Vanguard SmCpdxAdmrl	76.38	+11	+6.1
Vanguard TrgtRtr2020Inv	32.85	...	+10.1
Vanguard TrgtRtr2025Inv	19.79	+01	+10.5
Vanguard TrgtRtr2030Inv	36.18	+04	+10.5
Vanguard TrgtRtr2035Inv	22.28	+04	+10.5
Vanguard TtBMDlxAdmrl	11.01	-.05	+10.7
Vanguard TtBMDlxIns	11.01	-.05	+10.7
Vanguard TtInBldAdmrl	23.16	-.09	+9.6
Vanguard TtInBldxIns	34.75	-14	+9.6
Vanguard TtInSldxAdmrl	29.24	+13	+9.5
Vanguard TtInSldxIns	116.95	+53	+9.6
Vanguard TtInSldxInsPlus	116.98	+54	+9.6
Vanguard TtInSldxInv	17.48	+08	+9.5
Vanguard TtSMldxAdmrl	76.26	+24	+11.0
Vanguard TtSMldxIns	76.27	+23	+11.0
Vanguard TtSMldxInv	76.23	+24	+10.9
Vanguard WngtAdmrl	74.75	+03	+13.1
Vanguard WlslyInAdmrl	66.04	-.21	+12.1
Vanguard WndrllAdmrl	68.04	+47	+10.8

TREASURY YIELDS

DURATION	CLOSE	PREV.
3-month disc	1.53	1.52
6-month disc	1.52	1.52
2-year	1.66	1.62
10-year	1.92	1.81
30-year	2.40	2.30

SPOT METALS

	CLOSE	PREV.
Gold	\$1464.20	\$1490.20
Silver	\$16.970	\$17.558
Platinum	\$914.00	\$931.70

INTEREST RATES

Prime Rate	4.75
Discount Rate Primary	2.25
Fed Funds Target	1.50-1.75
Money Mkt Overnight Avg.	0.66

FOREIGN EXCHANGE

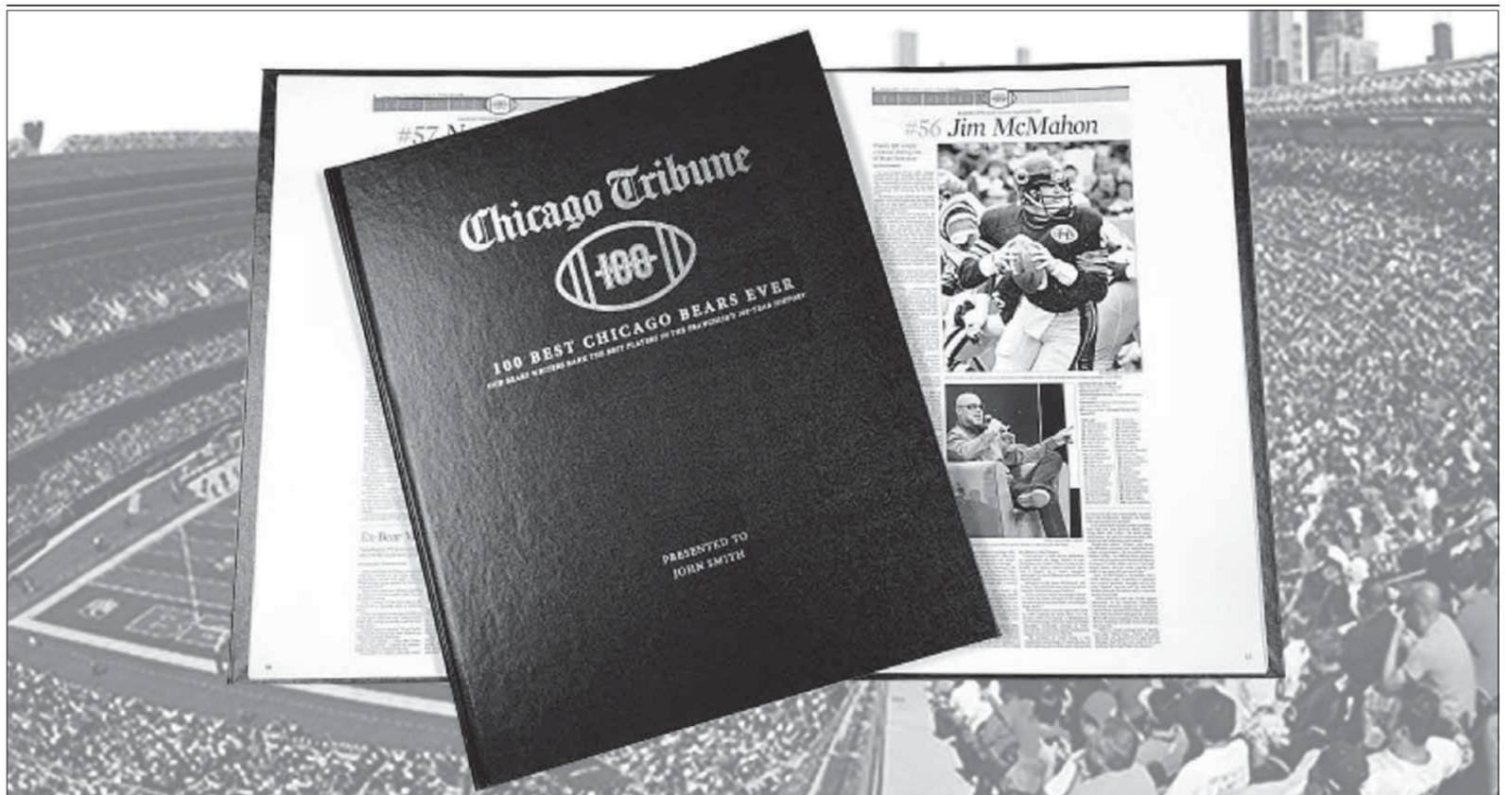
A U.S. Dollar buys ...

Argentina (Peso)	59.6001
Australia (Dollar)	1.4491
Brazil (Real)	4.0928
Britain (Pound)	.7799
Canada (Dollar)	1.3182
China (Yuan)	6.9784
Euro	.9052
India (Rupee)	71.023
Israel (Shekel)	3.4967
Japan (Yen)	109.31
Mexico (Peso)	19.1289
Poland (Zloty)	3.85
So. Korea (Won)	1155.31
Taiwan (Dollar)	30.35
Thailand (Baht)	30.45

FOREIGN MARKETS

INDEX	CLOSE	CHG./%
Shanghai	2978.71	+1./...
Stoxx600	406.56	+1.5/+4
Nikkei	23330.32	+26.5/+1
MSCI-EAFE	1979.21	+2.8/+1
Bovespa	109580.60	+1220.3/+1.1
FTSE 100	7406.41	+9.8/+1
CAC-40	5890.99	+24.3/+4

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## OBITUARIES

STEPHEN DIXON 1936-2019

## Prolific writer of unsettling and experimental fiction

By HARRISON SMITH  
The Washington Post

Stephen Dixon, a prolific novelist and short-story writer whose humorous, freewheeling fiction traced the shocks and jolts of romance, aging and everyday life, in an experimental but plain-spoken style that brought readers deep inside the minds of his characters, died Nov. 6 at a hospice center in Towson, Maryland. He was 83.

The cause was pneumonia and complications from Parkinson's disease, said his daughter Sophia Frydman.

Dixon, a retired creative writing professor at Johns Hopkins University, published well over 500 short stories in the Paris Review, Playboy, Esquire and legions of small magazines across the country. His first book came out when he was 40, but he made up for lost time in publishing some 30 novels and story collections, usually letting no more than a week or two lapse between projects.

His work was sprawling and sometimes manic, with run-on sentences, endless paragraphs and an immersive style that detailed the messy, meandering thoughts of protagonists such as Gould Bookbinder, a sex-obsessed college professor, and Nathan Frey, a father whose young daughter is killed by a highway gunman.

Dixon was sometimes described as an experimental realist, a writer who tinkered with storytelling conventions while remaining true to life. He was twice a finalist for the National Book Award, for "Frog" and "Interstate" (1995), and several of his stories were included in Pushcart Prize and O. Henry Award collections.

Nonetheless, he never cracked the bestseller lists and counted 14 publishers for his first 28 books. For decades he was described as a seminal "writer's writer" — "one of the great secret masters," as novelist Jonathan Lethem put it — a devoted craftsman who kept working at his Hermes manual typewriter well into the digital age, refining an approach that mixed poignancy with humor.

Most of Dixon's works began as stories. Some simply grew into novels, which generally retained

the fragmentary, non-chronological format of his collections. Their narratives honed in on mundane, seemingly trivial details — the way a soiled diaper is removed from a baby; the collection of change for a basement washing machine — even as they were shadowed by tragedies and misfortunes that echoed Dixon's own life.

His wife, a poet, translator and Chekhov scholar, had multiple sclerosis and used a wheelchair. His father, a dentist, was imprisoned as a middleman in an illegal abortion ring. A sister was diagnosed with Proteus syndrome, which causes physical abnormalities, and a brother disappeared at sea. Another sibling was killed by a falling tree, an accident that inspired the beginning of Dixon's novel "Phone Rings" (2005), written as a kind of elegy to his brother.

Stephen Bruce Ditchik was born in Manhattan on June 6, 1936, the fifth of seven children. His mother, Florence Leder Ditchik, was a beauty queen and chorus girl on Broadway, later an interior decorator.

His father, Abraham Ditchik, was accused by a special prosecutor of "collecting fabulous sums of money for public officials in a citywide abortion racket," and convicted in 1940 of conspiracy, extortion and attempted bribery. He was sentenced to up to four years and six months in Sing Sing prison and lost his dentistry license, leading Florence to change her name and that of her children. She selected Dixon out of a phone book.

At City College of New York, Dixon enrolled in a dentistry program, planning to enter the family business. He found himself revolted by animal dissections and the smell of formaldehyde, then switched to international relations; nonetheless, he would later quip that he had likely written "more about dentistry than any writer alive."

After graduating in 1958, he moved to Washington, where his oldest brother worked in journalism, and landed a job in radio. By his telling, he interviewed Lyndon Johnson, Richard Nixon, John Kennedy and Soviet leader Nikita Khrushchev. On a whim one night, he began writing his first short story, about a man

who flirts with women at a park in Washington.

"It was like a cork popping out of my skull," he recalled in an interview with Johns Hopkins Magazine. "I was in ecstasy."

In the early 1960s, he moved to New York, where he worked as an editor at CBS News and typed fiction alone at lunch. A colleague, journalist Hughes Rudd, asked to read some of his stories and sent two to George Plimpton, co-founder of the Paris Review. The magazine published Dixon's first piece, "The Chess House," in 1963.

Dixon received a Wallace Stegner creative writing fellowship from Stanford University and, when his funding ran out, supported himself with work as a schoolteacher, tour leader, bus driver, department store sales clerk, artist's model, waiter and bartender.

In 1976, he published his first book, "No Relief," and pocketed \$600 in royalties. His publisher went bankrupt soon after the release of his second, "Work" (1977), leaving Dixon unpaid. The novel, about a New York bartender, was about the difficulties of finding a job and keeping it — an achievement that largely eluded Dixon until he joined the faculty at Johns Hopkins, in 1980.

Dixon, who retired in 2007, taught at the school alongside his wife, Anne Frydman, whom he married in 1982; she died in 2009. In addition to his daughter, survivors include another daughter, Antonia Frydman; two sisters; and a grandson.

Dixon wrote two books about his Bookbinder character, "Gould: A Novel in Two Novels" (1997) and "30: Pieces of a Novel" (1999). His other novels included "I" (2002), a patchwork of 19 stories about an unnamed protagonist who reappeared in "End of I" (2006), and "His Wife Leaves Him" (2013).

He said he wrote compulsively, whenever he had a few minutes free, and had tried but failed to take an extended leave from his typewriter. "I get all pent up and frustrated and anxious and I feel worthless," he told Johns Hopkins Magazine. "I'm not doing anything! How many books can you read without wanting to write one?"

resulted in Republicans winning a majority in the Senate while at the same time gaining control of the House for the first time in 40 years.

In 2000, a statewide recount began in Florida, which emerged as critical in deciding the winner of the 2000 presidential election. (Early that day, Vice President Al Gore telephoned Texas Gov. George W. Bush to concede, but called back about an hour later to retract his concession.)

In 2002, the U.N. Security Council unanimously approved a resolution giving U.N. weapons inspectors the muscle they needed to hunt for illicit weapons in Iraq.

In 2003, a suicide car bombing of a housing complex in Riyadh, Saudi Arabia, killed 17 people.

In 2012, the Pentagon reprimanded seven Navy SEALs, including one involved in the raid that killed Osama bin Laden, for divulging classified information to the video game designers of "Medal of Honor Warfighter."

In 2014, North Korea released Matthew Todd Miller and Kenneth Bae, two Americans who had been in custody in the reclusive nation.

In 2016, Republican Donald Trump triumphed over not just Hillary Clinton but large parts of his own party's hierarchy to win the presidency in one of the biggest upsets in U.S. political history.

## Chicago Tribune Death Notices

Chicago Tribune extends our condolences to the families and loved ones of those who have passed.

chicagotribune.com/deathnotice

## Death Notices

## Affatati Jr, John V.

John V. Affatati Jr., 86, born June 7, 1933, entered eternal life on November 3, 2019. He is survived by his wife, Mary, five children — John (Brenda, deceased), Phyllis (Jim), Vicki (Mark), Irene (Joe) and Vincent (Michelle), 17 grandchildren, 15 great-grandchildren, brothers — Ralph (Betty), Carl (Marie) and Jim (Kathy), sister-in-law, Irene (Donald), and many nieces and nephews. Preceded in death by his brother, Tom, and sister-in-laws, Rose and Annette. John was a proud Veteran of the Korean War, US ARMY.



in-law, Irene (Donald), and many nieces and nephews. Preceded in death by his brother, Tom, and sister-in-laws, Rose and Annette. John was a proud Veteran of the Korean War, US ARMY.

Visitation will be held at St. Isaac Jogues Catholic Church, 8149 W. Golf Road, Niles, IL, on Saturday, November 9, 2019, at 9:00 am, followed by a Memorial Mass at 10:00 am. In lieu of flowers, donations to St. Isaac Jogues Catholic Church Renovation Fund in Memory of John V. Affatati are appreciated. An extended obituary is available at www.cremation-society.com/obituaries.

Sign Guestbook at [chicagotribune.com/obituaries](http://chicagotribune.com/obituaries)

## Bragiel, Mary Irene

Mary Irene Bragiel, 83, of Arlington Heights was born May 24, 1936 in Chicago to Bartholomew and Irene (O'Connell) Finn and passed away November 5, 2019. Mary Irene was the beloved wife of the late Frederick A. Bragiel; loving mother of Mary Katherine (late Michael Lamendella) Bragiel, Mary Frances (Tom) Trucco, Mary Ellen Bragiel, Mary Clare (Jim) Noteman and Mary Colleen Bragiel; cherished grandmother of Mary Grace, James Frederick, Mary Julia and Mary Margaret Noteman and dear sister of the late Jerome (Jean) Finn and Bartholomew (late Genevieve) Finn. Member, Chicago Kiwi Club and North Shore Kiwi Club. Visitation will be Saturday, November 9, 2019 at St. Edna Church, 2525 N. Arlington Heights Road, Arlington Heights from 9:00 AM until the time of the Funeral Mass at 10:00 AM. Interment will follow at All Saints Cemetery. In lieu of flowers, contributions to St. Jude Police League, 3340 W. Fillmore Street, Chicago, IL 60624 appreciated. Funeral info 847-253-5423 or lauterburgoehler.com

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## Bullock, Barbara M.

Barbara M. Bullock, 79, died Wednesday, November 6, 2019 in Bedford, IN. Born August 27, 1940, she was the daughter of Robert and Wanda (Ciolkosz) Swenson. Survivors include daughters, Wendy Faber, Leann Maxwell-Burr, and Kristine Besic; a son, Robert Bullock; six grandchildren and three great-grandchildren; a brother, Norman Swenson. She was preceded in death by her parents; and a son, David. Private services are planned. Family and friends may express condolences at [www.daycarter.com](http://www.daycarter.com)

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## Crowley, Kurt

Kurt Crowley of Whitestown (formerly of Prospect, Kentucky) passed away October 30, 2019 at the age of 48.

He was born April 4, 1971 in Evansville, IN to Norm and Shirley Crowley. After graduating from Evansville Central High School in 1989, he went on to receive his Bachelor's degree from Indiana University in Bloomington. Kurt married Amy Taylor. He became the President and owner of Teal, an IT Consulting business.

Kurt enjoyed hunting with his dogs and fishing. He was also a great cook and will be remembered for his great sense of humor. But nothing compared to the love he had for his "babies" (Evan and Katie). Kurt's desire was to be the best Father to his children. He loved watching Evan play basketball and football and watching Katie's swim meets. He will be missed, but not forgotten by his loyal family and friends.

He leaves behind his children Evan and Kaitlyn; parents Norm and Shirley Crowley; twin brother Kyle Crowley (Nicole); half-sister Vicki Bates (Barry); nieces Ashley, Alana and Alyssa, and nephew Jacob Taylor. He was a loved step-brother, nephew, cousin and friend.

A Memorial Service will be held Saturday, November 9 at 6 PM with a Memorial Gathering 4 PM until the time of service at Flanner Buchanan - Zionsville, 105 W. Pine St, Zionsville.

In lieu of flowers, memorial contributions in Kurt's memory may be made to the Sprintz Center for Recovery, 111 Vision Park Blvd, Suite 100, Shenandoah, TX 77384.

To leave a memory for the family visit [FlannerBuchanan.com](http://FlannerBuchanan.com).

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## Daloz, Kathleen M.

Kathleen M. Daloz nee Kapinos, wife of the late Henry "Tony" Daloz. Loving mother of Dawn, Denise (Steve) Pignato and the late Debra Lynn Daloz. Fond grandmother of Anthony Pignato (Nicole), Stephanie (Joshua) Watson, Nicholas, Adam and Jeremy Pignato. Dear sister of Patricia Kapinos. Proud Great-Grandmother. Funeral Monday November 11, 2019 8:45 AM from the Vandenberg Funeral Home 17248 S. Harlem Ave. Tinley Park to St. Michael Catholic Church 14300 S. West Ave. Orland Park, IL. Mass 9:30 AM. Interment in Good Shepherd Cemetery. Visitation Sunday November 10, 2019 from Noon until 5:00 PM. For more information on services, 708-532-1635 or [www.vandenbergfuneralhome.com](http://www.vandenbergfuneralhome.com) In lieu of flowers, donations to the American Heart Association. <https://www2.heart.org/> or National Kidney Foundation of Illinois <https://www.nkfi.org/>

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## Dolehide, Joyce

Joyce Dolehide, nee Pedota, Age 72, passed away on October 31, 2019.

Beloved wife of Daniel Dolehide. Loving mom of Dawn Krawczyk, Debbie (Bob) Trojaneck, Deana (Lenny) Rago, Dan (Debbie) Dolehide and Jim (Laurie) Dolehide. Dear grandma of Sam Krawczyk, Jordan Krawczyk, Tyler Trojaneck, Abby Trojaneck, Jenna Rago, Joey Rago, Dana Dolehide, Daniel Dolehide, Danielle Dolehide and Cathy Dolehide. Dearest great-grandma of 3. Cherished daughter of the late Irene (nee Solko) and the late Ferdinand Pedota. Dear sister of Patrick (Celeste) Pedota. Also survived by nieces, nephews, relatives and friends.

Visitation and Celebration of Life, Saturday, November 9, 2019, 1:00PM to 3:00PM at Damar-Kaminski Funeral Home & Crematorium, 7861 S. 88th Avenue, Justice, Illinois.

For more information, 708-496-0200 or [www.kaminskifamilyfuneralhomes.com](http://www.kaminskifamilyfuneralhomes.com)

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## Drayer, Beatrice 'Bebe'

Beatrice "Bebe" Drayer, nee Weiss; age 83; beloved wife of the late Donald; loving mother of Wendy Drayer, Michael (Elizabeth), and Robin Drayer (Stephen Siegel); devoted grandmother of Jacqueline, Erica, Maya, and Ruby; dear sister of the late Lya Levy. Service Sunday, Nov. 10, 2019, 11am in the chapel of Westlawn Cemetery and Mausoleum, 7801 W. Montrose Avenue, Norridge, where interment will follow. In lieu of flowers, contributions may be made to The Humane Society of the United States. Arrangements entrusted to Lakeshore Jewish Funerals, 773-625-8621



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## Galís, Patricia A.

Patricia A. Galís nee Skopljaneck, 79, of West Chicago. Born in (Bridgeport) Chicago, IL. Beloved wife of the late Edward Galís; loving mother of Nick (Jackie) Galís and Nicholene (Quinn) McAuley; cherished grandmother of Kristin Galís; dear daughter of the late Nicholas and Jenny Skopljaneck; fond sister of Helen Terziski nee Skopljaneck; godmother of Maria Terziski; aunt of Nicky Terziski and Paula DiMaio; loving aunt to many more; cousin of Anthony Franchi Jr.; pet mother of Leo and Mia, and loving friend to many. Memorial Visitation at Williams-Kampp Funeral Home, 430 E. Roosevelt Rd., Wheaton, from 1:00 P.M. to 6:00 P.M. Sunday, November 10, 2019. Memorial Services 11:00 A.M. Monday, November 11, 2019, at the funeral home. Funeral info (630)668-0016 or [www.williams-kampp.com](http://www.williams-kampp.com)

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## Ganzer, Floyd Franklin

Floyd Ganzer, 86, passed away on November 4, 2019 in Scottsdale Arizona. Floyd was born July 15, 1933 in Blue Island, Illinois. A self-made man, Floyd watched over and supported his family running a successful business that he built himself in Chicago over many years. Floyd was an avid golfer and a supporter of Evans Scholars Foundation and he will be remembered by his family and many friends for his personality, his expansiveness and openness to everyone and for his generosity of heart. Floyd is survived by his daughter, Kim; his sons-in-law, Steve and Nate; his grandchildren Randi and Colby and his great grandchildren Annabelle and Nate Jr. A memorial service will be held at Grace Chapel, Scottsdale Bible Church on November 12th at 10:00am. Donations can be made to Evans Scholars Foundation.

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## Jancovic, Yvonne

Yvonne Jancovic, nee Micari, of Westchester, age 89. Beloved wife of the late Edward; loving mother of Tom (Mary); proud hockey Nana of Michael; dear aunt of Steve, Nancy, Susan, Diane and David; devoted cousin of Vince Micari (Sharon Carlson). Lying-in-State Saturday, November 9, 2019 at Divine Providence Church, 2550 Mayfair, Westchester from 9:30 a.m. until time of Funeral Mass 10:00 a.m. Interment Mt. Carmel Cemetery. Arrangements entrusted to Conboy-Westchester Funeral Home. For info 708-F-U-N-E-R-A-L.

## Conboy - Westchester

Funeral Home

[www.ConboyWestchesterfh.com](http://www.ConboyWestchesterfh.com)

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## Jastrowski Jr., James E.

James E. Jastrowski Jr., beloved son of James Sr. and Janice Kier; loving brother of Jessica and Jennifer; dear grandson of Joanne (the late Richard) Ustrack and the late Chester Kier and Violet Andrucci. Funeral from Simkins Funeral Home 6251 Dempster St. Morton Grove, IL 60053 Monday at 9:15 a.m. to St. James Church 820 N. Arlington Heights Rd. Arlington Heights, IL 60004. Mass at 10:00 a.m. Interment St. Adalbert Cemetery. Visitation Sunday 3:00 p.m. to 8:00 p.m. Sign online guest book at [www.simkinsfh.com](http://www.simkinsfh.com). (847) 965-2500



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## Lohse, Tomeko

Tomeko Lohse, beloved wife of the late William. Loving Mother of Janet (Daniel) Morgan, Cynthia (Robert) Lohse-Gonzalez and William (Veronica Ramirez) Lohse. Dearest grandmother of Andrew and Allison Morgan, Jasmine, Sarah and Katie Gonzalez, Gavin and Penelope Lohse. Visitation Friday November 8th from 3:00 PM to 9:00 PM at TOHLE FUNERAL HOME 4325 W. Lawrence Ave. Interment private. Info 773-685-4400

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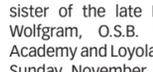
## Lombard, Ruth

Ruth Lombard nee Walker was born on March 4th, 1931 and she was called to her heavenly home on November 4th, 2019. She was the daughter of late Marshall and Christell Walker. She was born in Homer, Louisiana. She shared her life with the late Eldor Lombard for 25 years. She was the caring mother to JoAnn Lombard and the loving grandmother to Terrence (Lauren) Lombard. She was the great grandmother to Joshua, Tristan, and Kennedy. She was loved and will be remembered by all the lives she touched.

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## Matz, Judith Wolfgram

Judith Wolfgram Matz, age 82. Beloved wife of the late Dr. Gregory J. Matz; dear mother of Susan Rizzato, Paul (Jacqueline Saito), Anne Matz, and Gregory (Kammmye); loving grandmother of Benjamin, Jonathan, Solena, Riley, Jackson, Murphy, and the late Anthony; devoted daughter of the late Margaret and Edwin Wolfgram; fond



sister of the late Richard Wolfgram and Marilyn Wolfgram, O.S.B. Graduate of St. Scholastica Academy and Loyola University of Chicago. Visitation Sunday, November 10, 2019 from 4 p.m. to 8 p.m. at Michalik Funeral Home, 1056 W. Chicago Ave., Chicago, IL 60642. Visitation Monday, November 11, 2019 at Old St. Patrick's Church, 700 W. Adams St., Chicago, IL 60661 from 9 a.m. until the time of the 10 a.m. Funeral Mass. In lieu of flowers, donations to Benedictine Sisters of Chicago, St. Scholastica Monastery, 7430 N. Ridge Blvd., Chicago, IL 60645, [www.osbchicago.org/copy-of-donate](http://www.osbchicago.org/copy-of-donate). For info 312-421-0936 or [www.michalikfuneralhome.com](http://www.michalikfuneralhome.com).



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## Chicago Daily Tribune

## ON NOVEMBER 8 ...

In 1793, the Louvre began admitting the public, even though the French museum had been officially open since August.

In 1889, Montana became the 41st state.

In 1892, former President Grover Cleveland defeated incumbent Benjamin Harrison, becoming the first (and, to date, only) chief executive to win nonconsecutive terms to the White House.

In 1923, Adolf Hitler launched his first attempt at seizing power with a failed coup in Munich, Germany, the "Beer-Hall Putsch."

In 1932, New York Gov. Franklin Roosevelt defeated incumbent Herbert Hoover for the presidency.

In 1933, President Franklin Roosevelt created the Civil Works Administration, designed to create jobs for more than 4 million unemployed.

In 1942, Operation Torch began during World War II as U.S. and British forces landed in French North Africa.

In 1974, eight former Ohio National Guardsmen were acquitted of violating the rights of students at Kent State University during a May 1970 demonstration in which four students were shot to death.

In 1980, scientists at the Jet Propulsion Laboratory in Pasadena, Calif., announced that the U.S. space probe Voyager I had discovered a 15th moon orbiting the planet Saturn.

In 1994, midterm elections

## WINNING LOTTERY NUMBERS

**ILLINOIS**  
Nov. 7  
Lotto ..... 10 34 35 40 41 43 / 24  
Lotto jackpot: \$10.25M  
Pick 3 midday ..... 031 / 9  
Pick 4 midday ..... 8837 / 6  
Lucky Day Lotto midday .....  
01 11 16 17 31  
Pick 3 evening ..... 845 / 3  
Pick 4 evening ..... 1507 / 8  
Lucky Day Lotto evening .....  
04 07 19 36 39

Nov. 8 Mega Millions: \$145M  
Nov. 9 Powerball: \$50M

**WISCONSIN**  
Nov. 7  
Pick 3 ..... 937  
Pick 4 ..... 7155  
Badger 5 ..... 02 04 18 22 24  
SuperCash ..... 08 09 17 21 23 36

**INDIANA**  
Nov. 7  
Daily 3 midday ..... 267 / 2  
Daily 4 midday ..... 3176 / 2  
Daily 3 evening ..... 981 / 7  
Daily 4 evening ..... 0936 / 7  
Cash 5 ..... 11 12 19 27 32

**MICHIGAN**  
Nov. 7  
Daily 3 midday ..... 810  
Daily 4 midday ..... 5885  
Daily 3 evening ..... 987  
Daily 4 evening ..... 2547  
Fantasy 5 ..... 04 06 17 29 35  
Kenos ..... 05 07 10 15 17 18  
22 23 38 39 42 47 49 52  
55 56 57 61 64 73 75 77

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## Chicago Tribune Death Notices

Chicago Tribune extends our condolences to the families and loved ones of those who have passed.

[chicagotribune.com/deathnotice](http://chicagotribune.com/deathnotice)

### Meyenberg, Helene M.

Helene M. Meyenberg, Age 95. Loving sister of Rosemary (the late Michael) Pavlo, Mercedes (the late Stephen) Foley, the late Dorothy (the late William) Payne, the late Dr. John E. Meyenberg, the late Margaret (the late Robert) Dhamer and the late Thomas (the late Joyce) Meyenberg. Dear aunt of Robert, Therese Ann, Dennis, Mary Therese, Peter, John, Michelle, Joseph, Mary Margaret, Cathy, Stephen, Maureen, Patty, William, Thomas, John, Susan, Cathy, Mary Ann, Rosemary, Anne Marie, the late Thomas, Timothy, Therese and John. Cherished great aunt of many. Visitation Saturday, Nov. 9, 9-9:45 a.m., at **Ryan-Parke Funeral Home**, 120 S. Northwest Hwy., Park Ridge. Funeral Mass 10 a.m. at St. Paul of the Cross Church. Interment All Saints Cemetery. In lieu of flowers, memorials to St. Paul of the Cross Church. Info., [www.ryan-parke.com](http://www.ryan-parke.com).

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### Mitrenka, Richard Frank

Richard Frank Mitrenka of Berkeley, age 94. U.S. Air Force Veteran WWII Aerial Gunner who flew 35 missions and was a recipient of the Purple Heart Medal and the Air Medal among others. Beloved husband of the late Lorraine, nee Wolff; loving father of Sondra Mitrenka, Donna (Bob) Arnone, Deborah Mitrenka and the late Suzanne (late Jesse) Shumen; proud grandfather of Joshua and Jonathon Shumen and Erik and Frank Arnone; dear brother of Ernie and the late Leona, Florence and Leonard. Family and friends will be received at the **Conboy-Westchester Funeral Home**, 10501 W. Cermak Rd., Westchester (2 blks West of Mannheim Rd.) on Sunday, November 10, 2019 from 1:00 p.m. until 5:00 p.m. with Military Honors at 4:30 p.m. Interment Mt. Emblem Cemetery Private. Memorials to Alzheimer's Association ([www.alz.org](http://www.alz.org)) appreciated. For further info 708-F-U-N-E-R-A-L.

**Conboy - Westchester**  
Funeral Home  
[www.ConboyWestchesterfh.com](http://www.ConboyWestchesterfh.com)

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### Murr, Francine

Francine Murr, of Riverside; beloved wife of William Murr; loving mother of Aaron (Deborah) Murr; proud grandmother of Rachel & Luke Murr; dear sister-in-law of Kathleen Murr; friend of many; she will be dearly missed. Visitation 3 to 8 p.m. Sunday, November 10 at **Hallowell & James Funeral Home**, 1025 W. 55th St., Countryside. Visitation continues Monday, November 11 at the funeral home from 10 a.m., until time of funeral service, 11 a.m. Interment Queen of Heaven Cemetery. In lieu of flowers, memorial donations to The Chicago Lighthouse, 1850 W. Roosevelt Rd., Chicago, IL 60608 are appreciated. Funeral info: (708) 352-6500 or [hjfunerals.com](http://hjfunerals.com)

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### Nowotarski, Tadeusz H.

Tadeusz H. Nowotarski, age 102, beloved husband of the late Pelagia, nee Paluch; loving father of Chris (Janet) and Dennis (Kathy); dear dziadzia of Nicholas (Kara Riely), Kristen (Greg) Sherwin, Steven, Meredith, and Alanah; cherished brother of Janina (late Henryk) Grykalowska, and the late Walter (late Lucy), Bronislaw (late Domicella), Helena (late Boleslaw) Kolodziej, and late Matthew (late Stephanie); fond brother-in-law of Bogdan (Maria) Paluch, Krystyna (late Marian) Weglinski, the late Wanda (late Wiktor) Szarga, and the late Stefan (Zosia) Paluch. The family would like to express their gratitude to Katarzyna Kostecka for her loving care. Visitation at the **Skaja Terrace Funeral Home** 7812 N. Milwaukee Ave. Niles on Sunday from 3:00 pm to 8:00 pm. Funeral Monday 9:00 am to St. Emily Church for 10:00 am Mass. Interment Maryhill Cemetery. In lieu of flowers, donations to the Polish American Congress Charitable Foundation 6645 N. Oliphant Avenue Chicago, IL 60631-1390 or Notre Dame College Prep 7655 W. Dempster Avenue Niles, IL 60714 appreciated. Funeral info: 847-966-7302 or [www.skajafuneralhomes.com](http://www.skajafuneralhomes.com).

**SKAJA Terrace**  
Funeral Home & Cremation Services

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### O'Connell, Raymond 'ROC'

Beloved husband of Carolyn (nee Vellos). Loving father of Ray and PJ O'Connell. Dear brother of Meghan, Patty and the late Mark O'Connell. Fond brother in law of Bea (the late Don) Lamb, Mary (Bob) Klonowski, and John (Carla) Vellos. Caring nephew of Mary O'Connell Sullivan. Special "brother" of Christine, Kit, Mia, Bill, Tom, and Tim O'Connell. Kind uncle of many nieces and nephews. Proud 25-year Head Soccer Coach at Loyola University Chicago. Visitation Sunday 3-8 p.m. Funeral Monday 9:45 a.m. at **Smith-Corcoran Glenview Funeral Home**, 1104 Waukegan Road, Glenview, IL to St. Athanasius Church, 1615 Lincoln Street, Evanston, IL, Mass 10:30 a.m. Interment private. In lieu of flowers, donations to Loyola University Men's Soccer Program, 6526 N. Winthrop, Chicago, IL 60626 or Play Like A Champion, P.O. Box 72, Notre Dame, IN 46556 would be appreciated.

**Smith-Corcoran**  
Funeral Homes

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### Ottesen, Gerald 'Jerry'

Gerald "Jerry" Ottesen, 79, of Chicago, IL, passed away on November 6, 2019. Loving husband of Gloria, nee Martolini. Beloved father of Kathleen (Julian) Murphy, David (Lori) Ottesen, and Amy (the late David) Reichle. Adored grandfather of Meghan, Brian, Michelle, Erin, Lauren, Katharine, Nathan, Grant, and Nolan. Dear brother of Margaret (the late William) Anderson. Uncle, cousin, and friend to many. Funeral services Monday, November 11, 9 AM from **Smith-Corcoran Funeral Home**, 6150 N Cicero Avenue, Chicago to St. Benedict Church for a Mass at 9:45 AM. Interment St Adalbert Cemetery. In lieu of flowers, donations to St. Jude Children's Research Hospital, <https://www.stjude.org/donate/donate-to-st-jude.html>, or Neighborhood Boys and Girls Club, [www.nbgc.org](http://www.nbgc.org). Visitation Sunday 3 PM to 8 PM at the funeral home. Info 773-736-3833

**Smith-Corcoran**  
Funeral Homes

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### Pajor, Henry V.

Age 96, WW II Army Air Corps. Veteran. Former winter resident of Sebring, FL. Beloved husband of 64 years to the late Frances E. "Fran" Pajor (nee Zib). Loving father of Susanne (Dr. Robert) Matusik and Dianne Pajor. Proud grandfather of Robin Anne Matusik and Collin (Katelyn) Matusik. Cherished nephew of Stella Pajor Bialka. Proud member of St. Adrian's Holy Name Society, Our Lady of the Woods Seniors Club, St. Elizabeth Seton Men's & Seniors Clubs. Longtime member of the National Association of Letter Carriers for 75 years. Visitation Sunday 3-7 p.m. Funeral Monday 9:15 a.m. at the **Robert J. Sheehy & Sons Funeral Home**, 9000 W. 151st Street, Orland Park, IL to St. Elizabeth Seton Church, Mass 10:00 a.m. Interment private. In lieu of flowers, donations to The Chicago Lighthouse for the Blind, 1850 W. Roosevelt Road, Chicago, IL 60608 would be appreciated. [www.sheehyfh.com](http://www.sheehyfh.com) 708-857-7878

Robert J.  
**Sheehy & Sons**

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### Schneider, Jannette 'Jay'

Jannette "Jay" Schneider, age 83, a lifelong Chicagoan; beloved wife of the late Harold Schneider; loving mother of Terry (Nick) Leblebajian and Sally (Patrick) Hunnicutt; adored "Emy" to her grandchildren Hallie, Tyler, Brooke, and Lucy; sister of the late Irene Clifford; and loyal friend to many. She loved to play bridge, dine out, watch cable news, and engage in animated conversations with her friends and family over a good steak and a Stoli on the rocks. Service Friday, 2:00pm, at Westlawn Cemetery in Norridge.

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### Smith, Lynntita M.

Lynntita M. Smith (nee Burke) born into life on October 15, 1940 and born into eternity on November 6, 2019. Beloved daughter of the late John & Maxine Burke. Devoted wife of the late Raymond George Smith; cherished mother to John Arthur (Susan) Smith; beloved sister of Trinita (the late Vincent) Conway and Patricia (Philip) Partenach; dear aunt, sister in law, teacher and friend to many. Lynntita taught at St. Symphorosa Catholic school and Little Flower school for many years. Avid traveler and loved to play bridge and pinochle. Visitation Sunday, Nov. 10th 3:00 p.m. to 8:00 p.m. at **Blake-Lamb Funeral Home** 4727 W. 103rd St., Oak Lawn. Funeral Monday, Nov. 11th, prayers 10:15 a.m. from **Blake-Lamb Funeral Home** to St. Christina Church. Mass at 11:00 a.m. Interment Private. In lieu of flowers, donations to St. Jude Foundation. For more information 708-636-1193 or visit [www.blakelamboaklawn.com](http://www.blakelamboaklawn.com)

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### Taaffe, John Higgins

John Higgins Taaffe, age 95, of Chicago. WWII Army Air Force Veteran. Cherished uncle of 27 nieces and nephews. Visitation Monday, November 11 at 10:00 am at St. Ita Catholic Church 5500 N. Broadway, Chicago. Funeral Mass at 11:00 am. Interment private. [www.brianmarkfh.com](http://www.brianmarkfh.com)

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### Vainisi, Jack W

Beloved husband of the late Margaret Vainisi nee Kelly. Loving father of William (Janine) Vainisi, Cheryl (Paul) Jaeckel and James (Julie) Vainisi. Cherished grandfather of Michael, Nicholas, Christopher, James Jr., Christina and Jack Vainisi. Marissa, Alexandra and Erica Jaeckel. Dear brother to the late Kenneth (Carol) Vainisi and Marlene (the late William) Getty. Jack was a lifelong, diehard Cubs fan and a proud Marine. His zest for life was contagious and will be forever missed. Memorial services pending. Interment Saint Michael's cemetery, Palatine.

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### Weiss, Dr. Howard

Dr. Howard Weiss, age 94. Beloved husband of the late Marilyn D. Weiss nee Pinkus. Loving father of the late Jill Duncan and the late David S. Weiss. Dear grandfather of Joshua Duncan. Devoted father in law of Mark J. Koss. Cherished brother of the late Irene (the late Samuel) Berkosky, the late Hymen (the late Frieda) Weiss, the late Molly (the late Isadore) Linker, the late Dr. Benjamin J. (the late BettyJane Strauss) Weiss, the late Mildred (the late Jack) Weiss-Spector, and the late Dr. Allen H. (Donna) Weiss. Service Monday 2PM at Westlawn Cemetery Mausoleum Chapel, 7801 W. Montrose Ave., Norridge, IL 60706 with interment to follow. Memorial contributions to The Selfhelp Home, 908 West Argyle Street, Chicago, IL 60640, [www.selfhelphome.org](http://www.selfhelphome.org) would be appreciated. Arrangements by **Chicago Jewish Funerals** - Skokie Chapel, 847.229.8822, [www.cjfinfo.com](http://www.cjfinfo.com)

**CHICAGO JEWISH FUNERALS**

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### Zarecki, Rose Marie

Rose Marie (Chiappe) Zarecki, age 95, beloved wife of the late Chester James Zarecki. Loving mother of Michael Chiappe, Sandra Franklin, Tia Chiappe, Annette Chiappe and Don Zarecki; grandmother of 7; great-grandmother of 4; and aunt to many nieces and nephews. She touched the lives of many with her sweet spirit, beautiful soul and genuine heart. Rose will best be remembered for her beautiful smile and her amazing life force. Proud of her Italian heritage, and gifted with grace, she was well loved and loved well. All who knew her were touched by her beauty both inside and out. She taught us all to love fiercely and what it meant to be a family that supports each other. Instilled in us every day how grateful she was for her loving family and thanked God daily for this gift. She had a beautiful voice and loved to sing; now she gets to sing with the angels, how very lucky are they! A service will be held on Saturday, November 9th at 11:15am at St. Julie's, 7399 W 159th St. Tinley Park, IL 60477, 708-429-5768; a celebration to follow. More information at [draeger-langendorf.com](http://draeger-langendorf.com).

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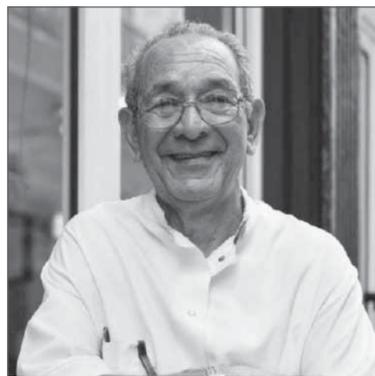
### Zubricki, Mary

Mary Zubricki, Age 92, of Oak Lawn, formerly of Chicago and Honolulu, HI; Beloved wife of the late Frank; Loving mother of Walter (Theresa) Zubricki, Albin (the late Loretta) (Lynn) Zubricki, Frank G. (Patricia) Zubricki, Nancy (Joseph) Karczewski and Michael (Carla) Zubricki; Dear grandmother of Jeffrey (Lauren) Zubricki, David (Catherine) Zubricki, Matthew (Marina) Zubricki, Tina (Eric) Burton, Tiffany (Edward) Zubricki, Brittany Zubricki, Stephanie Zubricki, Amanda Zubricki, Anthony Zubricki, Nicholas (Ashley) Karczewski, Christina Karczewski, Alicia Karczewski, Mark Karczewski, Joseph Zubricki, Marco Zubricki and Juliana Zubricki; Dear great-grandmother of Sydney, Cade, Nora-Jayne and Zuzu Isabella; Fond sister of Pauline (the late Julian) Rapacz, the late Margaret (the late George) Evans, the late Hazel (the late John) Pindelski; Fond sister-in-law of Angela Zubrzycki. Also survived by many nieces and nephews.

Visitation, Sunday, November 10, 2019, 3:00PM to 9:00PM at **Damar-Kaminski Funeral Home & Crematorium**, 7861 S. 88th Avenue, Justice, Illinois. Funeral, Monday, November 11, 2019, 9:00AM prayers to begin from the funeral home to Saint Fabian Church, 7450 W. 83rd Street, Bridgeview, Illinois for 10:00AM Mass. Interment Resurrection Cemetery, Justice, Illinois.

For more information, 708-496-0200 or [www.kaminskifuneralhomes.com](http://www.kaminskifuneralhomes.com)

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# Ultimate game of what-if

How one play in last year's Ohio State-Maryland thriller impacted four Big Ten schools — including Northwestern — and their coaches



**TEDDY GREENSTEIN**  
On college football

**The date:** Nov. 17, 2018.

**The situation:** Maryland and Ohio State head to overtime tied at 45.

**What's at stake:** The 10th-ranked Buckeyes are 9-1 with a loss to Purdue. Another defeat kills their shot at a Big Ten title. The host Terrapins are 5-5, hunting for a bowl bid.

**What happens:** Dwayne Haskins scores from 5 yards out, and Ohio State kicks the extra point for a 52-45 lead. *One more stop*, coach Urban Meyer thinks to himself. Instead Maryland's Anthony McFarland rushes for 24 yards, and Tayon Fleet-Davis takes it in from the 1.

*We're about to do it, McFarland thinks. We're about to run on the field with all the fans behind me. We're about to take down College Park.*

Maryland decides to go for two and the win. During a replay review of the touchdown, interim coach Matt Canada gives quarterback Tyrrell Pigrome the choice of two plays. They agree: It will be an option allowing for a shovel pass, a run or a throw into the end zone.

"We picked it together," Canada said.

Pigrome takes the shotgun snap and rolls right. His tailback is covered, so no shovel. He sees Jashaun Jones open in the end zone.

Turn to **Greenstein, Page 7**



LSU-Alabama showdown comes with Heisman implications. **Back Page**

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Chicago Tribune

# CHICAGO SPORTS

Chicago's best sports section, as judged by the Associated Press Sports Editors



# PARDON



# CONTRADICTION

**UP NEXT**  
Lions at Bears  
Noon Sunday, CBS-2

## Outrage over Trubisky's turn-off-the-TV comments is completely ridiculous

BY DAN WIEDERER | On the Bears

Get it together, people. All of you. Now! We're talking to you overzealous fans. We're talking to you sports-talk radio hosts. We're talking to you bloggers and reactionary writers and producers of national hot-take sports debate shows.

This isn't a landmark story. This isn't a big deal. This isn't anything.

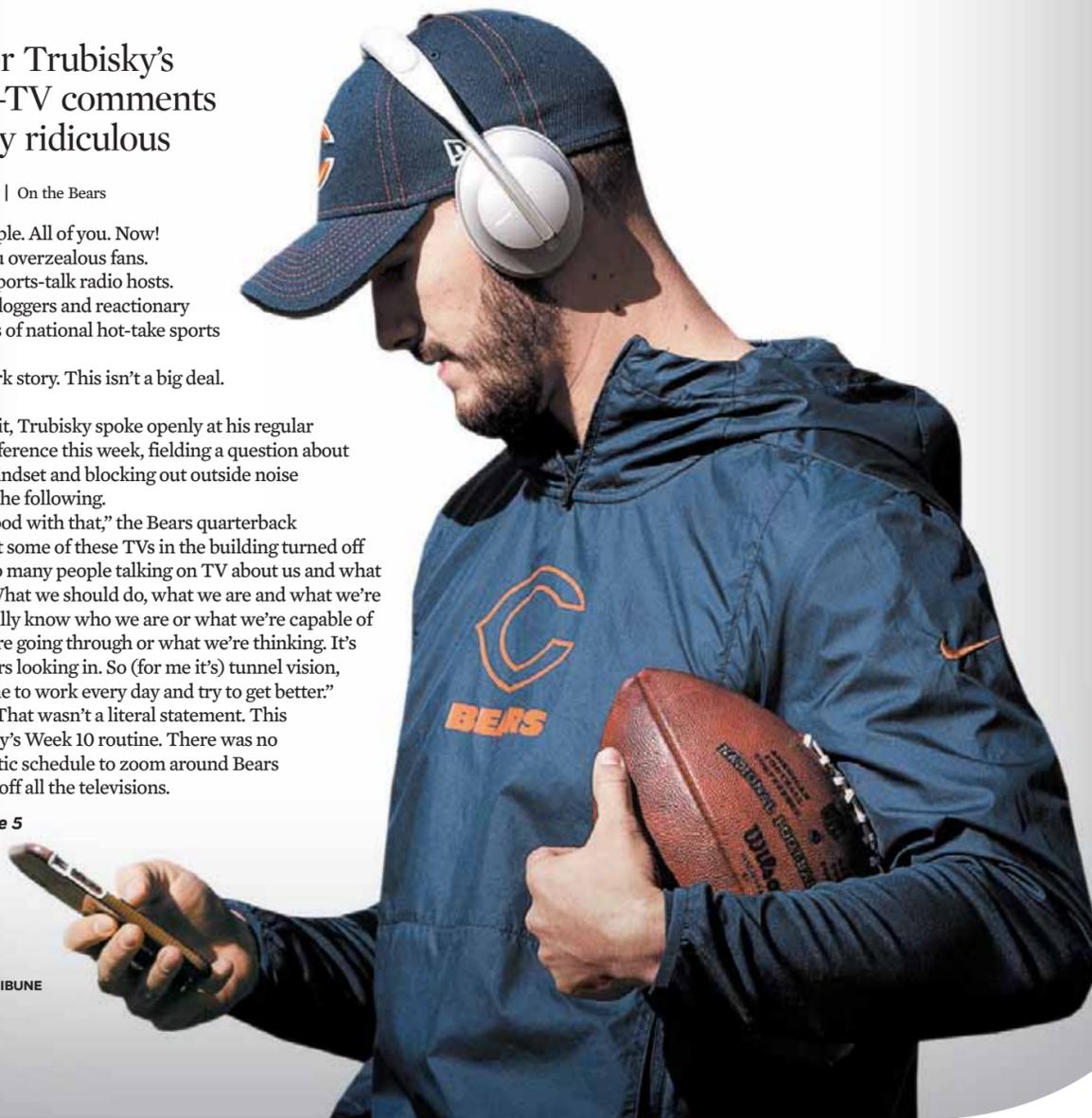
In case you missed it, Trubisky spoke openly at his regular Wednesday news conference this week, fielding a question about retaining a positive mindset and blocking out outside noise and responding with the following.

"I've done pretty good with that," the Bears quarterback said. "Just trying to get some of these TVs in the building turned off because you've got too many people talking on TV about us and what they think about us. What we should do, what we are and what we're not. But they don't really know who we are or what we're capable of as people or what we're going through or what we're thinking. It's just the outside viewers looking in. So (for me it's) tunnel vision, earmuffs and just come to work every day and try to get better."

Let's be very clear. That wasn't a literal statement. This wasn't part of Trubisky's Week 10 routine. There was no time built into his hectic schedule to zoom around Bears headquarters turning off all the televisions.

Turn to **Wiederer, Page 5**

ERIN HOOLEY/CHICAGO TRIBUNE



## BLACKHAWKS 5, CANUCKS 2

# Dach not finding scoresheet often but still staying confident

BY JIMMY GREENFIELD

When it was announced last week that Kirby Dach would not return to his junior team, it ended the speculation about whether he would remain with the Blackhawks.

But it didn't end his need to show he deserves to be in the NHL. "It was a weight lifted off my

shoulders, but at the same time I still have to prove I belong here and can be an effective player," Dach said. "Because each and every night guys are trying to fight and scratch and claw to get in the lineup and pushing each other. As a young guy I know I've got to work my hardest to prove that I belong here."

Dach was scheduled to be in the lineup for Thursday night's game at the United Center against the Canucks, marking his 10th game of the season and officially burning the first year of his entry-level deal.

But another rookie, Dominik Kubalik, was a surprising healthy scratch for the first time this

season. He joined Alex Nylander as the only Hawks rookies to get benched this season, something that hasn't happened to Dach just yet.

As a 24-year-old NHL rookie with years of experience playing in Europe, Kubalik is in a slightly different situation than the 18-year-old Dach. Kubalik was given a seat on the bench despite posting

three points over his last five games. He played a season-low 10 minutes, 41 seconds Tuesday against the Sharks, and coach Jeremy Colliton said it was time for him to regroup.

"We think his play has dropped off a little bit," Colliton said.

Turn to **Dach, Page 3**

# TOP OF THE SECOND



PHIL ROSENTHAL

## Fielding Cubs TV questions

It has been more than a month since our last Q&A session regarding Marquee Sports Network, the cable TV channel the Cubs and Sinclair Broadcast Group look to launch in time for spring-training games in February.

So, we'll skip an opening statement and open the floor to questions.

### Does my TV service have a deal to carry Marquee yet?

We don't know which TV service is yours. But unless you subscribe to AT&T's DirecTV, U-verse or AT&T TV; Charter Communications or Mediacom Communications, the answer is no.

### Do you think Comcast's Xfinity will hold out?

No and yes. Xfinity, which is in more Chicago-area homes than the other services combined, might have been more inclined to flex its muscles before AT&T cut its deal. With a legitimate rival in DirecTV coming to terms, it will be harder to hold out. But it's not impossible, and Comcast could choose to drag its heels.

### How about Dish Network?

Don't hold your breath.

### Why would Comcast or anyone else drag their feet on a deal?

Not reaching an agreement until opening day rather than the start of spring-training games could save a carrier (and/or its customers) several million dollars. If you figure conservatively, there are more than 1.5 million Xfinity subscribers in the Chicago area, and the monthly carriage fee will be several dollars apiece. It adds up.

### But doesn't Xfinity risk losing customers to DirecTV in that case?

It's a hassle to change services, and how many people really care *that much* about spring-training games? Once regular-season games begin, however, the fact that Marquee already is on DirecTV — and undoubtedly at least a streaming service or two — will become more of a factor.

### If there were money to be saved by not rushing, why did AT&T agree to a carriage deal so far ahead of Marquee's launch?

There are several reasons. Chief among them may have been that AT&T's agreement to carry Sinclair's 191 local stations had expired. That meant subscribers in those stations' markets stood to lose those channels temporarily. Coming off a quarter in which AT&T lost 1.4 million subscribers, more than 5% of its total, it could hardly risk more disruption. So, Sinclair could push hard for an all-inclusive carriage deal covering not just the stations but the Tennis Channel and the more than 20 regional sports networks it owns, including Marquee.



David Ross walks past a marquee before being introduced as Cubs manager Oct. 28. JOHN J. KIM / CHICAGO TRIBUNE

### Do we know what AT&T agreed to pay or what it will mean to consumers' bills?

No and not yet. The carriage fee isn't publicly available. Comcast and other major carriers are sussing it out, however, because it will figure in their negotiations. Once AT&T and others have to start paying for Marquee, the impact on bills should be evident, if not right away then soon enough.

### So, whatever DirecTV agreed to pay for Marquee was important for everyone?

Absolutely. AT&T's negotiated price of what it will pay monthly per each of its customers sets the market price. For Comcast, it sets the ceiling because Comcast will leverage its size to insist on a "most-favored nation" clause in its eventual deal, which ensures the terms of its Marquee carriage agreement are equal to or better than those for any other carrier, including DirecTV.

### What about people who have relied on MLB TV or the At Bat app for their Cubs baseball because they don't live in the team's expansive designated TV market?

We answered that last month, but it keeps coming up. Again, nothing changes. Marquee holds exclusive TV rights to games the Cubs control — in other words everything but the games plucked by ESPN or Fox — but only in the Cubs' designated market. Outside the market, the games will still be available through MLB subscriptions.

### Where is Marquee with hiring on-camera talent?

Nothing new to report. Contracts with announcers Len Kasper and Jim Deshaies are being finalized. A lot of names have been mentioned for other roles, but Marquee only this week got around to announcing MLB Network's Michael Santini as head of programming and productions. Look for more hires both behind-the-scenes and on-camera to follow.

### What about Kelly Crull, who has left NBC Sports Chicago, where she did in-game Cubs reporting. Is she headed to Marquee?

Maybe. Crull's NBC Sports Chicago contract expired, and it's a certainty she and the Marquee people will entertain that possibility. The hire would make sense. But, like we said, a lot of names have been mentioned. There's been a longstanding rumor Marquee might pick up some content from Cubs flagship radio station WSCR-AM 670. We'll just have to see.

### How about David Ross? During the World Series, Fox talked to managers live during game action. The Cubs hired a manager who's been a game analyst for ESPN while he was also working in the Cubs front office. Do you think Marquee will put a headset on Ross and let him do live commentary during games?

No idea, but why not? If it's not too much of a distraction during the World Series, it can hardly be a problem during the regular season. It would be great if Marquee slapped a headset on Ross for in-game interviews with Len and J.D. Even better would be if he answered questions and criticisms from fans — or maybe sports writers. That would be appointment viewing.

### LET'S PLAY 2

	<b>Sunday</b> Lions Noon CBS-2	<b>Nov. 17</b> @Rams 7:20 p.m. NBC-5
	<b>Saturday</b> @Penguins 6 p.m. NBCSCH	<b>Sunday</b> Maple Leafs 6 p.m. NBCSCH
	<b>Saturday</b> Rockets 7 p.m. NBCSCH+	<b>Tuesday</b> Knicks 7 p.m. NBCSCH

### FRIDAY ON TV/RADIO

**AUTO RACING**  
7:30 p.m. Truck: Lucas Oil 150 FS1

**NBA**  
6 p.m. Cavaliers at Wizards ESPN  
9:30 p.m. Heat at Lakers NBA

**COLLEGE BASKETBALL**  
5 p.m. Auburn vs. Davidson CBSN  
6 p.m. UIC at Memphis ESPNU  
7 p.m. Fairleigh Dickinson at DePaul FS2

WSCR-AM 670  
7 p.m. Merrimack at NU WGN-AM 720  
7:30 p.m. East Carolina at Navy CBSSN  
8 p.m. Illinois at Gr. Canyon WLS-AM 890  
8 p.m. SIU Edwardsville at Iowa BTN  
8 p.m. UNC Greensboro at Kansas ESPNU  
8:30 p.m. Baylor vs. Washington ESPN  
9:30 p.m. Arizona vs. Colorado ESPN2

**COLLEGE FOOTBALL**  
6 p.m. UCF at Tulsa ESPN2  
9:30 p.m. Washington at Oregon St. FS1

**GOLF**  
2 p.m. Champions: Schwab Cup Golf  
9:30 p.m. LPGA: Japan Classic Golf  
3 a.m. (Sat.) Turkish Airlines Open Golf

**HOCKEY**  
1 p.m. Lightning vs. Sabres NBCSN  
5:30 p.m. Minnesota at Michigan BTN  
6:30 p.m. Bruins at Red Wings NHL  
7 p.m. Ohio State at Notre Dame NBCSN

**WOMEN'S SOCCER: BIG TEN SEMIS**  
10 a.m. Penn State vs. Purdue BTN  
12:30 p.m. Rutgers vs. Michigan BTN

**TENNIS**  
10 a.m. Pro Circuit Knoxville Tennis  
4 p.m. Knoxville, Las Vegas Tennis  
9 p.m. Fed Cup: Australia vs. France Tennis

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### CUBS

## Report: North Siders hire Young

BY PAUL SULLIVAN

Former Phillies pitching coach Chris Young is the first hire on Cubs manager David Ross' coaching staff, according to The Athletic.

Young, whom the Phillies fired in October after one season as their pitching coach, will replace Lester Strobe as Cubs bullpen coach, the report said.

The Cubs have deferred comment on personnel matters until the new staff is complete.

Strobe, who spent 31 years in the Cubs organization, departed after spending the last 13 years as bullpen coach.

The Phillies fired Young, who replaced Rick Kranitz as their pitching coach, after they finished 11th in the National League in ERA.

Young began his career with the Padres as a pro scout in 2010, when Cubs general manager Jed Hoyer was GM of the Padres. Young later served as a pro scout and scouting supervisor with the Astros.

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## BLACKHAWKS



CHRIS SWEDA/CHICAGO TRIBUNE

## BLACKHAWKS RECAP

Alex DeBrincat, above, scored a highlight-reel goal, Andrew Shaw scored his first goal since the home opener and Patrick Kane had a goal and two assists as the Blackhawks beat the Canucks 5-2 on Thursday night at the United Center. David Kampf and Brandon Saad each had an empty-net goal to finish off the scoring for the Hawks, and Dylan Strome had a career-high three points — all assists — to give him 11 points in 15 games. The win improved the Hawks to 5-7-3 and helped wash away the bad taste from a disappointing road trip in which they took only three of eight points and often looked bad. DeBrincat opened the scoring when he tried to stickhandle around Canucks defenseman Quinn Hughes, then decided to get his shot off as he was falling to the ice, somehow putting enough on it to zip the puck over the shoulder of goalie Jacob Markstrom with 13:19 left in the first period. Shaw and Kane scored on the power play for the Hawks' first multi-goal game this season with a man advantage. For more, go to [chicagotribune.com/sports](http://chicagotribune.com/sports)

## Dach

Continued from Page 1

"We want to get him back to where he was playing earlier. Sometimes rest and some feedback can do that."

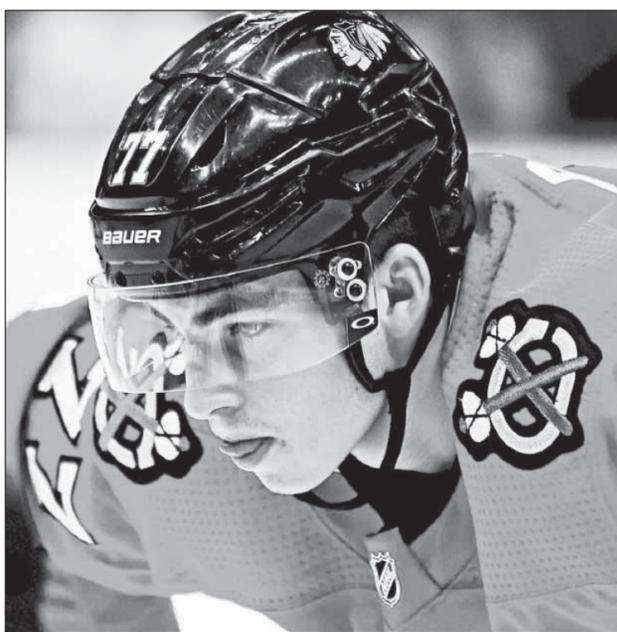
Yet Dach, who has three points (1 goal, 2 assists) all season, retained his spot in the lineup. He hasn't scored since an Olli Maatta pass to him caromed off his leg and into the net in his second NHL game. He is averaging only 11:21 minutes of ice time yet was given a vote of confidence from Colliton despite only one shot on goal over the Hawks' last three games.

"He's chipping in," Colliton said. "Continues to make plays with the puck, he looks confident with it. So I think he's done well. His minutes are going to fluctuate depending on how he's playing and how the game's going and who he's playing with, but I've got no complaints."

Dach isn't alone in having a hard time getting his name on the scoresheet. Jonathan Toews, whose resume is a tad longer than Dach's, has six points this season yet only one assist during five-on-five play. Toews, who didn't join the Hawks until he was 19 after his sophomore season at North Dakota, sees a confident player in Dach.

"I'm in the same position, so I can't imagine (how) an 18-year-old kid who probably feels like he can do a lot more (feels)," Toews said. "But he's not getting a ton of ice time. Even when you do get on the ice, he's probably not feeling the puck and hanging on to it the way he knows he can. That's just a product of where our team is at right now and he's a young player so he's going to find his way, but there's no doubt it's not easy."

"You've got to fight to keep your confidence, especially when you're not feeling it. ... He's obviously a good player; he's going



CHRIS SWEDA/CHICAGO TRIBUNE

**"As a skilled player — any skilled player in any league — when you're not scoring or producing the way you want to, it can be frustrating and you can struggle that way."**

— Blackhawks rookie Kirby Dach

to be a great player. Just hope he sticks with it."

Dach isn't coming close to suffocating under the weight of expectations, but he is human. When you're used to being the go-to guy and racking up points at a breakneck pace, no longer being able to score almost at will can be humbling.

This is the NHL, though, not the Western Hockey League. And Dach understands he has to keep listening, learning and persevering. And trusting that his time will come.

"It's tough," he said. "As a

skilled player — any skilled player in any league — when you're not scoring or producing the way you want to, it can be frustrating and you can struggle that way. But at the same time what I've learned in previous experiences is that when the chances aren't coming and you're not getting into those offensive situations and you're not getting shots on net, that's when you start to worry and start to see your confidence go down.

"I'm just trying to keep playing my game and keep getting the chances I'm getting and eventually hopefully they'll go in."

## BULLS

## And now ... Edwards calls it a career

Iconic public-address announcer retiring after Saturday's game

Chicago Tribune staff

Tommy Edwards, the long-time Bulls public-address announcer, will retire after Saturday night's Rockets-Bulls game at the United Center, the team announced Thursday.

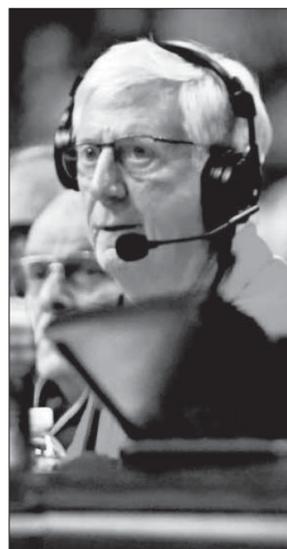
Edwards has spent 25 seasons and more than 1,000 games as the in-house voice of the Bulls over three stints — 1976-81, 1983-90, 2006-2019 — roaring his signature phrase, "Aaaand now ..."

The Bulls said Edwards and his wife, Mary Lou, recently sold their home in Lake Forest, and are moving to California full time to be closer to their children and grandchildren.

"My time with the Bulls has been a dream come true, and I feel so fortunate to have spent a total of 25 seasons with this iconic franchise," Edwards said in a team statement. "I want to extend my sincere thanks to Jerry and Michael Reinsdorf, the entire Bulls organization and the world's greatest fans for their unwavering support. I will forever be a Bulls fan."

Edwards was part of the team in 1977 when the Bulls became the first team to bring down the lights during player introductions and have been doing that every game since the start of the 1985-86 season.

In 1984, Edwards chose "Sirius" by the Alan Parsons Project to be played over the introductions, and it has become synonymous with the sequence.



CHRIS WALKER/CHICAGO TRIBUNE

Tommy Edwards has worked more than 1,000 Bulls games.

"Tommy introduced iconic elements to Bulls game intros that fans from around the world have now enjoyed for decades," Bulls President and COO Michael Reinsdorf said in a statement. "We are fortunate to have had someone as dedicated and passionate as Tommy as the voice of Bulls basketball games for a total of 25 seasons and wish him all the best as he starts this new exciting personal chapter in California. He will forever be part of our Bulls family."

The Bulls said they will honor Edwards during Saturday's game with in-game tributes. Plans for PA announcers the rest of the season will be announced later.

## BULLS TAKEAWAYS

## Outshooting Young, out-dunking Carter

By PHIL THOMPSON

The Bulls can hang their hats on a few superlatives from Wednesday night's 113-93 rout of the Hawks.

Tomas Satoransky had a career-high 27 points to go with eight assists and seven rebounds. And the Bulls had their biggest lead (28), most points off turnovers (31) and most fouls (30) in a game this season.

Yep, there are even positives in the high foul count for a team that was determined to put a body on ballhandlers and didn't crumble when several of their top defenders ran into foul trouble, including Wendell Carter Jr., who fouled out.

There was no fourth-quarter collapse either, like the 16-0 rally the Lakers had in the Bulls' loss Tuesday.

"(Tuesday) night hurt us, and we wanted to come out early and set the tone," Coby White said during a postgame TV interview.

Satoransky said, "I think we were all frustrated the way the last game went. ... You have to bounce back in another city, and I think we did that today. Hopefully this can be a turnaround game for us."

Here are four other observations from watching the Bulls, who improved to 3-6.

## 1. Otto Porter Jr. set the table for the Bulls before he got hurt again.

If it feels like coach Jim Boylen treats Otto Porter with kid gloves by limiting his minutes, his decision may now seem justified.

Porter led all scorers in the first quarter with 10 points, but that number doesn't tell the full story of what he contributed.

He had struggled with his shot at times this season, and had been guilty, along with his fellow starters, of allowing the ball to "stick" in their half-court sets, as Boylen often complains. But that wasn't the case Wednesday night.

Porter set the pace with running floaters and a fast-break 3-pointer. He also had two rebounds and two assists and picked off one of Trae Young's passes. In the second quarter, he added another steal and a block.

But he left the game about four minutes before the first half ended with a bruised left foot.

Boylen said postgame on TV that he didn't know Porter's status going forward.

"(He) either stepped on somebody's foot or somebody stepped on his foot. Kind of heard him mumble it to me as he came out of the game."

## 2. The Bulls collectively harassed Hawks star Trae Young.

The Bulls remember Trae Young's 49 points (including six 3-pointers) and 16 assists in a quadruple-overtime barn burner last March. On Wednesday, they held him to nine points — 0-for-8 from the arc — and three assists.

The Bulls put a lot of big bodies in front of him, stayed in front of screens and kept their hands active to disrupt passing lanes.

## 3. The Zach LaVine dunk watch is officially on.

Zach LaVine hinted this pre-season that with Chicago hosting All-Star Weekend, he's considering entering the dunk contest for the first time since 2016.

When LaVine blocked DeAndre Hunter's 3-point attempt and Lauri Markkanen tapped the rebound to him, it set up a perfect moment for LaVine — and in front of the perfect audience. Hawks great and dunk contest legend Dominique Wilkins was calling the game for Fox Sports Southeast with partner Bob Rathbun.

LaVine took off and nailed a reverse 360-degree dunk.

"That brought back memories," Wilkins said on ESPN.

## 4. Jason Benetti makes a great straight man for Stacey King.

Jason Benetti, the White Sox TV announcer, filled in for Neil Funk and gave viewers a taste of his subtle humor.

In the fourth quarter, the camera was trained on a gawky young man in a vintage Bulls jersey sitting in the stands at State Farm Arena.

"Good to see Danny Parkins tonight in his old Bulls jersey," Benetti said, a treat for any Chicago sports radio listeners who know the WSCR-AM 670 afternoon show co-host. "Third-place in the Danny Parkins lookalike contest."

And then there was this exchange with Stacey King when Chandler Hutchison, playing just his second game back from a hamstring injury, muffed a dunk and cued up a reference to Scottie Pippen.

King: "I always call him Young Pip. Right there he looked like Old Pip."

Benetti: "Like on! Why you gotta bury 33 like that?"

And then a few seconds later, Benetti said: "I'm in for a Scottie Pippen-Stacey King dunk contest right now. Twitter would love that stuff."

King: "I'm a 3-point shooter now, man."



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## BEARS

## Wiederer

Continued from Page 1

It was a figurative comment, with the quarterback trying to make the point that he and the Bears have nothing to gain from exposing themselves to the avalanche of criticism and negativity that's happening away from 1920 Football Drive in Lake Forest.

Yet Trubisky was skewered for not being able to take the heat. He was called soft and fragile.

Receiver Anthony Miller said something similar in the Bears locker room just a few minutes later, acknowledging he was now striving to limit his clapback combat on social media.

"Even after games," Miller said, "I just find myself, not shutting my phone off but not even going to those social-media sites. I just don't pay attention to it. ... It's not something that bothered me. I could talk back and forth with somebody all day. But I learned that that's a waste of time. And there are bigger things to focus on."

Well said.

Still, Trubisky is the Bears quarterback, the face of the franchise. And he has been the most disappointing player for one of the NFL's most disappointing teams this season. His production has dipped. So has his confidence. In turn, the Bears are now in last place. Thus, with even the most minor slip-up, the knee-jerk pile-on begins.

That's what happened here. The vortex took over, that awful force of nature that takes minor comments or trivial storylines and twists them into sensationalized headlines and contrived controversies for talking heads to shout at each other over. Weeeee!

In too many pockets of the media landscape, that's an impulse-over-insight approach. It's made-for-social-media silliness. It's also misguided, misplaced energy. And, in some instances, it's irresponsible and unfair.

There's a perfectly valid discussion to be had here regarding the confidence crisis Trubisky has been in for the last two months and how he can get through that. It's fair game to discuss how that struggle has affected him and taken its toll on the team over the first half of this season. It's a totally different deal to cling to one snippet from a Wednesday afternoon news conference and twist it into something it never was.

## The Lions are molding a big-play receiver into one of the league's best

Of the 35 catches Kenny Golladay has made this season, here's the one that stands out most to Lions coach Matt Patricia. Week 8 at Ford Field. Lions ball at the Giants 9-yard line. On a third-down play, with the Lions ahead 17-13 in the third quarter, quarterback Matthew Stafford recognized an opportunity to take a shot to Golladay near the front pylon.

Golladay was crisp with his route, attacked a 50-50 ball against cornerback DeAndre Baker and simultaneously clamped both hands onto Stafford's pass while dropping both feet to the turf in bounds. Touchdown.

"That's a pretty amazing catch," Patricia said this week. "He just kind of goes up and uses his length, his size and attacks the ball really well. Pulls it in. Somehow he just has the body control to get his feet down."

Golladay has been a consistent performer in the Lions' 2019 highlight reel, taking his game up a level after some growing pains in his second season a year ago. So now's a good time to again highlight Golladay's football journey. From St. Rita High School to North Dakota University to Northern Illinois.

From NIU to third-round pick.

From promising rookie to ... the Pro Bowl? That's where Golladay could be headed if his production continues at its current rate. The third-year receiver is on pace for 70 catches, 1,280 yards and 14 touchdowns.

Over the last 10 seasons, NFL receivers have topped 1,200 receiving yards with at least 10 touchdowns 41 times. Thirty-four times, that production has resulted in an invitation to the Pro Bowl.

At this point, Golladay's bid may still be a bit of a long shot in a conference that is seeing special production from Michael Thomas, Mike Evans, Cooper Kupp, Chris Godwin, Tyler Lockett, Amari Cooper and Julio Jones.

But Golladay's ascent has been noticeable this season. Bears defensive coordinator Chuck Pagano has taken note of the way Golladay creates separation near the line of scrimmage, how he can so routinely make contested catches.

"He's a competitive, competitive guy," Pagano said. "He's playing with a ton of confidence. ... He's always open. It doesn't matter if he has guys draped all over him."

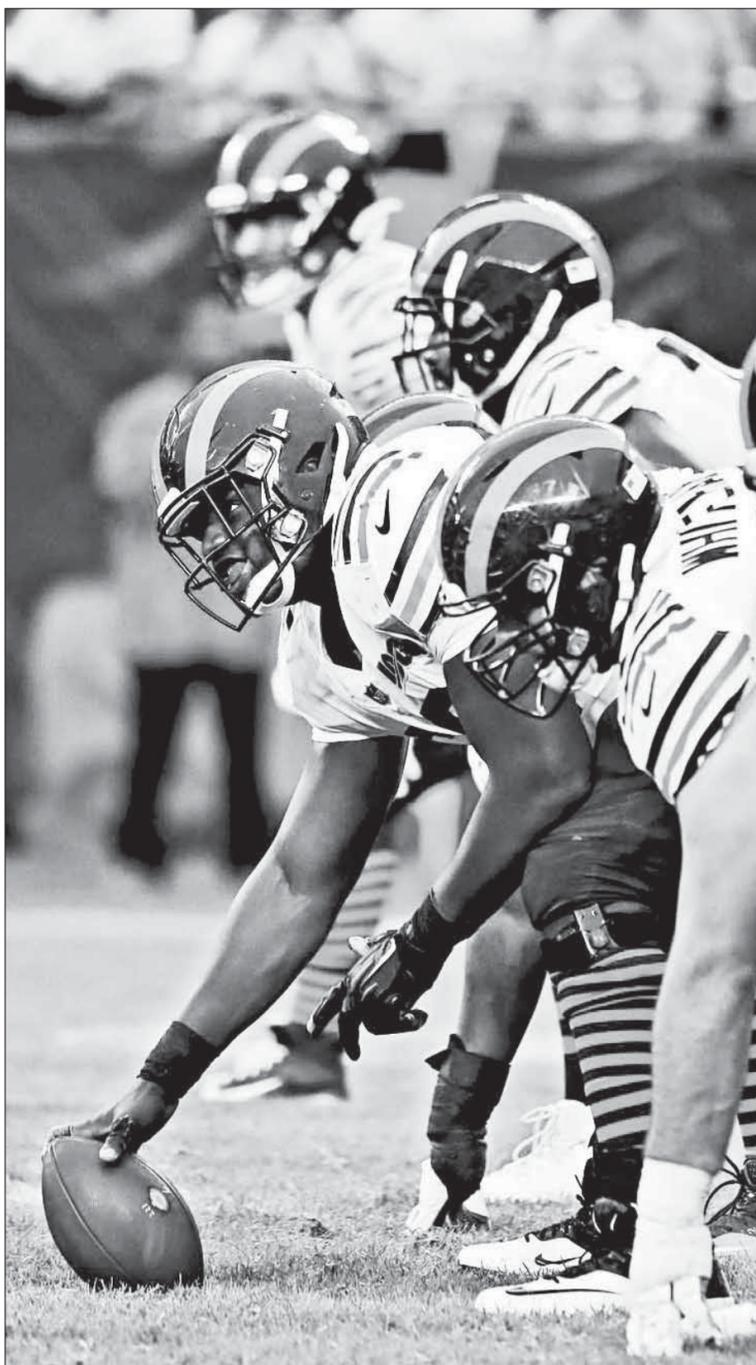
Bears cornerback Prince Amukamara will be partially responsible for slowing Golladay on Sunday and understands that won't be easy.

"He's a big receiver with speed," Amukamara said. "He has a big catch radius. He's physical. ... I have to press and throw off their timing. If you give him free access, he can just body you and make plays."

Amukamara points to a play from the Lions' 31-24 loss to the Raiders last Sunday as an example of just how explosive Golladay can be with Stafford looking for him consistently.

With Golladay running a deep route against Cover-2 on the backside of a first-and-20 in the second quarter, Stafford play-faked, rolled to his right and eyed a deep crossing route to draw the safety.

"And then," Amukamara said, "Stafford throws a laser to Golladay. And he catches it, makes a cut and scores."



JOHN J. KIM/CHICAGO TRIBUNE

James Daniels has played center under Mitch Trubisky in every game this season.

## WHAT WE HEARD

# O-line shuffle may be in cards

BY COLLEEN KANE

Bears coach Matt Nagy and his coordinators spoke Thursday at Halas Hall before a chilly outdoor practice.

Here are four things we heard from them as they prepare for their game Sunday against the Lions at Soldier Field.

### 1. Matt Nagy didn't confirm a position switch for Cody Whitehair and James Daniels, but he left open the possibility.

In all eight games this year, Daniels played center while Whitehair played left guard. That was the opposite of how they lined up in 2018, Daniels' rookie season.

But as the Bears examine what they can do to spark their offense, they have to consider whether moving Daniels back to guard will help him get back on track after an inconsistent first half of the season, including a rough game Sunday going against Eagles defensive tackle Fletcher Cox.

"That's one thing I'm not going to get into game strategy-wise," Nagy said. "But we're going to look at a lot of different things. We're always looking for solutions, so I'll leave it at that."

Nagy said Monday that he thought Daniels, a second-round pick who played center at Iowa, was still "learning the position," even though the Bears have said in the past he is the more natural center. Whitehair, on the other hand, has 44 career starts at center since 2016, and was a Pro Bowler at the position last season. The Bears gave him a five-year extension at the start of this season.

But Nagy, not wanting to give anything away to the Lions, remained vague about a possible switch.

"We talk about solutions, so if that's something we decide to do, either at that position or somewhere else, there's always a why behind (it)," Nagy said.

### 2. Kicker Eddy Pineiro is taking on a new challenge this week — kicking in the cold.

Pineiro is still learning about how the unusual wind patterns at Soldier Field affect his kicks, a test he failed when he missed the potential winning kick against the Chargers on Oct. 27. Now the Miami native and former University of Florida kicker also has to figure out what it means to kick in the cold.

The high temperature Sunday in Chicago is forecast to be in the low 40s.

"It's not gonna fly as far," special teams coordinator Chris Tabor said. "It'll feel different on his foot. We went down to the stadium yesterday and kicked, and he did real well. And it was windy down there, but obviously not as cold as what it is today. He'll kick tomorrow. It's supposed to be pretty frigid tomorrow."

### 3. Defensive coordinator Chuck Pagano said the Bears' run defense has been "a little bit inconsistent" since Akiem Hicks went down with an elbow injury.

That includes allowing Jordan Howard and the Eagles to rush for 146 yards a week after the Chargers managed only 36 on the ground. The Bears rank eighth with 93.5 rushing yards allowed per game.

"At times, we're really, really good," Pagano said. "(The Eagles) had 35 carries for 140-something yards. Take those four (long) runs out, and it's 31 carries for 90-something yards, 3 a carry. So we take that every day of the week. You've just got to be consistent. Don't play outside. Just everybody do their job."

It didn't help Sunday that nose tackle Eddie Goldman missed much of the game with a thigh injury. He was at the portion of practice open to the media Thursday, and his return could help Sunday against the Lions, who are piecing together their ground game after Kerryon Johnson went on injured reserve with a knee injury.

"Those guys understand that you come in here and you prepare as a starter every single day," Pagano said of filling in for Hicks. "When your number is called, like 44 (Nick Kwiatkowski) got his number called a couple weeks back, went in and played really good football, winning football. That's the expectation."

### 4. Offensive coordinator Mark Helfrich said the Bears' ineptitude on first drives has the potential to hurt the team's mindset as much as anything.

Helfrich said several things are to blame for the Bears' slow starts, including penalties, but no matter the cause, the Bears need to make sure it doesn't set the tone for the rest of the game.

"There's not a lot of relative statistical evidence that that's a huge deciding factor of winning and losing," Helfrich said of first-drive failures. "But it can be if guys are in any way thinking, 'Oh, my God! You know, 'Oh, man, here we go' type deal. We have to respond better. Everyone has to respond. If we throw a pick-6 on the first play, we have to press clear and move on."

Helfrich said the Bears must stress accountability when figuring out how to get their offense rolling.

"You don't really scheme discipline, right? You own it," Helfrich said. "And we all play a part in that, whether it's just a lack of a perfect technique, perfect alignment, perfect assignment, communication, all those little things that add up to instead of second-and-2, it's second-and-9 or whatever."

"It's accountability — personal accountability by everyone — players, coaches, everyone involved. And then again just owning the issues whatever those may be."



TONY DEJAK/AP

RB Kareem Hunt expects to play Sunday after serving an eight-game suspension.

## NFL

## Hunt ready for debut with Browns

News services

Kareem Hunt said he learned humility during his time away from football, the lengthy layoff forcing him to grow up.

It was a tough lesson. A needed one.

While serving his eight-game NFL suspension for losing control of his emotions and becoming violent, the Browns running back said he gained a deeper appreciation for all he's been given — and how quickly it can vanish.

His long wait is over. He's been counting down since his career stopped suddenly.

"Like 342 days," he said.

Hunt will return to the field this week for the first time since the league punished him for two physical off-field altercations, one where he was infamously captured on videotape shoving and kicking a woman during an argument in a hotel hallway while he played for the Chiefs.

On Sunday, Hunt, the former league rushing champion, will make debut for his hometown team — as the Browns (2-6) host the Bills (6-2).

"I'm just excited. A lot of mixed emotions, high and low," he said, speaking to reporters for the first time since Aug. 15. "It's going to be a very fun, emotional game, and I'm definitely going to be excited to get out there and do whatever I can to play the role and help this team win."

This is Hunt's second chance. He can't count on a third.

He knows every move on and off the field is being watched.

"I'm under a microscope," he said following practice Thursday, which marked 342 days since the Chiefs released him. "I'm not trying to put anything in jeopardy. I had a lot of time to think about, if I get in this situation, how I'm going to handle this? If I get in this situation, how am I going to handle that? This happened, how am I going to handle that?"

"You get a lot of time to really reflect. ... I'm good with it."

**Late TD lifts Raiders:** Josh Jacobs scored on an 18-yard run with 1:02 remaining and the Raiders had a late winning TD drive for the second time in five weeks, beating the Chargers 26-24 in Oakland, Calif.

Derek Carr led the Raiders (5-4) down the field methodically 75 yards after Philip Rivers threw a 6-yard pass to Austin Ekeler that gave the Chargers (4-6) a 24-20 lead with 4:02 remaining.

**Browns give Tretter extension:** Browns center JC Tretter agreed to terms on a three-year, \$32.5 million contract extension with the club, according to reports Thursday.

Tretter, who's in his third season with the Browns, will receive \$23 million guaranteed.

Tretter, 28, has been a steady presence up front for the Browns, who signed him as a free agent in 2017. He started all 16 games last season and played every snap despite a severely sprained ankle.

**Redskins shut down Williams:** The Redskins placed offensive tackle Trent Williams on the reserve/non-football injury list, ending his season.

The move ended a monthslong saga involving the seven-time Pro Bowler and the team. ESPN reported that the Redskins likely will look to trade Williams in the offseason.

Williams last week revealed a cancer diagnosis that played a part in his lengthy holdout and distrust of the team's medical staff and organization.

He said he told the team of the medical issue six years ago and that a growth on his head grew substantially over time. The 31-year-old said he had a tumor removed from his skull and needs to get checked out every six months to make sure he's OK.

Williams underwent three surgeries during the offseason to remove the tumor and remained away from the team during that time.

After reporting to the Redskins on Oct. 29, Williams told the team that he felt discomfort on his scalp after putting on a helmet during his physical. It was enough for the Redskins to fail his physical. The team had been trying to find a customized helmet for Williams.

Williams also expressed dissatisfaction with his deal, which runs through 2020 without guaranteed money.

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Boston	6	1	.857	—
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Miami	6	2	.750	—
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Atlanta	3	4	.429	2½
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Milwaukee	6	2	.750	—
Indiana	4	4	.500	2
Detroit	4	5	.444	2½
Chicago	3	6	.333	3½
Cleveland	2	5	.286	3½

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SOUTHWEST	W	L	PCT	GB
Dallas	5	2	.714	—
Houston	5	3	.625	½
San Antonio	5	3	.625	½
Memphis	2	5	.286	3
New Orleans	1	6	.143	4

## NORTHWEST

Denver	5	2	.714	—
Utah	5	3	.625	½
Minnesota	4	3	.571	1
Portland	3	5	.375	2½
Oklahoma City	3	5	.375	2½

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L.A. Lakers	6	1	.857	—
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Golden State	2	6	.250	4½
Sacramento	2	6	.250	4½

## THURSDAY'S RESULTS

Boston 108, Charlotte 87
San Antonio 121, Oklahoma City 112
Miami 124, Phoenix 108
L.A. Clippers 107, Portland 101

## FRIDAY'S GAMES

Cleveland at Washington, 6 p.m.
Detroit at Indiana, 6 p.m.
Memphis at Orlando, 6 p.m.
Sacramento at Atlanta, 6:30 p.m.
Golden State at Minnesota, 7 p.m.
Toronto at New Orleans, 7 p.m.
New York at Dallas, 7:30 p.m.
Milwaukee at Utah, 8 p.m.
Philadelphia at Denver, 8 p.m.
Brooklyn at Portland, 9 p.m.
Miami at L.A. Lakers, 9:30 p.m.

## CELTICS 108, HORNETS 87

BOSTON:	Hayward 9-16 1-1 20, Tatum 8-17 3-4 23, Theis 2-8 1-2 5, Walker 4-12 3-14, Brown 5-9 2-2 12, Ojeleye 0-0 0-0 0, G.Williams 0-2 0-0 0, Williams III 2-2 3-6 7, Poirier 0-3 0-0 0, Smart 2-8 1-1 6, Wamamaker 3-4 2-2 9, Edwards 0-3 0-0 0, Green 5-9 2-12, Totals 40-93 18-23 108.
CHARLOTTE:	Bridges 8-14 0-0 18, Washington 1-8 2-3 4, Zeller 2-6 1-2 5, Rozier 1-11 1-3, Bacon 3-9 1-2 8, M.Williams 4-7 1-1 9, Biyombo 4-5 0-0 8, Hernangomez 2-4 0-0 5, Graham 5-14 3-5 15, Co.Martin 0-11 2-1, Monk 1-3 2-4, Co.Martin 2-4 3-7, Totals 33-86 15-21 87.

## 3-Point Goals

—Boston 10-33 (Tatum 4-6, Walker 3-9, Wamamaker 1-1, Smart 1-4, Hayward 1-5), Charlotte 6-31 (Bridges 2-5, Graham 2-10, Hernangomez 1-2, Bacon 1-3).
Rebounds—Boston 52 (Hayward 10), Charlotte 49 (Zeller, Bridges 10).
Assists—Boston 29 (Walker, Hayward 6), Charlotte 21 (Graham 9).
Total Fouls—Boston 19, Charlotte 19.
Technical Fouls—Tatum, Bridges.
A—18,487 (19,077).

## ODDS

NBA	SP	O/U	FRIDAY
at Indiana	off	off	Detroit
at Wash.	5	228	Cleveland
at Orlando	6½	208	Memphis
at Sacramento	1½	219	Sacramento
at Minnesota	off	off	Golden State
Toronto	2½	234	at New Or.
at Dallas	11	217	New York
Milwaukee	2	218	at Utah
at Denver	off	off	Philadelphia
at Portland	3	233	Brooklyn
at LA Lakers	8½	215½	Miami

## COLLEGE BASKETBALL

NFL	SP	O/U	FRIDAY
at Miami	12½	Fla Atlantic	
at Duke	25½	Colo. St	
at Buffalo	12	Dartmouth	
at Northeastern	Pk	Harvard	
at Drexel	11½	Niagara	
at Mississippi	21½	Ark. St	
N. Carolina	19½	at NC-Wilm	
at Memphis	16½	Ill.-Chicago	
at Va Common.	15	North Texas	
at Kentucky	31½	E. Kentucky	
at W. Virginia	12	Akron	
at Xavier	20	Siena	
at Furman	4	Loyola (Chi)	
at Vmi	7	Marist	
at LSU	13	Bowl. Green	
at Missouri	12	N. Kentucky	
at Wisconsin	19	E. Illinois	
Illinois	6	at Gr. Canyon	
at Iowa	24½	SIU-Edwardsville	
at Kansas	17½	NC Greensboro	
at Utah St	18	Weber State	
South Dakota	3½	at Pacific	
Baylor	5½	at Washington	
at Santa Clara	15½	Cal Poly	
Colorado	5	at Arizona St	
at USC	20	Portland	
Oakland	5½	Delaware	
UTSA	2½	S. Illinois	
Auburn	5½	Davidson	
East Carolina	1½	at Navy	

## NHL

Tampa Bay	-158	at Buffalo	+148
Boston	-226	at Detroit	+206
at Winnipeg	-134	Vancouver	+124
at Edmonton	-158	New Jersey	+142

## COLLEGE FOOTBALL

WEEK 11	SP	O/U	FRIDAY
UCF	17	69½	at Tulsa
Washington	10	65	at Oregon St

## SATURDAY

Clemson	3½	53½	at NC State
at Bost. Coll.	2½	63	Florida St
at Virginia	15	45½	Georgia Tech
Texas Tech	2½	59	at W. Virginia
at Miami	6½	48½	Louisville
Notre Dame	7½	51	at Duke
at Ohio State	42	65	Maryland
at Cincinnati	34½	52	UMass
at Michigan St	14½	45½	Conn
Wake Forest	2	61	at Va. Tech
at S. Carolina	6	51	Appalach. St
Penn St	6½	47½	at Minnesota
at Florida	27	49½	Vanderbilt
at N'Western	2½	39	at Purdue
Stanford	3½	56½	at Colugo
at Old Dom.	3½	43	UTSA
at Arizona St	1½	58	USC
at Boise St	14	48	Wyoming
at BYU	17	59	Liberty
Charlotte	13½	57½	at UTEP
Baylor	2½	48	at TCU
at SMU	21	72	East Carolina
at Texas St	7½	42	S. Alabama
at Alabama	5½	62	LSU
at Mississippi	28½	65	N. Mexico St
at Arkansas	1½	52½	W Kentucky
at Oklahoma	14½	67	Iowa St
at So. Miss	6½	49½	UAB
Ga. Southern	3	56	at Troy
at Kentucky	1	42½	Tennessee
at Georgia	16	48	Missouri
at Texas	7	58	Kansas St
at La. Tech	5½	72	North Texas
Georgia St	2½	75½	at La.-Monroe
at FAU	10	60	FIU
at Fresno St	5½	58	Utah St
at Wisconsin	8½	38½	Iowa
Wash. St	7½	51½	at California
at San Diego St	17½	39	Nevada
at Hawaii	7½	77	San Jose St

## NFL

WEEK 10	SP	O/U	SUNDAY
Kansas City	6	48	at Tennessee
at Cleveland	3	40	Buffalo
at Tampa Bay	4½	52	Arizona
NY Giants	3	44	at NY Jets
at New Or.	13	51½	Atlanta
Baltimore	10	44½	at Cincinnati
at Green Bay	5½	47	Carolina
at Chicago	2½	41½	at Cincinnati
at Indianapolis	3½	44	Detroit
at Rams	3½	44	at Pittsburgh
LA Rams	3	48	Minnesota
at Dallas	3	48	Minnesota

## SP O/U MONDAY

at San Fran.	6	47	Seattle
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## NHL

## EASTERN CONFERENCE

ATLANTIC	W	L	OT	Pts	GF	GA
Boston	11	2	2	24	56	36
Toronto	9	5	2	21	58	54
Buffalo	9	4	2	20	45	40
Florida	7	3	5	19	55	56
Montreal	8	5	3	19	58	52
Tampa Bay	6	5	2	14	44	47
Ottawa	5	9	1	11	41	50
Detroit	4	12	1	9	35	68

## METRO.

W	L	OT	Pts	GF	GA	
Washington	12	2	3	27	69	53
N.Y. Islanders	9	3	1	23	47	34
Pittsburgh	9	6	1	19	55	42
Carolina	9	6	1	19	52	46
Philadelphia	8	5	2	18	50	47
N.Y. Rangers	7	6	1	15	46	45
Columbus	6	7	3	15	38	54
New Jersey	4	6	4	12	40	56

## WESTERN

CENTRAL	W	L	OT	Pts	GF	GA
St. Louis	11	3	3	25	54	49
Colorado	9	5	2	20	58	47
Nashville	9	5	2	20	64	52
Winnipeg	8	7	1	17	44	51
Dallas	8	8	1	17	41	42
Chicago	5	7	13	38	46	6
Minnesota	5	10	1	11	42	57

## PACIFIC

W	L	OT	Pts	GF	GA	
Edmonton	10	5	2	22	48	46
Calgary	10	7	2	22	57	55
Vancouver	9	4	3	21	56	41
Vegas	9	5	3	21	52	48
Arizona	9	5	2	20	46	37
Anaheim	9	7	1	19	45	43
San Jose	6	10	1	13	46	63
Los Angeles	5	10	1	11	41	63

## 2 pts for win, 1 pt for shootout/OT loss

## THURSDAY'S RESULTS

N.Y. Rangers 4, Carolina 2
Pittsburgh 4, N.Y. Islanders 3, OT
Philadelphia 3, Montreal 2, OT
Washington 5, Florida 4, OT
Toronto 2, Vegas 1, OT
Ottawa 3, Los Angeles 1, OT
Chicago 5, Vancouver 2, OT
Colorado 9, Nashville 4
Columbus 3, Arizona 2
Calgary 5, New Jersey 2
San Jose 6, Minnesota 5

## FRIDAY'S GAMES

Tampa Bay vs. Buffalo at Stockholm, Sweden, 1 p.m.
Boston at Detroit, 6:30 p.m.
Vancouver at Winnipeg, 7 p.m.
New Jersey at Edmonton, 8 p.m.

## BLACKHAWKS 5, CANUCKS 2

Vancouver	0	1	1	—	2
Chicago	2	0	3	—	5

## FIRST PERIOD

1. Chi, DeBrincat 5 (Kane, Strome), 6:41.
2. Chi, Shaw 3 (Kane, Strome), 18:43 (pp).
Penalties: Virtanen, VAN, (slashing), 7:41; Miller, VAN, (hooking), 18:32; Toews, CHI, (slashing), 19:04.

## SECOND PERIOD

3. VAN, Miller 7 (Horvat, Petterson), 1:02 (pp).
Penalties: Boqvist, CHI, (tripping), 2:10; Miller, VAN, (interference), 2:14; Petterson, VAN, (slashing), 13:04; Strome, CHI, (slashing), 16:58.

## THIRD PERIOD

4. Chi, Kane 5 (Keith, Strome), 14:54 (pp).
5. Chi, Kampf 3 (Maatta), 17:53 (sh).
6. VAN, Virtanen 5 (Edler, Gaudette), 18:59.
7. Chi, Saad 5 (Maatta, Carpenter), 19:54.
Penalties: Edler, VAN, (high sticking), 14:09; Miller, VAN, (high sticking), 14:09; Caggiula, CHI, (holding), 16:04.

## SHOTS

Van 17-12-9=38, Chi 17-10-10=37
POWER PLAYS: Van 1 of 4; Chi 2 of 6.
GOALIES: Vancouver, Markstrom 5-2-3 (35 shots-32 saves), Chicago, Crawford 1-4-1 (38-36), T: 2:28.
Referees: Gord Dwyer, Chris Rooney.
Linesmen: Tyson Baker, Derek Nansen.

## COLLEGE FOOTBALL

THURSDAY'S RESULTS
La-Lafayette 48, Coastal Carolina 7
Temple 17, South Florida 7

## FRIDAY'S GAMES

UCF at Tulsa, 6 p.m.
Washington at Oregon St., 9:30 p.m.

## COLLEGE FOOTBALL



JONATHAN NEWTON / THE WASHINGTON POST

A two-point conversion attempt sails wide of Maryland wide receiver Jeshawn Jones in overtime to seal the victory for Ohio State in 2018.

# Ultimate game of what-if

Greenstein, from Page 1

He throws across his body. Jones breaks in, rather than out, on his spot route. A miscommunication. Incomplete.

Final score: Ohio State 52, Maryland 51. The teams meet again Saturday in Columbus, Ohio, for an expected romp; Ohio State is favored by 43 points. Both have different coaches.

Meyer went out as a Big Ten and Rose Bowl champion after his team obliterated Michigan and took down Washington. Canada is between jobs, as they say, a highly respected play-caller biding time at his beach house in North Carolina.

But what would have happened if Pigrome's pass had found Jones' hands? Final score: Maryland 53, Ohio State 52. The ultimate what-if.

One play that made an impact on not two but four schools: Ohio State, Maryland, Michigan and Northwestern.

"It was the single most significant play in the Big Ten last year," Big Ten Network host Dave Revsine said. "No debate. No ifs, ands or buts. To think about the people involved ..."

Let's break it down.

## Ohio State

 A loss would have altered Meyer's legacy. No Big Ten title, no 45-24 victory over Northwestern in Indianapolis, no Rose Bowl, his only two-loss season in Columbus. He would have lost twice as a double-digit favorite. "That would have been a devastating loss," said Meyer, now an analyst for Fox Sports' "Big Noon Kickoff" pregame show. "We escaped fire."

He paused, adding: "I'm actually getting a little sweat on my forehead thinking about it. I'd rather not."

Meyer thinks his players would have fought just as hard against Michigan the following week, a game that produced the shocking final score of 62-39.

"They would have played their hearts out. That's part of their DNA," he said. "But with the mindset of not going to Indy, we would have had to rally that team."

And how about Haskins?

Let's assume he still would have shredded Michigan for 396 passing yards and six touchdown passes. He also still would have won the Chicago Tribune Silver Football that goes to the Big Ten's best player, given that voting takes place before the conference title game.

But he would not have had the chance to complete 34 of 41 passes for 499 yards and five scores against Northwestern in Indianapolis. Without that performance, would he have been invited to New York as a Heisman Trophy finalist?

Thanks in part to that extra game, Haskins set 28 Ohio State single-season records and seven Big Ten records, including passing yards (4,831), touchdown passes (50) and total yards (4,939).



## Maryland



Hours after Pigrome's pass fell incomplete, the Baltimore Sun's Peter Schmuck filed a column under this headline:

"Maryland falls a point short vs. Ohio State, but Matt Canada has earned a shot to coach this team next season."

Canada drew widespread praise for helping his players cope with the death of offensive lineman Jordan McNair, who collapsed on the practice field in May 2018. The Terps dedicated their season to McNair and knocked off Texas in the opener.

After the Terps lost to Penn State 38-3 to finish 5-7, school officials conducted a coaching search. Canada and Michigan quarterbacks coach Pep Hamilton were finalists. Mike Locksley got the job.

It seemed like destiny. Locksley is from the "DMV" (D.C.-Maryland-Virginia), twice assisted at Maryland and in 2018 won the Broyles Award at Alabama as the nation's top assistant coach.

Canada wanted the job but put it like this: "I don't know that the play changes that. I think the right decision was made by Maryland. It's Locks' dream job."

Ohio State's Terry McLaurin (83) and Chris Olave celebrate against Michigan.

JONATHAN QUILTER/COLUMBUS DISPATCH

## Michigan



The Wolverines beat Indiana 31-20 on Nov. 17 to improve to 8-0 in conference play. They would have clinched the Big Ten East with an Ohio State loss. And no matter what happened a week later at the Horseshoe, they would have been sizable favorites over Northwestern at Lucas Oil Stadium.

"I think it completely changes the narrative on Jim Harbaugh," Revsine said.

Harbaugh has never won the Big Ten or gotten to the championship game. After getting crushed by Ohio State, the Wolverines wanted no part of the Peach Bowl. Four starters skipped the game to protect their NFL draft stock.

Had the Wolverines won in Indianapolis, they likely would have played in Pasadena, Calif. No one skips the Rose Bowl.

## Northwestern



Most analysts thought the more favorable matchup for Northwestern would be Ohio State, given how Maryland had plundered the Buckeyes defense. BTN analyst and former NU defensive lineman Corey Wootton disagreed, saying: "Ohio State has too much speed at the receiver position. Couple that with the way Haskins has been playing ... against Ohio State, it could be ugly."

He was right. Michigan would have been the better matchup. The teams met in late September 2018, days after the medical retirement of Northwestern's best player, tailback/goal-line quarterback Jeremy Larkin. The Wolverines won 20-17.

Michigan was a run-heavy team, and the Wildcats were fourth in the Big Ten in rushing defense.

So what would have happened? Would Pat Fitzgerald have taken the purple to Pasadena?

"If they play 10 times, Michigan probably wins eight of them," Revsine said. "It would not have been a fait accompli."

# COLLEGE FOOTBALL

## GAMES TO WATCH

BY MATT MURSCHER | Orlando Sentinel



**No. 4 Penn State (8-0, 5-0 Big Ten) at No. 17 Minnesota (8-0, 5-0)**  
11 a.m. Saturday, ABC-7  
Minnesota has won 10 straight games dating to last season and is off to its best start since 1941. The Golden Gophers are looking to knock off a team ranked in the top five for the first time since 1999. Penn State is 8-0 for the first time since 2008 and the Nittany Lions are looking to make it 13 straight wins against Big Ten West opponents when they travel to the Twin Cities.



**No. 12 Baylor (8-0, 5-0 Big 12) at TCU (4-4, 2-3)**  
11 a.m. Saturday, FS1  
Baylor is off to its best start since 2015, but to extend their streak, the Bears will need to snap a four-game skid against TCU. The Bears feature the stingiest defense in the Big 12, allowing a little more than 18 points per game, while the Horned Frogs are the top overall defense in the league, allowing 324 yards per game. TCU is working to avoid losing at least five games for the second consecutive season.



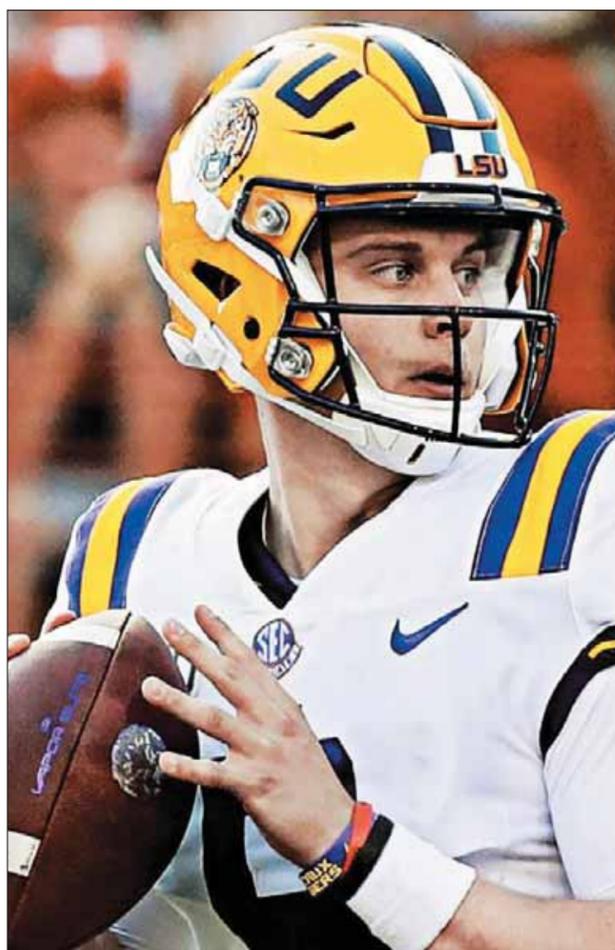
**No. 2 LSU (8-0, 4-0 SEC) at No. 3 Alabama (8-0, 5-0)**  
2:30 p.m. Saturday, CBS-2  
It's a monumental showdown in Tuscaloosa as LSU looks to snap an eight-game losing streak against Alabama and grab control of the SEC West. The Crimson Tide have won 31 straight at Bryant-Denny Stadium and feature one of the best scoring offenses in the country led by Heisman Trophy candidate Tua Tagovailoa — if he's healthy. LSU also features a Heisman candidate in QB Joe Burrow.



**No. 18 Iowa (6-2, 3-2 Big Ten) at No. 13 Wisconsin (6-2, 3-2)**  
3 p.m. Saturday, FOX-32  
It's a Big Ten West showdown with the Heartland Trophy on the line. Wisconsin, which leads the nation in total defense, is looking to avoid three straight losses for the first time since 2008. Iowa features the third-best scoring defense in the country, allowing a little more than 10 points per game. Wisconsin has won three straight games in this rivalry series and six of the last seven.



**Iowa State (5-3, 3-2 Big 12) at No. 9 Oklahoma (7-1, 4-1)**  
7 p.m. Saturday, FOX-32  
Oklahoma's pursuit of its fifth consecutive Big 12 title took a slight detour with its loss to Kansas State two weeks ago. Quarterback Jalen Hurts continues his strong play for the Sooners, leading the country in passing efficiency (224.28) and points responsible for (206). Iowa State's last win in the series was in 2017 in Norman, with the Cyclones snapping an 18-game losing streak against the Sooners.



Heisman Trophy-contending QBs Joe Burrow and Tua Tagovailoa lead LSU and Alabama into a highly-anticipated SEC West battle Saturday.

## NOTES

### USC AD: No quick move on Helton

News services

Southern California hired Mike Bohn as its new athletic director Thursday, and one of his first acts on the job will be to evaluate the struggling Trojans football program and embattled coach Clay Helton.

In his introductory news conference, Bohn said he hadn't yet met Helton, whose team is 5-4 in his fourth full season in charge. Helton has a contract through 2023, but is thought to be on a hot seat after his Trojans finished last season with their first losing record since 2000, followed by their mediocre current campaign.

Bohn declined to say whether a coaching change was part of his mandate in getting the job. Many USC alumni have been clamoring for the school to make a run at three-time national champion coach Urban Meyer, who left Ohio State in January after beginning last season on administrative leave for his handling of spousal abuse allegations against assistant coach Zach Smith.

"We all understand the importance of football," Bohn said. "... It would be premature to be talking about coaches or any situation when I've just arrived and in the process of learning."

USC has spent the last decade failing to recapture its 2000s success under AD Mike Garrett and coach Pete Carroll. Former Carroll assistants Lane Kiffin and Steve Sarkisian were both fired, while Helton has hung on much longer than almost anyone expected when the career assistant coach was promoted by Pat Haden to replace Sarkisian in 2015.

Helton has run a clean program and restored respectability to a school buffeted by NCAA sanctions and misbehavior under its previous coaches. He even won a Rose Bowl and a Pac-12 title during Jets quarterback Sam Darnold's two seasons as starter, but Helton is 17-17 without Darnold in his lineup.

When asked what he expected from the football team's final three games of the current regular season, Bohn said: "I mentioned Fight On, but it's also Fight On to Victory. I'm not trying to add any more pressure to (Helton) or our student-athletes, but we always want to finish strong."

**Ohio St., Georgia set series:** Georgia and Ohio State announced that they scheduled a home-and-home series for 2030 and 2031.

The Bulldogs will host the Buckeyes on Sept. 14, 2030, and Georgia will travel to Ohio State for the season opener on Aug. 30, 2031.

The two power programs have played only once, with the Bulldogs beating the Buckeyes 21-14 in the Citrus Bowl on Jan. 1, 1993.

Georgia also has home-and-home series with several Power Five foes, including Oklahoma (2023, '31), UCLA (2025, '26), Florida State (2027, '28), Texas (2028, '29) and Clemson (2029, '30, '32, '33).

The Bulldogs will also play three Power Five opponents in the Chick-fil-A Kickoff Game in Atlanta: Virginia in 2020, Oregon in 2022 and Clemson in 2024.

The Buckeyes will play future home-and-home series against Oregon (2020, '21), Notre Dame (2022, '23), Washington (2024, '25), Texas (2025, '26) and Boston College (2026, '27).

# Hype hits high peak

## LSU-Alabama showdown may also determine front-runner for Heisman

BY BRETT MARTEL  
Associated Press

BATON ROUGE, La. — Another high stakes tilt between LSU and Alabama could once again prove pivotal in Heisman Trophy voting.

While the winner of the game will have an inside track to the College Football Playoff, the matchup also features top Heisman hopefuls at the same position for the second time in five seasons.

In 2015, the focus was on star tailbacks Derrick Henry for Alabama and LSU's Leonard Fournette. Now it'll be on the quarterbacks — the Tide's Tua Tagovailoa and Tigers' Joe Burrow.

"The one that plays the best and wins the game should have a shot to win it," LSU coach Ed Orgeron said.

Henry knows how much the game can impact the Heisman. LSU arrived in Tuscaloosa unbeaten and ranked fourth in 2015, while one-loss Alabama was No. 7. "That game I wasn't really focused on the Heisman," said Henry, who ultimately won it. "They were undefeated. We had one loss. They were coming in with all the momentum, so I really wanted to just go out there and play a good game and let it be a turning point in our season."

Henry carried 38 times for 210 yards and three touchdowns in a 30-16 triumph that helped propel the Crimson Tide to a national title. Fournette was limited to 31 yards and one TD on 19 carries.

Heisman voter Rece Davis, the host of ESPN's "College GameDay," remembers how that matchup swayed him.

"It had a big impact because Leonard was, if not the favorite, certainly one of them," Davis said. "There were a couple things that went into Derrick Henry's candidacy that year. One was certainly that game and how dominant he was."

Davis said it would be appropriate for Heisman voters to attach extra emphasis to Saturday's clash in Tuscaloosa if the winning quarterback plays well.

While the Heisman is awarded to college football's "most outstanding player," Davis said, "most outstanding players should shine on brightest stage, right? That's sort of the history of the award."

Doug Flutie's game-ending scramble and 48-yard touchdown heave that lifted Boston College over Miami in 1984, and Desmond Howard's 93-yard punt return for Michigan against Ohio State in 1991, after which Howard struck the Heisman pose in the end zone, are "just moments you associated with Heisman winners," Davis said.

Orgeron has been an assistant coach on four teams that have produced Heisman winners, and he has touted Burrow's candidacy much of this season.

The LSU coach has seen how big games carry weight with Heisman voters.

"I remember (USC QB) Carson Palmer beat Notre Dame in a big game in the end and won the Heisman," Orgeron said. "It puts you on a national stage and I think it helps you."

Burrow has completed 205 of 260 passes (78.9 this season for 2,805 yards (350.6 yards per game) and an LSU single-season record 30 touchdowns. Tagovailoa, who has played about a game-and-a-half less than Burrow because of an ankle injury, is 145 for 194 (74.7%) for 2,166 yards (309.43 per game), and 27 TDs. Burrow has been intercepted four times and Tagovailoa twice.

Alabama coach Nick Saban has yet to officially list Tagovailoa as ready to return from his injury, but said he has practiced this week and is doing well. When Orgeron was asked if he expects Tagovailoa to play, he smiled and said, "Sure!"

Burrow said he hears the Heisman hype he's generated and cares about the award, but won't sacrifice team goals for it.

"It was a goal when I was little. Not so much a goal now. I'd rather have a big fat ring on my hand. But, I mean, it does cross your mind," Burrow said earlier this season, adding that winning big games "are the kind of games you



KEVIN C. COX/GETTY

**"There were a couple things that went into Derrick Henry's candidacy that year. One was certainly that game and how dominant he was."**

— ESPN's Rece Davis on the former Alabama running back, shown above during a 210-yard, three-touchdown performance against LSU on the way to the Heisman Trophy in 2015

need to get there and get to where we want to get to as a team."

Davis said Burrow enters Saturday as the top Heisman candidate, but only by a slight margin over Tagovailoa and Ohio State defensive end Chase Young (13½ sacks, five forced fumbles). Also in the mix is Ohio State running back J.K. Dobbins (1,110 yards and nine TDs rushing, 132 yards and two TDs receiving).

Davis said Burrow is benefiting from how well he has run LSU's new spread offense.

Orgeron asserted Burrow "has all the makings of an outstanding pro," adding, "I do believe he's as good for sure, or better, than the quarterback we're playing. But the only way to answer that is on the field."

On the flip side, Davis said, Tagovailoa could be a victim of his own success.

"People started complaining about him throwing slants all the time. It's ridiculous," Davis said.

"So, a guy that's been in the forefront like that, every little issue, even if it's not a real issue, gets magnified."

LSU running back Clyde Edwards-Helaire, who's from Baton Rouge, remembers how the 2015 game hindered Fournette's Heisman candidacy. He has mixed feelings on how much influence one game should really have.

"If Joe plays a good game, you can't just say, 'Well, if it didn't swing our way, he shouldn't win the Heisman,'" Edwards-Helaire said. "Right now, he's playing like the best player in college football. I don't think it should be dictated by a game."

Even if one game doesn't determine the Heisman, Saturday's showdown is bound to have a huge impact.

AP Sports Writers Teresa Walker in Nashville, Tennessee, and John Zenor in Tuscaloosa, Alabama, contributed to this report.

# — eNEWSPAPER BONUS COVERAGE —

## Breaking down the walls

Air Force senior FB relishes dad in stands after prison release

By PAT GRAHAM  
Associated Press

AIR FORCE ACADEMY, Colo. — Like many fathers and sons, the Birdows tossed the football around the yard.

They imagined the setting being the backyard on freshly cut grass — not the cracked asphalt inside a prison yard where they were. They tuned out the barbed-wire fences and the watchful eyes of the guards.

It was on these days that young Taven Birdow might daydream of playing in college just like his father, who, in those precious moments, was reliving his time as a linebacker for Oklahoma State University in the 1990s.

Jermaine Birdow was no longer No. 33 in your program but No. 463462 in Oklahoma's state prison system — serving a long sentence for a 2001 home invasion.

It was also on these days he might daydream of seeing his son — now a senior fullback at Air Force — play in person for the first time. That happened on Aug. 31 against Colgate, when Jermaine was in the stands as Taven took the field in the number he used to wear.

The moment was even better than he imagined.

“To see his last name on the back of his jersey, playing for the United States Air Force for the first time?” said Jermaine, who has attended every game this season following his release last November after more than 17 years in prison. “I was awestruck.”

Taven was 3 when his father was jailed for his role in a home invasion in Oklahoma City. Jermaine ended up pleading guilty to charges that included robbery with firearms, pointing a firearm at another, kidnapping for the purposes of extortion and first-degree burglary.

His sentence: 37 years (later commuted to 20 with the help of his legal team).

As a kid, Taven and his mom, Jamie Rodrigues, would visit his father as often as they could and at whatever prison he happened to be housed. Jermaine was locked up in a dozen or so different Oklahoma prisons during his incarceration.

Rodrigues always made sure Taven's father played a big part of his life. The routine, though, was taxing: School and practice for Taven, work for her, and then long drives for weekend visits.

“There were times when I crawled into bed and cried,” said Rodrigues, who lives in Altus, Oklahoma, and works as a budget analyst. “But how can I ever complain, when I have a child who did as much as he did, accomplished as much as he did and never once complained?”

On the visits, the father and son would sometimes throw the football around (if there was one). Or play hoops (if they were permitted). Or make up obstacle courses (trash cans for hurdles). Or just talk across a table.

But they always envisioned they were beyond those walls.

“I was pretty good as far as creating an atmosphere of, ‘You're not here in this prison. You're just here with your dad,’” said Jermaine, who resides in Enid, operates a lawn service and gives motivational speeches at churches and schools. “It was always the presence of just us that made the time greater.”

Sometimes, Taven and his mom would travel three or more hours for a visit only to be turned away because of ever-changing rules or surprise facility lockdowns.

Those times stung. So did goodbyes.

“I remember once when I was 7 or 8 and we had to leave, and I had an anxiety attack,” said Taven, a management major who just applied to be a pilot. “He was a loving father and couldn't be there and all those short stints of being with him takes a toll. You get to go home and he has to go back to his cell. That's a lot on a child.”

Their bond was enhanced through sports. Taven played baseball, wrestled and ran track. Of course, there was football as he helped Altus High School win a 2015 state title.

No bitterness toward dad. Taven attributes that to his mom, who always included his father in decisions. She grew up without a father and wasn't going to let that happen to Taven.



PAT GRAHAM/AP

Jermaine Birdow stands at Falcon Stadium as his son, Air Force running back Taven Birdow, and his teammates play Army on Saturday.



DAVID ZALUBOWSKI/AP

Air Force fullback Taven Birdow's father, Jermaine, was able for the first time to see in person his son play.

One strict rule: Grades came first. No exceptions. And if Taven got into trouble, his mom made

him call his father. “He did the normal dad role — when he could,” Taven said.

Jermaine weighed in throughout Taven's college recruiting process. He was a standout foot-

**“Now, we're here. You look around and you're like, ‘Wow. This is awesome. This is just beautiful.’”**

— Jermaine Birdow

ball player himself in high school, before suiting up for Oklahoma State. He pushed Oklahoma or Oklahoma State.

Taven blazed his own path at Air Force.

There was a tough conversation, though, over Christmas break following his sophomore season. Taven was thinking of stepping away from football. When he told his mom, they drove to Tulsa, where his father was incarcerated, so the three could have a heart-to-heart chat.

“His dad was saying, ‘I'm getting out, and I've never seen you play football. I've always wanted to be there for a game,’” his mom recalled. “Taven broke down. It's the first time I've ever seen him break down. He said, ‘You should've been there in high school!’ We both lost it. We realized how much he internalized on a constant basis. We had no idea, because he's the most humble person I've ever known.”

In August, dad got to see him play in person. Taven even had a season-long 41-yard run in that game against Colgate.

“First time I cried in a while,” the 43-year-old Jermaine said.

More feel-good moments — traveling to Hawaii to watch Taven. Seeing him rush for a career-high 124 yards against San Jose State. Being there when he eclipsed the 1,000-yard mark for his career at Navy. On the horizon, a bowl game for a 7-2 Air Force team.

He's proud of the relationship he's forged through the walls.

“Now, we're here,” Jermaine said last weekend before the Army game, glancing in the direction of the mountains.

“You look around and you're like, ‘Wow. This is awesome. This is just beautiful.’”

# — eNEWSPAPER BONUS COVERAGE —



MORRY GASH/AP

Bucks big man Giannis Antetokounmpo, the reigning league MVP, reacts after his dunk during the second half of a game against the Raptors on Saturday.

## SPIITTING FIRE

Antetokounmpo's Bucks are fueled by last year's flameout in playoffs

BY BEN GOLLIVER  
The Washington Post

LOS ANGELES — The Milwaukee Bucks went from darlings to footnotes during one fateful week last May, when four straight losses to the Toronto Raptors knocked them out of the Eastern Conference finals and off the NBA's radar.

Their league-best 60 wins under Coach Mike Budenholzer, their 10-1 start to the 2019 playoffs and Giannis Antetokounmpo's MVP run were all basically erased from the national consciousness. Into the void: Kawhi Leonard's coronation, the Golden State Warriors' traumatic injuries, speculation about Antetokounmpo's free agency and a blockbuster summer that saw superstars including Kevin Durant, Anthony Davis and Paul George change Zip codes.

Almost as soon as the NBA narrative mill had warmed to Milwaukee and its extraordinary progress, it moved on to new superstar pairings and back to the comfort of bigger markets. The Bucks, though, have not forgotten how close they came against the Raptors, nor have they abandoned the principles that got them there in the first place.

"I'm definitely not over it," Bucks GM Jon Horst told The Washington Post before a 129-124 road victory over the Los Angeles Clippers on Wednesday. "We're all regretful we didn't win that series. I don't think anyone will be over it until you get an opportunity to right the ship. That's why we do this: Every competitor wants a chance to work and get better than they were last time. (Budenholzer) has done that. Giannis has done that. All our players have. Hopefully you can see that from what our front office did in the offseason too."

If Horst sounds like a man on a mission, Antetokounmpo certainly looks like one. On Saturday, the Greek forward put up 36 points, 15 rebounds and eight assists in a win over the Raptors, admitting to "a lot of motivation" in his first rematch against the reigning champions. On Monday, he pulverized the Timberwolves with 34 points, 15 rebounds and six assists. On Wednesday, as Leonard looked on from the bench while resting due to load management, Antetokounmpo tallied 38 points, 16 rebounds, nine assists, two steals and two blocks to knock off the Clippers.

"I'm not going to say I was disappointed," Antetokounmpo said of his missed connect-



JIM MONE/AP

Antetokounmpo has helped the Bucks to a 6-2 record and the league's best net rating.

tion with Leonard. "If Kawhi is playing, you're going to have a tough night. I'm excited to see him in the future."

Freed from his foil, Antetokounmpo hit four three-pointers, played the entire fourth quarter, made numerous hustle plays in crunchtime and converted four free throws in the final minute to help seal the win. This was the type of tour de force that has become routine for him, and he left the Staples Center court to scattered "M-V-P" chants from appreciative Bucks fans. Afterward, he muttered that he isn't "as sharp as I want to be" with his shooting stroke, a scary proposition given that he ranks fifth in the NBA in scoring while captaining the league's most efficient offense.

Indeed, there is a deep-seated perfectionism to everything Antetokounmpo does, whether he is grunting through contact drills more than two hours before tip-off or describing recent tweaks to his shooting mechanics. His drive is matched by a fierce loyalty to his teammates. After Eric Bledsoe mistakenly, and embarrassingly, stepped onto the court instead of inbounding the ball, Antetokounmpo rushed to take the blame because he had tried to call a play that prompted the confusion. When a reporter inquired about his career-high 7.6 assists per game, which places him in the NBA's top 10, he Euro-stepped the premise and deferred all credit to the shooters that surround him.

"He's just a sensational player with a sensational mental makeup," Clippers coach Doc Rivers said. "There are very few players that you have to deal with their talent and with their approach. When you play Giannis, he will try to kill you if he can."

Horst's offseason plan for supporting his franchise player, who will be eligible to sign a five-year, \$250 million supermax contract next summer, wasn't particularly flashy or complicated. While the Los Angeles Lakers, Clippers and Brooklyn Nets loaded up on star power, Milwaukee aimed to retain as many of its free agents as possible, while adding low-cost, high-character veterans to prepare for another deep playoff run. After inking Bledsoe to an early extension, the Bucks re-signed starters Khris Middleton and Brook Lopez before adding Wesley Matthews and Lopez's twin brother, Robin, on two-year contracts.

The one major casualty was Malcolm Brogdon, a key secondary ballhandler who received a four-year, \$85 million contract from the Indiana Pacers in a sign-and-trade. Critics quickly wondered whether Milwaukee was cutting corners and costing itself a key playoff piece by not retaining the 26-year-old guard, who is averaging 22.3 points and 9.9 assists per game to start the season.

"I'm pained by it, yes," Horst said of Brogdon's departure. "Malcolm is a great person and a great player. I wish him the best in Indiana. But I don't feel like we were forced to do anything that we didn't want to. We made a trade with Tony Snell that freed us up to match any offers. We have an ownership group that has allowed us to do whatever we need to do (financially). The decision on Malcolm really came down to what we thought we could get in return. Do we want to pay for what we think his market could be or do we want to see if we could get something that helps us now and going forward?"

Milwaukee received a first-round pick and two second-round picks in the trade, helping to replenish an asset pool that was depleted by win-now deals for George Hill and Nikola Mirotic last season.

"I don't think it's said enough in the NBA that it's possible for both parties to win," Horst continued. "It's possible that we could be a better team without Malcolm. It's possible that he could be a better player in Indiana. It's possible that we could both do a great trade. Early on, it looks like that."

The Bucks boast a 6-2 record and the league's best net rating, with Antetokounmpo already emerging as one of the top 2020 MVP candidates. Although Matthews and Robin Lopez, a 7-footer who is being encouraged to launch three-pointers for the first time, have yet to find their outside touch, Budenholzer's five-out offense is tied for first in three-point makes. Antetokounmpo is finding his teammates, new and old, with no-look passes and whirling kick-outs, and the menacing machine is humming along.

It's easy to envision Antetokounmpo back in Los Angeles for a June showdown with Leonard's Clippers or LeBron James's Lakers. If anyone in the East can spoil those plans, it is the Philadelphia 76ers, who have flanked franchise center Joel Embiid with a jumbo-sized lineup that includes Al Horford, Tobias Harris, Josh Richardson and Ben Simmons. That group appears tailor-made to frustrate Antetokounmpo with length and physicality, although Milwaukee's additions bring size and shooting to counter Philadelphia.

To Horst, the summer maneuvers shouldn't be viewed as "a chess match where they used their rook so we're going to move our knight," but rather as the latest step in the Bucks' self-optimization plan. Their formula: Antetokounmpo, plus the power of continuity, plus a powerful offensive system and a proven commitment to defense, plus an organization-wide insistence that the collapse against Toronto did not reveal fatal flaws.

If they pulled out Game 3 in double overtime, or if Leonard had been slightly less dominant, or if Bledsoe had played to his regular season standard, or if Antetokounmpo had played more minutes, perhaps the Bucks, and not the Raptors, would have vanquished the Warriors' dynasty.

"We're coming off a great season and we should be proud," Horst said. "We're positioned to do it again. We believe if you keep knocking on the door and if you have the right players, you're going to break through with a championship. That's what we want to do."

Chicago Tribune  
**A+E**  
 MOVIES

# Reflecting on war movies, veterans



Harold Russell, front, Frederic March, center, and Dana Andrews, back, played war veterans readjusting to home life in the 1946 drama "The Best Years of Our Lives." The film was nominated for eight Academy Awards and won seven, including best picture, best actor for March, best supporting actor for Russell and best original music score.

From 'Best Years of Our Lives' to 'Midway,' let's remember real heroes



**MICHAEL PHILLIPS**  
Talking Pictures

Monday is Veterans Day, which grew out of Armistice Day, commemorating the end of World War I, the war to end all wars. Instead it marked an all-too-temporary halt to armed conflict. The word "armistice" acts as an arrow, pointing to the peace our world never accommodates for long.

War movies have long been big business, like war itself. This weekend brings the film "Midway" to theaters. It's the Roland

Emmerich version of the Battle of Midway, opening with a depiction of the attack on Pearl Harbor and then moving on to the retaliatory bombing of Tokyo known as the Doolittle Raid. In 1976 an earlier movie of the same title rumbled through the land, presented in Sensurround, the teeth-rattling analog enhancement, courtesy of enormous speakers parked at the back of theater auditoriums. That's entertainment.

Generations before "Call of Duty" and the ever-expanding morgue of digital first-person killing games, we learned to experience screen warfare as a good time, an exciting way to spend an hour or two or three. I think I saw my first war movie on TV, a year or two before my parents took me to "Patton" at the drive-in.

"Ambush Bay," it was called, from 1966. It was a minor picture in every way, set (and shot on location) in the Philippines, dealing with U.S. Marines fighting the

Japanese. Fifty years later the only thing I remember is a weirdly pitched comic-relief sequence with Mickey Rooney killing hapless enemy soldiers by offering them "potatoes." The potatoes were grenades. We thought that was funny.

A film critic ends up writing about every kind of war movie over the years, sobering, thrilling, sadistic, solemn. With a lot of those reviews, positive or negative, I'm all too aware of how my own politics may inform what I think, and say, as well as how an opinion might land with various members of my extended family.

I have a lot of military on every side of that family. The veterans among us — starting and ending with my father, still alive and well, a U.S. Army captain before he went into business, and then teaching — represent every sort of personality there is. Living and dead, in all branches, they repre-

Turn to **Phillips, Page 3**



Tom (Henry Golding) and Kate (Emilia Clarke) take a gander in "Last Christmas," directed by Paul Feig.

'LAST CHRISTMAS' ★★

# A heartfelt rom-com miss

Film has its moments but is unable to avoid displaying saccharine tendencies

By **MICHAEL PHILLIPS**

There's a massive spoiler lurking in the bushes of the super-pushy holiday picture "Last Christmas," and it's that Rosebud is the sled!

Wait, sorry, "Citizen Kane," wrong movie. "Soylent Green" is *people!*

Let's call "Last Christmas" a whoopsy-daisy with a big heart and a puddin' head, which is a bit tragic since it's directed by Paul Feig of "Bridesmaids" and "Spy," and co-written and co-starring Emma

Thompson, whose brilliant talents have graced and elevated movie after movie. It stars two skillful, versatile, likable sweeties: Emilia Clarke of "Game of Thrones" and Henry Golding of "Crazy Rich Asians."

That's a start, surely.

It begins in 1999 Yugoslavia, and you probably weren't expecting *that*. Kate (Clarke) flees her war-torn country to England with her closeted sister (Lydia Leonard), her elusive father (Boris Isakovic) and her oppressive, fatalistic mother (Thompson, going the full Slavic). With the prologue out of the way and having established Kate's love of George Michael songs, "Last Christmas" skips into the adult Kate's story, about a restless, selfish

character in need of a wake-up call. People keep referring to a recent medical crisis in her life; she doesn't seem to be taking care of herself; she's between apartments and on the rotating-couch circuit.

Then she meets dashing, approachable, dreamy Tom (Golding), of whom she's wary because he's so infernally full of sound advice and gentle entreaties to appreciate the world around her.

Up until now, Kate has favored men who aren't paperback editions of life lessons. She has been honing her cynicism while working as an elf in a Covent Garden yuletide gift shop.

Turn to **Rom-com, Page 5**



**BRIAN BOWEN SMITH/SHOWTIME**

Noel Fisher plays Mickey Milkovich in Showtime's "Shameless."

## Fisher talks Milkovich's return to 'Shameless'

Actor says character on Showtime series has been his favorite to play



**NINA METZ**  
Chicago Close-up

For all the ridiculous and outlandish storylines that have defined the nearly decadelong run of Showtime's "Shameless," underneath it all there's always been a vulnerability and an honesty about the cravings of the heart. Never more so than when it came to the epic romance of middle son Ian Gallagher and neighborhood tough Mickey Milkovich. Or as viewers of the show have affectionately dubbed them: Gallavich.

Played by Cameron Monaghan and Noel Fisher, their chemistry has consistently been a core emotional draw of the series, persisting in the years even after Fisher left at the end of Season 5. Every so often Fisher's Mickey would pop back into the story, injecting a thrill, but now it is with great anticipation that Fisher is back full time for Season 10 — premiering Sunday — which also coincides with the return of Monaghan, who stepped away midway through last season.

Gallavich rides again. "The character is my favorite that I've ever gotten to play," said Fisher, who talked about the reasons he initially left the show (and his gracious response to fans who were deeply unhappy about the decision) and what's in store for Mickey and Ian this season.

The following is an edited transcript of the conversation.

Turn to **Metz, Page 4**

## CELEBRITIES

Tribune news services



RICHARD SHOTWELL/INVISION

A shopper picks up some items at Chris Brown's yard sale at his San Fernando Valley home.

### Brown holds yard sale at LA home

LOS ANGELES — Chris Brown held a high-end yard sale Wednesday at his Los Angeles home, with hundreds of fans, gawkers and bargain-seekers waiting for hours to try to get a piece of the singer's stuff.

Brown posted a flyer on his Instagram and Twitter accounts Tuesday night that included the address of his suburban mansion in the Tarzana neighborhood of the San Fernando Valley.

"Featuring significantly marked-down high-end items," the flyer said.

Brown captioned the posts "DA CRIB 2 day event" and included a heart emoji.

Brown, often called by his nickname Breezy, burst onto the music scene as a teen in 2005 and won a Grammy Award in 2011 for best R&B album. His newest album "Indigo" went to No. 1 when it was released in June, he has a current top 10 hit, "No Guidance" featuring Drake, and he's nominated for a pair of American Music Awards.

But he's also in the past decade been nearly as well known for highly publicized run-ins with law enforcement, starting with a felony assault of then-girlfriend Rihanna in 2009 to which he pleaded guilty.

The crowd began gathering late Tuesday for the sale. A long line that stretched down the sidewalk for several blocks ended at a driveway filled with large canvas canopies shading rows of clothes.

Some said they had driven from as far away as Arizona and didn't care what they walked away with as long as it belonged to Brown.

The crowd appeared orderly, remaining mostly on a sidewalk. Police said they had received no complaints.

— Associated Press



SCOTT OLSON/GETTY

**Vote:** Michelle Obama is still trying to get out the vote. The former first lady announced that Selena Gomez, Liza Koshy, Shonda Rhimes, Megan Rapinoe, Tracee Ellis Ross and Kerry Washington have signed on as co-chairs of the national organization When We All Vote. Obama is already a co-chair, along with Lin-Manuel Miranda, Faith Hill, Tom Hanks and wife Rita Wilson, and basketball star Chris Paul. Hanks said "registering new voters is an act of hope and taking part in the American idea." He added that voting guarantees the blessings of "liberty for the grandkids."

**Honored:** Spike Lee will receive Film at Lincoln Center's 46th Chaplin Award. Lincoln Center announced that the 62-year-old filmmaker will be honored in its annual fundraising gala on April 27. The four previous Chaplin Award winners were Helen Mirren, Robert De Niro, Morgan Freeman and Robert Redford.

**AMAs:** The two biggest breakthrough acts in music this year, Billie Eilish and Lizzo, have been added to the list of performers at this year's American Music Awards. Other performers at the Nov. 24 event include Camila Cabello, nominated for collaboration of the year for "Senorita" with Shawn Mendes, and Dua Lipa, whose debut album is the most streamed album by a female artist in Spotify history.

**Nov. 8 birthdays:** Singer Bonnie Raitt is 70. Actress Alfre Woodard is 67. TV chef Gordon Ramsay is 53. Actor Matthew Rhys is 45. Actress Tara Reid is 44. Actress Dania Ramirez is 40. Actress Jessica Lowndes is 31. Singer SZA is 29.



## ASK AMY

By AMY DICKINSON

askamy@amydickinson.com Twitter @askingamy

### She must keep debt, and dad, at bay

**Dear Amy:** I'm 23 years old and currently in a lot of debt. I've been doing my best to pay it off. For the last year, I've held a well-paying job. However, my dad is constantly curious about how much money I have. I lent him \$1,200 nine months ago. He said he just needed a little help with some bills.

How my parents handle their bills is none of my business. I've talked to my mom about it and she thinks it's wrong of him to be asking his youngest daughter to pay his bills. She is also lending him a lot of money. Amy, I just gave him \$400 more to pay his cellphone bill.

A couple of days ago I was on the phone, telling him about a situation I was in. He interrupted me, asking me to put more money into his account. He has never paid me back anything, even though he says he will. I don't even want to answer his calls anymore because all he wants from me is money. I love both my parents very much. Any suggestions?  
— Daughter in Debt

**Dear Daughter:** All my suggestions involve doing one of the toughest things a young-adult daughter can do, which is to be more of a grown-up than her dad.

You need to initiate this conversation. Here is some sample wording: "Dad, I love you. I'm grateful to you for many things. But this has got to stop. I'm not giving you any more money. I wish you wouldn't ask for it, but even if you do, I'm going to say no. I'm not going to discuss my finances with you. I'm on my own now. I'm responsi-

ble for my own bills. This behavior of yours is hurting our relationship. Do you understand?" Repeat this as many times as it takes. Expect him to try to manipulate you further.

Your father seems to have gotten himself into a major jam. Your mother should investigate and/or force him to disclose why he is insolvent. But you are not the solution to his problems.

A great rule to follow when repeatedly "lending" people money is to convey to them, "When you repay the money I've already lent to you, I will consider lending you more." This neatly spells out the arrangement, lending credibility and transparency to further transactions.

**Dear Amy:** I'm recently retired, after working full time for almost 50 years. I've been a caregiver all my life, including extensive caregiving for my parents, who are challenging and narcissistic. My husband and I both come from extremely large families and we've lived out of state for many years. We have struggled to get home to attend to family matters.

Neither families were/are understanding or supportive of the challenges brought on by distance. I've raised three children, one of whom has a disability. I am now caring for my granddaughter four full days a week.

I've always been a people pleaser; however, I'm feeling spent. It's like I've deposited into ATMs all my life but have never received any withdrawals.

I still want to do for others, but in some situations I find myself with-

drawing. I feel bad for my husband because he's losing his caring, compassionate, helpful and hard-working spouse to someone he doesn't know. And I feel bad because what has always come naturally to me is no longer satisfying. What should I do?  
— People Pleaser

**Dear People Pleaser:** You sound depressed and depleted. You should save yourself while you still can. Changing your life will start with being willing to say "no." It's important to understand and believe that people who love you will still love you, even if you aren't solving their problems for them.

I'm suggesting that you treat yourself as well as you treat others. You could start with your child care commitment. If you could cut down from four days to two, you could take those two days and work on your own mental, emotional and physical health.

**Dear Amy:** "Distraught Dad" didn't notify grandparents right away when his child was born. You don't seem to realize that many grandparents are horrible, pushy and intrusive during a birth. My mother burst into the delivery room and would not leave.  
— Upset

**Dear Upset:** I am familiar with this phenomenon, and so are hospital staff. They should do their utmost to protect parents.

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## BROADWAY REVIEW

# 'Tina Turner Musical' has a fabulous Tina

Warren nails every note in role as the overworked diva

By CHRIS JONES

NEW YORK — Divide and conquer is the new strategy of jukebox musicals: Three Donna Summers! A trio of Chers! More members of the Temptations than there are fishes in the sea.

But at "Tina: The Tina Turner Musical," the big Broadway bio-wheel keeps on turning with just one overworked diva, doing the whole job from adolescence through the miserable Ike years to European-fueled adulation. And Adrienne Warren, who nails each impossible note up in that fifth octave and way down in the gravel, every swivel and swagger, and each last defiant, self-actualizing rasp, is simply the best.

It's a hushed secret of jukebox shows that their stars often are better technical singers than the celebrity names drawing in the crowds. At minimum, a key part of the appeal of these shows is offering a chance to see a beloved icon with the years shorn away.

And that is exactly what Warren delivers, singing what feels like 90% of the show and, to her great credit, not only embracing Turner's myriad musical reinventions but capturing the show's essential theme of a once-objectified and cowering woman eventually triumphing on her own terms. It's a towering and generally phenomenal performance and probably enough to overcome the show's myriad muddy areas.

Ike Turner's physical abuse of his wife and co-star is not, of course, an easy fit for a jukebox musical. It's one thing in a dramatic movie, but "Tina" also needs to deliver a good night out for Turner's fans.



MANUEL HARLAN PHOTO

Adrienne Warren takes the lead in the new jukebox musical "Tina: The Tina Turner Musical."

On the other hand, it's a reality of her biography.

So, in essence, director Phyllida Lloyd's production at the Lunt-Fontanne Theatre takes a vague middle ground, including many of those painful scenes but rendering them as something of a cartoon. It's wholly understandable, and not the fault of the actor Daniel J. Watts as Ike. (There also is an aptly objectified desperation to much of Anthony Van Laast's shrewd choreography).

But what gets lost here is a truth about most abusive men — they can be just charming enough to sustain their power until they reveal their true selves. Tina

Turner has been open about the terrifying emotional hold of the late Ike; this show does not meaningfully explain or express what she already has said.

Had "Tina," designed with a textured digital sheen by Mark Thompson, been written a decade ago, the show likely would have spent more stage time on her move to Europe, her later-in-life move away from her Stateside musical roots, her embrace of both rock 'n' roll and a unique kind of Euro pop-blues fusion, and, of course, her long relationship with her husband Erwin Bach. Turner has been living for years in Switzerland. Such a show might have cele-

brated how we should all get to choose our path and our families. Whomever we are.

But white saviors are out of style, or relegated to the ensemble at least, and the mutual affection between Turner and David Bowie and Mick Jagger is clearly not the show Hall wanted to write; she is more interested in Turner's relationship to her youth in rural Tennessee. The argument of the show is that Turner's abuse, and the racism of whites, poisoned that part of her, requiring her to reclaim her identity as an African American and the culture of her birth.

There is surely truth to that trajectory (Turner and

Bach are producers, after all), even if that means scant mention of Turner choosing to become a Swiss citizen, and Ike Turner, the devil of the story, looming far larger than the kind and supportive Bach, played by Ross Lekites. Bach is far less of a central figure in the story than, say, Tina's complex, unloving mother Zelma (Dawnn Lewis). Ike Turner is all over the show, even if his actions mean he outstays his welcome. Rarely in a jukebox show do you crave another song, but here you sure do, minus Ike.

The reality, of course, is that Turner was happier and more successful abroad, away from her

terrible former partner. It's hard for this musical to admit that she really did move on and away and up, but its determination to stick to its narrative of this moment also makes it infinitely more interesting than most other examples of the genre.

Especially with Warren as its queen.

"Tina: The Tina Turner Musical" plays at the Lunt-Fontanne Theatre, 205 W. 46th St.; tinaonbroadway.com

Chris Jones is a Tribune critic.

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## 'The Minutes' is headed to Broadway, adding big names

BY CHRIS JONES

The 2017 Steppenwolf Theatre production of Tracy Letts' "The Minutes," a play about a small-town city council meeting gone terrifyingly rogue, is going to Broadway in early 2020. And director Anna D. Shapiro's ensemble cast has been newly encrusted with some formidable Broadway and Hollywood stars.

The list begins with the Tony Award-winning playwright himself, and continues with Jessie Mueller, the Tony Award-winning original star of "Beautiful" and "Waitress," and Armie Hammer, the movie actor who appeared in such films as "The Social Network" and "Call Me By Your Name."

Letts, an experienced Broadway actor as well as a playwright, will take over the role played in Chicago



MICHAEL BROSILOW PHOTO

"The Minutes" by Tracy Letts had its premiere at the Steppenwolf Theatre in 2017.

by William Petersen. (Mueller, of course, began her career in Chicago.) Blair Brown, another Tony winner, is also joining the cast, as is the Steppenwolf ensemble member and longtime New York actor and director Austin Pendleton. Also in the New York cast, many reprising their roles from Chicago:

Ian Barford, Cliff Chamberlain, K. Todd Freeman, Danny McCarthy, Sally Murphy and Jeff Still.

The New York production, which begins performances Feb. 25 at the Cort Theatre, 138 W. 48th St., New York, and opens officially on March 15, is being billed as a 16-week limited engagement.

## Phillips

Continued from Page 1

sent a wide range of political and social viewpoints and, collectively, a rebuke to the patronizing notion of a single, lockstep American military sensibility.

My dad never had any love for rah-rah heroics when it comes to war movies; he waved off the climax of "Saving Private Ryan," for example, with a "yeah, yeah, here comes the cavalry" mini-review. A couple of Thanksgivings ago, my cousin Eric, military through and through, talked me through his reasons for not liking "Lone Survivor," the Peter Berg Afghanistan-set war picture from 2005. I liked that film and its tense procedural focus. What struck me as effective and lean struck him, the one who knew the conflicts

and the region and the geopolitics intimately, as typical Hollywood rogue heroics.

Nothing appeals to everyone. Most moviegoers don't look to the movies for stark realism or harsh reminders of the way we live, or the wars we wage. For those folks there is "Midway." Meantime, beginning at 5 a.m. Central time Monday, Turner Classic Movies presents a 12-film, 24-hour tribute to Veterans Day.

One of the greatest being shown, "The Best Years of Our Lives" (1946), remains a serious favorite of many of my family members and a lot of my friends. It comes from a time when a nation craved a reasonably honest, powerfully felt drama of veterans returning home after the war. I had the honor of introducing it on TCM two years ago. Among its glories is the Hugo Friedhofer

score, one of many we included in a WFMT special, "The Film Score: Music for Veterans Day." We showcased everything from "Glory" to "The Big Parade" to "The Great Escape" and "Patton" in that 2016 special.

A good Veterans Day weekend to you. Thanks for reading, watching and listening. And may we all remember a time, a century ago, when Armistice Day perched on a perilous, illusory hope of lasting peace. The arrow still points in that direction.

"The Film Score: Music for Veterans Day" reairs at 10 p.m. Monday on WFMT-FM 98.7 and will live-stream on wfmt.com.

Michael Phillips is a Tribune critic.

miphillips@chicago.tribune.com  
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"AN EPICALLY DARING MASTERPIECE"  
PETER BRADSHAW, *theguardian*

ROBERT DE NIRO AL PACINO JOE PESCI

THE IRISHMAN  
A MARTIN SCORSESE PICTURE

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*theguardian*

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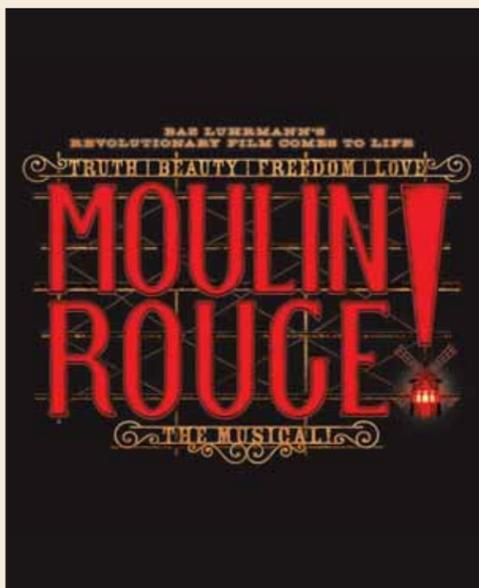
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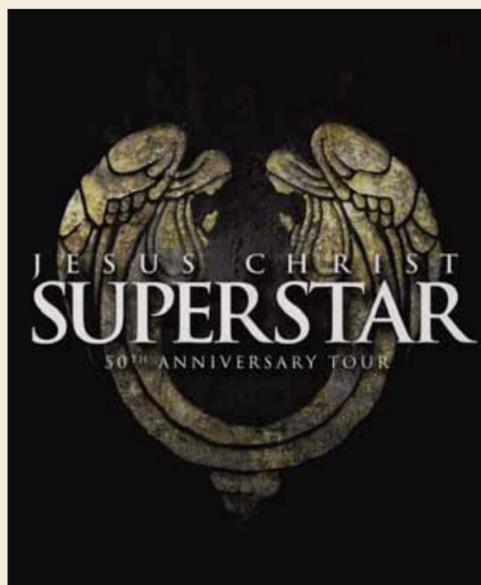
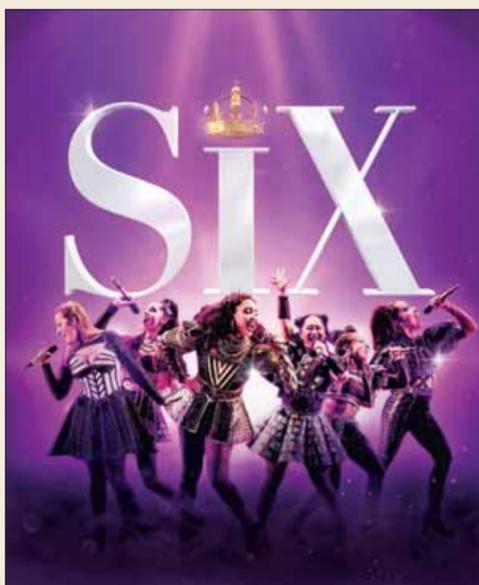
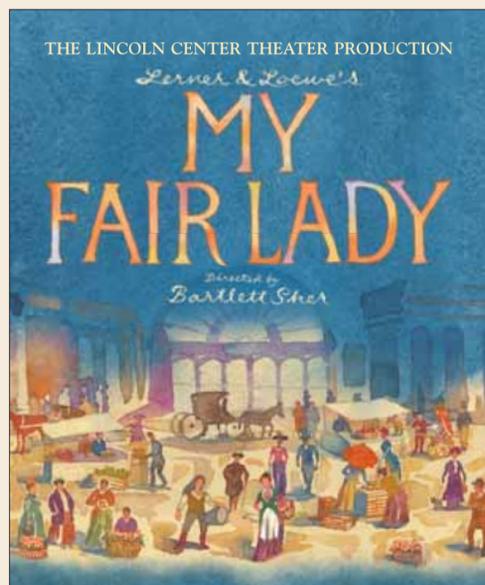
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NIKO TAVERNISE/AP

Joe Pesci, left, and Robert De Niro have drinks in a bar in a scene from Martin Scorsese's "The Irishman."

'THE IRISHMAN' ★★★ 1/2

## De Niro, Pacino and Pesci revisit the tyranny of the mob

BY MICHAEL PHILLIPS

A longer version of this review originally ran Oct. 24 in advance of its debut at the Chicago International Film Festival. The movie is in theaters and will be available on Netflix Nov. 27. For the full review, go to [chicagotribune.com/movies](http://chicagotribune.com/movies).

"The Irishman," Martin Scorsese's grand, ruminative valediction to the gangster genre, relays a story of Teamsters lifer and murder-for-hire hitman Frank Sheeran. Its through-line consists of a 1975 road trip taken by two couples, the Sheerans and the Bufalinos of the Bufalino Pennsylvania crime family, driving west to Detroit for a politically obligatory wedding, with some business to be conducted along the way.

The movie is about that business, and how it haunts a man to the end of his days.

"The Irishman" comes from "I Heard You Paint Houses," Charles Brandt's 2004 account taken from several long-form interviews conducted near the end of Sheeran's life. In the book Sheeran confessed to the murder of organized crime-connected Team-

**MPAA rating:** R (for pervasive language and strong violence)

**Running time:** 3:30

**Opens:** In theaters now; and on Netflix Nov. 27.

sters ruler Jimmy Hoffa. Sheeran also took credit for the 1972 killing of "Crazy" Joe Gallo inside Umberto's Clam House in Manhattan's Little Italy. Some believe Sheeran's confession; others think it's hogwash. Either way Scorsese thought enough of it as a narrative to make a movie about it.

The visual effects house Industrial Light & Magic sent an army of digital artists into battle on this one. Robert De Niro, who plays Sheeran, goes from his mid-20s (in World War II flashbacks, where he learned to be a killer and not mind it) to his early 80s (in the film's late-life narration scenes, where Sheeran spills his guts to an unseen interviewer, presumably Brandt). The old age makeup in that footage appears to be just that: makeup, old-school, unapologetic and effective. The "young age" footage comprises much of the rest of "The Irishman." De

Niro; Joe Pesci (pulled out of retirement, thank God, to absolutely kill it every second in the calmest possible way as Russell Bufalino); Al Pacino; and others, including Harvey Keitel (as mob kingpin Angelo Bruno), appear to us via digital "age-erasure" technology, here in their 40s, there in their 50s, and so on.

As structured by screenwriter Steven Zaillian, "The Irishman" moves forward and backward and sideways, getting more unpredictable and compelling as it goes. Sheeran's version of events may well be as untrue to the historical record as, say, Quentin Tarantino's "Once Upon a Time ... in Hollywood" is true to the fate of Sharon Tate. Doesn't matter. It's not a documentary. "The Irishman" proves that you can go back to the same well many times and, well into your 70s, direct a new gangster picture like you're Martin Scorsese and it's the first one you ever made.

Michael Phillips is a Tribune critic.

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'MIDWAY' ★★

## Pacific Theater extravaganza not entirely true to real life

BY MICHAEL PHILLIPS  
Chicago Tribune

Even if "Midway" stuck letter for letter to the historical record of the events of June 1942, inventing nothing, its probability of energetic fraudulence would remain roughly the same.

In other words it's a Roland Emmerich war movie.

Several of director Emmerich's cinematic fantasies I find shamelessly enjoyable, among them "Independence Day" (1996) and, yes, the 2008 charmer "10,000 B.C.," if only for the super-chicken scene. Emmerich's schlock tendencies have, however, run into conspicuous trouble the further he ventures from the realm of science fiction, or the dictates of a disaster movie.

"Midway" isn't bad, really. Certainly, it gets a lot more done than the cinematic cinder block that was the 1976 historical drama also titled "Midway." The computer-animated detonations surround the viewer with a rumble-free, sporadically gripping version of events recounting the June 1942 central Pacific battle between the Imperial Japanese Navy forces and their foe, the U.S. Navy, still reeling from the attack on Pearl Harbor six months earlier.

At the top of the chain: Woody Harrelson portrays Adm. Nimitz, commander of the U.S. Pacific Fleet. Dennis Quaid, growling every second, plays Vice Adm. "Bull" Halsey, laid low with shingles and sidelined during the battle of Midway.

Lower down: Patrick Wilson is Office of Naval Intelligence officer Edwin Layton, whom we meet in a 1937-set Tokyo prologue and who becomes an advocate (often at odds with the



REINER BAJO/LIONSGATE

Nick Jonas in a scene from "Midway."

**MPAA rating:** PG-13 (for sequences of war violence and related images, language and smoking)

**Running time:** 2:18

Washington, D.C., brass) of his encryption and code-breaking experts. Midway through "Midway" the emphasis shifts to focus on the death-defying exploits of, among others, dive bomber squadron commander Dick Best. He's played by top-billed but oddly colorless and dialect-challenged Ed Skrein.

The timeline of "Midway" delivers not one, not two, but three major events to anchor the script's three acts. The attack on Pearl Harbor sets up the tactical counterattack of the "Doolittle Raid" of April 1942 (covered in many earlier movies, "Thirty Seconds Over Tokyo" among them), with Aaron Eckhart's Lt. Col. Jimmy Doolittle dominating the film's middle section. Eckhart's good, in an unforced, un-showy way, as is Luke Evans, who enlivens his scenes as Lt. Cmdr. Wade McClusky. China's role in returning Doolittle to safety, after the bombing of Tokyo, cost the Chinese nation dearly during the Japanese invasion and occupation. This segment is part of history too. It also

may explain the heavy Chinese investment in the \$100 million "Midway" production budget.

In historically grounded fiction there are facts, and there is truth, and there's a subset of truth labeled "dramatic truth," reserved for movie stuff we know isn't quite how it happened, but wouldn't it be nice if it were? Emmerich's "Midway" manages to corral a screen full of true-life characters, up and down the chain of command. Yet you can't fully buy even the real, true material here. The music, full of blather and cheap suspense; the digital fireballs, pretty to the point of offensiveness; the 100 percent recycled-cardboard quality of screenwriter Wes Tooke's dialogue; these and other elements keep "Midway" hurtling forward, but with the Emmerich touch of the fabricator.

With its Veterans Day weekend opening here and, simultaneously, in China, will "Midway" be war movie enough for a broad international audience?

Emmerich keeps a relatively tight lid on his merry excesses in "Midway." The result is just OK, which is ... well, just OK.

Michael Phillips is a Tribune critic.

## Metz

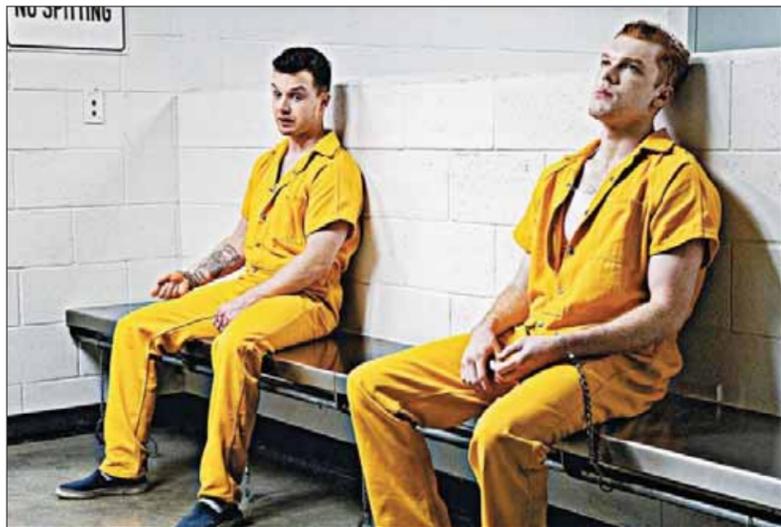
Continued from Page 1

**Q: What is it like coming back?**

A: There's an aspect of it that's wonderfully comfortable. The character is so much fun and it's just been a really amazing experience to kind of step back into the ring with such talented actors and get to play.

One of the things I'm grateful we're getting the chance to do this season is explore not necessarily a stable-esque Mickey, because he's still Mickey and it's still "Shameless," so it's not known for being a particularly smooth ride (*laughs*). But I'm really happy that, not to be too spoiler-y, but he and Ian are getting to explore their relationship in a way that is open and not hindered by things that we've seen in the past. So a more "normal" quote-unquote kind of relationship.

When we saw them last season, it was this very fairy-tale story of Ian goes to prison and Mickey works his magic to end up in the same prison cell with him. And when you meet them in this new season, you know (*laughs*) living in a cell together is not so



PAUL SARKIS/SHOWTIME

Noel Fisher (left) as Mickey Milkovich and Cameron Monaghan as Ian Gallagher in a scene from Season 10 of "Shameless."

great! The honeymoon is over. And they're having those couples' arguments and domestic squabbles that arise, like one person is cleaning less than the other person and they're doing things that irritate each other.

So it's this "Shameless" take on normal dating and relationships, even though it starts through the lens of being in prison.

**Q: What was the thought process that led you to step away from**

**"Shameless" a few years back?**

A: I had really loved the journey the character had gone on. Ian and Mickey had fought through the two biggest hurdles, at least in my opinion — Mickey's own resistance to accepting himself and Ian's struggle with mental health.

And Mickey got to break out of the prison of his own closet (about his sexuality) and become a caretaker for Ian, which was coming full circle, right? It was this beautiful journey, of Ian being this sort of guardian angel character in Mickey's life who ushers him into

embracing and accepting who he is, and then the tables turned and Mickey got to be that for Ian. I think that's this really lovely story. And very powerful and moving.

And for me, I thought that was a fairly complete story, if that makes sense. So I thought it was relatively complete and wanted to do some journeying.

(The Chicago-set police shooting drama "The Red Line," which aired last year on CBS, was among the projects Fisher worked on during his hiatus from "Shameless.")

times I've had random interactions with people on the street about how this particular story of Mickey and his relationship with Ian helped or participated in their own journey of self discovery. Or on the other hand, I've had many interactions with people who have had the response of — how do I put this? — of watching these characters and coming to a different relationship with the idea of homosexuality.

**Q: In other words, it broadened their concept of what it means to be a gay man, or what it can look like to be a gay man?**

A: Exactly. And that's in no way something I'm aiming for, or aware or considering. I'm just trying to show up and do my lines and play the character. But it's really fascinating to end up in conversations with people about these kinds of things and it makes my heart swell, because if this character and this story and this show can bring (*pauses*) — there's never going to be enough understanding in this world, so if it can bring a little bit more understanding between human beings, I'm grateful to be a part of that. It makes me very happy.

So that's how I look at interactions on social media. Ian and Mickey's storyline has really meant a lot to people for many different reasons.

**Q: Whenever I interview someone from "Shameless" I always ask about filming the sex scenes, since the show has never shied away from nudity and outrageous ideas when it comes to sex scenes.**

A: I think I was 24 or 25 when I started on the show, and it was definitely stranger in the early seasons. It's that kind of thing of, you sort of just get used to it. Me and Cam hanging out on a scene where we're shirtless or maybe more than that, it's no longer a thing for us — it's just like, well, *yeah*, that's "Shameless." And it's always been, at least in my experience, a

production that's been very responsible about making sure it's respectful and everyone feels heard and safe.

But at this point — well, there's been so much of it! When you're in a scene talking about holding up a massive string of Ben Wa beads or having Cameron Monaghan throw a huge dildo at you, like, you know what I mean? We've kind of gotten past the point of (*laughs*) having much issue with it.

**Q: You're originally from Vancouver. The show is set in Chicago (it films primarily in LA but shoots exteriors locally). Are there things in common with Canada's reputation for modesty and the Midwestern sensibility here in the states of not tolerating big egos?**

A: I think there is a politeness — I don't know if that's the right word — that I think Canadians and Midwestern Americans do share. I think that's not something that I consciously put into the character, but it showed up in the writing and how I interpreted the character. And I think it's a nice contrast with the (*laughs*) the general roughness of Milkovich and his interactions with the world. I like the contrast of him having this certain level of etiquette.

It certainly doesn't have anything to do with cleaning himself! But it does have to do with how he interacts with the people who are important to him and what that means to him.

But speaking of the Midwest vibe, Chicago's one of my favorite cities in America specifically for that reason. The great contrast of a big city and big city culture — which is cool and fast-paced — but it has this uniqueness in that every time I'm there, random strangers just kind of say hi to you on the street. And not because of recognition or anything like that. There's a more communal feeling in Chicago that I do appreciate.

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## WATCH THIS: FRIDAY



Joshua Bassett

**“High School Musical: The Musical: The Series”** (7 p.m., ABC, Disney FREE): This new series spinoff from the blockbuster Disney musical franchise will run on Disney Plus, the highly anticipated new streaming service launching on Nov. 12, but to give potential fans a taste, ABC — along with Disney Channel and Freeform — previews the first episode tonight. Joshua Bassett, Olivia Rodrigo, Kate Reinders and Matt Cornett appear.

**“The Blacklist”** (7 p.m., NBC): Red (James Spader) alerts his FBI liaisons to the suspicious death of a scientist who specialized in artificial intelligence (AI) research, in the new episode “Dr. Lewis Powell.” Elsewhere, Francesca Campbell (guest star Natalie Paul) manages to entangle herself even further in Red’s criminal exploits. Laila Robins, Coy Stewart and Teddy Coluca also guest star; Megan Boone, Diego Klattenhoff and Harry Lennix also star.

**“Was I Really Kidnapped?”** (7 p.m., 11 p.m., LIFEMOV): Based on a true story, this 2019 melodrama revolves around a woman, Ellie (Michelle Mylett), who suffered abuse at the hands of an abductor before abruptly being released on a road-side without explanation. Her boyfriend, Billy (Jacob Blair), and sister Jan (Anna Hardwick) rush to her side, but as detectives question Ellie about her ordeal, they begin to notice discrepancies in her account of what led up to her kidnapping.

**“Black Love”** (7 p.m., 10 p.m., 1 a.m., 2 a.m., OWN): This relationship series highlighting love stories from couples in the black community returns with new episodes, starting with “Married While Parenting,” in which the featured couples talk about how the addition of children changes a marriage. Egypt Sherrod and Mike Jackson, and David and Julie Arnold are among the couples featured.

**“Dynasty”** (8 p.m., CW): In the new episode “Mother? I’m at La Mirage,” Fallon (Elizabeth Gillies) sets aside concerns over Liam (Adam Huber) and refocuses on her former business, while Blake (Grant Show) gives Adam (Sam Underwood) some attention of his own. Elsewhere, despite Culhane’s (Robert Christopher Riley’s) disapproval, Kirby (Maddison Brown) makes a new friend.

**“Holiday for Heroes”** (8 p.m., HMM): A friendly correspondence starts when Matt (Marc Blucas), a deployed serviceman, sends Audrey (Melissa Claire Egan) a note thanking her for some coffee she included in a package to her brother (Rocky Myers), but Matt’s subsequent letter alerting her that he’ll be stationed in her hometown for a month goes missing. She’s shocked, then, when he shows up one day at her coffee shop, but quickly warms to his presence, inviting him to several Christmas events. A call of duty may interrupt their budding romance, however.

## TALK SHOWS

**“The Tonight Show Starring Jimmy Fallon”** (10:34 p.m., NBC): Singer-songwriter Billie Eilish; comic Sebastian Maniscalco.\*

**“The Late Show With Stephen Colbert”** (10:35 p.m., CBS): The comic interviews guests and introduces musical performances.\*

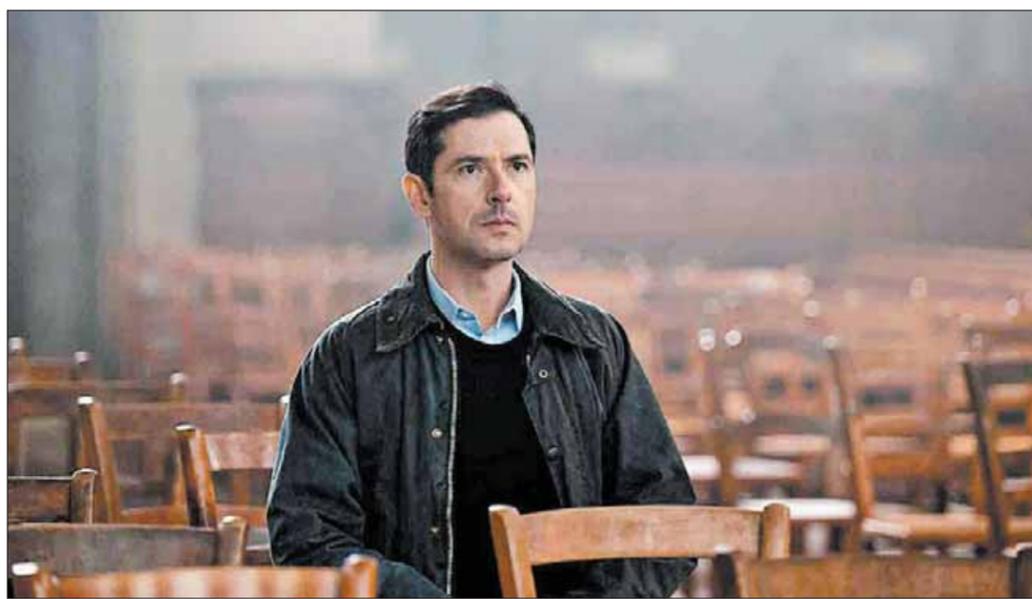
**“Jimmy Kimmel Live!”** (10:35 p.m., ABC): Celebrity guests and comedy skits.\*

\* Subject to change

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	PM	7:00	7:30	8:00	8:30	9:00	9:30	10:00
BROADCAST	<b>CBS</b> 2	Hawaii Five-0: “Ka ‘i’o.” (N) ©		Magnum P.I.: “The Man in the Secret Room.” (N) ©		Blue Bloods: “Higher Standards.” (N) ©		News (N) ♦
	<b>NBC</b> 5	The Blacklist: “Dr. Lewis Powell.” (N) ©		Dateline NBC (N) ©				NBC 5 News (N) ♦
	<b>ABC</b> 7	High School Musical: The Musical: The Series (Series Premiere) (N)		20/20: “Growing Up Buttafuoco.” (N) ©				News at 10pm (N) ♦
	<b>WGN</b> 9	black-ish ©	black-ish ©	Last Man Standing ©	Last Man Standing ©	WGN News at Nine (N) (Live) ©		WGN News at Ten (N)
	<b>Antenna</b> 9.2	Alice ©	Alice ©	B. Miller	B. Miller	Johnny Carson ©		3’s Comp.
	<b>Court</b> 9.3	★ Closing Arguments (N)		Closing Arguments with Vinnie Politan ©				
	<b>PBS</b> 11	Chi. Tonight: Washington Review (N)	Washington Week (N)	Check, Please! (N)	Time Machine	Great Performances: “Rodgers & Hammerstein’s The King and I.” (N) ©		
	<b>CW</b> 26.1	Charmed (N) ©		Dynasty (N) ©		Broke Girl	Broke Girl	Seinfeld ©
	<b>The U</b> 26.2	Dr. Phil (N) ©		Tamron Hall (N) ©		Steve Wilkos Show (N)		Cops ©
	<b>MeTV</b> 26.3	Andy Griffith	Andy Griffith	Gomer Pyle	Green Acres	Hogan Hero	Hogan Hero	C. Burnett
<b>H&amp;I</b> 26.4	Star Trek ©		Star Trek: Next		Star Trek: Deep Space 9		Star Trek ♦	
<b>Bounce</b> 26.5	The Game	The Game	Family Time	Last Call	The Long Kiss Goodnight (’96) ♦ ♦ ♦			
<b>FOX</b> 32	WWE Friday Night SmackDown (N) (Live) ©				Fox 32 News	Bears Unleashed	Flannery Fired Up	
<b>Ion</b> 38	NCIS: Los Angeles		NCIS: Los Angeles		NCIS: Los Angeles		NCIS: LA ♦	
<b>TeleM</b> 44	★ Exatlón EE. UU. (N)		El final del paraíso (N) ©		El señor de los cielos (N)		Chicago (N)	
<b>MNT</b> 50	Chicago P.D. ©		CSI: Miami ©		CSI: Miami: “In the Wind.”		Chicago ♦	
<b>UniMas</b> 60	Enamorádonos				Noticiero	Apocalipsis		
<b>WJYS</b> 62	Kenneth Cox Ministries		Joyce Meyer	Robison	Paid Prog.	Paid Prog.	Monument	
<b>Univ</b> 66	La Rosa de Guadalupe		Cuna de lobos		El dragón (N)		Noticias (N)	
CABLE	<b>AE</b>	Live PD: Rewind (N) ©		Live PD: “Live PD -- 11.08.19.” (N) (Live) © ♦				
	<b>AMC</b>	★ (6) Safe House (R, ’12) ♦ ♦ ♦		The Bourne Ultimatum (PG-13, ’07) ♦ ♦ ♦				
	<b>ANIM</b>	Crikey! It’s the Irwins ©		The Zoo ©		Secret Life-Zoo (N)		Life Zoo ♦
	<b>BBCA</b>	Planet Earth: Africa ©		Planet Earth: Africa ©		Planet Earth: Africa ©		Africa ♦
	<b>BET</b>	★ (6:05) What’s Love Got to Do With It (R, ’93) ♦ ♦ ♦				Tyler Perry’s The Oval		Sistas ♦
	<b>BIGTEN</b>	★ College Hockey (N)		College Basketball (N)				BIG Show
	<b>BRAVO</b>	★ (6) Boo! A Madea Halloween (’16) ♦ ♦		Boo! A Madea Halloween (PG-13, ’16) ♦ ♦ ♦				
	<b>CLTV</b>	News at 7	News (N)	News at 8	News (N)	Chic. Best	S.E.E. Chi	Politics
	<b>CNN</b>	Anderson Cooper 360 (N)		Cuomo Prime Time (N)		CNN Tonight (N)		Tonight (N) ♦
	<b>COM</b>	South Park	(7:35) CHIPS (R, ’17) ♦	★ Michael Peña, Dax Shepard. ©				Stand-Up (N)
	<b>DISC</b>	Gold Rush: Pay Dirt (N)		Gold Rush: “We’re Gonna Need a Bigger Bucket.” (N)				Escobar (N)
	<b>DISN</b>	Musical	(7:34) High School Musical (NR, ’06) ♦ ♦	★ Zac Efron.		High School Musical 2 ♦		
	<b>E!</b>	Harry Potter and the Prisoner of Azkaban (PG, ’04) ♦ ♦ ♦		Daniel Radcliffe.				Potter ♦
	<b>ESPN</b>	★ NBA Basketball: Cavaliers at Wizards (N)		College Basketball: Armed Forces Classic (N)				
	<b>ESPN2</b>	★ (6) College Football: UCF at Tulsa. (N) (Live)				Max		College Basketball (N) ♦
	<b>FNC</b>	Tucker Carlson (N)		Hannity (N) ©		The Ingraham Angle (N)		Fox News
	<b>FOOD</b>	Diners, Drive In/Drive Out		Diners, Drive In/Drive Out		Diners, Drive In/Drive Out		Diners, Drive In/Drive Out
	<b>FREE</b>	High School Musical (N)		Finding Dory (PG, ’16) ♦ ♦ ♦		Voices of Ellen DeGeneres.		700 Club (N)
	<b>FX</b>	★ The Amazing Spider-Man		The Mummy (PG-13, ’17) ♦ ♦		Tom Cruise, Russell Crowe. ©		
	<b>HALL</b>	Christmas Next Door (NR, ’17)		Jesse Metcalfe. ©		(9:03) Reunited at Christmas (’18) ♦		
	<b>HGTV</b>	Dream	Dream	You Get (N)	Dream	Hunt Inti (N)	Hunters (N)	Hunters
	<b>HIST</b>	Ancient Aliens: Secret (N)		Ancient Aliens (N)		(9:03) In Search Of (N)		Aliens ♦
	<b>HLN</b>	Forensic	Forensic	Forensic	Forensic	Forensic	Forensic	Forensic
	<b>IFC</b>	Two Men	Two Men	Two Men	Two Men	Two Men	Two Men	Two Men
	<b>LIFE</b>	The Road Home for Christmas (NR, ’19) ©				(9:03) Santa’s Boots (NR, ’18) © ♦		
	<b>MSNBC</b>	All In With (N)		Rachel Maddow Show (N)		The Last Word (N)		11th Hour (N)
	<b>MTV</b>	Ridic. (N)	Ridiculous.	Ridiculous.	Ridiculous.	Ridiculous.	Ridiculous.	Ridiculous.
	<b>NBCSCH</b>	Football	Fantasy Football (N)		World Poker (Tape)		Bensinger	Boxing ♦
	<b>NICK</b>	All That ©	SpongeBob	SpongeBob	SpongeBob	Friends ©	Friends ©	Friends ©
	<b>OVATION</b>	★ (6) Miles Ahead (R, ’16) ♦ ♦				Lethal Weapon 4 (R, ’98) ♦ ♦		Mel Gibson. ♦
<b>OWN</b>	Black Love (N)		Black Love ©		Black Love ©		Love ♦	
<b>OXY</b>	Relentless w/K. Snow (N)		Snapped ©		Snapped: “Jackie Postma.”		Snapped ♦	
<b>PARMT</b>	★ (6) Rocky IV (PG, ’85) ♦ ♦		Bellator MMA Live (N) (Live) ©				Cops ♦	
<b>SYFY</b>	★ (6) The Magnificent Seven (PG-13, ’16) ♦ ♦ ♦				Van Helsing (N) ©		Futurama	
<b>TBS</b>	Wonder Woman (PG-13, ’17) ♦ ♦ ♦		Gal Gadot, Chris Pine. ©				LEAGUE (N)	
<b>TCM</b>	The Big Picture (PG-13, ’89) ♦ ♦ ♦		Kevin Bacon.		Tootsie (PG, ’82) ♦ ♦ ♦ ♦		Dustin Hoffman. ♦	
<b>TLC</b>	Long Island Medium (N)		Long Island Medium (N)		Long Lost Family (N)		Long Lost ♦	
<b>TLN</b>	Answers Creation Hour	Lifestyle	The Three		Life Today	Dare	Cross	
<b>TNT</b>	Central Intelligence (PG-13, ’16) ♦ ♦		Dwayne Johnson.		Get Hard (R, ’15) ♦ ♦		Will Ferrell. ♦	
<b>TOON</b>	We Bare	We Bare	Amer. Dad	Amer. Dad	Burgers	Burgers	Family Guy	
<b>TRAV</b>	Ghost Nation ©		Ghost Nation ©		Ghost Nation (N) ©		Holzer ♦	
<b>TVL</b>	Raymond	Raymond	Raymond	Raymond	Two Men	Two Men	King	
<b>USA</b>	Captain America: Civil War (PG-13, ’16) ♦ ♦ ♦		Chris Evans. ©				Mod Fam	
<b>VH1</b>	★ Austin Powers		Hall Pass (R, ’11) ♦ ♦		Owen Wilson, Jason Sudeikis. ©			
<b>WE</b>	Love After Lockup ©		Love After Lockup (N) ©		Marriage- Stars (N)		Love- Loc. ♦	
<b>WGN America</b>	Last Man	Last Man	Last Man	Last Man	Last Man	Last Man	Last Man	
PREMIUM	<b>HBO</b>	(7:10) The Rundown (PG-13, ’03) ♦ ♦ ♦		The Rock. ©		Real Time, Bill Maher (N)		Room 104
	<b>HBO2</b>	(7:15) Axios ©		Watchmen ©		His Dark Materials ©		Star Born ♦
	<b>MAX</b>	Jurassic World: Fallen Kingdom (PG-13, ’18) ♦ ♦ ♦				(9:10) Pacific Rim Uprising (’18) ♦ ♦ ♦		
	<b>SHO</b>	★ (6:30) A Time to Kill (R, ’96) ♦ ♦ ♦		Sandra Bullock. ©		Jarhead (R, ’05) ♦ ♦ ♦		Jake Gyllenhaal. ♦
	<b>STARZ</b>	★ Barbershop (7:40) Power: “No One Can Stop Me.”				Long Run (N) Long Run (N) Leavnrwrth ♦		
<b>STZNC</b>	The Fast and the Furious (PG-13, ’01) ♦ ♦ ♦		Vin Diesel.		(8:49) 2 Fast 2 Furious (’03) ♦ ♦ ♦			



MANDARIN FILMS

Melvil Poupaud plays a survivor of sexual abuse by a priest in “By the Grace of God.”

## ‘BY THE GRACE OF GOD’ ♦ ♦ ♦

## Aiming the spotlight on a French sex abuse scandal

BY MICHAEL PHILLIPS

No MPAA rating

Running time: 2:17

Playing: In French with English subtitles.

The similarities and differences between “Spotlight,” the rare, fact-based Oscar winner that deserved its best picture nod, and writer-director Francois Ozon’s coolly absorbing “By the Grace of God” run about half and half. Like “Spotlight,” Ozon’s film concerns the layers of deception and protection involved in an institution determined to cover up the worst of its internal sins and crimes.

Unlike “Spotlight,” though, this is not a story of investigative journalists against a formidable opponent. Rather, Ozon constructs this smooth and skillfully managed version of events as a three-man relay, moving logically from one victim to another and then to a third. All share a secret whose time, finally, is up.

The film begins in 2014. Devout Catholic and family man Alexandre (Melvil Poupaud, tightly coiled throughout) has finally begun to reckon with the long-term effects of what happened to him beginning when he was 9. Father Preynat (Bernard Verley) used the church’s boy scout excursions to prey on various boys in the late 1980s and early 1990s. Preynat told the boys to stay quiet about the molestation. Decades later, when Alexandre learns of Preynat’s continued association with the church, and with children, he decides enough is enough.

“Times were different,” he’s told in a wary meeting

with Archbishop Barbarin (François Marthouret), who speaks in the measured, cautious tones of a born politician. Act I of what feels like a steady, gratifying three-act play unfolds largely in epistolary form, with Alexandre’s correspondence with the church and the police guiding the story.

Then, unexpectedly, “By the Grace of God” backgrounds Alexandre for a while, picking up the life and present-day conflicts of another abuse survivor. He is François (Denis Ménochet), who has given up on Catholicism and seeks peace and war with his tormentor. Another Preynat target, Emmanuel (Swann Arlaud), emerges as the third and most anguished primary character. The three men eventually join forces by way of a website that serves as a clearinghouse of survivor

testimony.

Ozon’s style as a filmmaker favors smooth technique and easy proficiency, and his resume is full of comedy. That would appear to put him at odds with this material. But his handling of difficult subject matter carries a welcome, borderline-dispassionate restraint and a respect for each character’s value. There are times in “By the Grace of God” when the true pain of what we’re hearing, or seeing, is elided to a fault. But after many genre exercises, ranging from pulp thriller (“Swimming Pool”) to stage-derived farce (“Potiche”), Ozon has become reliably strong in his work with actors.

One shot, in particular, stays with me: That of Father Preynat, captured out of focus in a police video camera, pausing for one last, pleading look back at one of his accusers.

## Rom-com

Continued from Page 1

Michelle Yeoh plays the owner, who calls herself Santa, and please excuse me while I arrange a dentist appointment — my teeth are falling out from all the narrative sugar in this lolly of a movie.

The lolly is a series of search-and-destroy-with-kindness-and-understanding missions waged by Tom, targeting Kate, who eventually sees the value in being less of a boozy runaround and more of a homeless shelter volunteer, where Tom works, apparently, and where Kate (an aspiring musical theater performer) puts on a climactic Christmas fundraiser.

Thompson wrote the script with Bryony Kim-mings, and like the recent (and more charming and witty) “Paddington” films, “Last Christmas” argues for a more tolerant and inclusive urban existence for all. The grim clouds of Brexit hang over Kate’s emigre parents’ heads, and in one scene an angry young white man tells an entire busload of London passengers to go back to where they came from.

Feig and Co. manage this real-world element reasonably well. It’s the rest of the dreamy non-

MPAA rating: PG-13 (for language and sexual content)

Running time: 1:42

sense that grates, from the forced banter to the late-night skating rink excursion to editor Brent White’s insanely nervous and jumpy rhythms.

The short, sharp, shock-cutting strategy of “Last Christmas” reduces Clarke to a series of over-eager reaction shots, while Golding gamely tries to match her stride.

Clarke, among others, deserves so much better. If you watch her amid the suds of “Me Before You” (2016) and now “Last Christmas,” you see an actor of sound comic and dramatic instincts at the mercy of pushy material. This encourages actors to overexert themselves in the name of delivering the goods with a smile that threatens to turn into something more like Jack Nicholson in “The Shining.”

Michael Phillips is a Tribune critic.

**WINNER** BEST ACTOR ANTONIO BANDERAS

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**Horoscopes**



**Today's birthday** (Nov. 8): Money comes easily this year. Maintain strong networks for collaborative connections. Winter communications generate a profitable buzz, broadening your educational horizons in new directions. Save a cushion for unexpected summer expenses, before an adventure unveils incredible wonders.

**Aries** (March 21-April 19): Today is a 9. New possibilities come into focus. Personal ambitions and dreams seem within reach. Use what you've gained through experience. Follow your heart for long-term satisfaction.

**Taurus** (April 20-May 20): 7. Surround yourself with soothing beauty and peace. Breathe deeper in natural settings. Make long-range plans to realize an inspiring vision.

**Gemini** (May 21-June 20): 8. Share what you're learning. A common dream can be realized with collaborative effort. Take advantage of a windfall. The line blurs between friends and family.

**Cancer** (June 21-July 22): 8. Career opportunities and intriguing possibilities arise. Set long-range goals with your family. Arrange connections ahead of time.

**Leo** (July 23-Aug. 22): 8. Get out and explore. New horizons tempt you. Check out an interesting suggestion and discover new flavors and views. Mix business and pleasure.

**Virgo** (Aug. 23-Sept. 22): 9. A lucrative opportunity benefits your shared accounts. Rely on an experienced adviser and your own imagination. Invest in home, family and real estate.

**Libra** (Sept. 23-Oct. 22): 8. You and a partner can advance a shared vision. Follow up talk with action. Coordinate tasks, roles and responsibilities. Your team is hot.

**Scorpio** (Oct. 23-Nov. 21): 8. Streamline your work and health routines. Practice and prepare to level up. Disciplined efforts win satisfying rewards. Realize a dream through persistent actions.

**Sagittarius** (Nov. 22-Dec. 21): 8. Make romantic plans with someone sweet. Discover hidden beauty. Talk about love, dreams and wishes. Share your admiration and express what's in your heart.

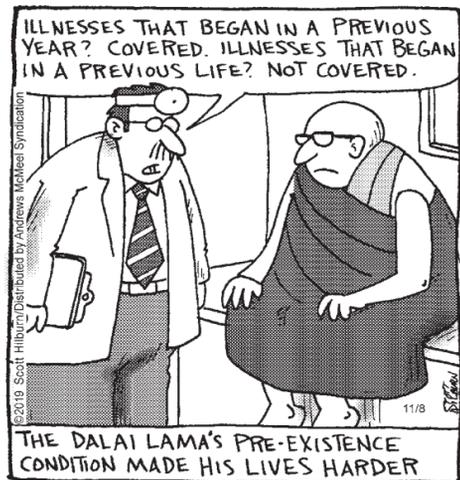
**Capricorn** (Dec. 22-Jan. 19): 9. Family comes first. Share delicious experiences. Enjoy special moments with children and elders. Come up with ways to delight the ones you love.

**Aquarius** (Jan. 20-Feb. 18): 8. Learn, study and document your discoveries. Write, craft and create. Mold your ideas into clear expressions. Polish and beautify the details.

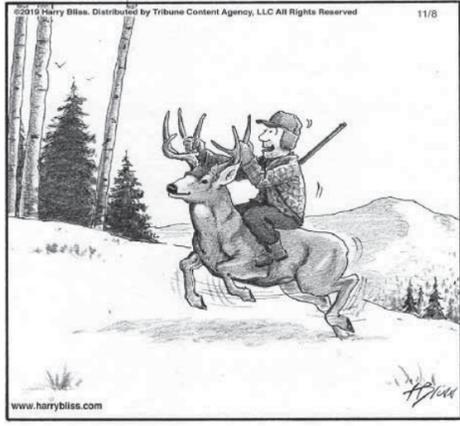
**Pisces** (Feb. 19-March 20): 9. Harvest a nice windfall. Lucrative opportunities arise. Make deals, bargains and agreements. Work faster and make more money.

— Nancy Black, Tribune Content Agency

**The Argyle Sweater** By Scott Hilburn



**Bliss** By Harry Bliss



**Bridge**

East-West vulnerable, South deals

<b>North</b>		<b>East</b>	
♠ AK	♥ 10 8 5 4	♠ 10 8 5 4	♥ Q J 6
♥ K 7 5 3 2	♦ Q J 6	♥ A Q 9 2	♦ J 9 8 5
♦ 7 4 2	♣ 8 4	♦ Q 10	♦ J 9 8 5
♣ K 8 4		♣ Q 10 9 2	♠ 7 5
<b>South</b>			
♠ J 6 3	♥ 8 4		
♥ 8 4	♦ A K 6 3		
♦ A K 6 3	♣ A J 6 3		
♣ A J 6 3			

North might have made an effort to find a possible 5-3 heart fit, but he was late for a meeting. He just bid three no trump and headed for the club exit. "I'll settle up tomorrow," he said. It didn't matter, as there was no 5-3 heart fit.

There were only six top tricks. South needed either 3-3 hearts with the ace onside, or lucky breaks in both minors.

**The bidding:**

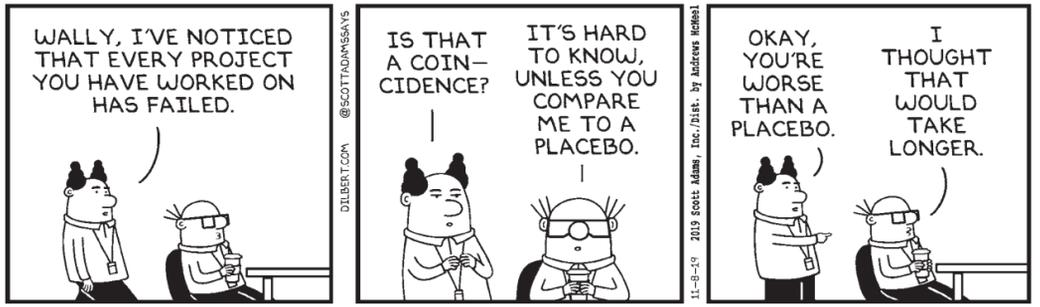
<b>South</b>	<b>West</b>	<b>North</b>	<b>East</b>
1♦	Pass	1♥	Pass
INT	Pass	3NT	All pass
<b>Opening lead: Two of ♠</b>			

Working on hearts seemed the better chance, so he won the opening spade lead with dummy's ace and led a low heart. East stepped up to win with his jack and continued with a spade to dummy's king. South crossed to his hand with the ace of diamonds and led his remaining heart. West rose with his ace, cashed his queen of spades, and led a spade to East's 10. South discarded a club and a diamond from dummy and a diamond from his hand.

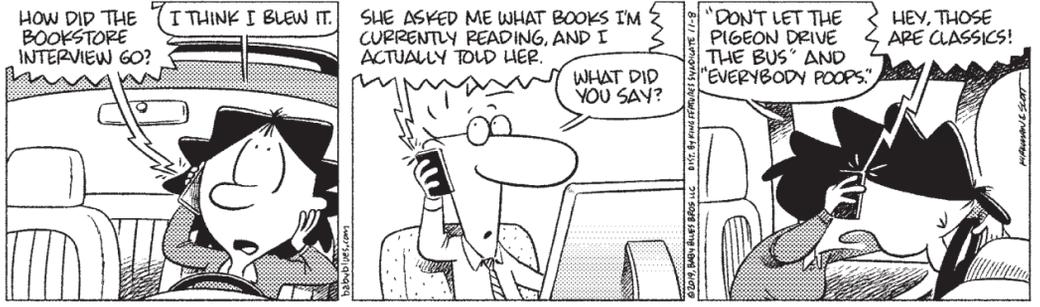
East exited with a low diamond to declarer's king. South led a club to dummy's king and cashed the king of hearts. When hearts split 3-3, South had nine tricks and claimed the rest. Note that had the hearts failed to split favorably, South could still fall back on the club suit. He would still make his contract if East started with three clubs to the queen. This was careful play leading to a good result. Well done!

— Bob Jones  
tcaeditors@tribpub.com

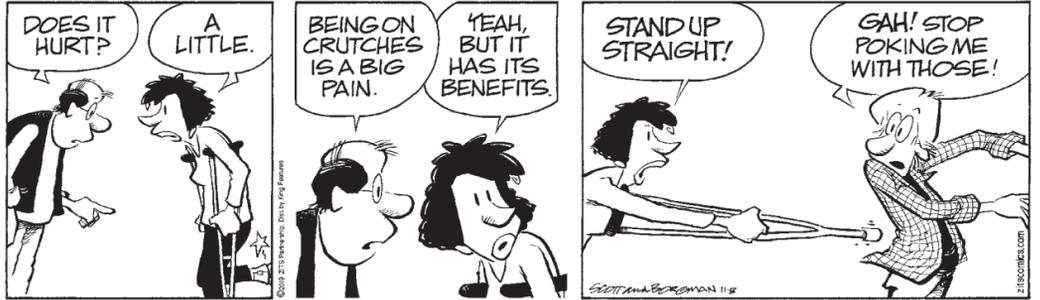
**Dilbert** By Scott Adams



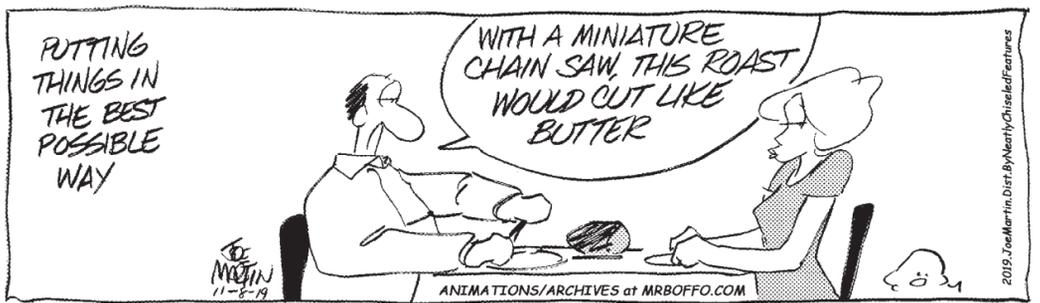
**Baby Blues** By Rick Kirkman and Jerry Scott



**Zits** By Jerry Scott and Jim Borgman



**Mr. Boffo** By Joe Martin



**Frazz** By Jef Mallett



**Classic Peanuts** By Charles Schulz



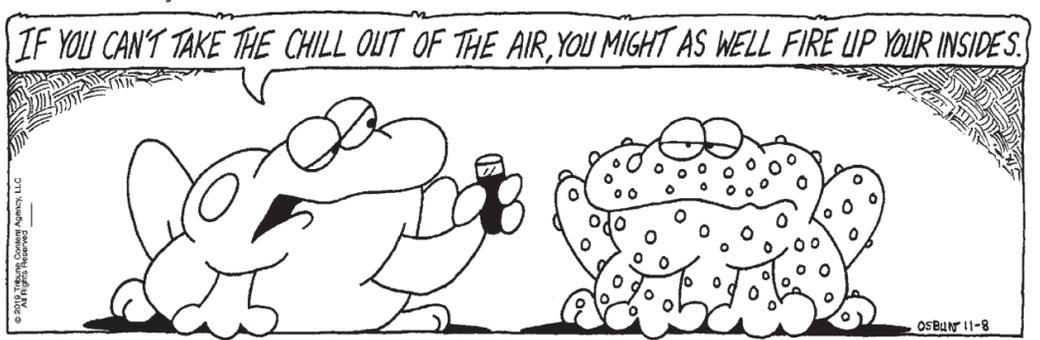
**Pickles** By Brian Crane



**Dick Tracy** By Joe Staton and Mike Curtis



**Animal Crackers** By Mike Osburn



**Prickly City** By Scott Stantis



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Chicago Tribune

# ON THE TOWN



BY DAN HYMAN

Angel Olsen has rarely been satisfied with stillness. In less than a decade, the 32-year-old emotionally resonant singer, who plays the Riviera on Thursday, has transformed from an urgent and arresting, albeit occasionally desolate lo-fi folk singer into a fierce full-band leader whose rollicking and self-assured sonic declarations reverberate with an electric punch.

Most recently, on last month's "All Mirrors," her stunning fourth album, Olsen sits at the center of a kaleidoscopic fever dream of sound — eight of the 11 tracks feature a 12-piece string section, the singer's devastating voice weaving its way through the eye of a synth-and-piano-fueled storm.

Turn to Olsen, Page 5

POP MUSIC PREVIEW

## SONIC FEVER DREAM

Angel Olsen is what you need in your life right now

ANGEL OLSEN PHOTO

## Take 10

BY ADAM LUKACH

**1. Another round?:** The Festival of Barrel-Aged Beer hosts its annual shindig at UIC Forum this weekend, but you want something different (and cheaper), the Crispy Cocktails & Ciders afterparty will be pouring lagers, ciders and whiskey cocktails for a change-of-drink. 6 p.m.-11:59 p.m. Saturday, Haymarket Pub & Brewery, 737 W. Randolph St., free; [www.haymarketbrewing.com](http://www.haymarketbrewing.com)

**2. 'The Room' on the screen:** Say "hi" to Mark and don't let Karen tear you apart at a midnight screening of the 2003 Tommy Wiseau movie "The Room" this weekend. Be aware, Music Box Theatre's screenings of "The Room" involve noisy, interactive crowds — as well as throwing plastic spoons, which you'll get later. 11:59 p.m. Friday, Music Box Theatre, 3733 N. Southport Ave., \$12; [musicboxtheatre.com](http://musicboxtheatre.com)

**3. 'Windy's back, back, back':** Windy City Soul Club will celebrate its 11th anniversary by introducing its new location at Sleeping Village. The rest is the same ol' good tunes: "original R&B, Motown, Northern, crossover and modern soul" to move your feet. 9-11:59 p.m. Saturday, Sleeping Village, 3734 W. Belmont Ave., \$5; [sleepingvillage.com](http://sleepingvillage.com)

**4. Fantasia, no Disney:** While awaiting the release of "Sketchbook," her upcoming new album, singer and musician Fantasia



TAYLOR JEWELL/INVISION

Comedian Jenny Slate, pictured here during the 2019 Sundance Film Festival, is coming to Chicago for her "Little Weirds" book tour.

has been on a nationwide tour with fellow R&B-adjacent artists Robin Thicke, Tank and the Bonfyre. You can groove along with all four artists when the tour hits Chicago this weekend. 8 p.m. Saturday, Wintrust Arena, 200 E. Cermak Road, \$45-\$95; [ticketmaster.com](http://ticketmaster.com)

**5. Yoga tank:** "Om" with the fishes this weekend as Shedd Aquarium hosts a

morning yoga session before it opens to the public. 8-10 a.m. Sunday, Shedd Aquarium, 1200 S. Lake Shore Drive, \$40; [shedd.aquarium.org](http://shedd.aquarium.org)

**6. Beer and Good Boys:** Midwest Coast Brewing is one of the city's newest breweries, and it will debut its newest brew this weekend, dubbed Old Girl. It's a collaboration with adoption agency One Tail at a

Time, so everyone's throwing a party/adoption event to celebrate. (Dogs welcome!) Noon-5 p.m. Sunday, Midwest Coast Brewing, 2137 W. Walnut St., free; [www.midwestcoastbrewing.com](http://www.midwestcoastbrewing.com)

**7. 'Now talk it out':** This weekend's WGCI Music Summit brings an impressive group of hip-hop professionals — Mustard, Fat Joe, G Herbo, Doja Cat and more — for a day of listening sessions, panels, discussions and more. 8 a.m.-4 p.m. Saturday, Harold Washington Cultural Center, 4701 S. King Drive, \$55-\$99; [eventbrite.com](http://eventbrite.com)

**8. 'Boom, roasted':** Whiner Beer gives you a chance to warm up this weekend with an outdoor hog roast at The Plant. A flat fee gets you all you can eat and drink, and vegetarians will have special options for them. 1-6 p.m. Sunday, Whiner Beer Taproom, The Plant, 1400 W. 46th St., \$25; [www.insidetheplant.com](http://www.insidetheplant.com)

**9. Book of 'Weirds':** Jenny Slate will do a little reading, some chatting and, surely, a bunch of laughing during her "Little Weirds" book tour. The tour, moderated by her fiance Ben Shattuck, hits Chicago this weekend. 8 p.m. Friday, the Vic Theatre, 3145 N. Sheffield Ave., \$47; [eventbrite.com](http://eventbrite.com)

**10. A lyrical poet:** Born in Detroit, musician Eryn Allen Kane has contributed to and collaborated with Chicago artists a great deal during the 2010s and also carved out her own sound as an R&B/soul artist. 7-10 p.m. Friday, The Promontory, 5311 S. Lake Park Ave. West, \$24-\$38; [eventbrite.com](http://eventbrite.com)

## TURN IT UP

## Fantasia has been to a very dark place

But she's come out on the other side and wants to sing for those with similar stories

BY STEVE KNOPPER

For a long time, Fantasia was struggling.

The rock and soul singer won "American Idol" in 2004, but she spent the next few years dealing with tabloid stories about her weight and financial health and a woman accusing Fantasia of breaking up her marriage. In 2010, Fantasia tried to commit suicide by taking too many sleeping pills and aspirin.

So for years when she sang overcoming-adversity songs such as "Lose to Win" and "Side Effects of You," they came from a dark place.

"It's a different feeling now," says the singer born Fantasia Barrino, by phone from her home in Charlotte, North Carolina. "The way I sing it now, I know there's someone in the audience who may be going through that. I went through that! I had my process.

"I sing it loud and I sing it proud and I sing it with a meaning and I sing it with a feeling. I used to sing it in pain, (but) I'm no longer in pain."

At 35, Fantasia has reached a calmer, happier place. She's married to Kendall Taylor, a businessman whom she calls "King Kendall," and they post adorable photos of themselves in elaborately color-coordinated outfits on Instagram. Her latest album, "Sketchbook," is her first independent release after years with major label RCA Records, and, she says, "It's all me."

She takes breaks throughout her tour to fly home and hang out with her kids, 18-year-old Zion (who's into fashion and acting) and 7-year-old Dallas Xavier (who's into video games), for what she calls "my rejuvenation."

Fantasia speaks rapidly, building to preacher-style crescendos, and, at one point, interrupts herself to say: "Forgive me because I can get a little deep." She praises her achievements — on Broadway, she starred as Celie in "The Color Purple," then appeared in the jazz-centric "After Midnight" and in 2006 wrote her autobiography "Life Is Not a Fairy Tale," which turned into a Lifetime movie starring herself — but she also speaks self-deprecatingly, as if she can't believe these dram-



DEREK BLANKS PHOTO

Fantasia Barrino still makes good songs and is one of the "American Idol" contestants who deserves more than she has gotten.

atic events have actually happened to her.

"It's been a massive journey of so many great and bad things, but all necessary," she says, referring to "Sketchbook," which came out last month. "So now (I'm) doing it independently, the way I've always wanted to do it, starting over from scratch. I felt like that little girl who was doing it over, this time the right way."

In her hometown of High Point, North Carolina, Fantasia was born into a musical family. Her uncles were part of a gospel group called the "Barrino Brothers," and her cousins were in the R&B group Jodeci before spinning off the hit duo KC and Jojo. When she was small, Fantasia watched her mother, Diane, who had what she calls a "voice out of this world" and

When: 8 p.m. Saturday

Where: Wintrust Arena, 200 E. Cermak Road

Tickets: \$48-\$128; 312-791-6900 or www.wintrustarena.com

encouraged Fantasia to "be behind her doing my little background part." At 5, she sang in a gospel group, the Barrino Family, which her father, Joseph, put together for church performances.

Her life turned bleaker in her teen years, when she split from her family, quit high school, became pregnant at 17 and turned to welfare. After watching Ruben Studdard win the second season of "American Idol," she decided to try out, and traveled with her brother to Atlanta's Georgia Dome with thousands of other wannabe pop stars. As the story goes, a sympathetic security guard let Fantasia back into the stadium after she'd been told to leave — she nailed her audition, then sang "I Believe" on the final episode and won Season 3.

"I've never seen that man again," she says of the guard. "To think, he could've gotten money, he could've went on shows, he could've gotten something out of this. That man was a lifesaver for me."

"Sketchbook," released under Fantasia's own label, Rock Soul, is a mixture of bangers like the opening "History," Broadway-style ballads like "The Way!" and a cosmic, electronic synth-heavy experiment called "PTSD." The album closes on a duet with Fantasia's mother, billed as Mama Diane, on a gospel ballad called "Looking For You."

"I said, 'I have to have Mommy here,' because here's where it started," Fantasia says. "And here's where I'm starting now — the rebirth, the whole movement of this album, starts now."

Her new tour, which includes Robin "Blurred Lines" Thicke as one of the opening acts, will be her last.

"Not done with music," she says. "But God has some great things for me, and I know that it's more than music — it's books, it's movies, it's clothing. I've got to get out here to be present with people, showing them love and how you can fall down but get back up.

"So yeah, I've got a story to tell."

Steve Knopper is a freelance writer.

ct-arts@chicagotribune.com

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RACHEL AZZI LESSING PHOTO

Jess Shoman performs as Tenci, and she has blown up since hitting the Chicago scene.

### LOCAL SOUNDS

## Tenci still has her fears, but on record, it's all confidence

BY BRITT JULIOUS

"I've just had this theme of letting things go this year," said Jess Shoman, who performs as Tenci. The last year or so has been monumental for the young artist. Although she began making music at the age of 14, it took Shoman a decade to finally be able to start performing in front of a crowd. The journey to get there wasn't easy.

"I never really had a goal to perform and start playing shows until this past year," she said. Although she taught herself how to play the guitar from YouTube videos, the music was just for herself. "I was always writing songs on my own, and it was a way for me to process my feelings. Growing up was hard for me so this was just an outlet," she offered.

But late last year, she worked up the courage to start performing after realizing simply putting her music online was not necessarily sharing it with the world. "I feel like I'm in my little box, and I felt like I was doing myself a disservice by not sharing it with people," said Shoman. "I would beat myself up for not at least trying to perform." Her first show was last December at the beloved venue Hungry Brain. "I thought I was going to throw up," she began. "There were so many people there I was just so overwhelmed with joy that people were coming to the very first show I ever played. It was just a really good feeling to finally be able to do that."

Although she still gets nervous before performing, Shoman has finally let go of the fear of performing, clocking in at least two shows per month and, soon, embarking on a five-day Midwest tour.

Letting go of her fears was also the theme of her debut album, "My Heart is an Open Field," released in August. "I

When: 8 p.m. Friday

Where: Downstairs (at Subterranean), 2011 W. North Ave.

Tickets: \$12 (17+); ticketweb.com

think I would bottle a lot of things up and it was really toxic," she said. Many of the songs on the album are memory-based and pulled from things that happened in her childhood. Finding the confidence to be vulnerable on record was like exposing a raw nerve. "It was a big step for me because it was a lot of stuff that I hadn't even told my best friends about that I was putting out into the world. Like here it is. Technically, you know everything," she offered.

As a listener, it is surprising to hear about the nerves and fear that went into the development of the music. On record, Tenci is full of confidence. Her music reveals a songwriter with a deft understanding of melody and musicality, the work of a musician who knows herself, deeply and truly.

Part of finding the confidence to be so open was through therapy, which she just began going to this year. Shoman said it opened up a new part of her brain, one that she hopes continues to stay honest and open as the year progresses. "I can talk about these painful things that happened to me and make a space for it, and I can live in that space and that felt really good," she said. "I've done that and now I can let go of those painful, traumatizing things."

Britt Julious is a freelance writer.

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# Mason takes on the songs of Kander and Ebb



**HOWARD REICH**  
On Music

It takes a gutsy singer to do justice to music by Kander and Ebb.

Meaning that a fine voice and interpretive smarts aren't quite enough to make the most of tunes such as "Maybe This Time," "And the World Goes 'Round," "All That Jazz" and, of course, "New York, New York."

The most thrilling performers of this music — most notably Frank Sinatra and Liza Minnelli — brought grit and growl to their readings, setting rather exalted standards for all who follow.

Among them is the widely admired cabaret and musical theater performer Karen Mason, whose brassy voice and high-wattage stage persona would seem well-suited for Kander and Ebb's hard-driving, hyperdramatic aesthetic.

She'll test that proposition on Nov. 14, when "Karen Mason Sings Kander & Ebb & All That Jazz" plays the Metropolis Performing Arts Centre in Arlington Heights, Mason's long-ago hometown.

Why take on the Kander and Ebb enormous songbook, which includes anthems from stage musicals such as "Cabaret" and "Chicago" and from Martin Scorsese's film "New York,

New York"?

"They truly understood the three-act-play nature and the drama of every song they wrote," says Mason, who will take the jazz-tinged show to Birdland in New York later this month.

"The lyrics are as if I could write them, if I really knew what I was doing. It sounds like a natural way of singing. It's not so elevated that it excludes people, and yet they're poetic and lyrical and beautiful.

"And those gorgeous John Kander melodies! Kander really understands the use of a vamp and how to build a song, how to make it exciting so it really has a payoff in the end."

All true, but there's something more to Kander's music, as well: a jazz undertow, expressed in deep-swing rhythm, kinetic syncopation and an irrepressible forward drive.

Then, too, "Kander uses some fascinating chords to tell a story," adds Mason. "To me, that's the best part of jazz, is that it takes you away from an obvious direction."

Or as critic Whitney Balliett famously put it, jazz is "the sound of surprise."

In Mason's case, there's another potential advantage to exploring this repertoire: She commands a huge, sometimes gravelly instrument that's tailor-made for Kander and Ebb-style razzle dazzle.

"It certainly appeals to what my husband calls my 'larger than life' personality," Mason says with a laugh.



KRISTAN LIEB/FOR THE CHICAGO TRIBUNE

Karen Mason, shown performing at Davenport's in Wicker Park in 2017, will take on the gritty tunes of Kander and Ebb at the Metropolis Performing Arts Centre in Arlington Heights.

"It appeals to my sense of drama, being able to sing my belt notes and not apologize for that. What they did was let the singer land on the best part of the voice in each part of a song. So when you go to it, that power — they're not afraid of that power.

"And that's exciting for somebody who's basically being loud all her life!"

But Mason has been much more than loud. For in a world of too many polite, demure cabaret singers, she dares to dig down into the dark heart of a song and send it out for all the world to confront.

That rip-open-a-vein manner of song interpretation has kept Mason quite busy through the decades, the singer having performed in Andrew

Lloyd Webber's "Love Never Dies" and "Sunset Boulevard," the ABBA musical "Mamma Mia!" and, last month, "Chasing Rainbows: The Road to Oz" at Paper Mill Playhouse in New Jersey.

Mason describes her newly released single, "Believe in Love," as a "pop power ballad," that description surely explaining why a singer of her lung power would choose to record it.

For now, though, she's focusing on Kander and Ebb, whose music "appeals to me like crazy."

"Karen Mason Sings Kander & Ebb & All That Jazz" plays at 7:30 p.m. Nov. 14 at the Metropolis Performing Arts Centre, 111 W. Campbell St., Arlington Heights; \$45-\$55; 847-577-2121 or [www.metropolisarts.com](http://www.metropolisarts.com).

### Chicago Sinfonietta

"Love + Light: A Symphonic Celebration of Lights Festival" will feature the Sinfonietta in Beethoven's "Leonore" Overture No. 3; Stravinsky's "The Firebird" Suite (1919 version) with original choreography by Mandala Arts dance ensemble; and violinist Dr. L. Subramaniam in his "Shanta Priya in E." 8 p.m. Saturday at North Central College's Wentz Concert Hall, 171 E. Chicago Ave., Naperville; and 7:30 p.m. Monday in Orchestra Hall at Symphony Center, 220 S. Michigan Ave.; ticket prices vary; 312-284-1554 or [chicagosinfonietta.org](http://chicagosinfonietta.org).

### Jennie Oh Brown

The irrepressibly creative flutist and new-music advocate celebrates the

release of her new album, "Giantess," which features music of Shulamit Ran, Carter Pann, Augusta Read Thomas and others. All of which is designed to express "profoundly human, soul-filled stories," according to Brown's liner notes. 8:30 p.m. Sunday at Constellation, 3111 N. Western Ave.; \$10-15; [constellation-chicago.com](http://constellation-chicago.com).

### Alyssa Allgood

One of Chicago's most accomplished young singers unveils original material for her next recording. 8 p.m. Friday at Studio5, 1934 Dempster St., Evanston; \$20-\$25; 847-328-6683 or [www.studio5.dance](http://www.studio5.dance).

Howard Reich is a Tribune critic.

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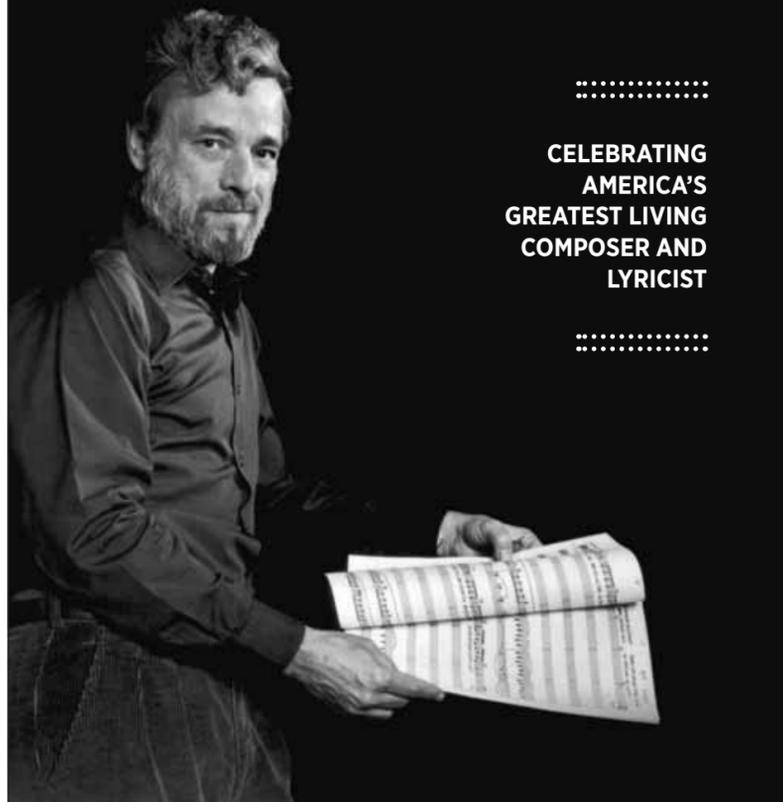
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# Slate's period of discovery

Actress has learned a number of things, but the art of survival and self-care has reshaped what she does

BY ALLISON STEWART

Jenny Slate was in a bad place when she began work on her new book "Little Weirds," an abstract, memoir-like collection of short pieces.

Slate, 37, had recently divorced, and was struggling with life on her own. By the end of the process, which also yielded her first stand-up special, "Stage Fright," currently available on Netflix, Slate had become involved with writer and art curator Ben Shattuck, to whom she recently became engaged. (When Slate's book tour hits the Vic on Friday night, Shattuck will moderate.)

Slate, who co-created the beloved anthropomorphic mollusk Marcel the Shell, and mostly acts and does voiceover work ("Parks and Recreation," "Obvious Child," "Big Mouth"), divides her time between Los Angeles and Shattuck's childhood home in South Dartmouth, Massachusetts.

In a recent phone interview, she talked about finding love, writing her way out of sadness and living with ghosts. The following are excerpts from that conversation.

## There was a lovelorn ghost in her childhood home, though Slate was glad to never have seen it herself

(When my parents) moved into the house, they found a packet of love letters underneath the runner on the stairs. That night, my mother woke up and smelled pipe smoke, and my father smoked a pipe. She said he left his pipe burning and was going to burn down the house, and he said he hadn't smoked his pipe that night.

So they thought there might be someone in the house smoking a pipe, (though) I don't know who would rob the house while smoking a pipe. My father looked over the banister, and coming up the stairs was sort of like the apparition of a man who appeared to be a sea captain or sailor type of guy.

## This is how stage fright feels

It has all of the markings of anxiety, feeling like you can't breathe that well and having stomachaches, not being able to focus, spacing out for long periods of time, having diarrhea, really, really wanting to get drunk.

It's like this battalion of terrible thoughts lines up in front of me, like, "We don't know how this works, and it probably isn't going to work tonight. This is the night that you're going to end up showing that you don't know what you're doing." I got hypnosis for my stage fright, and it didn't make it go away, but it did make it more manageable.



KATIE MCCURDYPHOTO

Jenny Slate emerged from a rough period of self-discovery with a Netflix special, memoir and fiancé.

I'm able to talk myself down now, but there was a time in 2011 when I just could not perform.

## Writing the book was an emotionally charged experience

I was in such a heightened emotional state when I started to write, I mostly kept checking on myself: "Do I seem like I'm OK? Do I seem like I'm being honest? Do I seem like if I start doing this, I might start to feel better after a while?"

The writing of the book became therapeutic. When I was about halfway done, and I realized that the pieces were sort of sad but really hopeful, I thought, "Man, I have to pay attention to how actually sweet this is. This is a unique effort to keep oneself afloat."

## She found love while working on a project about struggling as a single person

I didn't think I would be single

forever, but I was sort of like, "I'm going to concentrate on myself now." There were definitely no prospects. My feeling at the time was, this is what my stand-up should be about because this is what my life is about, and rather than just being silent about this and internalizing it, I'm just going to blast it out.

But then I started to date the man I'm now engaged to, and while I tried my best to keep the material consistent with the time

When: 8 p.m. Friday

Where: Vic Theatre, 3145 N. Sheffield Ave.

Tickets: \$47; www.Eventbrite.com

it was created in, I hope I don't feel that way again so there won't be an opportunity for me to do this material again because it doesn't reflect my life anymore.

## On whether she had enough time to be alone before starting a new relationship

A healthy partnership, at least for me, ends up being about being able to take space for oneself, even with another person.

The best partnership for me is one where there can be silence, and there can be a little bit of solitude, but everyone needs it at different levels, and I just don't need that much. If it were up to me, I would just sit on my fiancé's lap all day. I'm like a puppy.

## She now understands the difference between loneliness and solitude

I had shunned solitude for so long, confusing it with abandonment and thinking that the only thing that happens there is loneliness, and loneliness is bad. I never got to experience what solitude can feel like, and in fact it's restorative and empowering. There's always a tremor of loneliness in who I am, but that's just that.

## She's the same person she was, only not

I'm the same as I was before, just a little bit stronger and kinder to myself. It's sort of cheesy to say, but I'm glad for everything that happened. I can't change the things that were really sad, but I look back on them as monuments to a time I was able to survive and learn from. I guess mostly I just feel tenderness, looking back.

## Self-acceptance is a lifetime journey

If you can see yourself as a wild creature you've somehow drawn into the home — to really, really love myself is to love my wildness. It's like, "What treats can I give this creature so that she'll still stay here?" For me, it's knowing my boundaries. It's giving myself little pleasures every day in what I read or eat. The main thing for me is joyful acceptance that this work is never done, that it goes on forever till I'm dead.

Allison Stewart is a freelance writer.

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# Olsen

Continued from Page 1

Calling from North Carolina, hours removed from her tour's kickoff show that took place the previous night at a former cotton mill, Olsen said in time she's come to not only embrace but in fact lean into her knack for musical shapeshifting.

"There are people who will always want you to stay the same," she said of the naysayers, though there aren't many to be found these days. "I'm that way about certain artists as well, but it gets boring. And as I've done it more, I also keep in mind that you're stuck with your songs."

"You make them and then you put them out into the world and then you have to sing them for a really long time. So you better like them."

Olsen laughed and added: "That's what I'm really focused on: making sure I continue to like my own songs."

In the wake of "All Mirrors," countless others — critics, fans, industry aficionados — share in Olsen's affection for her songs. Don't tell that to the sarcastic singer, though. Olsen said she's far too stressed over the minutiae of her day-to-day life as a touring musician to concern herself with her growing fame.

"If I think about that too much, it makes me feel insane," she said with a laugh.

No, she's more focused on how to translate her bold new album into the live arena.

"It's more just making sure that it translates," she said, "and then working hard to create something that, even if it isn't exactly the same live as on the album, it's just as inspiring."

In many ways, it's the third time Olsen has transformed her still-new material.

Reeling from a discombobulating breakup that occurred during the tour for her 2016 album "My



CAMERON MCCOOL PHOTO

Angel Olsen continues a creative evolution with her bold new LP, the strings-drenched "All Mirrors."

Woman," and then subsequently retreating to the remote Anacortes, Washington, Olsen initially wrote "All Mirrors" in decidedly bare-bones fashion. A few months after its completion, however, the songs underwent a drastic metamorphosis thanks to her deciding to add string arrangements from Ben Babbitt and Jherek Bischoff, as well as production help from John Congleton.

Olsen at first thought she'd release both records simultaneously, but she ultimately decided the more grand version should come first.

Working with arrangers on "All Mirrors," Olsen admitted, was a frightening but ultimately highly rewarding exercise in collaboration and unlike anything she'd

done previously. But when it came time to translate the songs to the stage, the artist realized only she could have the final word.

"I hired someone and asked them to help me do it," she explained of building her new live show. "But at a certain point I was just like, 'Eh, you know what? I'll do it now.' Because eventually I'll be the one performing it."

"And I have to be happy with the way it feels. I'm just a little stubborn about that part of it. I don't like anyone coming in and being like, 'OK, this is how your songs are going to be live for the next five years of your life.'"

Olsen has maintained this sort of push and pull between collaboration and independence in several facets of her life and career.

Amid scouting new band members and then several months of intense tour rehearsals whereby she reimagined her dynamic live show, Olsen would periodically retreat for days at a time to the solitude of her home in Asheville, North Carolina. She'd first moved South from Chicago several years ago because "I met somebody who owned a record store there and chased them and made them my boyfriend," but in time she's come to embrace its slower pace and tranquility as decidedly her own.

"I go home and that's my place," Olsen said of Asheville. "Just me and my cat. And I don't think about anything else."

"It's nice. It's gorgeous there; just going on hikes and being in

When: 7:30 p.m., November 14

Where: Riviera Theatre, 4746 N. Racine Ave.

Tickets: \$31.50; 773-275-6800 or www.rivieratheatre.com

the mountains. It's like a Hollywood movie — there's a storybook feeling walking in the neighborhoods with huge oak trees and beautiful houses and people walking around with their dogs."

For Olsen, embracing Asheville has been a self-realizing process in discovering how her former Chicago-dwelling self is no longer who she is.

"It was a very different time," the St. Louis native says of those years earlier this decade when she called Chicago home.

"For whatever reason, the way my life was in Chicago, I thought that's what I had to do all the time: be cold and just feel the way I was feeling there. And I had a good time making music there. I met a lot of great people and I miss living in a place that has more diversity."

"But I just needed to be in a place that was quiet. And I found that was Asheville. I don't need to live in a big city anymore because I'm always leaving anyway. So when I go home, I just go to quiet places and that always sounds real nice."

With a 30-date tour now in front of her, Olsen said she's back in grind mode.

"This is what I do now," she said matter-of-factly of her life as one of music's most compelling and ever-evolving talents.

"And I'm going to be doing this for a long time, so I have to keep making it more interesting for me and I have to keep making it more interesting for other people. And if people aren't into it that's OK because it's definitely not the last one I'm going to do."

Dan Hyman is a freelance writer.

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## WEEKEND DINING

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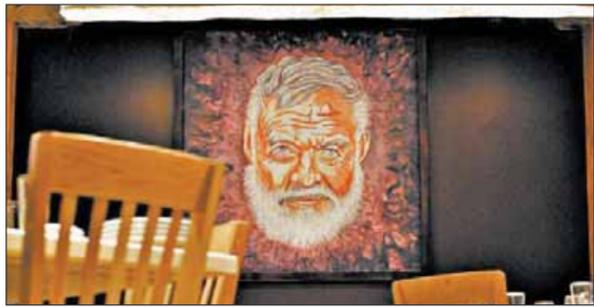
Pork chop at Papa Cenar, a new Spanish tapas restaurant in Logan Square.

## Hemingway-inspired tapas

BY GRACE WONG

After Twain closed in May, co-owner Branko Palikuca (The Dawson, Amber Cafe, Citrine Cafe, Topaz Cafe) sat down with his team to talk about what they should do to replace the restaurant. Instead of attempting to replicate the star talent that Tim and Rebekah Graham brought as Twain's chef and beverage director, respectively, the new concept would focus on Palikuca's existing staff. Inspired by his trips to Madrid and Barcelona, Papa Cenar is a tapas restaurant that showcases the best of his team and prioritizes affordability for the Logan Square community.

The name comes from the nickname Papa, which Ernest Hemingway received in Spain after he left his hometown of Oak Park to travel the world.



GRACE WONG/CHICAGO TRIBUNE

Papa Cenar evokes a warm feeling of Spanish cafes.

And cenar means to eat. Much of the restaurant ties Midwestern sensibilities to a Spanish experience, from sourcing ingredients from local farmers markets for Spanish dishes, to murals by Midwestern artists that depict Spanish motifs.

The menu is broken up into

four categories: La Tierra, The Land, features vegetable-forward dishes like falafel with smoked eggplant puree, whipped feta and fermented honey, or heirloom cauliflower with a Sardinian vinaigrette, manchego cheese and blistered grapes; El Mar, The Sea, focuses on

seafood like mussels cooked with lamb sausage, fennel and seafood broth, Calabrian chiles and fennel pollen, or the grilled octopus with beluga lentils, smashed potatoes, pepper sauce and salsa verde; El Carnicero, The Butcher, has items like lamb ribs with Calabrian chile honey, goat yogurt and marcona almonds, or smoked short ribs with white onion puree, blistered heirloom carrots and horseradish; and Platos del Fuego, Plates from the Grill, includes whole grilled branzino with mole rojo and charred lemon, or a pork chop with brown butter squash puree, apricot mostarda and pickled fennel salad.

2445 N. Milwaukee Ave., 773-697-8463, [papacenar.com](http://papacenar.com)

[gwong@chicagotribune.com](mailto:gwong@chicagotribune.com)



JAMES RICHARDS IV

Taste of Ravenswood.

## EAT

Ravenswood doesn't always get its culinary due — relative to say, the West Loop or Logan Square — but there are some bodacious bites throughout the neighborhood, and this weekend's annual Taste of Ravenswood event celebrates the area's finest food and drink. Food vendors include Band of Bohemia, Roots Pizza, Spoken Cafe and more, while drinks come courtesy of Half Acre, Begyle, Dovetail, KOVAL and others. There will also be live music, virtual reality games from VR Redline and skee-ball. Make sure you save some room. 6:30 p.m. (cocktail hour) or 7:30-10 p.m. Friday (GA), Ravenswood Event Center, 4021 N. Ravenswood Ave., \$60 GA, \$85 with cocktail hour; [ravenswoodchicago.org](http://ravenswoodchicago.org)



NICK STETINA

Festival of Wood and Barrel-Aged Beer.

## DRINK

The massive Festival of Wood and Barrel-Aged Beer (F0BAB) hits Chicago for its 17th annual edition this weekend, bringing more than 200 (!) craft breweries from throughout the country, all pouring up some of their rarest wood- and barrel-aged beers during three weekend sessions. Literally all of the pours will have been touched by wood at some point in their brewing processes. Some of those tasty barrel-aged brews will get you, though, so watch out! 6-10 p.m. Friday; 1-5 p.m. and 6-10 p.m. Saturday, UTC Forum, 725 W. Roosevelt Road, \$85; [universe.com](http://universe.com)

## WHERE TO EAT NOW

Restaurant reviews and profiles from Tribune food critic Phil Vettel, staff reporters and freelance writers. Reviewers make every effort to remain anonymous. Meals are paid for by the Tribune.

**Majani** Majani, an African-American vegan restaurant in the South Shore neighborhood, serves what owners describe as "soulful vegan cuisine." Try the barbecue cauliflower. Chickpea-batter-dipped, deep-fried and tossed in a tangy house-made barbecue sauce, it is the most popular dish. Open: Lunch and dinner Tuesday-Saturday, lunch only on Sundays. Prices: \$6-\$16 appetizers and entrees. 7167 S. Exchange Ave., 773-359-4019. — *Louisa Chu*

**Maple & Ash** This steakhouse knows how to cook and how to have fun. Standards such as French onion soup are nicely rendered, and pastry chef Aya Fukai offers some of the most beautiful (and delicious) desserts you've ever seen. Open: Dinner daily; downstairs bar open lunch and dinner daily. Prices: Entrees \$18-\$54. 8 W. Maple St., 312-944-8888. — *Phil Vettel*

**Margeaux Brasserie** Chef/restaurateur Michael Mina has landed in Chicago with this glamorous, 1920s-inspired brasserie inside the Waldorf Astoria. It's as pricey as the Gold Coast address would have you expect, but superb quality and generous portions ease the sting, as do the more casual bar menu and its bargain happy-hour specials. Look to cooked seafood appetizers (roasted oysters, moules frites) to start, and make room in the budget for the splendid bouillabaisse. Open: Breakfast and dinner daily. Prices: Entrees \$28-\$59. 11 E. Walton St., 312-646-1300. — *Phil Vettel*

**Marisol** The chef behind Lula Café (Jason Hammel) is working similar magic in this restaurant inside the Museum of Contemporary Art. Coffee and pastries are

served in the early hours, and there are full lunch, brunch and dinner menus, where vegetable-forward plates and sometimes-incongruous ingredients matches are on full, enjoyable display. Alison Cates' desserts never fail to impress. Closed Mondays; no dinner Sundays. Entrees \$16-\$38. 205 E. Pearson St., 312-799-3599. — *Phil Vettel*

**Mercado Cocina** Wherever I have found chef Yanitzin Sanchez — at such no-longer-extant restaurants as Sabor Saveur in Wicker Park and Mas in the West Loop — I've found delicious, creative Mexican food, and I've found it again at Mercado Cocina in Glenview. Sanchez's food is true to her Mexican roots, but she incorporates French technique and European inspiration from time to time. Smoked octopus, for instance, is glazed with a chiles-and-tomato blend. Sanchez's flautas are inspired by a childhood memory; thus the flautas, crispy-fried rolls stuffed with chipotle-potato puree alongside salsa verde and queso fresco, are garnished with lettuce leaves. On the contemporary side, there's an upside-down tostada of sushi-grade tuna, tossed with guajillo, ponzu and black sesame seeds, then topped with a blue corn chip, radishes and avocado mousse. There's a family-style approach to some of the dishes (the lamb shank is definitely a communal dish), particularly the taquizas, or shared taco platters. There's nothing run-of-the-mill about this place. Open: Lunch and dinner Tuesday-Sunday. Prices: Main courses \$15-\$26. 2300 Lehigh Ave., Glenview. 847-904-2386. — *Phil Vettel*

**Mi Tocaya Antojeria** Diana Davila, the opening chef at Cantina 1910, is back with her own Mexican restaurant, serving food that's creative but still rooted in tradition. Try the "peanut butter lengua," crisped cubes of braised beef tongue in a complex and delicious sauce of peanuts, cured tomato and chile de arbol. Open:



ANTONIO PEREZ/CHICAGO TRIBUNE

Canadian lobster with its sauce and a croissant at Next restaurant.

**Next** Chefs Grant Achatz and Edgar Tinoco chose the theme "The Best of José Andrés" for the latest Next menu, tracing the award-winning chef's career from his northern-Spain origins to his present-day restaurant empire in the United States. The menu is a pastiche of the chef's most notable creations, an edible travelogue with stops in Washington, D.C., Los Angeles, Las Vegas, Miami Beach and even Disney World. First up: Jaleo, for an array of tapas. Then the menu shifts into Andrés' Asian-influenced work, including tuna ceviche nikkei with avocado and Japanese purple yam with a cured egg in ponzu vinaigrette. Afterward, the menu dips into Andrés' Middle Eastern work. There are more treats: Turbot wing, in a sort of barbecue-rib presentation that includes a complex unagi sauce; a carnitas course wholly upstaged by the matched beverage, Andrés' salt-air margarita; and huevos a la Cubana, the rice, bacon, egg and tomato concoction that Andrés once said would be the last thing he'd like to eat before he died. Open: Dinner Wednesday-Sunday. Prices: \$195-\$285. 953 W. Fulton Market. Reservations through [www.exploretock.com/next](http://www.exploretock.com/next). — *Phil Vettel*

Dinner Tuesday-Saturday. Prices: Small plates \$8-\$13, large plates \$24. 2800 N. Logan Blvd., 872-315-3947. — *Phil Vettel*

**mfk** With just 28 seats, mfk is tough to get into but worth the effort. Boquerones with shaved fennel should be part of any meal you assemble, and the platters are superb. Open: Dinner daily, lunch Tuesday-Sunday. Prices: Entrees \$20-\$24. 432 W. Diversey Parkway, 773-857-2540. — *Phil Vettel*

**Momotaro** Executive chef Gene Kato has ramped up the robata-yaki (Japanese grill) component of the Momotaro menu. The safe and popular choices include the

juicy tsukune, shiso-marinated chicken thighs and chicken "oysters." But expand your horizons to include gyutan and octopus, the latter sprinkled with black pepper and lime. or those who'd like to try a little robata DIY, there's the yakiniku, a selection of raw wagyu accompanied by a tabletop robata grill. Cold dishes include a beautifully presented oyster, surrounded by a dashi and vinegar jelly, cucumber slices and a bit of Calvisio caviar. On the hot side, there are steamed chicken dumplings with a soft-poached egg and black truffle, and a fine scallop motoyaki placed over dashi-poached daikon. And then there are the sushi offerings, overseen by chef

Shigeru Kitano. There are 20 or so fish available daily, in nigiri or sashimi form, and when there's a special available, it's usually a good strategy to order it. Open: Dinner daily. Prices: Hot and cold dishes \$8-\$26. 820 W. Lake St., 312-733-4818. — *Phil Vettel*

**Monteverde** "Top Chef" alum Sarah Grueneberg's restaurant is all about pasta. Sit at the bar, where you can glimpse workers rolling, shaping and filling dough, then dive into one of the pastas tipica (traditional) or atipica (creative). There are no bad choices. Open: Dinner Tuesday-Sunday. Prices: Main courses \$10-\$26. 1020 W. Madison St., 312-888-3041. — *Phil Vettel*

**Monnie Burke's** Anan Abutaleb, a restaurateur who also happens to be the mayor of Oak Park, put up a paradise with Monnie Burke's, a Pilsen destination for American dining with Mediterranean influences. The menu, by culinary director Michael Shrader (previously of Matthias Merges' Folkart group) isn't exciting at first, but the execution is impressive, bordering on thrilling. He ups the ante on otherwise ubiquitous starters such as octopus and avocado toast, and entrees don't miss a beat, like the prettily presented Faroe Island salmon. Desserts, also by Shrader, represent a stroll through the chef's childhood. A landscaped patio with radiant heating ensures a longer al fresco season. Dinner Tuesday-Sunday, brunch Saturday-Sunday. Prices: Entrees \$15-\$34. 1163 W. 18th St., 312-243-2410. — *Phil Vettel*

**Naoki Sushi** Chef Naoki Nakashima, who for years has overseen the sushi at Shaw's Crab House, is helming a small spot that shares kitchen space with Intro. The menu provides the sushi basics, all well-executed, but the specials, often including a whole-fish presentation, are where you'll get the true measure of the chef's talent. Dinner Wednesday-Sunday. Prices: Main dishes \$16-\$29. 2300 N. Lincoln Park West, 773-868-0002. — *Phil Vettel*

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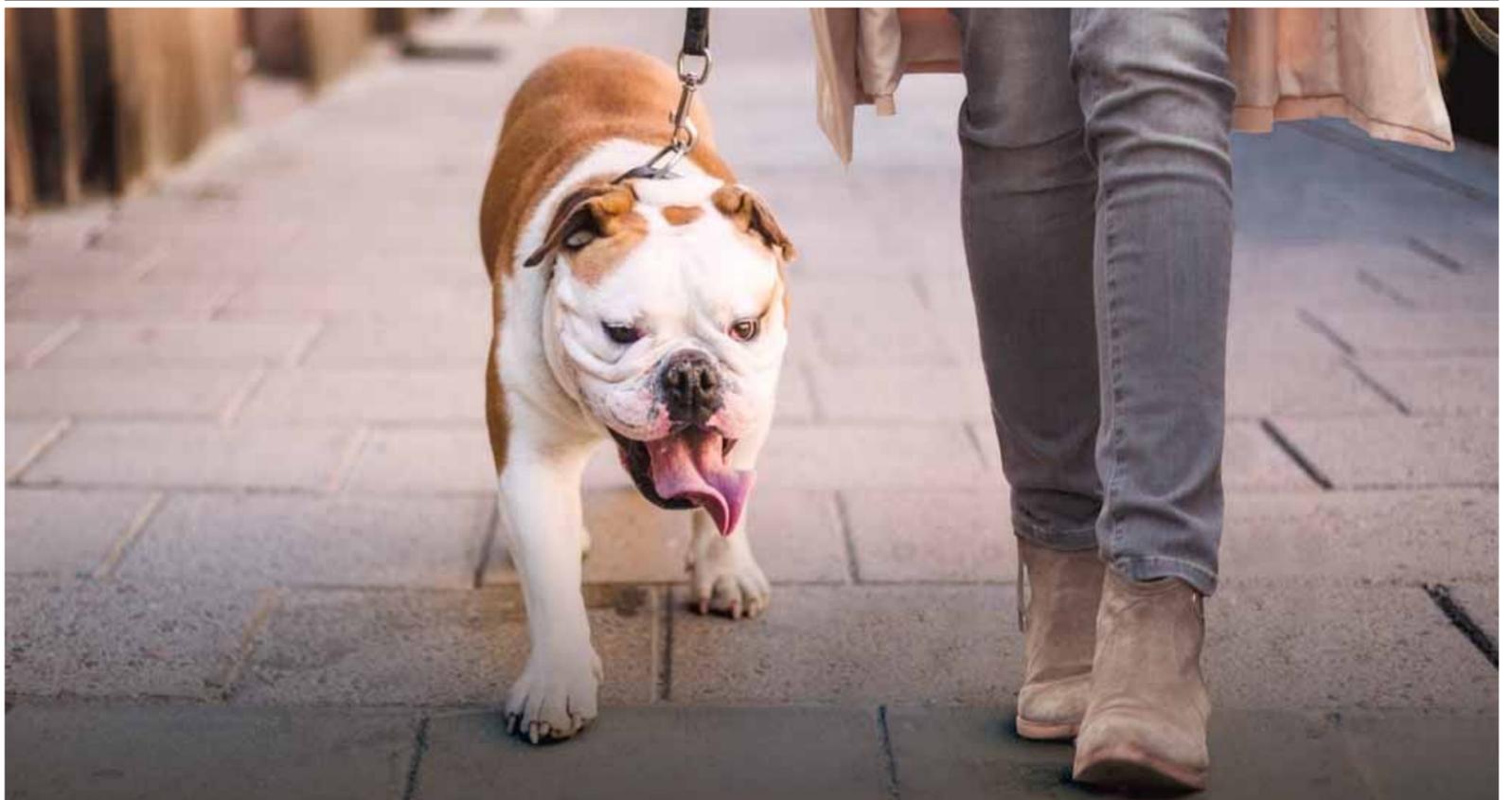


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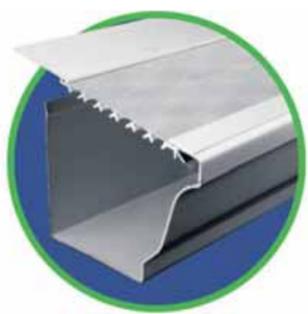
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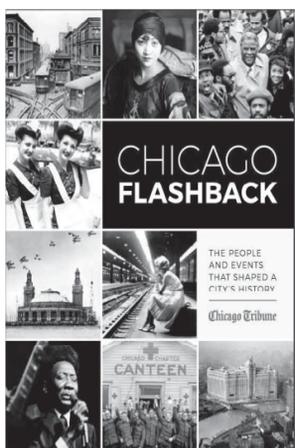
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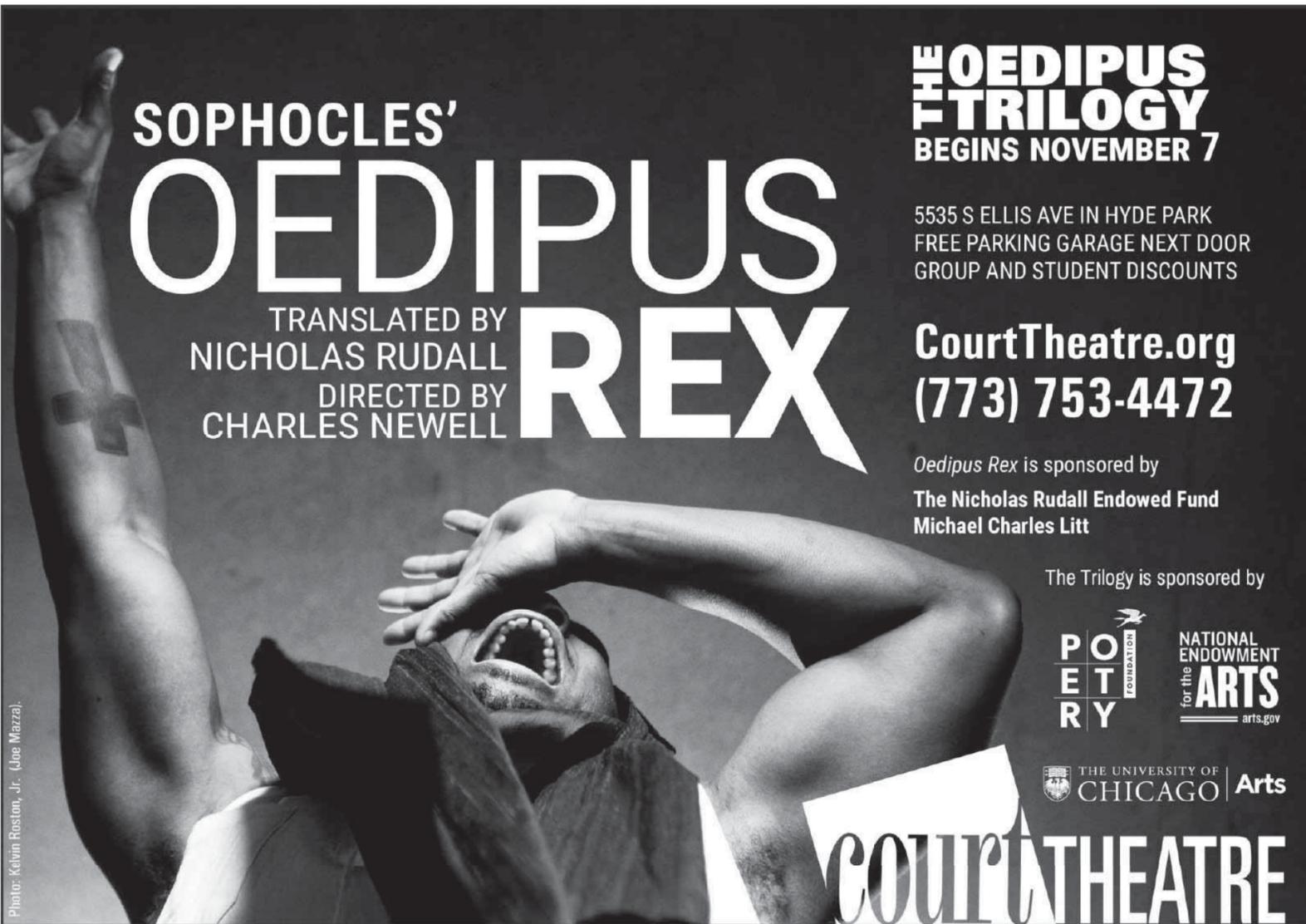


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# THE THEATER LOOP

BY CHRIS JONES



## A scandalous 'Romeo and Juliet'

On Friday, Chicago Shakespeare Theater opens its marquee autumn production: director Barbara Gaines' new staging of that most popular of Shakespearean dramas, the bane of every middle-schooler's reading list, "Romeo and Juliet." This time around, Edgar Miguel Sanchez and Brittany Bellizeare are to essay the roles of the star-crossed young lovers.

Over the years, there have been made productions of this play, of course, although full-on stagings, as distinct from abridged school versions, are more rare. But none is as fascinating as a version of "Romeo and Juliet" that arrived in Chicago 79 years ago at the Auditorium Theatre.

Laurence Olivier, 33, played Romeo. Vivian Leigh, 26, was Juliet. Both of these actors were in love. Both were inconveniently married to someone else.

This 1940 production was, in essence, a pre-Broadway tryout — Chicago wasn't the only city on the docket as Olivier and Leigh were traversing the country by train.

The pair had first met in London four years earlier, after Olivier stopped by Leigh's dressing room following her debut performance in a play called "The Mask of Virtue."

At the time, Leigh was married to a lawyer named Herbert Leigh Holman, with whom she had a young child. Olivier, already a huge star, was married to Jill Esmond. By many accounts (including that of Leigh's biographer),



Vivian Leigh kisses Laurence Olivier in a scene from a stage production of "Romeo and Juliet" in 1940.

the two took an immediate liking to each other.

The increasingly torrid affair progressed when the two were cast in the 1937 movie "Fire Over England." Passions ignited.

In 2015, The Guardian published steamy excerpts from the couple's love letters.

In 1939, Leigh was cast as Scarlett O'Hara in "Gone with the Wind." By then the two stars' affair was well known, and in 1940 their respective divorces came through and they became

able to marry.

But that was still three months away when their epic "Romeo and Juliet" hit the Auditorium.

The show had cost a whopping \$60,000 to produce — an enormous sum for the time and a production budget that had only been possible because Olivier and Leigh had put their own money into what was a labor of love. Olivier was directing himself.

Leigh was a big star at the moment she arrived in Chicago for 2 1/2 weeks.

One month earlier, she had become the first British woman to win an Oscar for best actress. As the theatergoers were heading to the Auditorium to watch her in person, moviegoers headed to Randolph Street to see her in "Gone with the Wind."

The Tribune reported that the show was to feature a 42-foot revolving stage ("to obviate undesirable waits between scenes") and an 80-foot cyclorama. Designs were painted on "rich-textured

velour" instead of the usual canvas. Incidental music came from a full orchestra in the theater's pit.

The Capulet mansion was two stories high. The street scenes used every inch of the Auditorium's massive stage, Montagues and Capulets were seen in full fight. The whopping turntable was, according to several eyewitnesses, an astonishing sight in itself.

Tickets were \$3.30, a far cry from the usual top price of \$2.75. There was grumbling that Olivier and Leigh

were exploiting their fame.

When Leigh died in 1967, the Tribune critic Bill Leonard recalled a "weird and wonderful" production that was "rich in potential but disappointing in performance," and, of course, it was impossible to celebrate gossip from art.

"She and Olivier," Leonard wrote, "were as unorthodox and fascinating a pair of lovers as Richard Burton and Elizabeth Taylor were to become, many a year later."

This crazy, emotionally charged "Romeo and Juliet" ultimately was a failure, especially once it finally arrived in New York, where critics were not kind.

Time said Leigh "looked like a poem but had no sense of poetry" and said Olivier "talked as through he were brushing his teeth," which was pretty much his regular voice.

The failure vacuumed away a good portion of the money Olivier and Leigh had earned to date. And it turned out to be almost the last show in the Auditorium for a quarter-century, as that venerable venue was put to war-times uses.

Olivier and Leigh got married; their relationship lasted until 1960 when the couple divorced.

Still, if I could go back in time and see any show in Chicago history, this one would be on my list.

Chris Jones is a Tribune critic.

cjones5@chicago.tribune.com

## CHRIS JONES RECOMMENDS

### "A Doll's House"

★★★  
Henrik Ibsen's "A Doll's House" is one of the most famous plays in theater. The meltdown of the 19th century marriage of Nora and Torvald Helmer was regarded as scandalous in 1879. In Glencoe, the Writers Theatre's intimate new adaptation of the play, created by Michael Halberstam and Sandra Delgado, has boiled this three-act drama down to 90 lively minutes. People were hissing every time Torvald spoke, a danger today when he comes off like a melodramatic villain. But that's never true of Chér Alvarez, the vivid actress playing Nora. *Through Dec. 15 at Writers Theatre, 325 Tudor Court, Glencoe; \$35-\$80 at 847-242-6000 or www.writers theatre.org*

### "Blue Man Group"

★★★ 1/2  
"Blue Man Group" has been playing at Briar Street since 1997, a remarkable run of 20-plus years. The Blue Men still chomp marshmallows, bang drums and paint up audience members — but this remains a fine gateway for the young into the arts. If you've never had the pleasure, go. *Open run at the Briar Street Theatre, 3133 N. Halsted St.; \$49-\$69 at www.ticketmaster.com*

### "Every Brilliant Thing"

★★★★  
Can you count your reasons for living? If your list could use some expansion, let me recommend a trip to "Every Brilliant Thing," a really beautiful show that has buoyed me, amused me and challenged me in the time since I left the theater at Windy City Playhouse South. This 80-minute, one-woman performance was written by Duncan Macmillan and the British comedian Jonny Donahoe. Its narrator talks to the audience about growing up with a suicidal mother whose first attempt to take her own life occurred when the narrator was just seven years old. The narrator, here the charming Rebecca Spence, directed by Jessica Fisch, creates a list of all of the reasons for her mother

to live. No. 1 is ice cream. No. 4 is the color yellow. The story continues from there. *Open run at Windy City Playhouse South, 2229 S. Michigan Ave.; \$55-\$75 at 773-891-8985 and www.windycityplayhouse.com*

### "Grey House"

★★★ 1/2  
Just in time for Halloween, behold the scariest show in Chicago. Levi Holloway's "Grey House" is a savvy new play by a Chicago playwright. A young couple wrecks their car in a blizzard and ends up in a lonely cabin. The residents are a group of seemingly feral kids, mostly teenage girls with intense stares. They are able to come and go with impunity; it is as if they inhabit the walls. Aside from some truly intense performances, "Grey House" works because it is staged on a hyper-detailed set from Kurtis Boetcher and because the director, Shade Murray, invests in every moment. *Through Dec. 1 at A Red Orchid Theatre, 1531 N. Wells St.; \$30-\$40 at 312-943-8722 and www.aredorchid theatre.org*

### "Grinning From Fear to Fear"

★★★ 1/2  
Despite the title — or maybe because of the title — there's a real warmth to "Grinning From Fear to Fear," the revue from Second City's e.t.c. company and director Anneliese Toft. This show is both funny and forgiving, understanding the delicate art of optimistic comedy and the political power of empathy. Knox really is something here; his energy makes the show run and he's especially adept at making you feel like he's entirely in the moment and that anything can happen. *Open run at Second City e.t.c. Stage, 1608 N. Wells St. in Piper's Alley; \$21-\$58 at 312-337-3992 and www.secondcity.com*

### "Hamilton"

★★★★  
This heartland "Hamilton" is performed by players mostly younger and less experienced than the original New York cast and is less flashy. But it is more in touch with the fundamen-



Alex Stein and Kasey Foster perform in "The Steadfast Tin Soldier."

## HOT TICKET

### "The Steadfast Tin Soldier" ★★★★★

The tin hero of this gorgeous holiday show, back for another season at Lookingglass Theatre, is tormented by a big baby, swallowed by a storm drain, chased by a rat and incinerated. Mary Zimmerman's adaptation of Hans Christian Andersen's "The Steadfast Tin Soldier" is barely more than an hour long and does not use a lick of human speech. But this is a major new work, with the message that we don't die, we merely change shape. It's one holiday experience you don't want to miss. *Through Jan. 26 at Lookingglass Theatre in the Water Tower Water Works, 821 N. Michigan Ave.; \$35-\$85 at 312-337-0665 or www.lookingglasstheatre.org*

tal scrappiness of the early years of a rebel colony turned into a spectacular democratic experiment. And in Chicago, a city where theater is founded on truth, it is somehow very much more human and vulnerable. *Through Jan. 5, 2020 at CIBC Theatre, 18 W. Monroe St.; \$65-\$400 at 800-775-2000 or www.broadwayinchicago.com*

### "I Am Not a Comedian ... I'm Lenny Bruce"

★★★ 1/2  
The comedian Lenny Bruce once wisely observed, "the truth is what is, and what should be is a fantasy." Good advice. The truth of Bruce, of course, is that he was found naked and dead on a bathroom floor in 1966. In Ronnie Marmo's unconventional solo show, Bruce's undignified demise is the uncensored start of the evening and has the effect of turning Bruce into a sacrificial figure. Marmo and his celebrity director Joe Mantegna clearly are arguing here that without Bruce's

work, and the charges against him of obscenity, there would be no George Carlin or Richard Pryor. But Marmo's great achievement is his ability to replicate not just Bruce's essential vulnerability but his furious mind, forever fated to rail about the lack of intellectual honesty in America. *Through Dec. 1 at the Royal George Cabaret Theatre, 1641 N. Halsted St.; \$69-\$79 at 312-988-9000 or lennybruceonstage.com*

### "Indulgence with Lucy Darling" ★★★★★

There were crowds behind the fake laundromat that is the Chicago Magic Lounge Wednesday evening, there to see the vampish Lucy Darling, the alter-ego of the young Canadian magician Carisa Hendrix. In essence, Hendrix, a whopping tall, has taken the classic persona of the magician's glamorous assistant and cancelled the magician. And where most use cards, Lucy Darling employs cocktails. She solicits suggestions for favorite beverages

from the audience then pours them from her magical shaker, an implement that somehow hides perfect Manhattans and margaritas. Along the way, she keeps up an impressive improvised narrative that constantly dangles on the edge of eroticism without ever tipping into the crude. Deceitful but never de-bauched. It's quite the show. *Wednesday nights through Dec. 18 at Chicago Magic Lounge, 5050 N. Clark St.; \$35-\$45 at 312-366-4500 or www.chicago magiclounge.com*

### "Love, Chaos and Dinner"

★★★  
Teatro ZinZanni has opened "Love, Chaos and Dinner" in the heart of Chicago's theater district, delivering an inclusive, approachable, PG-13 rated Big Loop Night Out as it has been understood for decades by suburbanites and tourists. You eat a bit, talk a bit, eat a bit more, watch some circus acts up-close. And when it comes to putting an audi-

ence volunteer at ease, no one is better than Frank Ferrante as the incomparable Caesar. "What do you do for a living?" Real estate broker. "Well, you have a lovely development." He had dozens more. *Open run at the Cambria Hotel, 32 W. Randolph St.; \$99-\$189 (includes dinner) at 312-488-0900 or www.zinzanni.com*

### "Mosquitoes"

★★★  
Lucy Kirkwood's "Mosquitoes" is not a play about insects. It is an ambitious epic from London's National Theatre, exploring everything from the perils of parenting teenagers to the existential questions posed by astrophysics. Steep Theatre, which never shies from a challenge, is staging it in a storefront on Berwyn Avenue. The central character here, a British scientist named Alice (Cindy Marker), is dealing with three generations of problems. Her mother (Meg Thalken) battles dementia. Her son (Alexander Stuart) is a lovable but angry kid. And Alice's dysfunctional younger sister is portrayed by Julia Siple, who is doing simply astonishing work here. *Through Nov. 16 at Steep Theatre, 1115 W. Berwyn Ave.; \$27-\$39 at 773-649-3186 or www.steeptheatre.com*

### "Sunset Boulevard"

★★★  
Hollis Resnik and Norma Desmond: What took that so long? Now in the intimate Ruth Page Center, Resnik approaches the melodramatic antiheroine of Andrew Lloyd Webber's "Sunset Boulevard" as if she could feel all of the withered diva's pain and vulnerability. And the part is, as always for Resnik, exquisitely well sung. Michael Weber, the director, has built his marquee fall production around his star, which is as it should be. The talented Billy Rude is too young and fresh-faced to play Joe and the musical tempo is at times break-neck, but none of that can spoil this show. You will, I think, be very moved. *Through Dec. 8 by Porchlight Music Theatre at Ruth Page Center for the Arts, 1016 N. Dearborn St.; \$39-\$66 at 773-777-9884 and www.porchlightmusic theatre.org*



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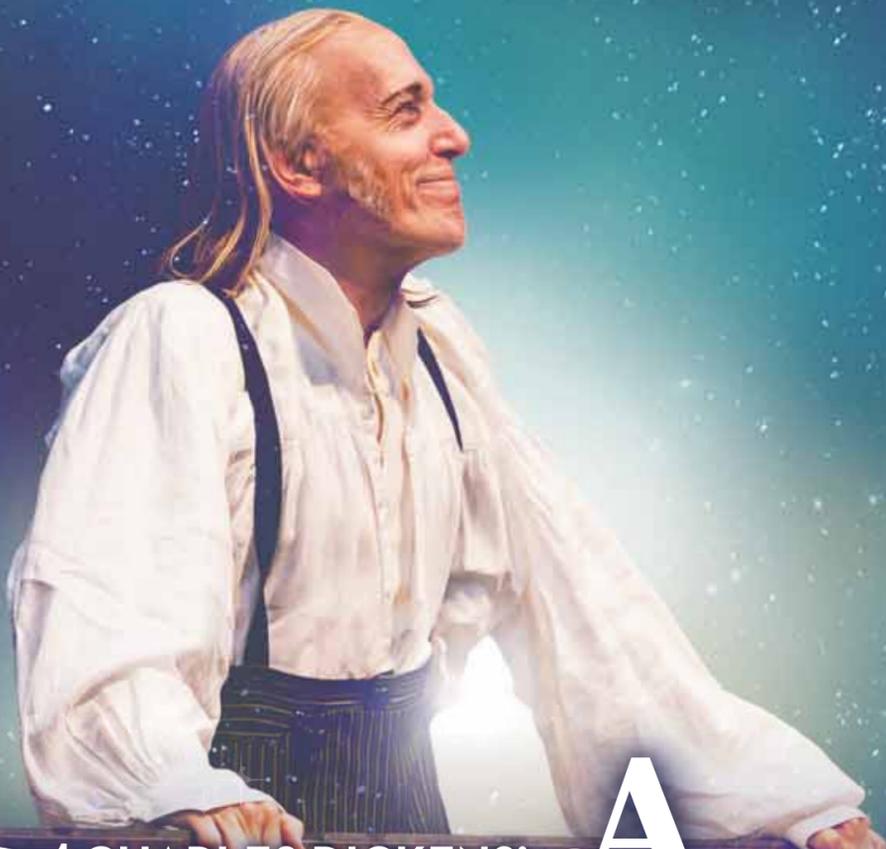
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## Stunning new compact SUV – '20 Lincoln Corsair

Americans have always been obsessed with Europe, be it fashion, furniture or automobiles. Certainly, Cadillac has fallen under the spell of German luxury automakers, ignoring its own product legacy in the hopes that, by copying European automakers, it can compete with them. While GM's luxury brand continues down this path of continued slumping sales, Lincoln has taken a different path, abandoning its obsession with letter-based model names like MKX and MKT for real ones, like Navigator, Aviator and Nautilus. At the same time, Lincoln has been endowing its products with an ambience it calls Quiet Flight.

"We have found a space for Lincoln to play in that is so differentiated from everybody else," said Michael Sprague, director of Lincoln North America. "The product is beautiful; it provides you this beautiful sanctuary, everything we do along the way is making it effortless for you."

The resulting Continental, Navigator and Aviator boast resplendent interiors that indulge their occupants with lavishness. And now comes the compact Corsair crossover, Lincoln's replacement for the MKC.

Designed by the same team that designed the Navigator and the Aviator, the Corsair is Lincoln's most refined vision of where the brand is heading, one defined by beautifully lush interiors, powerful drivelines and a perfect balance ride and handling in a way that's distinctly American.

Based on the new front-wheel-drive Ford Escape architecture, Lincoln has gone to great lengths to differentiate the two products, more so than Escape and MKC. Longer and wider than its Ford cousin, the Corsair is the sportiest interpretation of Lincoln's new SUV style.

But it's the opulent interior that will truly blow buyers away. Looking much like its larger siblings, the Corsair's horizontal instrument panel design lends the cabin a more a more spacious feel. Lined in soft leather, the Corsair's cabin evokes a modern classicism, up to date yet timeless. An eight-inch touchscreen with Sync 3, Apple CarPlay and Android Auto is standard; a 12.3-inch digital gauge cluster is optional.

Lincoln has packed the Corsair with true luxury touches, such as a head-up display that projects your vehicle's speed and other information onto the windshield, as well as ambient lighting, a 14-speaker Revel audio system, 24-way power-adjustable massaging front seats, 4G LTE Wi-Fi hotspot, heated steering wheel, panoramic sunroof, ventilated front seats and rain-sensing wipers. There's even a vertical wireless charging pad inside the center console that keeps your smartphone hidden and out of the way. Smart. Even smarter? The rear seats that slide fore and aft 6 inches to allow for more people or cargo space. Best of all is a new app that allows you to use your smartphone in place of the vehicle's key fob.

The smart tech continues under the hood, where the Corsair is powered by a turbocharged 250-horsepower 2.0-liter four-cylinder engine or a turbocharged 280-horsepower 2.3-liter four-cylinder mated to an eight-speed automatic transmission. Regardless of engine, the EPA rates the Corsair at 24-25 mpg in combined fuel economy.

In a world of pokey parkways, clogged interstates and traffic-choked city streets, the 2020 Lincoln Corsair is your respite from an overwrought world. And that's something few if any competitors match.

The latest compact SUV to wear the Lincoln star is a star in its own right, a stunning new vehicle from a brand on its ascendancy once again. It's a must-drive for anyone considering a luxury compact crossover SUV.

— Larry Printz, Tribune News Service

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<p><b>New 2020 Chevrolet Malibu 1LS</b> FWD #C200096</p> <p>Sale Price: <b>\$17,293</b> or Lease for: <b>\$125</b> per mo./39 mos.*</p>	<p><b>New 2020 Chevrolet Spark</b> HB LS #C200278</p> <p>Sale price: <b>\$11,031</b></p>
<p><b>New 2019 Chevrolet Equinox LS</b> AWD #C190815</p> <p>0% x 72 MONTHS Sale Price: <b>\$19,589</b> or Lease for: <b>\$89</b> per mo./39 mos.*</p>	<p><b>New 2020 Chevrolet Trax</b> FWD LS #C200203</p> <p>Sale price: <b>\$15,089</b></p>
<p><b>New 2019 Chevrolet Blazer</b> FWD #C190965</p> <p>Sale Price: <b>\$26,200</b> or Lease for: <b>\$199</b> per mo./39 mos.*</p>	<p><b>New 2019 Chevrolet Impala</b> #C190981 MSRP: \$28,895</p> <p>Sale price: <b>\$26,436</b></p>
<p><b>New 2019 Chevrolet Silverado</b> 1500 REG. CAB LONG BOX 4WD WT #C190808</p> <p>Sale Price: <b>\$30,630</b> or Lease for: <b>\$299</b> per mo./39 mos.*</p>	<p><b>New 2020 Chevrolet Traverse</b> FWD 1LS #C200403</p> <p>Sale price: <b>\$25,379</b></p>
	<p><b>New 2020 Chevrolet Tahoe</b> 4WD LT #C200139</p> <p>Sale price: <b>\$47,915</b></p>

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New 2020 Chevrolet **Malibu 1LS**  
FWD #C200096



Sale Price: **\$17,293\***  
or Lease for: **\$125\***  
per mo./39 mos.†

New 2019 Chevrolet **Equinox Ls**  
AWD #C190815



Sale Price: **\$19,589\***  
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New 2019 Chevrolet **Blazer**  
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Sale Price: **\$26,200\***  
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New 2019 Chevrolet **Silverado**  
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Sale Price: **\$30,630\***  
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per mo./39 mos.†



New 2020 Chevrolet **Spark**

HB LS #C200278

Sale price: **\$11,031\***



New 2020 Chevrolet **Trax**

FWD LS #C200203

Sale price: **\$15,089\***



New 2019 Chevrolet **Impala**

#C190981 MSRP: \$28,895

Sale price: **\$26,436\***



New 2020 Chevrolet **Traverse**

FWD 1LS #C200403

Sale price: **\$25,379\***



New 2020 Chevrolet **Tahoe**

4WD LT #C200139

Sale price: **\$47,915\***



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2019 Alfa Romeo  
**Giulia AWD**



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Per Month  
for 39 months\*

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\*Closed-end lease offer on 2019 Giulia AWD based on stock #NATIONAL with an MSRP of \$41,840. Total due at lease signing includes a down payment and first month's payment. Tax, title, license and dealer fees extra. Lessee pays for excess wear and mileage of \$0.25/mile for each mile over 10,000 per year. Offer through Ally. Actual vehicle may differ from image. Offer expires 11/30/19.



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and cosmetics bags \$30. 773-994-8064.

**Beats Seat Licenses** - Buy & Sell at  
PSLsource.com or 800-252-8055

### Cars/Wheels

**Honda Accord 2005** EXL V6 VTEC 240 hp  
126000 mi \$4,000  
Leather seats 5 spd auto abs brakes driver  
and front side airbags  
power windows locks  
call Ken 312 907 1399



### Hyundai Genesis Coupe 2010

3.8L Track Pack, \$12050 OBO This beautiful one  
owner Yellow Genesis has all the factory  
options, heated leather seats, 19" Alu-  
minium Wheels, Power everything including  
Sun Roof, Touch Screen Navigation and  
Climate Controls, Blue tooth enabled Infi-  
nity Sound System and Much More! 67500  
mostly hwy miles, 8 months left on transfer-  
able aftermarket warranty. Contact Sam @  
6302164544 / sweps88@yahoo.com

### Mercedes-Benz E-Class 1999

Classic Silver Mercedes-Benz 300E Wagon, 4 owner.  
Well cared for. Loaded. Good running condi-  
tion. Still has more miles to go and adventures  
ahead. Immaculate interior. Yours for  
\$1600 or best offer. 630-788-1754

### DOGS

**Collies** 608-379-0024  
**Wauzeke** \$975 M & F  
AKC Collies! Avail Dec 13th Reserve Now.

**English bulldogs** 5632130392  
Galena IL \$2500 to 4500 Male and  
female  
AKC rare colored English Bulldogs!

### BUSINESS OPPORTUNITIES

PLEASE VISIT  
[CHICAGOTRIBUNE.COM/ADVERTISER](http://CHICAGOTRIBUNE.COM/ADVERTISER)  
TO PLACE LISTING

### BUSINESSES FOR SALE

**Gaming/Food Service** 773-744-7270  
**Video Poker/Gaming Cafe**  
Seasoned video gaming cafe operating in Bridge  
view. Phenomenal location doing great business!  
Net terminal income for 10/2019: \$29,000. Store  
owners share roughly \$10,000; \$150,000 spent  
on build out. Asking \$199,000 firm. Rent - only  
\$2,500/mo with 14 years of renewable leases  
remaining. Texts preferred. No brokers please.

### GARAGE SALES

PLEASE VISIT  
[CHICAGOTRIBUNE.COM/ADVERTISER](http://CHICAGOTRIBUNE.COM/ADVERTISER)  
TO PLACE LISTING

### GARAGE/MOVING SALES

**Lincolnwood** Sun 11/10/19  
7117 N Crawford Ave 9am-2pm  
At Lincolnwood Jewish Congregation. New and  
used clothing, linens, toys, books, linens,  
sporting goods, Great Buys!

### DOGS

**Labrador Retriever** 217-873-8724  
LOVINGTON, IL 61937 \$800 Males/Females  
AKC Yellow & Black 6 wks. OFA'd, CERF, EIC  
CNN titled pedigree parents. 217-454-5173

**Standard Poodle** 6305642848  
St Charles, IL 1250 Females  
AKC CH Parents Multi Color \$1250 Ready 11-28  
Dep Hold

**Yorkshire terrier** 269-319-9687  
Sturgis, MI \$2,500 male  
Dash is a micro little guy, he weighed 16 oz at 8  
weeks old. DOB 8/29/2019 call or text for info

### GENERAL ANNOUNCEMENTS

**AUCTION** Living Estate Auction November  
10th 11:00AM 8212 US HWY 14 Harvard  
IL 60033 Like new leather furniture,  
riding mowers, SnapOn tools, toolboxes,  
household, antiques, old collection, old  
cameras, and more www.KisonAuctions.  
com (815) 973-0915

### ASSUMED NAMES

Notice is hereby given, Pursuant to "An Act  
in relation to the use of an Assumed Business  
Name, the conduct of transaction or  
Business in the State" as amended, that a  
Certification was filed by the Undersigned  
with the County Clerk of Cook County  
File No.  
Y19002407 on the  
Date: **October 18, 2019**  
Under the Assumed Name of: **Mello Sells**  
with the business located at:  
1104 W. Columbia Ave. #3S  
Chicago, IL, 60626

The true name and residence Address of  
the owner is: **Boslie Levant**  
1104 W. Columbia Ave. #3S  
Chicago, IL, 60626

10/25, 11/1, 11/8/2019 6486605

### LEGAL NOTICES GOVERNMENT/EDUCATION

IN THE CIRCUIT COURT OF COOK  
COUNTY, ILLINOIS JUVENILE JUSTICE AND  
CHILD PROTECTION DEPARTMENT CHILD  
PROTECTION DIVISION

IN THE INTEREST OF  
**Akeem Willis**  
MINOR(S) CHILD(REN) OF **Dashawna  
Cannon (Mother)**

JUVENILE NO.: **19JA00974**

#### NOTICE OF PUBLICATION

NOTICE IS GIVEN YOU, **Dashawna Cannon (Mother)**, respondents, and to **All Whom It May Concern**, that on **September 04, 2019**, a petition was filed under the Juvenile Court Act by **KIM FOXX** in this court and that in the courtroom of Judge **Maxwell Griffin** in the Cook County Juvenile Court Building, 1100 So. Hamilton Avenue, Chicago, Illinois, ON **11/22/2019**, at **10:00 AM** in CALENDAR **10 COURTROOM I**, or as soon thereafter as this case may be heard, an adjudicatory hearing will be held upon the petition to have the minor declared to be a ward of the court and for other relief under the Act.

THE COURT HAS AUTHORITY IN THIS CASE TO TAKE FROM YOU THE CUSTODY AND GUARDIANSHIP OF THE MINOR, TO TERMINATE YOUR PARENTAL RIGHTS AND TO APPOINT A GUARDIAN WITH POWER TO CONSENT TO ADOPTION. YOU MAY LOSE ALL PARENTAL RIGHTS TO YOUR CHILD. IF THE PETITION REQUESTS THE TERMINATION OF YOUR PARENTAL RIGHTS AND APPOINTMENT OF A GUARDIAN WITH POWER TO CONSENT TO ADOPTION, YOU MAY LOSE ALL PARENTAL RIGHTS TO THE CHILD.

**UNLESS YOU** appear, you will not be entitled to further written notices or publication notices of the proceedings in this case, including the filing of an amended petition or a motion to terminate parental rights.

**UNLESS YOU** appear at the hearing and show cause against the petition, the allegations of the petition may stand admitted as against you and each of you, and an order or judgment entered.

DOROTHY BROWN, CLERK OF THE CIRCUIT COURT OF COOK COUNTY, ILLINOIS  
**October 22, 2019 6505391**

IN THE CIRCUIT COURT OF COOK  
COUNTY, ILLINOIS JUVENILE JUSTICE AND  
CHILD PROTECTION DEPARTMENT CHILD  
PROTECTION DIVISION

IN THE INTEREST OF  
**Candice Williams**  
MINOR(S) CHILD(REN) OF **Brenda Larry  
(Mother)**

JUVENILE NO.: **12JA01205**

#### NOTICE OF PUBLICATION

NOTICE IS GIVEN YOU, **Brenda Larry (Mother)**, respondents, and to **All Whom It May Concern**, that on **September 13, 2019**, a petition was filed under the Juvenile Court Act by **KIM FOXX** in this court and that in the courtroom of Judge **Bernard Sarley** in the Cook County Juvenile Court Building, 1100 So. Hamilton Avenue, Chicago, Illinois, ON **11/25/2019**, at **1:30 PM** in CALENDAR **9 COURTROOM I**, or as soon thereafter as this case may be heard, a hearing will be held upon the petition to terminate your parental rights and appoint a guardian with power to consent to adoption.

THE COURT HAS AUTHORITY IN THIS CASE TO TAKE FROM YOU THE CUSTODY AND GUARDIANSHIP OF THE MINOR, TO TERMINATE YOUR PARENTAL RIGHTS AND TO APPOINT A GUARDIAN WITH POWER TO CONSENT TO ADOPTION. YOU MAY LOSE ALL PARENTAL RIGHTS TO YOUR CHILD. IF THE PETITION REQUESTS THE TERMINATION OF YOUR PARENTAL RIGHTS AND APPOINTMENT OF A GUARDIAN WITH POWER TO CONSENT TO ADOPTION, YOU MAY LOSE ALL PARENTAL RIGHTS TO THE CHILD.

**UNLESS YOU** appear, you will not be entitled to further written notices or publication notices of the proceedings in this case, including the filing of an amended petition or a motion to terminate parental rights.

**UNLESS YOU** appear at the hearing and show cause against the petition, the allegations of the petition may stand admitted as against you and each of you, and an order or judgment entered.

DOROTHY BROWN, CLERK OF THE CIRCUIT COURT OF COOK COUNTY, ILLINOIS  
**October 30, 2019 6505401**

### LEGAL NOTICES GOVERNMENT/EDUCATION

IN THE CIRCUIT COURT OF COOK  
COUNTY, ILLINOIS JUVENILE JUSTICE AND  
CHILD PROTECTION DEPARTMENT CHILD  
PROTECTION DIVISION

IN THE INTEREST OF  
**Domanic Jackson AKA Priscilla Grace  
Jackson**  
MINOR(S) CHILD(REN) OF **Domanic Jackson  
(Mother)**

JUVENILE NO.: **18JA00711**

#### NOTICE OF PUBLICATION

NOTICE IS GIVEN YOU, **Domanic Jackson (Mother)**, respondents, and to **All Whom It May Concern**, that on **September 05, 2019**, a petition was filed under the Juvenile Court Act by **KIM FOXX** in this court and that in the courtroom of Judge **Robert Balanoff** in the Cook County Juvenile Court Building, 1100 So. Hamilton Avenue, Chicago, Illinois, ON **12/03/2019**, at **11:00 AM** in CALENDAR **2 COURTROOM L**, or as soon thereafter as this case may be heard, an adjudicatory hearing will be held upon the petition to have the minor declared to be a ward of the court and for other relief under the Act.

THE COURT HAS AUTHORITY IN THIS CASE TO TAKE FROM YOU THE CUSTODY AND GUARDIANSHIP OF THE MINOR, TO TERMINATE YOUR PARENTAL RIGHTS AND TO APPOINT A GUARDIAN WITH POWER TO CONSENT TO ADOPTION. YOU MAY LOSE ALL PARENTAL RIGHTS TO YOUR CHILD. IF THE PETITION REQUESTS THE TERMINATION OF YOUR PARENTAL RIGHTS AND APPOINTMENT OF A GUARDIAN WITH POWER TO CONSENT TO ADOPTION, YOU MAY LOSE ALL PARENTAL RIGHTS TO THE CHILD.

**UNLESS YOU** appear, you will not be entitled to further written notices or publication notices of the proceedings in this case, including the filing of an amended petition or a motion to terminate parental rights.

**UNLESS YOU** appear at the hearing and show cause against the petition, the allegations of the petition may stand admitted as against you and each of you, and an order or judgment entered.

DOROTHY BROWN, CLERK OF THE CIRCUIT COURT OF COOK COUNTY, ILLINOIS  
**October 24, 2019 6505500**

IN THE CIRCUIT COURT OF COOK  
COUNTY, ILLINOIS JUVENILE JUSTICE AND  
CHILD PROTECTION DEPARTMENT CHILD  
PROTECTION DIVISION

IN THE INTEREST OF  
**Harmony Collier Elijah Collier**  
MINOR(S) CHILD(REN) OF **Annette Collier  
(Mother)**

JUVENILE NO.: **19JA01107 19JA01108**

#### NOTICE OF PUBLICATION

NOTICE IS GIVEN YOU, **Annette Collier (Mother)**, respondents, and to **All Whom It May Concern**, that on **October 1, 2019**, a petition was filed under the Juvenile Court Act by **KIM FOXX** in this court and that in the courtroom of Judge **Shannon O'Malley** in the Cook County Juvenile Court Building, 1100 So. Hamilton Avenue, Chicago, Illinois, ON **11/22/2019**, at **9:30 AM** in CALENDAR **6 COURTROOM F**, or as soon thereafter as this case may be heard, an adjudicatory hearing will be held upon the petition to have the minor declared to be a ward of the court and for other relief under the Act.

THE COURT HAS AUTHORITY IN THIS CASE TO TAKE FROM YOU THE CUSTODY AND GUARDIANSHIP OF THE MINOR, TO TERMINATE YOUR PARENTAL RIGHTS AND TO APPOINT A GUARDIAN WITH POWER TO CONSENT TO ADOPTION. YOU MAY LOSE ALL PARENTAL RIGHTS TO YOUR CHILD. IF THE PETITION REQUESTS THE TERMINATION OF YOUR PARENTAL RIGHTS AND APPOINTMENT OF A GUARDIAN WITH POWER TO CONSENT TO ADOPTION, YOU MAY LOSE ALL PARENTAL RIGHTS TO THE CHILD.

**UNLESS YOU** appear, you will not be entitled to further written notices or publication notices of the proceedings in this case, including the filing of an amended petition or a motion to terminate parental rights.

**UNLESS YOU** appear at the hearing and show cause against the petition, the allegations of the petition may stand admitted as against you and each of you, and an order or judgment entered.

DOROTHY BROWN, CLERK OF THE CIRCUIT COURT OF COOK COUNTY, ILLINOIS  
**October 21, 2019 6505460**

IN THE CIRCUIT COURT OF COOK  
COUNTY, ILLINOIS JUVENILE JUSTICE AND  
CHILD PROTECTION DEPARTMENT CHILD  
PROTECTION DIVISION

IN THE INTEREST OF  
**Harmony Collier Elijah Collier**  
MINOR(S) CHILD(REN) OF **Annette Collier  
(Mother)**

JUVENILE NO.: **19JA01107 19JA01108**

#### NOTICE OF PUBLICATION

NOTICE IS GIVEN YOU, **Unknown (Father)**, respondents, and to **All Whom It May Concern**, that on **October 1, 2019**, a petition was filed under the Juvenile Court Act by **KIM FOXX** in this court and that in the courtroom of Judge **Shannon O'Malley** in the Cook County Juvenile Court Building, 1100 So. Hamilton Avenue, Chicago, Illinois, ON **11/27/2019**, at **9:30 AM** in CALENDAR **6 COURTROOM F**, or as soon thereafter as this case may be heard, an adjudicatory hearing will be held upon the petition to have the minor declared to be a ward of the court and for other relief under the Act.

THE COURT HAS AUTHORITY IN THIS CASE TO TAKE FROM YOU THE CUSTODY AND GUARDIANSHIP OF THE MINOR, TO TERMINATE YOUR PARENTAL RIGHTS AND TO APPOINT A GUARDIAN WITH POWER TO CONSENT TO ADOPTION. YOU MAY LOSE ALL PARENTAL RIGHTS TO YOUR CHILD. IF THE PETITION REQUESTS THE TERMINATION OF YOUR PARENTAL RIGHTS AND APPOINTMENT OF A GUARDIAN WITH POWER TO CONSENT TO ADOPTION, YOU MAY LOSE ALL PARENTAL RIGHTS TO THE CHILD.

**UNLESS YOU** appear, you will not be entitled to further written notices or publication notices of the proceedings in this case, including the filing of an amended petition or a motion to terminate parental rights.

**UNLESS YOU** appear at the hearing and show cause against the petition, the allegations of the petition may stand admitted as against you and each of you, and an order or judgment entered.

DOROTHY BROWN, CLERK OF THE CIRCUIT COURT OF COOK COUNTY, ILLINOIS  
**October 21, 2019 6505475**

### LEGAL NOTICES GOVERNMENT/EDUCATION

COUNTY OF COOK OFFICE OF THE  
CHIEF PROCUREMENT OFFICER FOR THE  
DEPARTMENT OF TRANSPORTATION AND  
HIGHWAYS

Request for Proposal (RFP) for Southwest  
Cook County Trucking Action Plan  
RFP No.: 1938-17922  
Section No. 19-65CTS-00-ES

RFP Document: The RFP document is  
available for download at: <https://legacy.cookcountyll.gov/purchasing/bids/listAllBids.php>

Contact Person: If you are not able to  
download the RFP or if you have other  
questions, please contact William Kelly,  
Contract Negotiator, at (312) 603-3948 or  
[william.kelly@cookcountyll.gov](mailto:william.kelly@cookcountyll.gov)

Non-Mandatory  
Pre-Bid Conference Date,  
Time, and Location:  
Wednesday, November 13, 2019 at 11:30  
AM (CST)  
Office of the Chief Procurement Officer  
Cook County Building  
118 N. Clark Street, Room 1018  
Chicago, Illinois 60602

Questions:  
Questions can be submitted in writing to  
the contact person above until 3:00 PM,  
November 18, 2019.

Bid Due Date, Time,  
and Location:  
Wednesday, December 4, 2019 at 10:00 AM  
(CST)  
Office of the Chief Procurement Officer  
Cook County Building  
118 N. Clark Street., Room 1018  
Chicago, Illinois 60602

Toni Preckwinkle  
President, Cook County Board of  
Commissioners

Raffi Sarrafian  
Chief Procurement Officer

11/8/2019 6504836

IN THE CIRCUIT COURT OF COOK  
COUNTY, ILLINOIS JUVENILE JUSTICE AND  
CHILD PROTECTION DEPARTMENT CHILD  
PROTECTION DIVISION

IN THE INTEREST OF  
**Jerome Ndikumana Jerome  
AKA Bruno Jerome**  
MINOR(S) CHILD(REN) OF **Bahati Severino  
(Mother)**

JUVENILE NO.: **19JA01116 19JA01117**

#### NOTICE OF PUBLICATION

NOTICE IS GIVEN YOU, **Nihabos Jerome (Father)**, respondents, and to **All Whom It May Concern**, that on **October 03, 2019**, a petition was filed under the Juvenile Court Act by **KIM FOXX** in this court and that in the courtroom of Judge **Patrick Murphy** in the Cook County Juvenile Court Building, 1100 So. Hamilton Avenue, Chicago, Illinois, ON **12/02/2019**, at **1:30 PM** in CALENDAR **1 COURTROOM A**, or as soon thereafter as this case may be heard, an adjudicatory hearing will be held upon the petition to have the minor declared to be a ward of the court and for other relief under the Act.

THE COURT HAS AUTHORITY IN THIS CASE TO TAKE FROM YOU THE CUSTODY AND GUARDIANSHIP OF THE MINOR, TO TERMINATE YOUR PARENTAL RIGHTS AND TO APPOINT A GUARDIAN WITH POWER TO CONSENT TO ADOPTION. YOU MAY LOSE ALL PARENTAL RIGHTS TO YOUR CHILD. IF THE PETITION REQUESTS THE TERMINATION OF YOUR PARENTAL RIGHTS AND APPOINTMENT OF A GUARDIAN WITH POWER TO CONSENT TO ADOPTION, YOU MAY LOSE ALL PARENTAL RIGHTS TO THE CHILD.

**UNLESS YOU** appear, you will not be entitled to further written notices or publication notices of the proceedings in this case, including the filing of an amended petition or a motion to terminate parental rights.

**UNLESS YOU** appear at the hearing and show cause against the petition, the allegations of the petition may stand admitted as against you and each of you, and an order or judgment entered.

DOROTHY BROWN, CLERK OF THE CIRCUIT COURT OF COOK COUNTY, ILLINOIS  
**October 17, 2019 6505489**

IN THE CIRCUIT COURT OF COOK  
COUNTY, ILLINOIS JUVENILE JUSTICE AND  
CHILD PROTECTION DEPARTMENT CHILD  
PROTECTION DIVISION

IN THE INTEREST OF  
**Jayden aka Jayden Colon**  
MINOR(S) CHILD(REN) OF **Blanca Cruz-  
Flores (Mother)**

JUVENILE NO.: **19JA00127**

#### NOTICE OF PUBLICATION

NOTICE IS GIVEN YOU, **Blanca Cruz aka Blanca Flores (Mother)**, respondents, and to **All Whom It May Concern**, that on **February 11, 2019**, a petition was filed under the Juvenile Court Act by **KIM FOXX** in this court and that in the courtroom of Judge **Andrea M. Buford** in the Cook County Juvenile Court Building, 1100 So. Hamilton Avenue, Chicago, Illinois, ON **11/25/2019**, at **9:30 AM** in CALENDAR **4 COURTROOM D**, or as soon thereafter as this case may be heard, an adjudicatory hearing will be held upon the petition to have the minor declared to be a ward of the court and for other relief under the Act.

THE COURT HAS AUTHORITY IN THIS CASE TO TAKE FROM YOU THE CUSTODY AND GUARDIANSHIP OF THE MINOR, TO TERMINATE YOUR PARENTAL RIGHTS AND TO APPOINT A GUARDIAN WITH POWER TO CONSENT TO ADOPTION. YOU MAY LOSE ALL PARENTAL RIGHTS TO YOUR CHILD. IF THE PETITION REQUESTS THE TERMINATION OF YOUR PARENTAL RIGHTS AND APPOINTMENT OF A GUARDIAN WITH POWER TO CONSENT TO ADOPTION, YOU MAY LOSE ALL PARENTAL RIGHTS TO THE CHILD.

**UNLESS YOU** appear, you will not be entitled to further written notices or publication notices of the proceedings in this case, including the filing of an amended petition or a motion to terminate parental rights.

**UNLESS YOU** appear at the hearing and show cause against the petition, the allegations of the petition may stand admitted as against you and each of you, and an order or judgment entered.

DOROTHY BROWN, CLERK OF THE CIRCUIT COURT OF COOK COUNTY, ILLINOIS  
**October 17, 2019 6505412**

### LEGAL NOTICES GOVERNMENT/EDUCATION

IN THE CIRCUIT COURT OF COOK  
COUNTY, ILLINOIS JUVENILE JUSTICE AND  
CHILD PROTECTION DEPARTMENT CHILD  
PROTECTION DIVISION

IN THE INTEREST OF  
**Kai Estacion**  
MINOR(S) CHILD(REN) OF **Sara Estacion  
(Mother)**

JUVENILE NO.: **19JA01132**

#### NOTICE OF PUBLICATION

NOTICE IS GIVEN YOU, "**Carlos**" (**Father**), respondents, and to **All Whom It May Concern**, that on **October 8, 2019**, a petition was filed under the Juvenile Court Act by **KIM FOXX** in this court and that in the courtroom of Judge **Kimberly Lewis** in the Cook County Juvenile Court Building, 1100 So. Hamilton Avenue, Chicago, Illinois, ON **11/27/2019**, at **11:00 AM** in CALENDAR **8 COURTROOM H**, or as soon thereafter as this case may be heard, an adjudicatory hearing will be held upon the petition to have the minor declared to be a ward of the court and for other relief under the Act.

THE COURT HAS AUTHORITY IN THIS CASE TO TAKE FROM YOU THE CUSTODY AND GUARDIANSHIP OF THE MINOR, TO TERMINATE YOUR PARENTAL RIGHTS AND TO APPOINT A GUARDIAN WITH POWER TO CONSENT TO ADOPTION. YOU MAY LOSE ALL PARENTAL RIGHTS TO YOUR CHILD. IF THE PETITION REQUESTS THE TERMINATION OF YOUR PARENTAL RIGHTS AND APPOINTMENT OF A GUARDIAN WITH POWER TO CONSENT TO ADOPTION, YOU MAY LOSE ALL PARENTAL RIGHTS TO THE CHILD.

**UNLESS YOU** appear, you will not be entitled to further written notices or publication notices of the proceedings in this case, including the filing of an amended petition or a motion to terminate parental rights.

**UNLESS YOU** appear at the hearing and show cause against the petition, the allegations of the petition may stand admitted as against you and each of you, and an order or judgment entered.

DOROTHY BROWN, CLERK OF THE CIRCUIT COURT OF COOK COUNTY, ILLINOIS  
**October 23, 2019 6505448**

IN THE CIRCUIT COURT OF COOK  
COUNTY, ILLINOIS JUVENILE JUSTICE AND  
CHILD PROTECTION DEPARTMENT CHILD  
PROTECTION DIVISION

IN THE INTEREST OF  
**Messiah Hunt AKA Messiah Cubie**  
MINOR(S) CHILD(REN) OF **Brianna Cubie  
(Mother)**

JUVENILE NO.: **19JA00521**

#### NOTICE OF PUBLICATION

NOTICE IS GIVEN YOU, **Brianna Cubie (Mother)** and **Glen Hunt (Father)**, respondents, and to **All Whom It May Concern**, that on **May 22, 2019**, a petition was filed under the Juvenile Court Act by **KIM FOXX** in this court and that in the courtroom of Judge **Demetrios Kottaras** in the Cook County Juvenile Court Building, 1100 So. Hamilton Avenue, Chicago, Illinois, ON **11/21/2019**, at **11:00 AM** in CALENDAR **7 COURTROOM G**, or as soon thereafter as this case may be heard, an adjudicatory hearing will be held upon the petition to have the minor declared to be a ward of the court and for other relief under the Act.

THE COURT HAS AUTHORITY IN THIS CASE TO TAKE FROM YOU THE CUSTODY AND GUARDIANSHIP OF THE MINOR, TO TERMINATE YOUR PARENTAL RIGHTS AND TO APPOINT A GUARDIAN WITH POWER TO CONSENT TO ADOPTION. YOU MAY LOSE ALL PARENTAL RIGHTS TO YOUR CHILD. IF THE PETITION REQUESTS THE TERMINATION OF YOUR PARENTAL RIGHTS AND APPOINTMENT OF A GUARDIAN WITH POWER TO CONSENT TO ADOPTION, YOU MAY LOSE ALL PARENTAL RIGHTS TO THE CHILD.

**UNLESS YOU** appear, you will not be entitled to further written notices or publication notices of the proceedings in this case, including the filing of an amended petition or a motion to terminate parental rights.

**UNLESS YOU** appear at the hearing and show cause against the petition, the allegations of the petition may stand admitted as against you and each of you, and an order or judgment entered.

DOROTHY BROWN, CLERK OF THE CIRCUIT COURT OF COOK COUNTY, ILLINOIS  
**October 21, 2019 6505311**

IN THE CIRCUIT COURT OF COOK  
COUNTY, ILLINOIS JUVENILE JUSTICE AND  
CHILD PROTECTION DEPARTMENT CHILD  
PROTECTION DIVISION

IN THE INTEREST OF  
**Robert Johnson**  
MINOR(S) CHILD(REN) OF **Janine Rushing  
(Mother)**

JUVENILE NO.: **19JA00944**

#### NOTICE OF PUBLICATION

NOTICE IS GIVEN YOU, **Janine Rushing (Mother)**, respondents, and to **All Whom It May Concern**, that on **August 26, 2019**, a petition was filed under the Juvenile Court Act by **KIM FOXX** in this court and that in the courtroom of Judge **Kimberly Lewis** in the Cook County Juvenile Court Building, 1100 So. Hamilton Avenue, Chicago, Illinois, ON **11/21/2019**, at **10:00 AM** in CALENDAR **8 COURTROOM H**, or as soon thereafter as this case may be heard, an adjudicatory hearing will be held upon the petition to have the minor declared to be a ward of the court and for other relief under the Act.

THE COURT HAS AUTHORITY IN THIS CASE TO TAKE FROM YOU THE CUSTODY AND GUARDIANSHIP OF THE MINOR, TO TERMINATE YOUR PARENTAL RIGHTS AND TO APPOINT A GUARDIAN WITH POWER TO CONSENT TO ADOPTION. YOU MAY LOSE ALL PARENTAL RIGHTS TO YOUR CHILD. IF THE PETITION REQUESTS THE TERMINATION OF YOUR PARENTAL RIGHTS AND APPOINTMENT OF A GUARDIAN WITH POWER TO CONSENT TO ADOPTION, YOU MAY LOSE ALL PARENTAL RIGHTS TO THE CHILD.

**UNLESS YOU** appear, you will not be entitled to further written notices or publication notices of the proceedings in this case, including the filing of an amended petition or a motion to terminate parental rights.

**UNLESS YOU** appear at the hearing and show cause against the petition, the allegations of the petition may stand admitted as against you and each of you, and an order or judgment entered.

DOROTHY BROWN, CLERK OF THE CIRCUIT COURT OF COOK COUNTY, ILLINOIS  
**October 17, 2019 6505295**

### LEGAL NOTICES GOVERNMENT/EDUCATION

**LEGAL NOTICES  
GOVERNMENT/EDUCATION**

**IN THE CIRCUIT COURT OF COOK COUNTY, ILLINOIS JUVENILE JUSTICE AND CHILD PROTECTION DEPARTMENT CHILD PROTECTION DIVISION**

IN THE INTEREST OF  
**Zachariah Sutton**

MINOR(S) CHILD(REN) OF **Mariah Fondren (Mother)**

JUVENILE NO.: **19JA01000**

**NOTICE OF PUBLICATION**

NOTICE IS GIVEN YOU, "Fry" Sutton (Father), AKA "Fry", respondents, and to All Whom It May Concern, that on September 09, 2019, a petition was filed under the Juvenile Court Act by KIM FOXK in this court and that in the courtroom of Judge Maxwell Griffin in the Cook County Juvenile Court Building, 1100 So. Hamilton Avenue, Chicago, Illinois, ON 11/20/2019, at 9:30 AM in CALENDAR 10 COURTROOM J, or as soon thereafter as this case may be heard, an adjudicatory hearing will be held upon the petition to have the minor declared to be a ward of the court and for other relief under the Act.

THE COURT HAS AUTHORITY IN THIS CASE TO TAKE FROM YOU THE CUSTODY AND GUARDIANSHIP OF THE MINOR, TO TERMINATE YOUR PARENTAL RIGHTS AND TO APPOINT A GUARDIAN WITH POWER TO CONSENT TO ADOPTION, YOU MAY LOSE ALL PARENTAL RIGHTS TO YOUR CHILD. IF THE PETITION REQUESTS THE TERMINATION OF YOUR PARENTAL RIGHTS AND APPOINTMENT OF A GUARDIAN WITH POWER TO CONSENT TO ADOPTION, YOU MAY LOSE ALL PARENTAL RIGHTS TO THE CHILD.

UNLESS YOU appear, you will not be entitled to further written notices or publication notices of the proceedings in this case, including the filing of an amended petition or a motion to terminate parental rights.

UNLESS YOU appear at the hearing and show cause against the petition, the allegations of the petition may stand admitted as against you and each of you, and an order of judgment entered.

DOROTHY BROWN, CLERK OF THE CIRCUIT COURT OF COOK COUNTY, ILLINOIS  
October 23, 2019 6505281

**FORECLOSURES**

IN THE CIRCUIT COURT OF COOK COUNTY, ILLINOIS COUNTY DEPARTMENT - CHANCERY DIVISION Bank of America, N.A., Plaintiff, Vs. William J. Henning, Claire Henning, Unknown Owners and Non-Record Claimants, Defendants. 2019CH11434 NOTICE OF PUBLICATION NOTICE IS GIVEN TO YOU: William J. Henning; Claire Henning; UNKNOWN OWNERS AND NON-RECORD CLAIMANTS; defendants, that this case has been commenced in this Court against you and other defendants, asking for the foreclosure of a certain Mortgage conveying the premises described as follows, to wit: Lot 180 in J.E. Merriam and Company's Hometown Unit Number 1, a Subdivision of that part of the North East 1/4 of Section 3 lying Southeasterly of and adjoining the 66 foot Right of Way of the Wabash Railroad in Township 37 North, Range 13, East of Third Principal Meridian, in Cook County, Illinois. Commonly known as: 4121 W. 89th Place, Hometown, IL 60456 and which said mortgage was made by William J. Henning and Claire Henning, Mortgage(s), to Mortgage Electronic Registration Systems, Inc. as nominee for Home Security Mortgage Corporation, its successors and assigns; Mortgagee, and recorded in the Office of the Recorder of Deeds of Cook County, Illinois, as Document No. 0529005096; and for other relief. UNLESS YOU file your answer or otherwise file your appearance in this case in the Office of the Clerk of this County, Cook 50 W. Washington, Chicago, IL 60602 on or before DECEMBER 9, 2019 A JUDGMENT OR DECREE BY DEFAULT MAY BE TAKEN AGAINST YOU FOR THE RELIEF ASKED IN THE COMPLAINT. RANDALL S. MILLER & ASSOCIATES, LLC Attorneys for Plaintiff 120 North LaSalle Street, Suite 1140, Chicago, IL 60602 Phone: (312) 239-3432 Fax: (312) 284-4820 Attorney No: 46689 pleadings@rsmlaw.com File No: 18IL00346-2 NOTE: Pursuant to the Fair Debt Collection Practices Act you are advised that this firm may be deemed to be a debt collector attempting to collect a debt and any information obtained may be used for that purpose.  
11/8, 15, 22/2019 6505226

**FORECLOSURES**

MANLEY DEAS, KOCHALSKI LLC One East Wacker, Suite 1250 Chicago, IL 60601 IN THE CIRCUIT COURT OF COOK COUNTY, ILLINOIS, JPMORGAN CHASE BANK, NATIONAL ASSOCIATION, Plaintiff, v. ERNEST GRISHAM, AKA ERNEST E. GRISHAM, UNKNOWN OWNERS AND NON-RECORD CLAIMANTS, THE TRANSPORTATION BUILDING CONDOMINIUM ASSOCIATION, Defendants, Case No. 2019CH10985 The requisite affidavit for publication having been filed, notice is hereby given you, Ernest Grisham, AKA Ernest E. Grisham, Unknown Owners and Non-Record Claimants, that the said suit has been commenced in the Circuit Court of the Cook County Judicial Circuit, Cook County, Illinois by the said plaintiff against you and other defendants, praying for the foreclosure of a certain Mortgage conveying the premises described as follows, to-wit: Unit 207, in Transportation Building Condominium, as delineated on a survey of the following described real estate: part of Section 16, Township 39 North, Range 14, East of the Third Principal Meridian, which survey is attached as an exhibit to the declaration of condominium recorded as Document 96338677, as amended from time to time, together with its undivided percentage interest in the common elements, in Cook County, Illinois. 600 South Dearborn Street, Chicago, IL 60605, AKA AKA 600 South Dearborn Street Apt 207, Chicago, IL 60605 17-16-406-030-1004 Now, therefore, unless you, Ernest Grisham, AKA Ernest E. Grisham, Unknown Owners and Non-Record Claimants, and the said above named defendants, file your answer to the complaint in said suit or otherwise make your appearance therein, in the office of the Clerk of the Cook County Judicial Circuit, Cook County, Illinois, on or before November 25, 2019, default may be entered against you at any time after that day and a judgment entered in accordance with the prayer of said Complaint. E-filing is now mandatory for documents in civil cases with limited exemptions. To e-file, you must first create an account with an e-filing service provider. Visit <http://efile.illinoiscourts.gov/service-providers.htm> to learn more and to select a service provider. If you need additional help or have trouble e-filing, visit <http://www.illinoiscourts.gov/faq/gethelp.asp> or contact the Clerk of this Court, Zachariah L. Manchester (6303885) MANLEY DEAS KOCHALSKI LLC Attorneys for Plaintiff One East Wacker, Suite 1250, Chicago, IL 60601 Phone: 312-651-6700; Fax: 614-220-5613 Atty. No.: 48928 Email: sel-zimanchester@manleydeas.com One of Plaintiff's Attorneys 10/25, 11/1, 8, 2019 6488261

**FORECLOSURES**

MANLEY DEAS, KOCHALSKI LLC One East Wacker, Suite 1250 Chicago, IL 60601 IN THE CIRCUIT COURT OF COOK COUNTY, ILLINOIS, NATIONSTAR MORTGAGE LLC D/B/A MR. COOPER, Plaintiff, v. EDNA CHAMBERS; STEVEN CHAMBERS; GENESIS MILLENNIUM FINANCIAL GROUP; CITY OF CHICAGO DEPARTMENT OF WATER MANAGEMENT; UNKNOWN OWNERS AND NON-RECORD CLAIMANTS, Defendants, Case No. 2019CH11644 The requisite affidavit for publication having been filed, notice is hereby given you, Genesis Millennium Financial Group, Unknown Owners and Non-Record Claimants, that the said suit has been commenced in the Circuit Court of the Cook County Judicial Circuit, Cook County, Illinois by the said plaintiff against you and other defendants, praying for the foreclosure of a certain Mortgage conveying the premises described as follows, to-wit: Lot 289 in Britigan's Westfield Subdivision in the Northeast 1/4 of Section 31, Township 38 North, Range 14, East of the Third Principal Meridian, in Cook County, Illinois, 8020 South Paulina Street, Chicago, IL 60620 20-31-213-023-0000 Now, therefore, unless you, Genesis Millennium Financial Group, Unknown Owners and Non-Record Claimants, and the said above named defendants, file your answer to the complaint in said suit or otherwise make your appearance therein, in the office of the Clerk of the Cook County Judicial Circuit, Cook County, Illinois, on or before December 2, 2019, default may be entered against you at any time after that day and a judgment entered in accordance with the prayer of said Complaint. E-filing is now mandatory for documents in civil cases with limited exemptions. To e-file, you must first create an account with an e-filing service provider. Visit <http://efile.illinoiscourts.gov/service-providers.htm> to learn more and to select a service provider. If you need additional help or have trouble e-filing, visit <http://www.illinoiscourts.gov/faq/gethelp.asp> or contact the Clerk of this Court, Michael A. Phelps (62716) MANLEY DEAS KOCHALSKI LLC Attorneys for Plaintiff One East Wacker, Suite 1250, Chicago, IL 60601 Phone: 312-651-6700; Fax: 614-220-5613 Atty. No.: 48928 Email: sel-maphelps@manleydeas.com One of Plaintiff's Attorneys 11/1, 8, 15/2019 6496834

**FORECLOSURES**

IN THE CIRCUIT COURT FOR COOK COUNTY, ILLINOIS, COUNTY DEPARTMENT - CHANCERY DIVISION PNC BANK, NATIONAL ASSOCIATION, Plaintiff, v. ZELALEM SEGAYA AKA ZALALEM SEGAYA; BETHLEM TSADICK; CITY OF CHICAGO; UNKNOWN OWNERS AND NON-RECORD CLAIMANTS, Defendant(s). Residential Mortgage Foreclosure Case No. 2019CH12446 Property Address: 2033 W. Birchwood Chicago, IL 60645 NOTICE BY PUBLICATION NOTICE IS GIVEN YOU, UNKNOWN OWNERS AND NON-RECORD CLAIMANTS, Defendants, this case has been commenced in this Court against you and others, asking for foreclosure of the Mortgage held by the Plaintiff on the property located at 2033 W. Birchwood Chicago, IL 60645, more particularly described as: LEGAL DESCRIPTION OF PROPERTY LOT 49 IN BIRCHWOOD AVENUE ADDITION TO ROGERS PARK, BEING A SUBDIVISION OF LOT 4 IN PARTITION OF LOTS 1, 10 AND 11 IN ASSESSOR'S DIVISION OF PART OF THE SOUTHWEST FRACTIONAL 1/4 OF SECTION 30, TOWNSHIP 41 NORTH, RANGE 14, EAST OF THE THIRD PRINCIPAL MERIDIAN, IN COOK COUNTY, ILLINOIS. Permanent Index Number: 11-30-312-010-0000 Commonly known as: 2033 W. Birchwood, Chicago, IL 60645 UNLESS YOU FILE your answer or otherwise file your appearance in this case in the Office of the Circuit Court of Cook County at the Richard J. Daley Center located at 50 W. Washington St., Chicago, IL 60602 on or before December 2, 2019, A JUDGMENT OR DECREE BY DEFAULT MAY BE TAKEN AGAINST YOU FOR RELIEF ASKED IN THE COMPLAINT FOR FORECLOSURE. THIS COMMUNICATION IS AN ATTEMPT TO COLLECT A DEBT, AND ANY INFORMATION OBTAINED WILL BE USED FOR THAT PURPOSE. Quintaros, Prieto, Wood & Boyer, P.A. 233 S. Wacker Drive, 70th Floor Chicago, IL 60606 Firm ID: 48947 Phone: (312) 566-0040 Fax: (312) 566-0041 11/1, 8, 15/2019 6496847

**TAKE NOTICES**

**NOTICE**

SUPREME COURT OF THE STATE OF NEW YORK COUNTY OF BROOME SUPPLEMENTAL SUMMONS AND NOTICE Index No. EFCA2018002364 Date Filed: 10/30/2019 Wells Fargo Bank, NA, Plaintiff, -against- Michael A. Rivera, Jr. a/k/a Michael Rivera, Jr. a/k/a Mike Rivera; Latoya Rivera, if she be living or dead, her spouse, heirs, devisees, distributees and successors in interest, all of whom and whose names and places of residence are unknown to Plaintiff, Our Lady of Lourdes Memorial Hospital, Inc., State of New York; and "JOHN DOE", said name being fictitious, it being the intention of Plaintiff to designate any and all occupants of premises being foreclosed herein, and any parties, corporations or entities, if any, having or claiming an interest or lien upon the mortgaged premises, Defendants.

PROPERTY ADDRESS: 26 Berlin Street, Binghamton, NY 13905 TO THE ABOVE NAMED DEFENDANTS: YOU ARE HEREBY SUMMONED to answer the complaint in this action and to serve a copy of your answer, or a notice of appearance on the attorneys for the Plaintiff within thirty (30) days after the service of this summons, exclusive of the day of service. The United States of America, if designated as a defendant in this action, may appear within sixty (60) days of service hereof. In case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the complaint.

NOTICE OF NATURE OF ACTION AND RELIEF SOUGHT THE OBJECT OF the above captioned action is to foreclose a Mortgage to secure \$76,774.00 and interest, recorded in the Broome County Clerk's Office on August 21, 2009, at Book 3390 of Mortgages, page 1424 covering premises known as 26 Berlin Street, Binghamton, NY 13905 a/k/a Section 144.69, Block 5, Lot 4. The relief sought in the within action is a final judgment directing the sale of the premises described above to satisfy the debt secured by the Mortgage described above. Plaintiff designates Broome County as the place of trial. Venue is based upon the County in which the mortgaged premises is situated.

YOU ARE IN DANGER OF LOSING YOUR HOME IF YOU DO NOT RESPOND TO THIS SUMMONS AND COMPLAINT BY SERVING A COPY OF THE ANSWER TO THE ATTORNEY FOR THE MORTGAGE COMPANY WHO FILED THIS FORECLOSURE PROCEEDING AGAINST YOU AND FILING THE ANSWER WITH THE COURT, A DEFAULT JUDGMENT MAY BE ENTERED AND YOU CAN LOSE YOUR HOME. SPEAK TO AN ATTORNEY OR GO TO THE COURT WHERE YOUR CASE IS PENDING FOR FURTHER INFORMATION ON HOW TO ANSWER THE SUMMONS AND PROTECT YOUR PROPERTY. SENDING A PAYMENT TO YOUR MORTGAGE COMPANY WILL NOT STOP THIS FORECLOSURE ACTION. YOU MUST RESPOND BY SERVING A COPY OF THE ANSWER ON THE ATTORNEY FOR THE PLAINTIFF (MORTGAGE COMPANY) AND FILING THE ANSWER WITH THE COURT.

Dated: July 2, 2019

Frank M. Cassara, Esq. Senior Associate Attorney SHAPIRO, DICARO & BARAK, LLC Attorneys for Plaintiff 175 Mile Crossing Boulevard Rochester, New York 14624 (585) 247-9000 Fax: (585) 247-7380 Our File No. 18-075266 #97921 11/8, 11/15, 11/22, 11/29 6498183



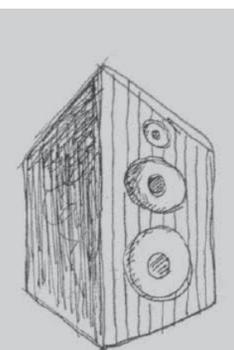
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IN THE CIRCUIT COURT FOR COOK COUNTY, ILLINOIS, COUNTY DEPARTMENT - CHANCERY DIVISION PNC BANK, NATIONAL ASSOCIATION, Plaintiff, v. ROCHELLE F. WATSON, CAPITAL ONE BANK, USA NA; UNKNOWN OWNERS AND NON-RECORD CLAIMANTS, Defendants). Residential Mortgage Foreclosure Case No. 2019CH12323 Property Address: 11025 S. Wallace St. Chicago, IL 60628 NOTICE BY PUBLICATION NOTICE IS GIVEN YOU, UNKNOWN OWNERS AND NON-RECORD CLAIMANTS, Defendants, this case has been commenced in this Court against you and others, asking for foreclosure of the Mortgage held by the Plaintiff on the property located at 11025 S. Wallace St., Chicago, IL 60628, more particularly described as: LEGAL DESCRIPTION OF PROPERTY THE NORTH 5 FEET OF LOT 6 AND LOT 7 (EXCEPT THE NORTH 2 1/2 FEET THEREOF) IN BLOCK 1 IN NORTH SHELDON HEIGHTS FIRST ADDITION, BEING A SUBDIVISION OF LOT 1 (EXCEPT THE NORTH 138 FEET AND EXCEPT THE NORTH 1/2 OF THE WEST 293 FEET THEREOF) AND OF LOT 4, (EXCEPT THE WEST 914.0 FEET OF THE SOUTH 141 FEET THEREOF) ALL IN THE SUBDIVISION OF LOTS 59 AND 62 IN SCHOOL TRUSTS' SUBDIVISION IN SECTION 16, TOWNSHIP 37 NORTH, RANGE 14, EAST OF THE THIRD PRINCIPAL MERIDIAN IN COOK COUNTY, ILLINOIS. Permanent Index Number: 25-16-325-007 Commonly known as: 11025 S. Wallace St., Chicago, IL 60628 UNLESS YOU FILE your answer or otherwise file your appearance in this case in the office of the Circuit Court of Cook County at the Richard J. Daley Center located at 50 W. Washington St., Chicago, IL 60602 on or before December 9, 2019, A JUDGMENT OR DECREE BY DEFAULT MAY BE TAKEN AGAINST YOU FOR RELIEF ASKED IN THE COMPLAINT FOR FORECLOSURE. THIS COMMUNICATION IS AN ATTEMPT TO COLLECT A DEBT, AND ANY INFORMATION OBTAINED WILL BE USED FOR THAT PURPOSE. Quintaros, Prieto, Wood & Boyer, P.A. 233 S. Wacker Drive, 70th Floor Chicago, IL 60606 Firm ID: 48947 Phone: (312) 566-0040 Fax: (312) 566-0041 11/8, 15, 22/2019 6505220



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11/8/19

**ACROSS**

- 1 Rather or Quayle
- 4 Crush
- 9 Part of BPOE
- 13 \_\_\_ pop; soft drink
- 14 FDR's affliction
- 15 TV's "Let's Make a \_\_\_"
- 16 One of seven deadly sins
- 17 Be grateful for
- 19 Tiny
- 20 Long lock of hair
- 21 Lopsided
- 22 Room recesses
- 24 To and \_\_\_
- 25 Stringed instruments
- 27 Abduct
- 30 Disney dog
- 31 Puts on weight
- 33 El \_\_\_; Spanish hero
- 35 Put on \_\_\_; act snobbish
- 36 Vow taker
- 37 Sign of an old surgery
- 38 Actress Charlotte \_\_\_
- 39 Root beer toppers
- 40 Grocery string
- 41 Gloomy
- 43 Pasture
- 44 Enter a contest
- 45 Indian social division
- 46 Large beer mug
- 49 Incline
- 51 Org. for Cowboys & Bears
- 54 Rehearsing
- 56 Pierce
- 57 Canberra's nation: abbr.
- 58 Willem of "Platoon"
- 59 Corncobs
- 60 Trawlers' needs
- 61 Furry swimmer
- 62 "A Nightmare on \_\_\_ Street"; Depp film

**Solutions**

W	T	E	R	E	L	I	O	S	I	E	N
S	R	V	E	O	F	V	D	L	S	N	V
B	V	I	S	G	N	I	C	I	C	V	L
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D	I	C	S	N	I	V	G	O	L	N	T
D	V	N	D	I	K	S	H	V	L	I	S
O	H	F	S	K	R	O	O	N			
M	E	K	S	V	S	S	E	L	O	E	M
E	L	V	I	C	E	R	P	V	L	A	N
T	V	E	D	O	I	T	O	D	V	D	O
S	K	L	E	H	S	A	M	S	N	V	D

**DOWN**

- 1 Finished
- 2 Daring explorer
- 3 Negative vote
- 4 Reason to turn off the microwave
- 5 Sulks
- 6 European peaks
- 7 Letter opener
- 8 Gardener's tool
- 9 Light bulb inventor
- 10 Hose problem
- 11 Prince George's mum
- 12 Muredred
- 13 Make clothes
- 18 King, queen & jack
- 20 Spanish bull
- 23 Stable dinner
- 24 Acceptable

- 25 Shadowbox
- 26 Epic poem by Homer
- 27 Baby goats
- 28 Not done on purpose
- 29 Liberace's instrument
- 31 "The Old \_\_\_ Mare"
- 32 "Ready, \_\_\_ fire!"
- 34 Sketched
- 36 Monotonous speaker
- 37 Slap
- 39 Pass out
- 40 Examination
- 42 Kicks out
- 43 "Away in a \_\_\_"
- 45 Narrow boat
- 46 Life \_\_\_; one's years on earth
- 47 Word of agreement
- 48 Vane direction
- 49 "Begone!"
- 50 Raised
- 52 "Old MacDonald had a \_\_\_"
- 53 Scale divisions: abbr.
- 55 "What'll \_\_\_"; Irving Berlin song
- 56 Notice

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# PRIMETIME

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Look for the next issue of PrimeTime on Feb. 14, 2020.



Top, thanks to Honor Flight Chicago, Vietnam Veterans fly from Midway to Washington, D.C., to visit memorials, such as the Vietnam Veterans Memorial Wall, right. Bottom left, Bob Misevich, a former Army combat medic who went on an Honor Flight in July, stops to see "The Three Soldiers" sculpture, which represents the diversity of the military.

# Next generation of warriors

## Honor Flight Chicago opens up to Vietnam veterans

**They may not have felt like warriors in the years Vietnam veterans fought a thankless fight a world away. But thanks to organizations such as Honor Flight Chicago, that has changed.**

Honor Flight Chicago, a not-for-profit, has over the past 11 years flown World War II and Korean War veterans to Washington, D.C., free-of-charge to visit the national war memorials built in their honor. In 2019, the organization began including Vietnam-era veterans in this Day of Honor.

"Since our founding in 2008 we have honored 8,730 war heroes," says Doug Meffley, co-director of Honor Flight Chicago.

Bob Misevich, an Army combat medic in the war, grew up in Chicago in the Back of the Yards neighborhood. He volunteered to serve in Vietnam at age 21. Misevich is retired after working at Sears for 40 years and lives in Naperville.

"After 52 years, (the experience of serving in Vietnam) never left me," he says.

When he first arrived, he remembers getting off a helicop-

ter and seeing some body bags loaded on the same helicopter. He found out later that one of the body bags contained the body of the medic he was replacing.

Misevich participated in an Honor Flight this past July.

### Honor Flight origin

Earl Morris, a physician assistant with the Veterans Administration in Springfield, Ohio, and Jeff Miller from Henderson, North Carolina, the son of a World War II veteran, originated the idea of Honor Flights for veterans in 2004, soon after the World War II Memorial was created in Washington, D.C.

The first Honor Flight took place in May 2005 taking off from Springfield, Ohio, flying World War II veterans to see the memorial in their honor. The idea soon spread and hubs were added. Honor Flight Chicago became one of the largest hubs.

### Moved to act

Co-founder of the Chicago hub, Mary Pettinato took her step-father to the World War II

Memorial shortly after it opened and encountered one of the very first Honor Flights, says Meffley. "Mary was so moved she returned to Chicago and co-founded our local hub with the help of three other women in 2007. Our first flight took off in 2008, and we have now flown to Washington, D.C., 95 times."

With the passage of time, the organization began to recognize the service of additional generations of war heroes. "After seeing the impact our Day of Honor had on our World War II veterans, we opened it up to Korean War veterans in 2016 and then to Vietnam War veterans this year," says Meffley.

"For our Vietnam veterans, who returned home to open animosity and hostility, the day has proven to be one of healing and closure — a true 'Welcome Home' that is 50 years overdue."

### His day of honor

Misevich, as a combat medic, saw some of the worst of the war. His memories of the war are vivid. Being a part of the Honor Flight in

"It changed my life. It changed the whole process of how you thought about the war."

— Bob Misevich, Naperville resident

July touched him deeply.

"Five hundred people greeted us when we came back to Midway," he says.

There were even children waving American flags among the greeters, he adds. Representatives of the armed services and National Guard also greeted the veterans in Washington, D.C., and at Midway.

"It changed my life. It changed the whole process of how you thought about the war," he says.

Going to The Vietnam Wall Memorial meant much to him. He carried a list of six names from his squad with him. He didn't know what had happened to them. He found three of the names on the Wall.

He is so impressed with the program and its volunteers he encourages other veterans to take part. "Upon arrival at Midway they immediately put us in wheel-

chairs and we had a mentor every step of the way," says Misevich.

### Those who help

Each veteran is paired with a one-on-one Guardian for the day, says Meffley. Volunteers in Washington, D.C. allow the organization to fill the plane with more veterans and fewer Guardians, adds Meffley.

Besides the memorials they also visit the National Air and Space Museum's Udvar-Hazy Center, home to the Enola Gay, the airplane that dropped the first atomic bomb on Hiroshima.

Volunteers are an important ingredient in being able to honor veterans in this way.

Dan Harrington, a resident of Arlington Heights and director of Sedgebrook Senior Living Community in Lincolnshire, has been a volunteer with Honor Flights Chi-

CONTINUED ON PAGE 5

# Touching notes

A man and his horn helped spread a military tribute across America

**To many, a bugle is just another musical instrument, but to Berwyn resident Tom Day a bugle is a significant part of military history. Day, 79, first became involved with bugles when he was 7 years old and was enlisted by his brothers to be a part of a drum and bugle corps.**

"I loved all the marching and the music," he recalls. This bugle fascination led him down an interesting path later in life and to the formation of Bugles Across America.

### Learning the calls

Many of Day's relatives had distinguished military careers, so in 1957 when Day was a senior at Taft High School, he followed the family tradition by joining the Marines. "After eight years, the Marines told me I was too old so I

signed up for four years with the Navy Seabees," recalls Day.

Over his military career, Day became aware of the role of the bugler in combat. Bugles were first used by American armies during the Revolutionary War.

"Bugles were the way orders were communicated before there were electronic means," says Day. "There were bugle calls to move to the left, move to the right, charge, fall back. The bugler was right there with the commander sending the call."

Then in 1862, a new bugle call was established. "General Daniel Butterfield was in command of Union troops at Harrison's Landing in Virginia during the Civil War," begins Day. "There was a tradition to fire a cannon at the end of the day to honor the fallen from the day's battles. But



General Butterfield didn't want to fire the cannon and give away the troops' location so he asked the bugler to play a tune that he had heard in France. The bugler was Oliver Wilcox Norton and he listened to the tune and wrote

down the 24 notes and played them for the troops for the first time."

Other buglers began playing the tune, which is now known as "Taps" to mark the end of the day. Although there are some

variations of the "Taps" origin story, this is the version that Day holds as true. "Taps" is still played on military bases as a "lights out" command.

CONTINUED ON PAGE 7

# Wrapped up in thanks

## Group gives gratitude quilts to thank those who serve

Susan Wing remembers wrapping a Quilt of Valor around a nurse who had served in Vietnam, treating casualties of the Battle of Hamburger Hill.

"It was the first time in 40 years she had even spoken of her war experience," Wing says. "There wasn't a dry eye in the room."

It's experiences like those that keep the volunteer quilters who make up the Quilts of Valor Foundation turning out their gifts of gratitude to veterans and active-duty military personnel who have served in war zones.

"It's good that my love of making quilts can help them in their healing process," says Wing, a quilter from Carol Stream. "I've had those from Vietnam say this is the first time they've been acknowledged."

### Healing quilts

Wing is a member of Land of Lincoln Quilts of Valor, headed by Rita Pennington of Aurora. The northern Illinois chapter is one of 600 quilting groups around the United States fashioning their keepsake quilts to show their appreciation to those who serve.

Founded in 2003 by Catherine Roberts of Delaware while her son was serving in Iraq, Quilts of Valor Foundation says its mission "is to cover service members and veterans touched by war with comforting and healing Quilts of Valor."

Pennington, the wife, sister and niece of veterans, got involved in 2004 after receiving an email about Quilts of Valor and forming a group that met at a quilting store in Batavia. The store has since closed, but Land of Lincoln Quilts of Valor now has groups meeting in several locations in northern Illinois, including St. Charles, Montgomery, Rockford, Chicago, Peckatonica, Crest Hill, Rolling Meadows, Elgin and Princeton.

Pennington personally attends the monthly sew-ins in St. Charles and Montgomery, along with making presentations, picking up donations of materials,

fielding phone calls and emails, fundraising, and everything else that comes with coordinating a volunteer organization.

"It's a lot of hours," she says, but Pennington doesn't seem to mind. "It's a good feeling. We're doing the right thing."

### Group effort

Nationwide, Quilts of Valor has awarded 230,000 quilts since its founding. Pennington's own chapter gives away 300 to 500 quilts a year. Nominations come by word-of-mouth or can be made on the website, [quvf.org](http://quvf.org).

Making the quilts is a group effort. Quilt-making includes picking a pattern, sewing the top, measuring and making the backing, bundling the batting that goes inside, sandwiching the parts of the quilt together with a longarm machine, then trimming the quilt and adding the border.

With so many steps anyone interested can get involved, even if they aren't a quilter per se.

"You don't have to have a sewing machine to be involved in Quilts of Valor," Pennington says. "People come in to press. People come in to cut."

Quilters enjoy the camaraderie of their monthly sew-ins, but they can also choose to work at home if it better fits their schedule. They can get patterns from Quilts of Valor or create their own designs.

Most of the quilts are patriotic in colors of red, white and blue, but the quilters use donated fabric of any color. "Once in awhile, the girls will say 'can I have another color,'" Pennington says.

### Hearing their stories

When the quilts are awarded, they are wrapped around the recipient. Pennington also gives the recipient a chance to speak about his or her military experience.

"We've had some awesome stories," she says. "We get tears."

While many of the quilts made by the Land of Lincoln quilters go to Naval Station Great Lakes near North Chicago, Pennington says the Veterans Court program



Top, Quilts of Valor is a national organization of quilters who make quilts for veterans. Left, Land of Lincoln Quilts of Valor members show a quilt to a veteran recipient. Right is an example of the group's handiwork.

also has reached out to the group. Veterans Court lets veterans who have committed a non-felony offense have their record expunged after they successfully graduate from a six-month program.

"That is one of my favorites," Pennington says.

Flo Schneider of Valparaiso, the leader for the String-A-Long Star & Stripes QOV Group of Northwest Indiana serving Lake, Porter and LaPorte counties, says sometimes the family and friends of a quilt recipient have never heard about the recipient's military experience until the presentation.

"Many times it breaks the ice surrounding that veteran who is not saying anything," she says.

The five-year-old group meets

monthly in the library at Chester-ton and has awarded 300 quilts.

Schneider recalls presenting one quilt to a World War II veteran at his 98<sup>th</sup> birthday party held at a funeral home where the veteran used to work. He died about a week and a half after the party, but the veteran's daughter called Schneider to let her know that her father had kept the quilt on a chair near him and that family was going to have it framed.

"They are comforted by the quilt," she says. "Quilts equal healing."

Navy Veteran Deb Sherrock of Lake Villa is both a quilter and a recipient of a Quilt of Valor.

"I thought it was a very touching experience," she says. "I really

see the benefit of giving back. I know how much it meant to me."

### Getting in touch

Members of Quilts of Valor will make award presentations and be available to talk with visitors at the Veterans Day ceremony to be held from 4:30 to 7 p.m. Monday, Nov. 11, at Cantigny Park's First Division Museum, 15151 Winfield Road, Wheaton.

Information on the group also is available on its website, [quvf.org](http://quvf.org). For more information about the groups in northern Illinois, contact Rita Pennington at [rita.pennington@QOVF.org](mailto:rita.pennington@QOVF.org). To learn more about the northwest Indiana chapter, see [stringalongqq.org](http://stringalongqq.org). ■

# Vets honed leadership skills in the military

Many veterans progress to leadership roles once they transition to civilian employment. A number of them, including older veterans with Chicago-area and Northern Illinois roots, attribute their leadership abilities to lessons learned in service to their country.

Garrick Cline, 48, of Genoa, has handled various civilian-sector leadership roles since leaving the U.S. Army with the rank of staff sergeant. Today, as assistant foreman for a Union Pacific Railroad roadway work group, he continues to live by an acronym he learned in the military. LDRSHIP, he says, stands for the words Loyalty, Duty, Respect, Selfless Service, Honor, Integrity and Personal Courage.

The "single and most impactful lesson" he says he learned while in the military is that leaders are those who "let their actions speak for themselves."

Leaders, he adds, "lead with compassion for their fellow man. They do not ask of subordinates what they themselves are not willing to do or have not already done. . . . They do what needs to be done and expect others to do the same."

### Tested by fire

Having been tested by fire in the military is good preparation for leadership in the civilian world, says David Dirks, 41, who served 23 years in the U.S. Navy, rising to rank of command master chief. Today, Dirks lives in Itasca and works as senior operations manager for a food manufacturer in a Chicago northwest suburb.

"Being a leader in the military is going to train you for leadership in civilian life, due to the stress," he says. "Being able to make quick decisions is invaluable. . . . You can be built to be a leader, but it must be taught and focused upon at an early age."

Among the greatest leadership skills taught by the military are hard work, flexibility and willingness to put the team first. So says Paul A. Dillon, 74, a long-time Chicagoan who heads his own company, Dillon Consulting

Services, LLC, based in Durham, North Carolina and Chicago. Dillon served as a first lieutenant in the U.S. Army Reserves.

Leaders learn in the military the merits of diligent toil, through grueling days that don't end at 5 p.m. and continue on even when the weekend comes around. They also learn how to pivot at a moment's notice from plans that don't work to those that do, he says.

Early on, he and other young Army officers learned to take care of their troops first, Dillon recalls. "An officer has to convince people under his or her command that they have their best interests in mind, while they are accomplishing the mission," he says. "An officer doesn't eat until all his or her troops have eaten. An officer is the last to sleep, and walks the perimeter of the camp to ensure their troops are safe and sound. An officer doesn't change into a pair of dry socks until he or she is satisfied their troops are dry and warm. Otherwise, the troops aren't going to follow you to places they wouldn't go by themselves."

Discipline is another byproduct of service. "The military taught me how to take charge and get the job done in a disciplined manner," says Daniel Symonds, 48. Owner of Symonds-Madison Funeral Home in Elgin, Symonds is a first sergeant in public affairs with the U.S. Army Reserve and has served in the Army for 17½ years. "I learned to properly critique myself and to always improve my performance."

### Valued traits

Military veterans are well equipped to lead in many industries, says Mike Starich, Austin, Texas-based CEO of Raleigh, North Carolina-based Orion Talent and Orion Novotus. Orion Talent helps employers access the specialized skills and tremendous experience of today's military candidates.

Employers are increasingly recognizing veterans' ability to contribute in leadership and other roles. "Finding ex-military these days is highly competitive,



"Being a leader in the military is going to train you for leadership in civilian life. . . . Being able to make quick decisions is invaluable."

— David Dirks, Itasca resident

and that's a change from five years ago," Starich says, adding that around 2012, the rate of veteran unemployment was 10%. In September 2019, the veteran jobless rate stood at 3.2%, below the general population's 3.4%, he says.

Orion Talent specializes in pairing veterans with jobs in manufacturing, retail and such energy sectors as oil, gas and power production. Many vets are also positioned in supply chain jobs within warehousing or transportation. Within manufacturing, the jobs might be in the aerospace industry, medical supply and equipment or in energy manufacturing of turbines or products for

power or aerospace, Starich says.

Among those candidates sought are older veterans, who have profited from a maturing process while moving through the ranks of very large military branches. "Most people from the enlisted side are going to retire after 20 or 25 years, which would put their age in the low 40s," Starich says. "They are looking for a second career. With officers, add four years, and they will be in their mid-40s."

"They will have more seasoning, but higher leadership positions aren't as available as junior positions (in the civilian world). However, one advantage these senior officers have is they will of-

ten go with defense contractors, or into government roles."

Orion Talent is at least 60% veteran, and recruits heavily through the military, he reports. "It's very good leadership training in the military, and provides experience," Starich says. "The last 15 years have been wartime, with very high stress, and the need to lead groups of people toward common goals, toward missions or objectives. Being mission focused means needing to keep a team motivated in very difficult times."

Among leadership skills learned are softer skills. These include persuasive skills that make many veteran leaders good salespeople, and organizational skills honed in military roles requiring the tackling of multiple tasks simultaneously, Starich says.

"In our society, right now, veterans are looked upon very highly," he concludes. "In general, there's just an overall movement to hire veterans." ■

**GEAR WISE**

**Military inspired businesses**

We often feel a sense of gratitude for those who are making or have made the sacrifice and served in the military, or are the spouses of those who serve. One way to thank these American patriots is to patronize their business. Here are four veteran-owned and one military spouses-owned businesses you can support and show your "thanks" in a tangible way.



**Brave American Wooden Flag**

These beautifully handcrafted wooden American flags are all made by veterans. "Each piece is hand charred, each stripe is hand stained, and each star is hand placed," says the company. Flags are available in different styles, such as incorporating a thin blue or red line, to recognize police officers and firefighters for their service. Ten percent of each sale goes back to help veteran organizations. They come in five sizes from small for \$99 (18-by-9-inches) to jumbo for \$499 (63-by-33-inches). If you want to use your flag outdoors let Brave American know and they will apply an application that will protect it from the elements. Free shipping on orders over \$99; available at braveamerican.com.



**Black Rifle Coffee**

Black Rifle Coffee Company is a small-batch, roast-to-order, veteran-owned and operated coffee company, with a mission to employ 10,000 veterans as it grows. It imports coffee beans from Colombia and Brazil, then personally blends and roasts its different blends and roast profiles. All BRCC blends are available in whole-bean and ground varieties, with some in single servings. Through its Black Rifle Coffee Club coffee bags are offered at a discounted price with free shipping, beginning at \$12.50 for a single 12-ounce bag (depending on blend) to \$44.99 for four 12-ounce bags. Single bag purchases, coffee rounds (single serve cups) and coffee mugs are available as well, at blackriflecoffee.com and amazon.com.



**R.Riveter Handbags**

Inspired by the World War II cultural icon Rosie the Riveter, two military spouses came together to form R.Riveter, after having difficulty finding jobs. They came up with the idea of creating handcrafted handbags. At first just an operation of two, the women soon recognized the need for other military wives to find "portable" employment. A successful 2016 appearance on TV's "Shark Tank" took them to the next level. Today, they have a team of military spouses — Riveters — stationed from coast to coast turning out a wide selection of American handmade bags, from the hand-stitched liners to the hand-cut leather. The company offers everything from backpacks and cross-body bags to totes, travel bags and more, as well as accessories. The latest handbag line features the Hobby Olive & Brown Leather Handbag, also available in Cobblestone & Black Leather, for \$210 at riveter.com.

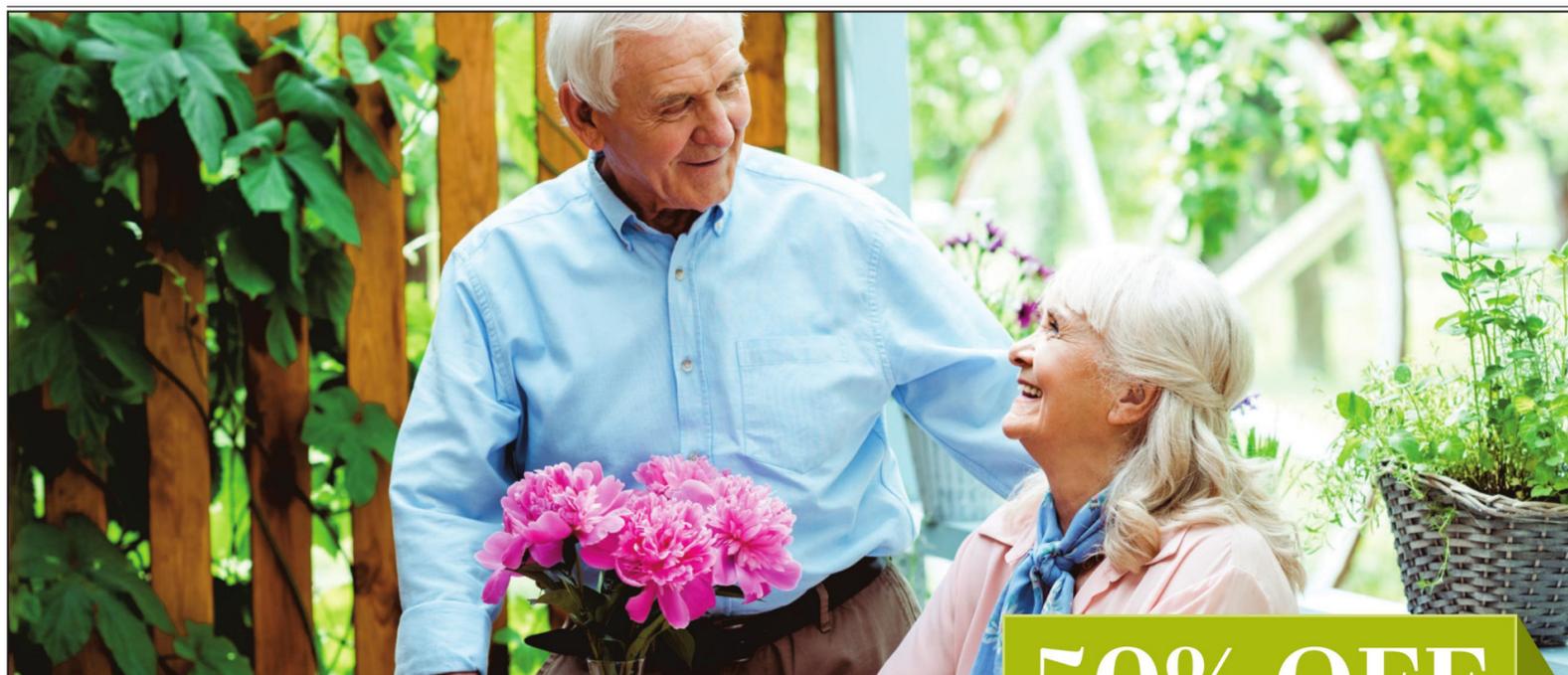


**Rumi Saffron**

Named after the 13<sup>th</sup>-century Persian poet, Jalal al-Din Rumi, the spice company Rumi sources one of the world's most prized spices — saffron — from Afghan farmers. It also employs 1,900 women in Herat, Afghanistan, to hand-harvest the delicate crimson stigmas of the saffron flowers. The company was started by a team of U.S. Army veterans who all served in Afghanistan. Their mission is to cultivate peace in Afghanistan by helping to create demand for Afghan agricultural products that will catalyze rural economic development. In addition to saffron, the company sells other spices and blends. Saffron is available in .05 grams for \$9.99, or 2.0 grams for \$29.99 at rumispice.com and amazon.com. The .05-gram size is also available at Whole Foods.

**Operation Cookies**

This cookie company was founded by a military couple, Paul and Angie. While Paul was deployed to Afghanistan in 2016, Angie began receiving rave reviews for the homemade cookies she'd send to Paul. The couple decided to go into business together with a mission to create the best cookies ever and Operation Cookies was born. The company regularly sends batches of cookies to active service members on deployment, as well as supports veteran organizations with a monthly donation. Six different cookie varieties are available. The couple's personal favorite is a soft cookie with both chocolate chips and peanut butter chips. Six individual wrapped cookies are \$7.99. A variety pack of 24 individually wrapped cookies is \$26.99; available at operationcookies.com. ■



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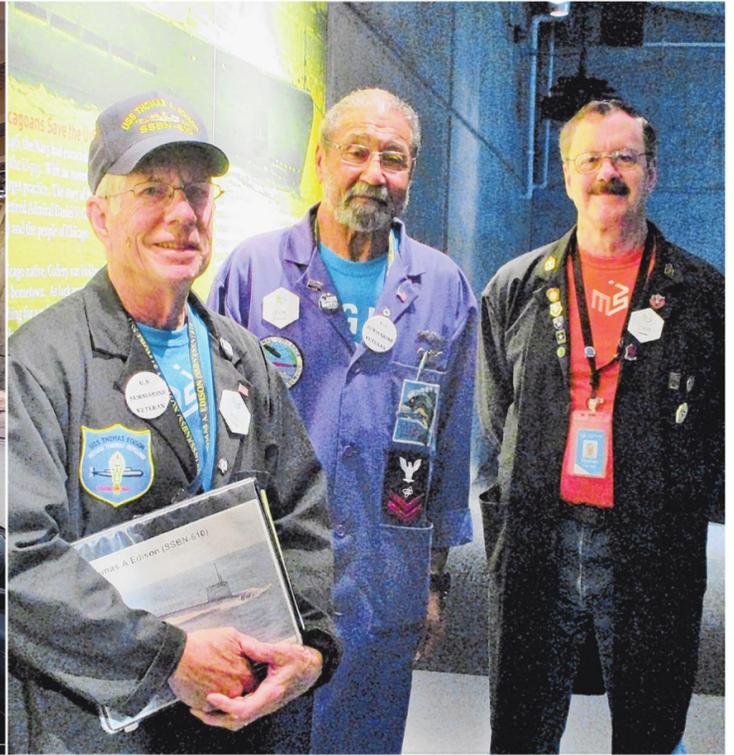
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Photo by J.B. Spector/Museum of Science and Industry



Left, the U-505 Submarine is a 35,000-square-foot permanent exhibit that showcases the story of the German sub's legendary capture in World War II and explores technology and life aboard the vessel. Right, Robert King, Don Bransford and Stephen Etheridge (left to right) are military veterans who volunteer at the Museum of Science and Industry's sub exhibit.

# A submarine for all

## German U-boat continues to draw crowds at museum

Of the many exhibits at Chicago's Museum of Science and Industry, the World War II era U-505 German U-boat/submarine continues to be one of its most popular ... and most intriguing.

Featuring the original 252-foot long, 1,120-ton U-505, which was part of a fleet of over 1,000 German U-boats that sank 2,779 allied ships, the exhibit annually draws visitors not only from Chicago and the suburbs, but from across the country and around the globe. It also draws a fleet of volunteers.

The U-505 — the first warship commandeered on the high seas by the U.S. Navy since the War of 1812 — was captured off the coast of what was then French Morocco by Task Group 22.3, a U.S. Navy antisubmarine task force commanded by Chicago native Daniel Gallery on June 4, 1944, two days before the D-Day invasion of France.

The U.S. government donated the U-505 to MSI in 1954, and it had been displayed outside the museum for 50 years. However, the submarine was moved into a specially designed indoor facility in 2005. It is one of only four German U-boats worldwide that have survived as museum ships.

### U-505 captured 75 years ago

June 4 was the 75th anniversary of the U-505's capture. To mark the occasion, the museum held a commemoration ceremony that

included a proclamation made by Chicago Mayor Lori Lightfoot.

The U-boat is, of course, the exhibit's focal point, but there are several interactive displays outside the ship, archival media, around 200 artifacts and also videos narrated by former WBBM-TV Channel 2 anchorman Bill Kurtis that tell the complete story of the U-505. (To actually go inside the submarine, visitors are required to purchase a separate ticket for an on-board tour that lasts around 25 minutes.)

Despite the wealth of information available, visitors usually have questions about the U-505 itself that come to mind while they're taking in all of the above — perhaps a question about how the U-505 was captured, certain pieces of equipment inside or outside the submarine, etc.

To respond to these and other questions, MSI has a team of 30 dedicated volunteers who work at the exhibit site throughout the year, 20 of whom are veterans.

### Volunteers ready to serve

One of these vets is Glen Ellyn resident Robert King, who serves as the museum's U-505 volunteer team captain. Nearing his fifth year of volunteering, King certainly knows a thing or two about submarines. While in the U.S. Navy, he was stationed on the USS Thomas A. Edison, a nuclear-powered ballistic missile submarine, and worked with a group that maintained the instruments

for the submarine's reactor.

King says volunteers primarily stay outside the U-505 at various locations and make themselves available for visitors. They normally volunteer four to five hours on a given day.

"There's so much here," says King, who usually volunteers on Saturdays. "There's always something to do."

King points out that he and the other volunteers occasionally talk with visitors who are submarine veterans themselves — or with U.S. Navy personnel stationed at the Naval Station Great Lakes who visit the exhibit with their families on the weekends.

"There's always more to learn," he says. "I'm constantly learning. I like it because there's no pressure. It's fun. Personally, I was always very shy, and actually working here has really helped me (come) out of my shell. Part of the push is to not just actually be here (for visitors), but to go up to people and engage them, talk to them about the exhibit and ask them what their interests are."

Like King, volunteer Don Bransford of Chicago is a U.S. Navy veteran who has a unique background. Bransford served in the Navy from 1967 to 1973. During the early 1970s, he was stationed on the USS Jallao (SS-368), a diesel-electric submarine similar to the U-505. It was built in 1942 by the Manitowoc (Wisconsin) Shipbuilding Company. The Navy, he noted, had "mothballed" the

USS Jallao, but brought it back into service during the height of the Cold War.

Interestingly, Bransford says he first gave thought to volunteering at MSI around 10 years ago while, of all things, visiting San Francisco and taking a tour of a diesel submarine based at Fisherman's Wharf. He knew more about the submarine than the actual tour guide, who afterward suggested, "Well, you know they've got that submarine, the U-505 in Chicago."

"I had never thought of it, and I've been volunteering ever since," Bransford says.

What does he like about volunteering? "The people," says Bransford, who volunteers between 120 to 130 hours per year. "It's a thrilling meeting people who came in expecting to be bored and left amazed."

### Ageless interest in the sub

Indian Head Park resident Stephen Etheridge, who volunteers around 200 hours per year, says interest in the U-505 spans generations.

"I've had teen-age kids come in here and ask me technical questions," he says. "They really start picking my brain about all the particulars."

Etheridge, a U.S. Army veteran who retired in 2000 after serving 20 years, gets some good-natured ribbing from the volunteers who are U.S. Navy vets.

"I'm one of the few people down here that's not Navy," he

says with a laugh.

Yet he's as knowledgeable about the U-505 as any of his colleagues. In fact, three years ago, he built a 48-inch model U-505 that he keeps at home downstairs in a glass case. It took him two months to build the model.

Additionally, Etheridge worked as an air traffic controller at a military airfield in what was then West Germany from 1975 to 1977. He speaks fluent German, which comes in handy because the exhibit gets visitors from German-speaking countries such as Germany, Austria and the Netherlands.

"I made it a point over the last two years I've been here (volunteering) to look up everything online about the (U-505) submarine and trying to read German manuals," he says. "I know what the words are in German ... sometimes they're not acquainted with the technical terms in English."

When responding to questions, Etheridge tries to impress upon visitors that even though the U-505 was a German submarine, the men on board were sailors fighting for their county no matter how misguided or evil the regime was at that time.

"I try to elaborate as much as possible on the truth and all the facts about it (the U-505) so that they get it all right," he says. "This is a wonderful, historical artifact for all of us, the entire world, all different nationalities." ■

# Taking care of their own | Homeless vets find a home with the VA

Veterans without a home are finally getting one.

Will J. Hoyle had an 18-year career in the Marines and spent four years in the Army. He served for 13 months in Vietnam. Despite his long record, he had trouble finding a decent place to live when he rejoined civilian life. He didn't have credit references and no one would rent him an apartment.

After staying with his sister in California for a while, he returned to the Chicago area and found help at the Edward Hines, Jr. VA Hospital, in west suburban Hines. The campus has housing for homeless and disabled veterans.

Hoyle was able to rent a studio apartment and has lived there now for the last four years. The neat thing about the apartment is that it's right on the campus where Hoyle can get other services.

Hoyle didn't have any income and had suffered a heart attack. The VA support staff helped him apply for Social Security disability payments. His doctor's office is a short walk from his apartment. "The staff members take care of me," says Hoyle. "That's what it's all about."

### Making inroads

Nearly 38,000 veterans experienced homelessness on a single night in January 2018, according to the 2018 Annual Homeless Assessment Report to Congress. There are about 800 homeless veterans in Illinois. Most live in the Chicago area.

Homelessness among veterans is caused by foreclosures, evictions, unemployment, disabilities, mental health issues and substance use disorders.

The number of homeless veterans has been declining, however. Between 2010 and 2018, the number of veterans experiencing



The campus of Edward Hines, Jr. VA Hospital is also home to two Freedom's Path housing developments offering apartments to disabled and homeless vets. Plans are underway to develop Freedom's Path III.

homelessness was cut nearly in half, a decline of 36,000 people since 2010.

Help is coming from programs like the one at the Hines VA Hospital.

The campus has two Freedom's Path housing developments. The first one opened in 2015 with 72 studio and one-bedroom apartments for disabled and homeless veterans. Most of the residents are elderly veterans.

Phase II opened in 2018 with 52 units of one-, two- and three-bedroom apartments. The units are mainly earmarked for veterans with families.

"We are helping veterans who are at risk for homelessness," says Don Donahue, social work supervisor at the Hines VA campus.

### Putting vacant land to use

The housing program grew out of a 2011 effort by the VA to use vacant land on its health care campuses for housing. About 1,500 apartments have been built nationwide through the program, which is financed by a variety of government subsidies and partnerships with local banks.

The apartment buildings at the Hines VA campus were developed by Solutions for Veterans, of Atlanta, a group that spearheads housing projects and services for veterans. "We're working to provide more housing," says Craig Taylor, executive director of Solutions for Veterans, which has similar projects in a handful of other states.

Taylor adds that plans are underway to develop Freedom's

Path Phase III, a new apartment building on the Hines VA campus with 28 units.

Residents at Freedom's Path pay about 30% of their monthly income for rent. Veterans without an income pay no rent. Housing vouchers from government programs cover the rent.

The Freedom's Path apartments are well occupied, says Donahue. "The apartments lease quickly."

Much of the project's success can be attributed to the availability of a robust network of support services. Two social workers, a nurse and a peer support specialist have offices at the building. Another social worker is available to help the veterans who live there.

"We try to get veterans connected to a variety of programs," says Donahue. The VA hospital

provides medical and mental health care. "It's easy for the veterans to see their doctor," he adds.

The support staff at Freedom's Path can coordinate care for the veterans. That includes arranging for home health aides and visiting nurses.

Veterans can also get help to apply for Social Security, disability payments, and veterans' pensions. The buildings do not provide meals, but the campus has a food pantry where veterans can get supplies once a month.

A six-month work program is available on the campus. It gives veterans experience so they can more easily re-enter the workforce. Veterans meet with a work specialist who pairs them with a job on the campus suited to their work history and skills. The work specialist continues to counsel the veterans after the six-month program ends.

The Freedom's Path development has become its own community, says Donahue. The buildings have a community room, library, computer room, workout room and basketball court. A social worker conducts health education sessions once a month at the building. Speakers are brought in to talk about different topics of interest to the residents.

The best part is the camaraderie among the residents, notes Donahue. As veterans, they can talk about their common experiences in the military. "They understand and can empathize."

Veteran Hoyle agrees. "You have guys out there who don't know where to go," he says. "This is a good place."

For more information, call Freedom's Path Hines at 708-455-0078, Ext. 101, or the Hines Homeless Veterans Program at 708-202-4961. ■

# Miracles are what happen | From humble start, 'closet' grew to quickly meet veterans' needs

Lorraine Knuth, who served in the Women's Army Corps during World War II, is always happy to receive weekly deliveries of food and fresh produce from the Midwest Veterans Closet, a non-profit that is helping her to live healthy as she nears 100 years old.

The Waukegan resident, who celebrated her 99<sup>th</sup> birthday in October, has high praise for Mary Carmody, who, in 2014, founded the organization that gives food, clothing, household goods and other much-needed items to veterans.

"I have deep respect for Mary," says Knuth. "I always tell her, 'Mary, you're the best.' She goes out of her way to help people."

## How it got started

Carmody was executive director of the Lake County Council for Seniors when she got the idea to start the veterans closet.

"It wasn't something I'd ever thought about doing," she says. "But an elderly veteran had come in and asked for help. He didn't have food. I gave him \$5 from my purse and two bags of popcorn."

She says the man, who also had served in World War II, reminded her of the many veterans who put their own lives on hold or even paid the ultimate sacrifice to serve during the war. Her own parents left the former Yugoslavia for the U.S. in 1949.

"My mom always said when she saw the Statue of Liberty, she knew she was free," Carmody says. "I think we all owe a debt of gratitude to veterans."



Left, Mary Carmody, founder of Midwest Veterans Closet, works an event with two young helpers. Right, Lorraine Knuth, who celebrated her 99<sup>th</sup> birthday in October, points to a flag signed by vets who visit the "Closet." Knuth served in the Women's Army Corps during World War II.

## Active duty too

The center also helps active duty personnel who are relocating from other parts of the country and don't have the means to furnish their apartments.

"Their salary isn't much, and with two, three or four kids it doesn't go far," she says. "They also pay for their own housing. Sometimes when they move into an apartment they don't even have a salt and pepper shaker."

Besides offering food, clothing and household items, the center helps veterans find reliable transportation. It recently provided a donated scooter to a disabled veteran and a minivan to a father who is on active duty and has a young family.

## Future plans

The closet, that serves more than 550 veterans and their families a year, has expansion plans. The organization has received a \$500,000 state grant to help them move to a new, larger location that is just three blocks from their current site.

Their new location will have 10,000 square feet and will be located on four acres. It will have enough space to accommodate a furniture warehouse that will enable their clients to better outfit their homes.

"Currently, we aren't able to store furniture and we don't have staff to coordinate the delivery of it," Carmody says.

"Mary has helped them find jobs and homes, and outfit their homes. It's just fabulous... Miracles are what happens within those walls."

— Janelle Nagy,  
owner of Octagon Salon and Spa in Gurnee

## Veterans Day makeovers

In honor of Veterans Day this year, Janelle Nagy, owner of Octagon Salon and Spa in Gurnee, donated free makeovers to 10 veterans.

"Mary is really good at picking out people who need the help most," says Nagy. "Some of these guys haven't had a professional haircut in years."

Just like Knuth, she says the closet is doing amazing work.

"There is such a need among the homeless vets, and vets with PTSD that are living in tents," says Nagy. "Mary has helped them find jobs and homes, and outfit their homes. It's just fabulous."

Nagy says her husband, Dick Nagy, who previously was an assistant basketball coach at the University of Illinois at Champaign, plans to coach basketball at the organization's new headquarters.

Nagy says the need among veterans is real. The organization's new, larger location is expected to open in 2020, and even more good work will be done.

"Miracles are what happens within those walls," Nagy says. ■



Midwest Veterans Closet serves more than 550 veterans and their families a year, and will soon expand to a 10,000-square-foot facility.

## NEXT GENERATION OF WARRIORS

CONTINUED FROM PAGE 1

cago for more than 10 years. When Honor Flight Chicago first launched, he found that residents of his community were participating.

"They came home saying how wonderful and how moving the experience had been," says Harrington. "I encouraged every veteran to go. I remember thinking that I needed to back up what I was talking about." So, one day, he filled out an application to volunteer for Honor Flight.

Harrington has traveled as a Guardian on 18 Honor Flights and was on the first trip for Vietnam-era veterans this summer. One of the veterans with whom he was traveling was a two-time Purple Heart recipient.

"As we headed down the ramp at the Vietnam Memorial, I heard him tearing up," says Harrington. "I handed him a handkerchief, and he just kept looking at the wall and apologizing for being so emotional. When we started back up the ramp, he saw his former neighbor's name, and he got emotional saying, 'I feel bricks coming off my shoulders. I feel like I'm having a religious experience. I feel bricks coming off. I haven't felt this good in years,'" Harrington recalls. "He had closure right in front of me. This was one of the most powerful things I've experienced in my life."



From left, Korean War vet Captain John "Gene Craig" joins Sedgebrook Senior Community's Transportation Director Jeff Fleischmann and Sedgebrook Director Dan Harrington for an Honor Flight. Fleischmann holds a photo of his father William who was a World War II veteran.

For Harrington, being a volunteer for Honor Flights Chicago gives him the opportunity to

thank these veterans. "To me, 'thank you' are the two most powerful words in the English language you can say."

For information on becoming a volunteer, donating to the organization, or applying to take part in an Honor Flight, visit [honorflightchicago.org](http://honorflightchicago.org). ■

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# Help with health issues veterans face

As Veterans Day approaches, gratitude is expressed to our military personnel who served our country in the past. Although veterans are no longer in military service, their lives are often still being affected by those years of service due to serious health conditions brought on by their experiences in the military. The years of service may be in the past but the health issues continue in the present. Here are three widespread challenges that veterans may be facing after their dedicated years of service, as well as some resources for them to get help.

## Post Traumatic Stress

War is filled with horrible and life-threatening experiences that affect all who are present. Dealing with these memories can be overwhelming. In the past, PTSD was called "shell shock" or "combat fatigue" in an attempt to define this exposure to trauma. Although anyone who witnesses a violent event can experience PTSD, military men are four times more likely to experience this disorder, according to the Veterans Administration. Their research shows that nearly 36% of all male veterans experience PTSD in their lifetimes. Other factors

can affect the severity of PTSD including the politics surrounding the war, environmental conditions where the war is fought and the type of enemy faced in battle.

The American Psychiatric Association assigns four categories for diagnosing PTSD. One indication of PTSD is unwelcome flashbacks of disturbing events. A second symptom is a tendency to seek isolation to avoid anything that might be a reminder of the past events. Negative thoughts and a lack of trust are a third symptom of PTSD. The fourth symptom is an exaggerated response to events that are disturbing. PTSD can cause problems with relationships, concentration, sleep and other daily activities.

## Chronic Pain

About 82% of the Operation Iraqi Freedom and Operation Enduring Freedom veterans report experiencing chronic pain, according to the Veterans Administration, making it an important issue to be addressed. Chronic pain is ongoing and is different than acute pain, which comes on suddenly and can be attributed to something specific.

Acute pain usually does not last longer than six

months while chronic pain does continue for more than six months. In some chronic pain cases, the illness or injury that started the pain has been completely resolved but the pain signals remain active in the nervous system for long periods of time. In other cases, there is no injury or illness linked to the pain but it is still felt. The constant presence of pain can limit movement, deplete energy, affect appetite, cause depression and limit a person's ability to work.

## Substance use disorder

The stress of military combat can increase the risk of substance abuse among military personnel, which can continue after being discharged. Studies of the veterans who are served by the Veterans Administration show that about one in five smokes tobacco. About 7.5% are heavy alcohol users, which means they drink five or more drinks in one sitting at least five times a month. About 4.5% are illicit drug users. These statistics are all higher than what is found in the general population.

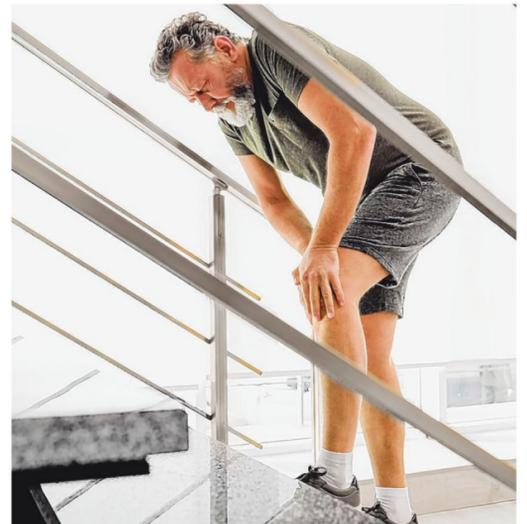
Different wars triggered different abuse patterns, according to the Veterans Administration. During World War II and the Korean War, alcohol use disorder dom-

inated. During Vietnam, there was more exposure to opiates and cannabis. During conflicts in Iraq, the problems came from pharmaceuticals including opioids. Not all veterans were involved with substance abuse, but those who were can find it challenging to end the addiction after leaving the service.

## Getting help

These three health conditions are often related. Veterans experiencing PTSD might also face chronic pain or struggle with substance abuse. It is important that veterans share information about their military service with health care providers so their specific needs are met. There are currently approximately 23 million U.S. veterans but less than half, about 8.9 million, utilize the VA health care system. Seeking care from health care professionals familiar with the unique factors affecting veterans can help improve the outcome.

AMITA Health Behavioral Medicine Institute recently established a virtual Iraq/Afghanistan simulator to help address PTSD. Using a proven exposure and response prevention therapy, participants are able to talk about or re-experience trauma in



a safe environment with a goal of gaining control over disturbing memories. AMITA also offers a variety of in-patient and out-patient therapies, as well as medications to help deal with PTSD and other behavioral issues. For more information, visit [amitahealth.org/services/behavioral-medicine-institute/conditions-treated/ptsd](http://amitahealth.org/services/behavioral-medicine-institute/conditions-treated/ptsd).

The Warrior Care Network is a partnership between the Wounded Warrior Project and four academic medical centers: Emory Healthcare in Atlanta, Georgia; Massachusetts General Hospital in Boston; Rush University Medical Center in Chicago, and UCLA Health in Los Angeles, California. These

institutions have formed a nationwide care network to help veterans living with PTSD and related conditions get the services they need. For more information, visit [woundedwarriorproject.org/programs/warrior-care-network](http://woundedwarriorproject.org/programs/warrior-care-network).

The Veterans Administration has multiple program including PTSD treatment programs, chronic pain management and substance abuse centers. The website, Make The Connection, is a starting point to provide veterans with resources based on their personal issues. Visit [maketheconnection.net](http://maketheconnection.net) to find the programs that provide the services most needed. ■

# Museum's Sundown events celebrate veterans, vets groups

First Division Museum at Cantigny Park in Wheaton is sponsoring "Spirit at Sundown: Veterans Day Commemoration" from 4:30-7 p.m. Monday, Nov. 11. Held in the First Division Museum lobby gathering space, it will feature local community veteran groups that exemplify the spirit of Veterans Day by giving back to those who have served.

Veteran groups attending include Honor Flight Chicago, which recognizes

the service of senior military veterans from World War II, the Korean War and the Vietnam War with an all-expense-paid trip to Washington, D.C., to visit the memorials built in tribute to them. At the Sundown event, visitors can help make these veterans' experience special by writing a thank-you letter to be handed out to veterans during "Mail Call" on an upcoming Honor Flight.

Also present at the mu-

seum will be Quilts of Valor and Trickster Art Gallery. Quilts of Valor has presented over 200,000 hand- or machine-sewn quilts nationwide to veterans who have been touched by war. For any monetary donation to the local group Land of Lincoln Quilts of Valor, guests will be able to write a message to a veteran on a piece of fabric that will become a quilt awarded to a future veteran.

Trickster Art Gallery, located in Schaumburg,

creates a unique contemporary view of Native arts, cultural education, and awareness. The National Gathering of American Indian Veterans is a yearly event held by the gallery.

Ceremonies and performances planned are:

## 5 p.m. - Veterans Day Remembrance and Quilts of Valor Quilt Ceremony

Help Quilts of Valor celebrate and honor four veterans during a special quilt presentation award ceremony.

## 6 p.m. - Trickster Art Gallery Native Veteran Drum Circle and Dance

Honor veterans with Native American song and dance from the Trickster Art Gallery.

The museum is located at 1s151 Winfield Road in Wheaton. Admission is free. There is a \$5 parking fee. For more information call 630-668-5161, or visit [cantigny.org](http://cantigny.org). ■

## PRIMETIME

Chicago Tribune Media Group

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Left to right (front row) Ethel Juralbal, Joanna Ruzich; (back row) Beth Putman, Joy Hampton, Bernadette Okrasinski

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PRIMETIME

## TOUCHING NOTES

CONTINUED FROM PAGE 1

## Touching tribute

Day, who plays the bugle, has always believed "Taps" to be a touching tribute at military funerals. On Veterans Day in 1999, he was playing "Taps" for the reburial of a Civil War veteran at Fort Sheridan. While at the ceremony he heard rumors that "starting in 2000, every veteran could have military honors at his funeral," he recalls, referring to the practice of having two uniformed military persons present and fold an American flag and play "Taps." "The plan was to play 'Taps' on a portable record player," he notes. This presented many problems since cemeteries seldom have a level place for a record player to perform correctly.

"Then came the idea of having something that looks like a bugle but had an electric device inside with a recording of 'Taps.' It was powered by two 9-volt batteries. A button was pushed and the person had five seconds to put the bugle to his lips and puff up his face to look like he was playing," says Day.

The concept was appalling to Day. "A person who died serving our country or died after serving our country deserves more than a fake horn," he says. "The human breath adds so much to this song and it means so much to everyone who hears it. To have anything less is disrespectful."

So, Day contacted a few old friends from the drum and bugle corps and founded Bugles Across America. The sole purpose of the group is to provide a bugler to play a live rendition of "Taps" at veterans' funerals. The volunteer group started small and steadily grew. Today, 20 years later, Bugles Across America has 5,000 horn players who volunteer to play "Taps" at the funerals of veterans at no charge to the family.

There are volunteers in all 50 states who play the soulful tribute on a trumpet, cornet, flugelhorn or bugle.



A veteran and a bugler, Tom Day is the founder of Bugles Across America, a volunteer group that plays live "Taps" at veteran funerals.

About 2,000 of the volunteers are women. Any age player can participate as long as they demonstrate an ability to play "Taps" properly. "I am always looking for new volunteers. I can train them how to play if they don't know how to play," says Day.

Gene Vanden Bosch has been a Bugles Across America volunteer since the organization was founded. "I am a retired high school band director and I was in a drum and bugle corps as a kid," he says. "I started doing this in honor of my mentor, Marine colonel Truman Crawford, who was my instructor at one time. I go on 50 to 70 missions to play each year," says Bosch. "I recently moved from the Chicago area to Wisconsin and I look forward to playing here. I am honored to be able to play for veterans' funerals."

## A museum too

About six years ago, the home next to Day's home went up for sale. Day purchased it, renovated it and opened a museum filled with bugles and other military memorabilia. He has over 200 bugles from the Civil War era through today. The museum is open by appointment but

a recent open house drew about 250 people touring the collection.

Requesting a bugler for a funeral can be completed at the Bugles Across America website, [buglesacrossamerica.org](http://buglesacrossamerica.org). "It's very simple. Just fill out the form and press send," says Day. "Every bugler in a 100-mile radius will get the request and the first one to say 'yes' will be there." The website also has information on how to become a volunteer for Bugles Across America.

Bugles Across America volunteers have played for more than 125,000 funerals, according to Day. "I have played at over 5,000 funerals," he says with pride. "I've played for families who have lost more than one family member in combat. I had the honor of playing at Mayor Washington's funeral. I'll play at Soldiers Field on Nov. 11."

"I think I am probably the luckiest guy in the world to live this long and get 5,000 people to volunteer to play 'Taps,'" says Day. "My goal has been and will always be to have every veteran's family that wants 'Taps' played at their veteran's funeral have a bugler there to play. They have certainly earned that respect and more." ■



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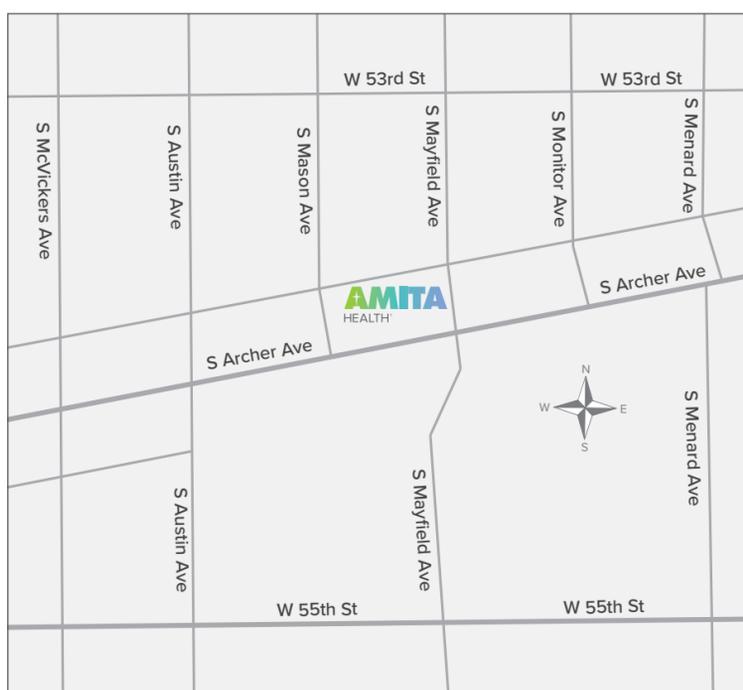
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# TOP WORKPLACES

NOVEMBER 8, 2019

## FROM ROYALTY TO LOYALTY

Good companies are finding lavish new ways to keep employees happy. And it's paying off.



## Here's how Top Workplaces are selected

Every fall for the past 10 years, the Chicago Tribune has produced Top Workplaces after surveying companies to see what they do to recruit and retain the talent needed to grow the top line and help it translate to a bigger bottom line.

What has changed in that time? The economy recovered from recession and roared into expansion. A new generation entered the workforce. There was a lot more talk about personal and professional development, work-life balance and transparency in the workplace. Dogs started coming to work with their masters and office walls came down in favor of open-office floor plans. A new term — the gig economy — emerged, along with a bunch of fast-growing companies employing those temporary workers.

To deal with it all, employers have grown increasingly novel in their approaches, adapting both to an evolving workforce and a strong labor market that offers opportunities elsewhere.

Consider this: In 2010, the number of Americans who voluntarily left their jobs totaled 21.3 million, according to the U.S. Labor Department. Last year, it was 40.1 million workers. That's more than 40 million people who gave their two weeks' notice and walked out the door in search of something different or better.

To answer the question of what makes a good workplace, the Tribune went to the people who

would know the best: the employees. On behalf of the Tribune, Energage of Exton, Pa., a workplace survey and improvement specialist, conducted an engagement survey of Chicago-area employers with at least 100 employees. To determine the winners, Energage undertook the scientific survey for its research purposes. The Tribune did not pay Energage.

To find organizations most likely to participate in the survey, the Tribune used advertising to seek nominations. In total, 3,095 companies were invited to participate, compared with 2,612 in 2018. Of those, 255 companies completed the survey (241 last year), allowing Energage to identify the top organizations, divided into three categories: small (fewer than 250 employees), midsize (250-999) and large (1,000 or more), the same divisions as previous surveys. The companies collectively employ 154,001 people in the region, of which 121,681 received surveys and 75,131 responded.

Energage delivered the top results to the Tribune. The list of companies not designated a Top Workplace was kept confidential by Energage. The firm questioned employees using paper and online surveys.

Employees responded to a set of statements about their feelings toward their workplace, using a seven-point scale. The statements focused on issues such as leadership of the company, execution and connection. A numerical value was attached to each statement, allowing Energage to create an overall score for each company. Afterward, Energage ran a series of statistical tests to look for any questionable results. The firm said it sometimes disqualifies a small number of employers based on these tests. The list is categorized by size because smaller employers tend to score higher than midsize employers, and midsize employers tend to score higher than large employers.

While there have been many repeat winners on the lists over the years, only nine employers have been on our list all 10 years. They are Abt electronics, Accenture, Coyote Logistics, Discover Financial Services, Edward Jones, Lou Malnati's Pizzeria, National Futures Association, West Monroe Partners and William Blair.

— Mary Ellen Podmolik, Director of content

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**TOP  
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Chicago Tribune



*the*  
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**WORKFORCE**

Creating a positive experience for customers is commonplace for companies in today's marketplace. They're finding that approach also works with employees.

**STORY BY** Brenda Richardson **ILLUSTRATIONS BY** Garrett Evans

In today's competitive marketplace, companies spend a lot of time talking about creating exceptional customer experiences. But do they make the same amount of effort for their employees?

It's a question that takes on increased urgency at a time of historically low unemployment, when attracting and retaining talent becomes more challenging.

Job hopping is losing its stigma, said Tom Alexander, CEO of Holistic, which uses data and analysis to help companies attract and retain employees.

"At Holistic, we always say that we're living in the age of the employee and it's just started," he said. "In the past, you'd see that the employee worked for the company, but now, as much as the employee works for the company, the company works for the employee."

In other words, successful workplaces are responding to their employees and investing in their

organizations to keep workers happy. Maybe it's seeking their ideas and acting on them. Or offering a shorter workday on Fridays, and not just during the summer months. Or making an effort to keep road warriors connected with the home office.

## Moving from 'employee' to 'staff'

One company, Plante Moran, a Southfield, Michigan-based professional services firm whose largest office is in Chicago, took a step toward fostering an inclusive environment by getting rid of a word in most companies' vocabularies: employee. Instead, it uses the word "staff."

"Employee tends to have more of a connotation around 'I just work here,'" said Eshe Dotson, director of talent selection, development and inclusion. "We are trying to build an environment and continue to maintain an environment where individuals feel like they are part of the growth, they are a part of what we do and how we do it because you are seen as an integral piece of what we do and not just 'I work here.'"

Plante Moran also supports workers who may want to explore internal opportunities by offering a fellowship. Developed as a three-year commitment, fellowships are offered in various areas of the firm — from core services such as management consulting, wealth management and private equity to operations like recruiting and technology. Nearly 150 staff members are participating in fellowships.

"Let's say you're in audit, and you have some interest in what the management consultant practice is like, and you just want to get an understanding of the work that they do," said Regan Hall, inclusion and



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diversity leader. “You could actually get a fellowship in that other area to learn what they do, to learn the culture in that particular practice area, to learn the capabilities and what’s working in that industry and what that practice area is all about.”

## Encouraging candid feedback

Just as market research companies send out surveys to customers asking for feedback, workplaces that create a culture of honesty boost employee engagement, which can lead to better results for the organization.

Philippe Weiss, president of Seyfarth Shaw at Work, a legal compliance and consulting services company in Chicago, said his firm is observing how employers are seeking constructive and candid feedback that might be critical to their bottom lines.

“We’re in a unique time because companies are doing all that they can to be as creative as possible, tracking the wages and work-life balance and the perks that others are offering,” Weiss said. “But it may not be enough just to sort of offer as much as you can and dangle it in front of an employee, because a lot of other companies are doing the same thing.”

At Flexera, a global software asset management company based in Itasca, candor is one of the firm’s core values.

The company uses an internal chat forum called Candor Corner where employees can voice their opinions and ask leaders, including the CEO, candid questions. “We take it seriously,” said Elizabeth Lages, senior vice president of people and culture. “Employees can post on Candor Corner anonymously or they can share whoever they are, ask any questions, and we tackle that head-on.”

As a result of the feedback received, the company offers stand-up desks and it reduced the minimum amount an employee needs to put in the employee investment program.

Emily Graziano, who has worked as an employee engagement specialist at Flexera since June, said she was pleasantly surprised to hear about Candor Corner when she was hired. She follows the chat forum to see what’s on employees’ minds.

“I had never encountered anything like that before in any of the organizations I worked for,” she said. “I think it speaks a lot to the company’s values. ... It just affirmed that everything that I was told in my interview and in the research I had done on the company, everything they talk about with transparency and being honest and open was true.”

Similarly, Plante Moran’s Speak Up! program



Clifton Schiller, left, a project manager at Morningstar, and Ashley Dudzik, a senior brand manager, converse on the company’s patio at its headquarters in Chicago’s Loop. Morningstar was named one of the city’s top workplaces.

encourages employees to share ideas for improving the firm, especially those that generate cost savings, gain efficiencies or enhance client service. Each year, the company recognizes the person with the best suggestion and the employee who made several significant suggestions.

Jessica Wargo, a senior associate in the firm’s international tax services area, is a fan of Speak Up!

“It’s a great way to give staff a venue for speaking up on even little things that are a kind of thing that you would typically just say to a co-worker like, ‘Hey, I really don’t like this, I don’t think it works very well. I wish we did something different,’” she said. “And having people who are taking that seriously to the extent that we actually give an award at our firm conference for the most impactful suggestion of the year to come through that program, I think that’s really great.”

## Supporting work-life balance

At Clarity Insights, a data and analytics firm, staying connected with employees takes extra work. About 70% of its consultants are road warriors traveling to client sites Monday through Thursday.

“Just like how we drive customer excellence and retention on the client side, we do the same for our employees,” said Lakshmi Parmeswaran, Clarity Insights’ chief talent officer.

“Most of the leadership team who are leading the consultants have been consultants in a prior life, so we’ve also experienced what it’s like to miss a flight, to be away from family,” Parmeswaran said. “We understand where they are coming from, so a lot of the decisions that we make are based on the input that we get from our employees directly.”

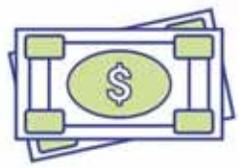
Company President Neil Huse and the executive team collaborate on a regular basis with consultants, frequently making on-site project visits to keep them feeling engaged and supported. Huse also takes employees out for dinner where they can  
*Turn to Royalty, Page 8*



Chicago Tribune

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### *Royalty, from Page 6*

ask questions in a group setting.

Caitlin Willich, an associate partner at Clarity Insights, has been on the receiving end of that approach.

"I've spent the better part of 3 1/2 years out on the West Coast first, flying every week and being client-facing. And then the past three-plus years, I've spent out East," she said. "I've had projects where I've worked long hours, and the company has sent me and my husband a gift basket as a way of saying we appreciate you. It's sort of a culture that started from day one, and we continue to pay it forward. We do the same thing for our team."

When businesses support a work-life balance, they create a competitive advantage for themselves, experts say. Plante Moran's WorkFlex Committee serves as a resource for employees with ideas related to improving that balance.

One example that came out of the committee: To ease family stress during tax season, Plante Moran offers free on-site child care on tax season Saturdays at many of its offices.

## Nurturing workforce diversity

Successful workplaces also understand that just as a diverse customer base is valued, so too is an organization steeped in diversity.

Companies are seeing diversity and inclusion efforts pay off in terms of financial performance, but much more work is needed to drive diversification, according to research by McKinsey & Co., a strategy consulting firm.

At Chicago-based S&C Electric Co., a global provider of equipment and services for electric power systems, the case for diversity is strong. The company seeks out and embraces each employee's unique contributions.

"Out of our 2,000 team members in Chicago, more than 60% of them are diverse, whether it's gender or race background," said Aurelie Richard, chief human development and strategy officer. "We range from 19 years of age to 85 years of age, so we have to offer a very wide range of benefits, and we have to be very flexible in the way we think about what benefits make sense for what part of our population because we obviously want to be appealing to a very wide range of profiles."

S&C operates several affinity groups that aim to support members' personal and professional growth, including ones for new professionals, for women and one with the acronym IDEA — for Inclusion, Diversity, Engagement, Awareness.

"These groups really are safe places for our people to go and to exchange and to discuss what needs they have, what celebration they want to organize in the company," Richard said. "It's proven to be pretty successful and powerful because this is not something that is led by the leadership. It's something that's actually led by our people."

Paul Pabst, manager of engineering services in the Power Systems Solutions group at S&C Electric, is a member of the New Professionals Group, which has monthly activities such as attending sporting events, dining out after work or going into a community to help others. "It really gives me a chance to talk to other peers within the group and company on a nonwork basis," he said.

Pabst, 35, has worked at the firm ever since he was a 19-year-old student at Purdue University and landed an internship at S&C Electric. After he graduated from college, he interviewed at several companies.

"S&C Electric Co. still stood out to me," he said. "Since 2007, I've been a full-time employee in the group that I'm in right now and progressed my way from entry level all the way up to manager."

Fostering such a sense of belonging and purpose in the workplace is essential, said Erin Thomas, managing director at Paradigm, a diversity, equity and inclusion consulting firm in Chicago. "Any company that is not thinking about this or actively working on cultivating both is going to be left behind in an increasingly competitive market for employers," she said.

*Brenda Richardson is a freelance writer.*

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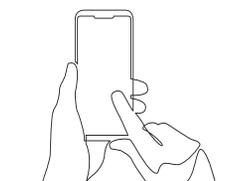
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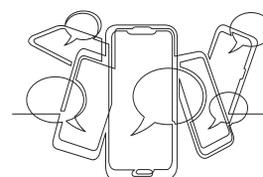
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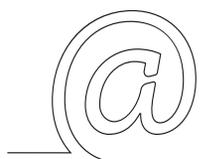
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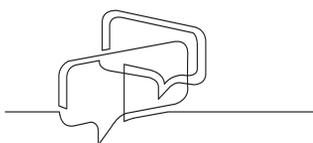
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**Chicago Tribune**



## Large company

**BERKSHIRE  
HATHAWAY  
HOMESERVICES  
KOENIGRUBLOFF**

**Story by**  
Brenda Richardson  
**Photos by**  
E. Jason Wambsgans



## ‘TRUE MIDWEST VALUES’

It’s midmorning on a Friday at the spacious Michigan Avenue corporate office of Berkshire Hathaway HomeServices KoenigRubloff Realty Group. The lights are on, but few real estate agents are around since there are many properties on the market.

“We’re letting our agents do what they do best, which is to get out there and be with their clients,” said Diane Glass, chief operating officer of the agency, which also has a corporate office in Northbrook. “Our agents are working remotely often, so we’re not always in front of them. ... Everything that we do is always reinforcing that you’re part of this great family.”

Most agents are independent contractors, which allows them to set their own schedules and choose where they want to work.

“They are basically CEOs of their individual real estate practices,” Glass said. “Our goal as a company is to help all of those individual CEOs meet their goals. And their goals are all different.

“Some agents want to make a ton of money. Other agents want to do the same amount of business as last year, but they want to work less hours. Some people are newer in the business, and they just want



to get that first one or two deals.”

The agency is a subsidiary of HomeServices of America, the real estate firm owned by Warren Buffett’s Berkshire Hathaway conglomerate, which is the nation’s largest residential brokerage based on sales volume. The Illinois-based company is a full-service real estate firm with nearly 1,500 professionals in 24 offices serving customers throughout the Chicago metro area, southwest Michigan, northwest Indiana and southeast Wisconsin, as well as the affiliated lending, title and insurance businesses.

“Our goal is to always be reminding our agents of the importance of being part of this family,” Glass said. “They could easily take their business to another real estate brokerage because they are an independent company. They are here for a reason, and it’s because we remind them often of our dedication to helping them reach their individual goals.”

Berkshire Hathaway HomeServices KoenigRubloff Realty Group is ranked No. 1 among large employers in the Chicago Tribune’s 2019 list of Top Workplaces, as measured by consultancy Energage in Exton, Pennsylvania.

Glass, Mark Pasquesi and Joe Stacy comprise the strategic leadership team. The brokerage offers tools and resources that agents need to support their development throughout their career, including continuing education, career development programs, training courses, sales meetings and agent events.

“We have great systems and staff in place to take the day-to-day monotony of doing this job away from the agents so they don’t have to worry about that,” said Pasquesi, who is president of brokerage. “We want them out in the streets meeting with buyers and sellers and then coming here to learn how to grow

**Above:** Employees take part in a KoenigRubloff meeting. “Our goal is to always be reminding our agents of the importance of being part of this family,” says Diane Glass, chief operating officer of the agency.

their business and also to have fun and feel like they are part of a family and feel supported.”

Assistant Sales Manager Jason Roberts joined the brokerage as an agent in 2014. Roberts, who has a background in banking, brokerage services and teaching, believes the training and development programs help drive the firm’s growth.

“The education here is the best in the industry,” said Roberts, who completed the agency’s 8 Weeks to Excellence program, which offers in-office classes and workshops on everything from the fundamentals of the business to emerging technologies, as well as one-on-one focused sessions and coaching, webinars, blogs and a library of YouTube-style videos.

The agency also is active in philanthropy. The KoenigRubloff Cares Foundation works with the Sunshine Kids Foundation, a nonprofit organization that provides group activities and emotional support for young cancer patients.

“We take them out on a Seadog cruise,” Stacy said. “We take them to the top of the Hancock, to see the Blue Man Group, make pizza at Lou Malnati’s, go on rides at Navy Pier. We have a huge volunteer list.”

Another annual community service is the Backpack Project. The Michigan Avenue office becomes a beehive of activity in late summer as employees and agents fill backpacks with school supplies to give to a Chicago public school. The brokerage receives donations from agents and staff members and assembles the backpacks in the office. This year, 750 backpacks were distributed between a school and RefugeeOne, a not-for-profit organization that creates opportunities for those fleeing war, terrorism and persecution.

Stacy, senior vice president and general sales manager, attributes the company’s culture to HomeServices of America’s Midwest roots.

“Our parent company, HomeServices of America, is a true Midwest company, and I think that’s just who we are,” said Stacy. “We’re just true Midwest values. We work hard, but then we leave here, and we have quality of life. It’s really important for us, and that’s why people stay.”

*Brenda Richardson is a freelance writer.*

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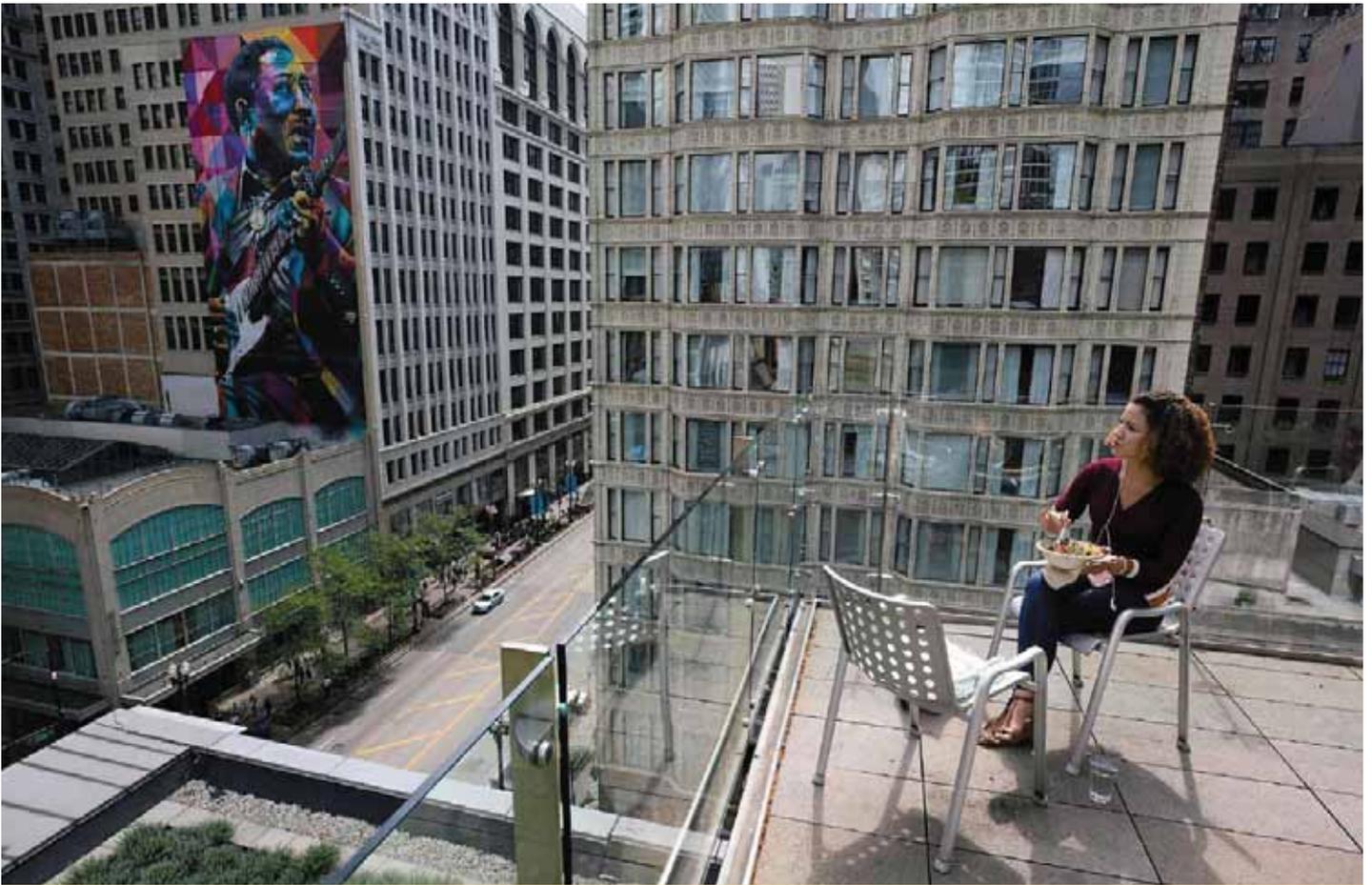
Rank	Company	Founded	Ownership	Company description	Local sites	Local employees	Headquarters
1	Berkshire Hathaway HomeServices	2014	Public	Residential real estate	24	1,524	Chicago
2	Salesforce	1999	Public	Information technology	2	1,311	San Francisco
3	Abt electronics	1936	Private	Retail Sales, services	1	1,600	Morton Grove
4	@properties	2000	Private	Real Estate	27	2,725	Chicago
5	Baird & Warner	1855	Private	Agents/brokers	31	2,921	Chicago
6	Lettuce Entertain You Enterprises	1971	Private	Food	72	4,100	Chicago
7	Panda Restaurant Group	1973	Private	Food	105	1,087	Rosemead, Calif.
8	US Cellular	1983	Public	Wireless communications	1	1,237	Chicago
9	Ace Hardware	1924	Co-op/Mutual	Hardware	1	1,034	Oak Brook
10	S&C Electric	1909	Private	Electrical utility industry	1	1,980	Chicago
11	Accenture	1989	Public	Consulting	2	5,732	Dublin
12	Lou Malnati's Pizzeria	1971	Partnership	Food	55	3,125	Northbrook
13	William Blair	1935	Private	investment banking	1	1,129	Chicago
14	Discover Financial Services	1986	Public	Banking/financial	2	2,310	Riverwoods
15	First Midwest Bank	1984	Public	Commercial bank	97	1,767	Chicago
16	Now Health Group	1968	Private	Supplement manufacturer	3	1,310	Bloomington
17	Wintrust Financial	1991	Parent co.	Investment management	169	3,755	Rosemont
18	Comcast	1963	Public	Telecommunications, cable	36	4,101	Philadelphia
19	Fifth Third Bank	1858	Public	Financial services	1	1,140	Cincinnati
20	KPMG	1897	Partnership	Public accountants	2	2,497	New York
21	Barrington District 220	1972	Public	Secondary schools	1	1,531	Barrington
22	Rivers Casino - Des Plaines	2011	Private	Gaming, entertainment	1	1,460	Des Plaines
23	JLL	1783	Public	Commercial real estate	5	3,577	Chicago
24	McDonald's	1955	Public	Food	2	1,700	Chicago
25	Sargent & Lundy	1891	Private	Engineering	2	1,115	Chicago
26	Thresholds	1959	Nonprofit	Nonprofit	75	1,075	Chicago
27	Morningstar	1984	Public	Investment Research	1	1,490	Chicago
28	Coyote Logistics	2006	Private	Transportation	3	1,253	Chicago
29	Aldi	1976	Co-op/Mutual	Retail	174	4,516	Aurora
30	Medline Industries	1966	Private	Health care supplies	7	3,940	Northfield

## SPECIAL AWARDS These recipients were chosen based on standout scores for employee responses to survey statements.

Company	Award	Criteria
Andrew Silver, MoLo Solutions	Leadership	Confidence in this small company's leader
Frank Cucco, Impact Networking	Leadership	Confidence in this midsize company's leader
Kevin Brown, Lettuce Entertain You Enterprises	Leadership	Confidence in this large company's leader
Horizon Therapeutics	Direction	Company is going in the right direction
The Jellyvision Lab	Managers	Managers care and make it easier to do job well
Holiday Inn Chicago Mart Plaza	New ideas	New ideas are encouraged
Chicago Marketing	Doers	This company does things efficiently and well
Fairview School District 72	Meaningfulness	Employees feel part of something meaningful
Baird & Warner	Values	This company operates based on strong values
US Cellular	Clued-in senior management	Senior managers understand what is really happening
Berkshire Hathaway HomeServices	Communication	Employees feel well-informed about decisions made
Cooperative Association for Special Education	Appreciation	Employees feel genuinely appreciated
Origami Risk	Work-life flexibility	Company helps employees balance work, personal life
Salesforce	Training	Employees given formal training
American Litho	Benefits	Benefits package is good compared with others

SOURCE: Energage

CHICAGO TRIBUNE



## Large company spotlight

MORNINGSTAR

Story by  
Corilyn Shropshire  
Photos by  
Terrence Antonio James

## ‘NO BARRIERS, NO HIERARCHIES’ AT COMPANY WITH PAID SABBATICALS

**M**orningstar senior software engineer Piyali Kamra is already thinking about three years from now, when she’ll take her teenage daughter to college. “I told her ‘I’m probably going to just bunk with you for six weeks in your college dorm,’” Kamra said. “And (my daughter) said, ‘No mom, no!’” Kamra could take that much time under Morningstar’s sabbatical policy, which allows employees every four years to take up to six weeks paid time off.

The perk is one frequently mentioned by employees at the financial services firm — but they also talk up others: the relaxed dress code, an open floor plan office that encourages collaboration, unlimited vacation time, tuition reimbursement and a \$1,000 stipend for professional development. Staffers say the environment and the culture of respect make them more productive.

Morningstar is ranked No. 27 among large employers in the Chicago Tribune’s 2019 list of Top Workplaces, as measured by consultancy Energage in Exton, Pennsylvania.

For Ann Anglin, who’s worked at Morningstar for a decade, the sabbatical has been a crucial part of maintaining work-life balance as she and her husband raise their two boys. On her last sabbatical she traveled a bit, but spent most of her time at home with her family. She took care of herself too, going to daily yoga classes.

Perks aside, Anglin likes the collaboration that she said is at the





center of Morningstar's ethos. "People just feel like they can go to someone's desk and not have to knock on their door," she said. "That's a big deal."

For Kamra, that sense of openness and collaboration and is what has set her time at Morningstar apart from previous employers.

"You are allowed to have disagreements. ... It is very important to have healthy conflicts, healthy exchange of ideas," she said. "But in the end you should find a way to come together as a team. Not every company is this way."

Morningstar's Loop office is designed to promote collaboration. One floor is a large, light-filled space with high-design sofas and chairs and blond-wood tables for small group meetings. The office also has a stone terrace and an array of small glass conference rooms for private meetings. There are no private offices.

A glass-paneled boardroom is a nod to the company's commitment to transparency, said Juan Perez-Wheeler, director of global workplace design at Morningstar.

"Look around, you'll see no barriers, no hierarchies," Perez-Wheeler said. "If people are doing that now, imagine when this (new workspace) came about more than 10 years ago. It was not commonplace. That's one of the things that attracted me here."

**Top left:** Chelsea Beckford, a marketing associate, eats lunch on the patio at Morningstar headquarters in Chicago. **Above:** "Look around, you'll see no barriers, no hierarchies," says Juan Perez-Wheeler, director of global workplace design. "If people are doing that now, imagine when this (new workspace) came about more than 10 years ago. It was not commonplace. That's one of the things that attracted me here."

The relaxed atmosphere comes from Morningstar's strategy on who it recruits to its team.

Since founder and Executive Chairman Joe Mansueto launched the company 35 years ago, there's been a focus on recruiting people with diverse intellectual and experiential backgrounds, which makes for better products, according to Bevin Desmond, Morningstar's head of talent and culture.

"Our whole value is driven by the kind of people we have," Desmond said. "We hire 100 people into just our Chicago office every year, and as we go through the process, we purposely look for different majors and backgrounds. More points-of-view are better," she added.

Another point of pride, employees say, is management's commitment to making Morningstar an inclusive workplace. The company scored 100% on the Human Rights Campaign's Corporate Equality Index, which grades companies on their nondiscrimination, inclusivity and benefits offerings to gay, lesbian, bisexual, transgender and queer employees, according to Michael Leung, a behavioral product manager who also started an employee resource group for Morningstar's LGBTQ workers.

*crshropshire@chicagotribune.com*



## Large company spotlight

### NOW HEALTH GROUP

Story by  
Tatiana Walk-Morris  
Photos by  
Antonio Perez

## LOYALTY — TO THE COMPANY AND THE WORKERS — MEANS A LOT

In fall 1994, Jim Emme spotted a classified ad in the Chicago Tribune. Now Foods needed a plant manager.

Emme, who had worked for other consumer product companies, applied for the job at the Bloomingdale-based company, which had about 75 employees at the time.

He and company founder Elwood Richard, who died in 2017, spoke for about three hours, discussing chemistry and science. Emme started working at the company in 1995.

“I was hooked on his vision. I was hooked on the culture and values of the company,” said Emme, today the CEO of Now Health Group, which does business as Now Foods. “By the time I left that day, I really wanted to work for Now.”

Since its founding in 1968, the company, which makes natural foods, dietary supplements and sports nutrition products, has grown to 1,310 employees in the Chicago area and 1,600 employees worldwide. Now Health Group is ranked No. 16 among large employers in the Chicago Tribune’s 2019 list of Top Workplaces, as measured by consultancy Engage in Exton, Pennsylvania.

The company has a need for quality technicians, machine operators, warehouse operators and office staff members, Emme said.

**Above:** Now Health Group employees Kimberly Nagle, from left, Jennifer Harbin, Elizabeth Ferreira and Jenny Resendez gather for an impromptu meeting at the company’s Bloomingdale office.



**Above:** The “What’s my Reason” board at Now Health Group in Bloomington displays employees’ reasons for living a healthy lifestyle.

In its 51-year history, Now has never had to lay off employees due to financial losses. The company offers overtime to employees in periods of high demand and doesn’t “get carried away with hiring,” which keeps the company from shedding employees when demand slows, Emme said.

“The big piece of it is looking at every person that’s hired as a 20-year hire, because people do stay with our company,” Emme said. “They’re very loyal to our company, and they’re very loyal to each other.”

Emme recalled an instance when the company decided to automate one of its processes, a move that would increase output but displace three employees. While talking it over with Elwood Richard and his brother, Lou, who worked as an engineer, Emme remembered Elwood Richard responding, “Well, where are you going to place those three people?”

Just as Emme has held more than one role at the family-owned company, so have others.

Georgia Solovay joined Now 21 years ago in the company’s mail-order department. Today she is a testing coordinator in the quality control department.

She took on her current quality control role after her previous position was eliminated and the company offered her and other employees a chance to interview for a job at its production and manufacturing facility, she said. Emme said the company finds new positions for staffers displaced by automation, and those new assignments don’t result in changes in hours or lost wages.

“I was pleasantly surprised,” Solovay said of the company’s effort to keep her on staff. “I was kind of excited ... I felt maybe I could be more productive in a different way.”

Now has various company events for its employees, including a summer picnic for workers and families and its Christmas dinner. It also offers employees some free health-oriented benefits like wellness screenings and on-site fitness centers.

The company also has a safety program designed to ensure that employees work safely, spot possible safety hazards and submit suggestions on how to prevent them. Now Health provides lunches for employees who participate in its safety program, and, using punch cards to track their participation, rewards them with prizes, Solovay said.

“When we have our employee appreciation lunches and we do quarterly safety lunches ... the managers and supervisors serve the employees,” Solovay said. “I think that comes from Mr. (Elwood) Richard and his philosophy. I didn’t know him very well, but he was a humble man and just really appreciated his employees.”

The company issues quarterly bonuses to all employees. Last year’s bonus totaled about \$6,300 for each full-time employee. The bonus helped Solovay throw a party for her mother’s 80th birthday without having to tap her savings, she said.

When Solovay had to take six weeks off for short-term disability, she said she didn’t have to dip into her vacation time and she wasn’t pressured to return to work early. After her husband had surgery, her manager allowed her to take slightly longer lunches so that she could help him out at home.

“Is that a big deal? I don’t know, but my boss was very fine with that,” Solovay said. “I think they realize that if you’re not able to take care of things at home or have time with your family, then you’re probably not going to be productive at work.”

*Tatiana Walk-Morris is a freelance writer.*



## Midsize company

### IMPACT NETWORKING

*Story by  
Tatiana Walk-Morris  
Photos by  
Antonio Perez*

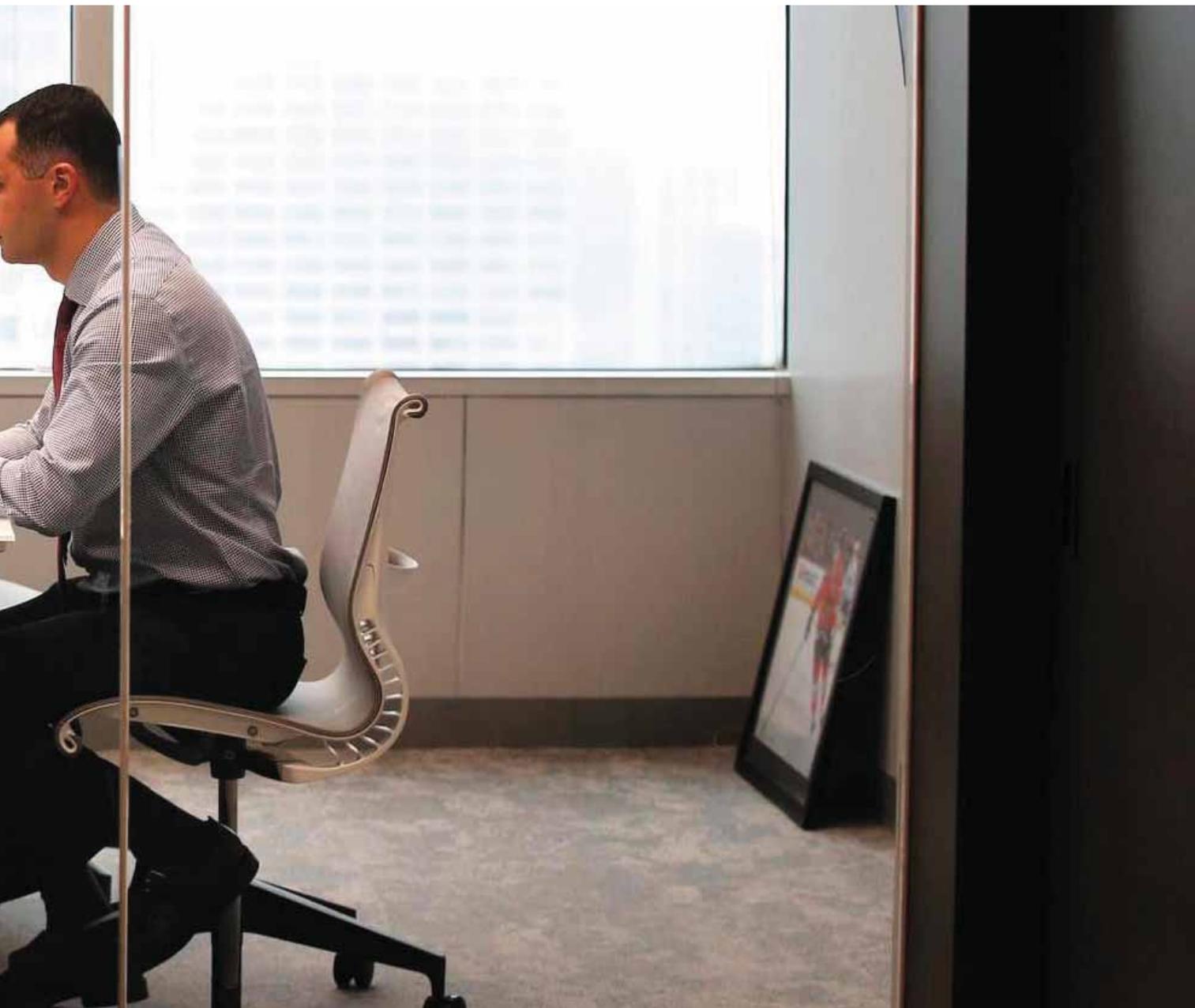
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## OPEN COMMUNICATION

Many companies proclaim their employees are like a family, but to Patrick Scully, that workplace cliché really rings true for Impact Networking.

Scully, hired as a systems integrator in 2008, met his wife when the company was much smaller, and three of his colleagues stood up at his wedding. His wife, Allison Scully, formerly Allison Behm, is now the company's executive administrative assistant.

"We both have been promoted a couple of times, so we no longer work in the same office, but that is probably a good thing," Scully said. "We had lunch together every day, quickly became friends, started dating and the rest is history."



But besides developing personal friendships and relationships outside of work, managers are encouraged to take team members out to informal office outings to get to know everyone, especially as teams have transitioned into different offices, Scully said.

The company also hosts quarterly meetings and — if it meets its financial goals — goes on a companywide trip to Mexico, which lets people get to know each other while taking a much-needed paid vacation, Scully said.

“The owners ... really do care truly about their employees,” Scully said. “They’ve given me a lot of growth opportunities and it’s just really enjoyable being here. I can list off tons of things I never thought I’d do in my life.”

Impact Networking is ranked No. 1 among midsize employers in the Chicago Tribune’s 2019 list of Top Workplaces, as measured by consultancy Energage in Exton, Pennsylvania.

Impact Networking provides software and hardware to companies looking to simplify cumbersome

**Above:** A meeting at Impact Networking, where the company shares its financial performance, overall direction and technology developments with employees on a yearly basis.

business processes. Since the company’s founding in 1999, it has grown to 551 U.S. employees, 427 of whom are in Illinois. Still, CEO and co-founder Frank Cucco continues to meet with all staffers except the company’s 120-person sales team twice per year. (Dan Meyer, the company’s president and cofounder, oversees the sales teams and meets with them.)

“What I gain from it is I don’t get information that’s filtered by managers and general managers and vice presidents,” Cucco said. “I get the real information directly from the people, and I can make change happen quickly.”

The culture of transparency cuts both ways at Impact Networking. The company shares its financial performance, overall company direction and technology developments with staffers during two major meetings each year, Cucco said.

“That’s how we get everyone on the same page,” Cucco said. “A lot of companies won’t share financial information and those things, it’s some kind of big secret. But we’re not like that. ... It’s like, ‘Hey, this is what we’re doing, good or bad. This is

what we need to do. Let's do it together.”

For Amanda Sleider, a contracts manager at the company who was hired in December 2006, the open-door policy was a change. At her previous job, she never met the CEO.

The decision to foster communication was a result of Cucco's previous experiences at other companies where workers were dissatisfied and weren't allowed to be creative. Those employees weren't allowed to “think outside the box or give reasons why there should be changes within the company. ... And I didn't like any of that, because I think that stunts growth,” he said.

The company invests in technology based in large part on employees' calls for change, Cucco said, adding that testing new tech within the firm enables the company to go out and sell those services to clients.

If employees want to move into new roles at the company where their talents are better suited, they can try out new jobs until they find something at which they excel, Sleider said. About 70% of Impact's sales managers began as entry-level employees.

The company is opening new locations in California, Indiana and New York, and will hire more managers, salespeople, developers, IT engi-



**Left:** Christopher Trinh, left, and Anthony Weber work together in September at Impact Networking in Chicago. The company often tests new technology within the firm, which helps it sell those services to clients.

neers and plenty of other roles as it expands into new markets, Cucco said.

Some current Impact employees were offered management positions at the new offices, which will help instill the Chicagoland culture as the company grows, he said.

At a time when large company gatherings have fallen out of fashion, Cucco said the company will continue to invest in these

outings and its focus is on building a great company rather than generating a sizable profit.

“This is a privately held company and we're not looking to squeeze every dime out of an employee just to make some kind of profit for some investor,” Cucco said. “The reason that those outings are important are because when people do things in teams, they solidify relationships, they work together better, and they don't want to leave.”

Sitting at his desk at Impact's new Loop office overlooking Lake Michigan, Scully said though employees have a lot of fun with each other, it balances out their efforts to work toward the company's technology and customer service goals.

“One of the reasons why we attract the type of talent that we do and keep the type of talent that we do is it's not just fun and games. We also work very hard,” Scully said. “If we were partying all day, it wouldn't be fun. The reason why partying like that and going to company outings and going to Mexico — the reason why that's fun is because we earned it.”

*Tatiana Walk-Morris is a freelance writer.*

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# TOP EMPLOYERS: MIDSIZE 250-999 employees

Rank	Company	Founded	Ownership	Company description	Local sites	Local employees	Headquarters
1	Impact Networking	1999	Private	Technology	7	427	Lake Forest
2	Compass	2012	Private	Real Estate, technology	9	820	Chicago
3	Keller Williams Realty Infinity	2010	Co-op/Mutual	Agents/brokers	2	301	Naperville
4	American Litho	1994	Private	Commercial printing	1	350	Carol Stream
5	Real People Realty	2001	Partnership	Agents/brokers	4	553	Mokena
6	Horizon Therapeutics	2008	Public	Pharmaceuticals	2	420	Lake Forest
7	Incredible Technologies	1985	Private	Amusement, casino gaming	1	259	Vernon Hills
8	SWC Technology Partners	1980	Private	IT/technology consulting	1	261	Oak Brook
9	West Monroe Partners	2002	Private	Business, tech. consulting	1	768	Chicago
10	Power Construction	1926	Private	Building construction	1	373	Chicago
11	Assurance Agency	1961	Private	Insurance consultants	2	497	Schaumburg
12	James McHugh Construction Co.	1897	Private	Building construction	1	648	Chicago
13	Wireless Vision	2004	Private	Technology/phone retail	1	267	Bloomfield Hills, Mich.
14	Slalom	2001	Private	Consulting	1	555	Seattle
15	Sentinel Technologies	1982	Private	Info. tech. consulting	2	347	Downers Grove
16	Clarity Insights	2008	Private	Data, analytics consulting	1	281	Chicago
17	Edward Jones	1922	Partnership	Financial services	364	827	St. Louis
18	Charles Schwab	1973	Public	Investment management	10	573	San Francisco
19	Reyes Beer Division	1976	Private	Wholesale distribution	3	400	Rosemont
20	Plante Moran	1924	Private	Certified public accountants	3	522	Southfield, Mich.
21	The Marketing Store Worldwide	1986	Private	Consumer engagement	2	278	Chicago
22	Avanade	2000	Private	Software development	1	434	Seattle
23	Relativity	2001	Private	e-Discovery software	1	771	Chicago
24	Northwestern Mutual Chicagoland	1872	Co-op/Mutual	Financial planning	4	251	Milwaukee
25	The Jellyvision Lab	1989	Private	Software	3	358	Chicago
26	Solstice	2001	Public	Technology	1	334	Chicago
27	A.J. Antunes & Co.	1955	Private	Food service equipment	1	268	Carol Stream
28	PPM America	1990	Parent co.	Investment management	2	256	Chicago
29	Flexera	2008	Private	Enterprise software	1	297	Itasca
30	Greater Joliet Area YMCA	1928	Nonprofit	Nonprofit	4	505	Joliet
31	Draper and Kramer	1893	Private	Real estate	20	335	Chicago
32	DecisionOne Dental Partners	2011	Private	Dentistry	29	300	Schaumburg
33	National Futures Association	1982	Nonprofit	Self-regulatory agency	1	396	Chicago
34	Shure	1925	Private	Electronics/computers	3	869	Niles
35	Total Quality Logistics	1997	Private	Third party logistics	2	258	Cincinnati
36	Community High School District 128	1964	Public	Education	3	461	Vernon Hills
37	Winnetka Public School District 36	1900	Government	Education	1	350	Winnetka
38	GATX	1898	Public	Transportation	1	338	Chicago
39	Northwestern Mutual - Gr. Chicago	1857	Co-op/Mutual	Financial advisors	5	281	Skokie
40	The Village at Victory Lakes	1898	Nonprofit	Health care - senior living	1	301	Lemont
41	Mercy Home for Boys & Girls	1887	Nonprofit	Nonprofit	3	280	Chicago
42	LSI	1994	Private	Financial service	4	720	Elgin
43	Mesirow Financial	1937	Private	Financial service	3	396	Chicago
44	Naf Naf Grill	2009	Private	Food	17	348	Chicago
45	Redwood Logistics	2001	Parent co.	Logistics	3	421	Chicago
46	Hines Supply	2010	Private	Building products	10	349	Buffalo Grove
47	American Dental Association	1859	Nonprofit	Nonprofit organization	1	411	Chicago
48	VelocityEHS	1996	Private	Web-based services	1	290	Chicago
49	Associated Bank	1861	Public	Financial services	24	330	Green Bay, Wis.
50	Res. Home Health, Hospice	2009	Private	Home health care services	1	285	Downers Grove
51	JourneyCare	1982	Nonprofit	Hospice, palliative care	5	860	Glenview
52	Proven Business Systems	2003	Partnership	Managed network services	6	256	Tinley Park
53	Insight	1988	Public	Info. technology solutions	3	828	Tempe, Arizona
54	Pangea Properties	2009	Private	Real estate	8	371	Chicago
55	Willis Towers Watson	1828	Public	Insurance consultants	2	891	Chicago

SOURCE: Energage

CHICAGO TRIBUNE



## Midsize company spotlight

### NATIONAL FUTURES ASSOCIATION

**Story by**  
Suzanne Cosgrove  
**Photo by**  
Antonio Perez

## WINNING TEAM MAKES DIFFERENCE

**T**here are nearly 400 people working at the National Futures Association's Chicago headquarters and approximately 550 people companywide. Most people know each other's names, a reflection of a carefully honed culture of diversity, continuous learning, teamwork and celebration of staff achievement at the organization, which uses the acronym NFA.

"I've worked at NFA for more than 10 years, and, looking back, it's remarkable how my career has changed and how NFA has supported me along the way," said Jonathan DeRuiter, data science manager.

The National Futures Association is ranked No. 33 among midsize employers in the Chicago Tribune's 2019 list of Top Workplaces, as measured by consultancy Energage in Exton, Pennsylvania. With offices in Chicago and New York, its mission is to safeguard the integrity of the derivatives markets, protect investors and ensure its members meet their regulatory responsibilities.

After working on several different teams, DeRuiter joined the risk management group in the



futures compliance department. Soon after, he pursued his master's degree in data science while continuing to work. Through his coursework, he saw that the organization could improve its risk modeling efforts and presented his employer with an ambitious proposal to enhance its program.

DeRuiter, who now leads a team of data scientists doing research and development to improve processes within the futures compliance department, said he received "overwhelmingly positive support" for his idea. There was financial support too. As an employee he was eligible for tuition and professional development reimbursement. NFA offers reimbursement for eligible tuition costs of up to \$12,500 annually. Other company benefits include a flexible workday schedule for improved work-life balance.

Emma Ricchio started her career at the association shortly after receiving a degree in accounting and finance and was hired as a compliance examiner. She is now a senior manager in the office of professional development, which is responsible for NFA's training activities.

"I love working at NFA because the industry is always changing, and that means there is potential to

learn something new every day," Ricchio said.

New ideas often come from the bottom up. "Examiners go out in the field and identify knowledge gaps," Ricchio said. "This can drive leadership to make changes."

Those changes can include new training or ways to improve NFA's efficiency and effectiveness. That culture of openness and transparency is one reason why employees stay and remain engaged. Omar Khan, a manager in the over-the-counter derivatives compliance department, said he appreciates the way the organization fosters a team environment — one that encourages camaraderie and communication.

"You can reach out across departments, and there is a wide diversity of people," Khan said. "It's refreshing to be where diversity is appreciated."

"If I have an idea, I never have an issue bringing it to my managers or supervisors," said Khan, adding, "Everything we do, we do in teams."

Team building also stems from staff participation in volunteer opportunities and club sports. The organization volunteers at the Greater Chicago Food Depository at least twice a year. "There's nothing like seeing your boss in a hairnet, picking out moldy apples," to build team spirit, Ricchio said.

In addition, a team participated in an American Heart Association walk in Chicago on Sept. 20, and the company's New York basketball team won the New York City Corporate League Championship this year. The organization also gives presentations on topics of general interest to NFA employees 11 to 12 times a year.

All that teamwork has an end goal: "NFA's role is to protect investors and ensure market integrity within the derivatives industry," Ricchio said. "When you've got that in the back of your mind, you're aware of how much your work here matters."

*Suzanne Cosgrove is a freelance writer.*



## Midsized company spotlight

**A.J. ANTUNES  
& CO.**

*Story by  
Brenda Richardson  
Photos by  
Antonio Perez*

## FIVE CORE VALUES ARE BEDROCK FOR COMPANY AND ITS EMPLOYEES



In any given weekday at the A.J. Antunes headquarters in Carol Stream, you can find employees gathered at a cart, selecting fresh fruit or healthy snacks. You might also see people at the company library, checking out business books to support their professional development, or an employee entering a designated quiet room to grab some downtime.

It's all in a day's work at Antunes, a leading manufacturer of custom countertop cooking equipment and water filtration systems for a global market. Leaders and team members aim higher whether the company is driving success for its customers or helping the staff reach new heights.

The 64-year-old family-owned and -operated company, formally known as A.J. Antunes & Co., rebranded as Antunes in 2016, a strategy that reflects the evolution of the firm as well as its vision for the future.

Antunes is ranked No. 27 among midsized employers in the Chicago Tribune's 2019 list of Top Workplaces, as measured by consultancy Energage in Exton, Pennsylvania.

Antunes supplies countertop cooking equipment to major food service restaurants, including McDonald's, Burger King, Sonic and Chick-fil-A. It sells toasters, steamers, grills and water treatment equipment to 150 countries throughout the world.

The company recently acquired StoreLynk, a cloud-based analytics platform designed to expand connected kitchen capabilities for restaurants and food vendors, much in the same way that a connected kitchen lets a homeowner know what food





in the fridge is about to expire or whether the roast has met its optimal temperature. Antunes also has bought a company with automation expertise.

Managers sit elbow to elbow with employees in cubicles, eliminating the distinctions of hierarchy. The company's culture is based on five core values: integrity, people, excellence, passion and family.

"We really believe actions speak louder than words," said CEO Glenn Bullock.

"People know our values. At every communication meeting, it's the first thing we talk about. We bring all the team members in, and we communicate on a monthly basis what we're doing and where we're headed."

Carlos Corcelles, vice president of human resources, said Antunes leads by example and is moving away from formal performance reviews.

"Through the years we have evolved into a self-accountability culture," he said. "We have formed this culture where we expect people to hold themselves accountable."

Antunes works to invest in its 280 employees and promote their growth. For example, the firm takes health and wellness seriously by creating a work environment that encourages it.

Elements of the wellness program include an on-site health center that's open twice a week with a nurse practitioner and medical assistant. Visits to the center are at no cost for employees and family members enrolled in Antunes' medical insurance plan. The company also offers dental and vision coverage. There are no co-pays or pharmacy charges at the clinic.

"Throughout the years, it became clear to us that we needed to reduce our health care costs and insurance in particular," Corcelles said. "Through a lot of work, we became self-insured. Once you

**Top left:** Zucely Monterola does yoga stretches in the gym at Antunes. **Bottom left:** Antunes employee Amy Thomas limbers up in the gym. The company also offers an on-site health center staffed by a nurse practitioner and medical assistant. **Above:** Inspirational words adorn a wall space at Antunes. The family-owned company has five core values: integrity, people, excellence, passion and family.

become self-insured, you have the ability to manage your health care costs. And those dollars got reinvested into a wellness program that allows us to combine it with the health care piece, which is the clinic."

The wellness center is a nice perk for employees because it's available during and after work hours and on weekends. Instructors can create personalized health plans.

"There's fitness equipment in there, treadmills, ellipticals, weights, the whole nine yards," said Human Resources Manager Kristin Danesi. "We also have recreational equipment, a golf simulator, pingpong, Zumba and yoga classes, on-site trainers and massage chairs."

Antunes offers 401(k) and profit-sharing plans plus unlimited personal time off for exempt employees. Employees receive eight hours of paid time off each year to engage in charitable activities. Inspired by its client Wendy's — whose founder, Dave Thomas, was adopted as a child and became a vocal adoption advocate — Antunes also offers adoption benefits, including financial support.

Management encourage employees to continue their education, offering partial and full financial support for training programs, professional certifications and college degrees.

"It's about making people better," said President Dan Hartlein. "We've also invested in a training center where we can teach the next generation of skilled craftsmen a trade."

Kyle Palka, who has been employed at Antunes for 2½ years, is a recent graduate of Antunes' training program and specializes in tungsten inert gas welding in the manufacturing area. Previously he worked in the shipping department.

"I always wanted to do some hands-on kind of work, but in my high school there was nothing in regards to that," he said. "When Antunes told me there was an opportunity to learn something and be able to work with my hands instead of behind a desk, I was like, I've got to do it. I have learned more here in a year than I probably did in my four years in high school just from taking a class."

*Brenda Richardson is a freelance writer.*



## Small company

### HOLIDAY INN MART PLAZA

*Story by*  
Suzanne Cosgrove  
*Photos by*  
Jose M. Osorio

# 1

## FAMILY SPIRIT IS THE KEY

In the U.S. hotel industry, the median employee tenure is about two years, according to the U.S. Bureau of Labor Statistics.

At Holiday Inn Chicago Mart Plaza River North, employee longevity is so entrenched that one-third of its 210-person workforce has worked at the hotel 20 years or more.

“It’s a family environment where we stress teamwork. That’s what makes us who we are — respect, integrity, communication and doing the right thing,” said Tina Beverly, the hotel’s human resource director.

Leticia Monarrez, 60, assistant director of human resources, has been at the Holiday Inn for 35 years, and two of her children, now in their 20s, worked at the hotel. “It’s like a second family,” she said of the hotel staff. “If they cry, we cry. If they’re happy, we’re happy.”



Holiday Inn Chicago Mart Plaza River North is ranked No. 1 among small employers in the Chicago Tribune's 2019 list of Top Workplaces, as measured by consultancy Energage in Exton, Pennsylvania.

General Manager Dale McFarland compares his management mantra to a three-legged stool: owners, customers and staff. "If you pull one of the legs away, the stool gets wobbly," he said.

That kind of engagement takes work, with managers involved at every level, but it shows up in the bottom line. The hotel had one of its best years last year in terms of revenue, McFarland said.

The 521-room hotel is involved with 28 community outreach programs, which include serving lunch or baking cookies for families staying at Chicago's Ronald McDonald House while children get hospital treatment to changing bedding at the Pacific Garden Mission, which shelters Chicago's homeless. It also has a year-round partnership with Chicago Public School's George Manierre Elementary School.

"We're very hands-on," Beverly said. "Our team truly enjoys giving back to the community."

Front office manager Karolina Diamond, 35, has been involved in several charitable and industry events. Involvement helps create a positive work culture, "and also gives people a chance to interact outside work," she said.

Communication is central to keeping staff engaged. Departments conduct daily stand-up meetings, providing staff members with a snapshot of the day's activities, McFarland said.

McFarland and Beverly also host monthly roundtables with eight to 10 employees, where staff members can ask questions and offer suggestions in a small group setting. "Sometimes ideas can be as

**Top left:** Holiday Inn employee Florence Gardner helps to pass out school supplies to students at George Manierre Elementary School in Chicago in September.

**Above:** The hotel has a year-round partnership with the school outside of providing supplies. It also has a partnership with 28 community outreach programs.

simple as adding another TV monitor to the break room," McFarland said.

"Whether it's new linens to refrigerators in every guest room, there's nothing that I've asked for where management said no," Diamond said. "There is a very open door policy at the hotel ... from the hotel's management company, Hostmark, to the owners (J.L. Woode), all the way down the line."

The executives also host quarterly town halls, where new programs, promotions and initiatives are announced to the larger employee group in meetings that often close with raffles or games. A phone app links the hotel staff in real time. Beverly also does daily walkabouts to visit the hotel employees, or "artists" as they call themselves, at their jobs. "If I miss one or two of the walks, they often come looking for me, asking where I've been," she said.

"We're all on a first-name basis," said Francine Johnson, 48, who works in room service. "We all treat each other with respect."

Johnson said both informal and formal training opportunities are evident at the hotel.

"I knew nothing when I started, but I have become a jack of all trades," she said, filling in as a cashier, hostess and barback. "We all learn a lot. They teach me, and I teach them," she said, referring to her co-workers.

That camaraderie can include language exchange: Johnson said she and a colleague have been trading English-Spanish lessons during their downtime.

"But the main goal is to keep the guests happy," Johnson said.

"Some of my friends dread going to work, but I love to get up and come here," Johnson said. "There's always something interesting going on."

Diamond said she worked at several other hotels before taking a job at the Holiday Inn nearly six years ago. "I didn't plan to stay more than two years, but I liked the environment so much, I have," she said.

"One of the things I always think about is how united the team is," Diamond said. "Even when things go wrong, we work together to figure out how to fix them."

*Suzanne Cosgrove is a freelance writer.*

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# TOP EMPLOYERS: SMALL 249 or fewer employees

Rank	Company	Founded	Ownership	Company description	Local sites	Local employees	Headquarters
1	Holiday Inn Chicago Mart Plaza	1977	Private	Hotel	1	202	Schaumburg
2	Coop. Assn. for Special Education	1980	Public	Education	2	170	Glen Ellyn
3	City Staffing	1990	Private	Staffing	1	105	Chicago
4	Chicago Marketing	2009	Private	Marketing and branding	3	113	Downers Grove
5	American Income Life - Lloyd Agencies	2011	Public	Insurance	1	105	Schaumburg
6	Origami Risk	2009	Private	Information technology	1	107	Chicago
7	John Greene Realtor	1976	Private	Agents/brokers	3	208	Naperville
8	Captive Resources	1989	Private	Insurance consultants	1	205	Itasca
9	Fairview School District 72	1950	Public	Education	1	107	Skokie
10	Burwood Group	1997	Private	IT consulting firm	2	102	Chicago
11	Power Home Remodeling Group	1992	Private	Home remodeling	1	140	Chester, Pa.
12	Benjamin School District 25	1844	Government	Local government	1	100	West Chicago
13	Quality Logo Products	2003	Private	Promotional products	2	126	Aurora
14	LaSalle Network	1998	Private	Staffing	4	180	Chicago
15	MoLo Solutions	2017	Private	Logistics	1	147	Chicago
16	NAI Hiffman	1981	Private	Real estate services	14	209	Oakbrook Terrace
17	Unity Hospice	1992	Private	Hospice	3	144	Skokie
18	Ridgewood High School	1960	Government	Education	1	111	Norridge
19	Aspire Home Healthcare	2013	Partnership	Orthopedic health care	1	145	Morton Grove
20	Loyola Press	1912	Nonprofit	Education	1	110	Chicago
21	Northwestern Mutual - Chicago	1872	Co-op/Mutual	Financial planning	4	206	Chicago
22	Swissotel Chicago	1988	Private	Hotel	1	245	Paris
23	d'aprile properties	2011	Private	Real estate brokerage	8	147	Chicago
24	Mount Prospect Public Library	1943	Government	Public library	1	165	Mount Prospect
25	Arrive Logistics	2014	Private	Logistics	1	191	Austin, Texas
26	Keypath Education	2014	Private	Education	1	117	Schaumburg
27	First Centennial Mortgage	1995	Private	Mortgage lending	10	177	Aurora
28	SDI Presence	1996	Private	Information technology	1	126	Chicago
29	Bounteous	2003	Private	Software development	2	141	Chicago
30	Maven Wave Partners	2008	Partnership	Technology consulting	1	182	Chicago
31	Fusion Risk Management	2006	Private	Business continuity	2	123	Rolling Meadows
32	SmithGroup	1853	Private	Architecture/engineering	1	102	Detroit
33	CompTIA	1982	Nonprofit	Trade association	1	212	Downers Grove
34	Compass Mortgage	1999	Private	Mortgage lending	4	171	Warrenville
35	Rightpoint	2007	Private	Digital agency	1	199	Chicago
36	Fulton Grace	2008	Private	Real estate	4	228	Chicago
37	eFinancial	2009	Private	Insurance, investments	1	117	Chicago
38	Maestro Health	2012	Private	Vendor serving health care	1	128	Chicago
39	Lincoln International	1996	Private	Investment bank	1	232	Chicago
40	Strata Decision Technology	1996	Parent co.	Health care planning	1	245	Chicago
41	Lundbeck	1915	Public	Pharmaceuticals	1	223	Deerfield
42	Transwestern	1978	Private	Real estate	2	176	Houston
43	Schneider	1935	Public	Logistics	1	238	Green Bay, Wis.
44	Clarity Partners	2004	Private	Technology consulting	1	147	Chicago
45	Niles-Maine District Library	1959	Government	Public library	1	104	Niles
46	Lakeside Bank	1966	Private	Banks	7	168	Chicago
47	Flexco	1907	Private	Manufacturing	2	249	Downers Grove
48	Lemont High School District 210	1890	Government	Education	1	174	Lemont
49	AArete	2008	Partnership	Consulting	1	226	Chicago
50	Fanuc America	1982	Private	Manufacturing	1	174	Rochester Hills, Mich.
51	Villa St. Benedict	2000	Nonprofit	Health care	1	102	Lisle
52	Hoopis Group	2012	Co-op/Mutual	Financial advisors	3	110	Chicago
53	Gas Technology Institute	1941	Nonprofit	Nonprofit research	1	222	Des Plaines
54	OpticsPlanet	2000	Private	Internet retailer	1	221	Northbrook
55	Schafer Condon Carter	1989	Private	Advertising	1	112	Chicago
56	Zoro	2011	Parent co.	Retail	2	229	Buffalo Grove
57	BCD Meetings & Events	2006	Private	Corporate meetings	1	124	Chicago
58	John Burns Construction	1906	Private	Electrical	2	125	Orland Park
59	Applications Software Technology	1995	Private	Consulting	1	109	Lisle
60	Elmhurst Park District	1920	Government	Local government - park	1	132	Elmhurst
61	Charles River Associates International	1965	Public	Consulting	1	115	Boston
62	PHMG	1998	Private	Audio branding	1	130	Chicago
63	The Container Store	1978	Public	Storage retailer	4	193	Coppell, Texas
64	BathWraps	2004	Parent co.	Building products	1	101	Roselle
65	ENGs Commercial Finance Co.	1952	Private	Finance	1	128	Itasca

SOURCE: Energage

CHICAGO TRIBUNE



## Small company spotlight

### LUNDBECK NORTH AMERICA

Story by  
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## A PHARMACEUTICAL COMPANY WITH A PATIENT-CENTRIC MISSION

**T**o Peter Anastasiou, executive vice president and head of Lundbeck North America, the company's mantra and its recruitment philosophy are one and the same.

"We are patient-driven," he said. "Lundbeck tries to attract people who share those values."

Lundbeck, a pharmaceutical company founded in Denmark in 1915, began to specialize in brain health more than 70 years ago. Its shares are publicly traded in Copenhagen, but it is 70% owned by the research-focused nonprofit Lundbeck Foundation.

The company, which entered the U.S. market 10 years ago, is on a fast-growth trajectory. Lundbeck has 220 people in its Deerfield-based U.S. headquarters and a total of about 800 U.S. employees.

Lundbeck is ranked No. 41 among small employers in the Chicago Tribune's 2019 list of Top Workplaces, as measured by consultancy Energage in Exton, Pennsylvania.

Given its relatively small size compared with other pharmaceutical companies, Lundbeck "does expect you to do more with less," said Crystal Fitch, Chicago-area sales manager. At the same time, that offers the opportunity to develop and grow, she added.

**Above:** Highland Park resident Carla Vanzuuk, left, and Judy Doll, of Wheeling, hold up their flowers as they join in a rally before the Walk to End Alzheimer's — North Shore at Gallery Park in Glenview in September. The women are both Lundbeck employees.



**Above:** Lundbeck employees and their families take part in the Walk to End Alzheimer's — North Shore at Gallery Park in Glenview during September. Lundbeck, a pharmaceutical company that is 70% owned by a research-focused nonprofit, specializes in brain health.

Lundbeck is intentional in its training and development, with regular company meetings geared toward development, Anastasiou said. Also, employees write their own development plans, drawn up every year with their managers.

It also places importance on gender parity. About 50% of the workforce is female, and women make up 50% of senior leadership. “We’ve been purposeful over the last few years about our promotions,” Anastasiou said. “It’s not just a charitable act, it’s good for business.”

Lundbeck invited patients and their families, health care providers and advocacy groups to its offices to educate employees on the impact of brain disease. It also has a Walk-the-Talk program, encouraging employees to participate in advocacy events in the Chicago area.

Fitch, who spent nearly 20 years in pharmaceutical sales before joining Lundbeck, said she noticed immediately that the culture was unique.

“A lot of what I do really feels personal,” said Fitch, who participated with her family in the National Alliance on Mental Illness Chicago Walk on Sept. 14. We “walk the talk.”

Charise Dunn, senior manager, advocacy, started at Lundbeck about five years ago as an account manager, but said she moved into an advocacy role to help “keep that patient voice alive” within the organization.

Among her responsibilities, Dunn serves as a liaison with national organizations like the Michael J. Fox Foundation for Parkinson’s Research. “Patient advocacy is at the heart of why I chose to come to Lundbeck,” Dunn said.

Company benefits include an array of insurance options, tuition and health club reimbursement, up to five weeks paid time off for first-year employees, and the option to work a summer hours schedule all year by working longer days Monday through Thursday and then leaving early on Friday.

Employees’ mental health, along with the challenge of depression in the workplace, also is a focus at the company. Lundbeck is a founding financial supporter of Right Direction, a national effort from the American Psychiatric Association Foundation’s Center for Workplace Mental Health and Employers Health Coalition to help companies meet the mental health needs of their employees.

A year ago, Lundbeck and the Davis Phinney Foundation launched a program called Sidekicks, which partners people with Parkinson’s disease and school-age kids who share experiences and collaborate on art projects at Chicago-area locations that included Deerfield, Barrington and Glen Ellyn, as well as other sites across the country. About 10 programs are held every year, each lasting for four sessions.

Dunn said early surveys showed the experience gave people with Parkinson’s disease a greater sense of social connectedness and decreased feelings of social isolation.

“In order to be part of a community, you need to understand that community,” Dunn said. “It’s difficult to create support materials unless you understand what’s important to them.”

“It’s a compelling piece to hear patients’ persistence and resilience,” Anastasiou said. “Patients don’t choose their disease, they choose how they fight it.”

“If we think about the patients first, and how we can best serve them, everything else falls into place,” Dunn said.

*Suzanne Cosgrove is a freelance writer.*



## Small company spotlight

### OPTICSPLANET

Story by  
Tatiana Walk-Morris  
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## SLEEP PODS, OPPORTUNITIES TO ADVANCE AT INCLUSIVE RETAILER

**B**efore joining OpticsPlanet in December 2010, Polina Sutin admittedly didn't know much about the company, an online retailer of technical and performance gear to law enforcement, military and outdoor sports enthusiasts.

Almost a decade later, Sutin said she has "made quite a career here."

Hired as a client services project manager, she also worked as a vendor services team leader before she was promoted to manager of vendor services in July 2017.

Sutin's career path at OpticsPlanet isn't unique. The company works with employees with high potential for advancement, said Jill Geimer, OpticsPlanet's managing director and head of human resources. Staffers can enroll in an internal apprenticeship program and work for about 90 days in a different job or department.

"I'm very thankful that the executives and the management of the company are very much encouraging of these opportunities," Sutin said. "That's very helpful for a lot of people, and that's why we have so many people in the company that end up there for over 10 years."

Most of the company's upper-level roles are filled internally, Geimer said.

OpticsPlanet is ranked No. 54 among small employers in the Chicago Tribune's 2019 list of Top Workplaces, as measured by





consultancy Energage in Exton, Pennsylvania.

The company, a subsidiary of retail technology firm Ecentria, has about 220 employees at its Northbrook offices.

Geimer said the company has a robust international recruiting program, and its employees speak more than 20 languages. To help international workers transition into the company and the country, it assigns staffers to mentor employees from overseas and assist them with obtaining housing, rental cars and learning the region, Geimer said.

Much of the company's staff diversity is in its 150-person tech department, and OpticsPlanet enlists the help of a law firm specializing in immigration issues for those employees. The company hosts employee workshops where workers can talk with one another and invites diverse guest speakers to talk about their backgrounds, Geimer said.

"We have employees from India, China, Eastern Europe, and it's really great because I learn so much about all these countries," she said. "When people talk about diversity, I think they think socially, it's a

**Top left:** Sleep pods are a draw at OpticsPlanet. **Above:** OpticsPlanet employees take a break from their workday. "I feel like it's very cool that everyone, the management especially, trusts their employees to take a much-needed break if they need to recharge," says Polina Sutin, manager of vendor services.

cool thing to do. ... But really, it's not. It's about meeting someone who's going to open a window you didn't even know was there."

Perks of the job include a much anticipated Halloween party with a costume contest, events like a trip to Brookfield Zoo for workers and their families and discounted catered lunches from an Italian kitchen food truck.

The office features massage chairs, a pool table and sleep pods for naps. Other wellness offerings include an on-site gym and a yoga class that takes place Tuesdays and Thursdays, Geimer said.

"I feel like it's very cool that everyone, the management especially, trusts their employees to take a much-needed break if they need to recharge," Sutin said.

That flexibility extends outside of the workplace to help staffers in need. Its employee advisory program, which Geimer said is quite popular, helps employees find mental health counselors as well as financial advisers. Other benefits include legal assistance, emergency backup child care and identity theft assistance programs.

*Tatiana Walk-Morris is a freelance writer.*

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