

CAHILL: Abbott CEO Miles White's new role is a recipe for confusion. **PAGE 4**

FABIO VIVIANI: A 'Top Chef' fan favorite becomes a top entrepreneur. **PAGE 3**

CRAIN'S

CHICAGO BUSINESS

CHICAGOBUSINESS.COM | NOVEMBER 18, 2019 | \$3.50



40
UNDER
FORTY

INNOVATORS
AND RULE-BREAKERS.
TRAILBLAZERS
AND RISK-TAKERS.
THE LATEST PICKS.

PAGE 16

Constance Jones, CEO of Noble Network of Charter Schools

JOHN R. BOEHM



Paylocity's headquarters in Schaumburg

COSTAR GROUP

Companies taking a second look at the burbs

More employers opting for wide-open spaces—and lower price points—far from the Loop

BY DANNY ECKER

Steve Beauchamp is defying the narrative that companies in Chicago need to be downtown to grow.

The chief executive of payroll software specialist Paylocity appeared primed to move his company's Arlington Heights head-

quarters and its 500 employees to the city in 2016. It was the trendy move, especially for a tech firm looking to double its local workforce by tapping into the deep pool of millennial talent that mostly wants to live and work in urban digs with great access to public transportation.

Instead, Paylocity opted for a place few would call trendy—Schaumburg—and signed a 15-year lease for more than 300,000 square feet in a giant, outdated office building nowhere near a train station. Three years later, two-thirds of its nearly 1,000 Chicago-area employees there are millennials, many of whom are in tech roles most companies would likely locate downtown.

"We have a significant amount

of our workforce that fits into that (tech) category," Beauchamp says. "But we've been able to grow that in Schaumburg."

These days, Paylocity is looking more like a trendsetter. Many companies are now looking past the stigma that has plagued the suburban office market this decade—that location and obsolete buildings there handicap tenants'

See **SUBURBS** on Page 52

CRAIN

NEWSPAPER | VOL. 42, NO. 46 | COPYRIGHT 2019 CRAIN COMMUNICATIONS INC. | ALL RIGHTS RESERVED

CHICAGO'S BANK

FOR BUSINESS®

WINTRUST

COMMERCIAL BANKING

wintrust.com

Banking products provided by Wintrust Financial Corp. banks. FDIC



THEY ARE SOCIAL ACTIVISTS. VICE PRESIDENTS. THE FIRST WOMEN OR PEOPLE OF COLOR TO HOLD THEIR POSITION. DOCTORS, COACHES, POLITICIANS, POLICYMAKERS, AWARD-WINNING CHEFS AND ENTREPRENEURS. THE THING THEY HAVE IN COMMON? NONE HAS YET CELEBRATED THEIR 40TH BIRTHDAY, AND ALL ARE MAKING AN IMPACT IN CHICAGO AND BEYOND.

HERE'S THE LATEST INSTALLMENT IN OUR ANNUAL FEATURE

MEET THE 40 UNDER 40 CLASS OF 2019

PHOTOGRAPHY BY JOHN R. BOEHM AND STEPHEN J. SERIO

PRODUCTION ASSISTANT: ZAC OSGOOD • STUDIO LOCATION PROVIDED BY SHIGLEY PHOTO



SOFIA COLUCCI
38 | Vice president of innovation, MillerCoors

SOFIA COLUCCI IS AT THE epicenter of what beer companies are doing in the future. Sparkling cocktails, hard seltzers and other unique combinations are growing in importance for brewers like MillerCoors amid stagnating craft and light beer sales. Colucci is spearheading the innovation portfolio at the beer giant with the recent launch of Cape Line Sparkling Cocktails a full 10 months ahead of schedule. Paired with a marketing budget of \$25 million, she is battling market leader White Claw in one of the hottest segments the beer industry has seen in decades. She is cred-

ited with transforming the innovation approach at MillerCoors, and 2020 will see the single biggest pipeline for new products in the last five years. “When Sofia decides she’s going to make something happen, there’s absolutely no stopping her. Her tenacity is exactly why we tasked her with leading our innovation portfolio,” says Gavin Hattersley, CEO of MillerCoors. “The beverage business is more competitive now than ever, and Sofia is putting us in a great position by taking smart risks so we can quickly bring new

products to the marketplace.” Colucci finds inspiration from everyday items like laundry detergent and non-alcoholic beverages. To grow successful brands, she says, you must commit and remain steadfast despite constant churn and pressure from clients or shareholders. She partially credits her success to combating several failures when she first started her career. She saw how big projects and expectations made people unwilling to accept reality, instead doubling down on past mistakes to salvage a brand.

Even with her success, she says humility is key when leading a team. “I have a ton of pride in my work, but I don’t always think that I am right,” Colucci says. When not practicing yoga, Colucci enjoys spending time with her sons, Joaquin, 4, and Alejandro, 3, at the Midtown Athletic Club in Bucktown. The boys’ names were drawn from Uruguay, where her family is from and where she has 40 first cousins. After her parents immigrated to Canada, she spent her youth in Toronto, but continued to be drawn to Uruguay’s culture and is fluent in Spanish.

Dalton Barker

BRIAN O’CONNOR

39 | Managing partner, NextGen Growth Partners

With their financial engineering and ruthless layoffs, private-equity firms have taken a drubbing. And the returns aren’t what they used to be. But Brian O’Connor is staking out new territory at the intersection of private equity and entrepreneurship. His NextGen Growth Partners teams with young businesspeople—typically recent MBA grads—who search for small company acquisitions that could benefit from new blood and investment. “They can reinvest cash flow in high-return-on-investment initiatives such as a website that brings new customers or an ERP system,” O’Connor says. NextGen is backed by smart private-equity money. Senior members of Madison Dearborn Partners are investors and advisers, including co-founder Jim Perry, who serves on the NextGen advisory board. Also advising are Steve Kaplan and Ellen Rudnick, revered professors at the University of Chicago’s Booth School of Business, where O’Connor is an alumnus and adjunct assistant professor, co-teaching entrepreneurship through acquisition with Mark Agnew, president of Lou Malnati’s. “Brian is an unbelievable communicator who can take complicated concepts and break them down into pieces that everyone understands,” Agnew says. Booth and the Northwestern University’s Kellogg School of Management have developed an ecosystem that provides NextGen with a stream of fresh MBAs eager to run a small business. “It wasn’t premeditated, it just unfolded,” Agnew says. O’Connor started his career at Sam Zell real estate investment trusts and was vice president of investment for a Zell emerging markets private-equity



fund. “I learned a tremendous amount, including the need for ‘radical candor,’ ” he says. After nearly a decade, he launched a search to acquire and lead a B-to-B company and found Innflux, which was supplying Wi-Fi to the hospitality industry at a time when guests were demanding that hotels upgrade their networks. After four years, he led a sale of the company and launched NextGen. While traditional private-equity firms chase a limited number of middle-market targets, there’s opportunity in small companies that generate \$2 million to \$5 million in EBITDA, O’Connor says. “It’s a different kettle of entrepreneurship.”

Judith Crown



JAHMAL COLE

36 | Founder, My Block, My Hood, My City

Jahmal Cole learned to admire Malcolm X from his father. He grew up watching the civil rights leader’s biopic on repeat. “Malcolm X organized on the block level,” Cole says. “He talked about changing people’s philosophies more than policies. He stood for something positive, and I wanted to be just like him.” Cole founded My Block, My Hood, My City in 2014. The nonprofit takes teenagers from low-income neighborhoods on field trips throughout the city and provides technical training and laptops to support neighborhood block clubs. It also has organized an army of volunteers to decorate Martin Luther King Drive with Christmas lights and to clear snow from the homes of the elderly in Chatham. The organization employs six and has an \$800,000 budget. A Waukegan native, Cole was homeless for part of his youth. He told basketball teammates to drop him off near a corner store rather than admit he didn’t have a home. He attended Wayne State College in Nebraska after it appeared on a page he ripped from a

guidance counselor’s book of colleges. Cole moved to Chicago after college and was selling one of his six self-published books on the street (he’s written about poverty and community). A friend told him about a firm in the Loop that needed help moving. His early arrival and positive attitude impressed the IT department at WH Trading, and founder William Hobert agreed to pay for Cole to take a class to learn Microsoft administration. He remains a supporter. “I am in awe of his ability to see something that will improve the lives of the communities around him, and his ability to act on that,” Hobert says. “He gets it done.” Cole worked at WH Trading for four years. He volunteered at Cook County Jail and met young men who’d never visited downtown. The parochialism inspired his nonprofit. “I want these kids to know they have access to these places in Chicago,” he says. “If you show them better, they can do better.”

Claire Bushey

ERICA BORGGREN

39 | Vice president, customer solutions, Commonwealth Edison

Tennis recruit to West Point. Rhodes Scholar. Senior aide to commanding general in Iraq. Illinois director of veterans affairs. Erica Borggren was 31 when she’d checked all those boxes on her résumé. She now heads Commonwealth Edison’s customer initiatives like greater use of energy efficiency, solar energy participation and “time of use” billing, which lets households save on electric bills by running energy-consuming appliances during low-demand times of day and paying less. The McHenry native had no aspirations to join the military. But her parents’ construction company had gone bust, and she needed a scholarship to go to college. A standout tennis player, West Point recruited her, and she played Division 1 tennis. Her Army tour after graduation took her to Korea, Iraq and other parts of the Middle East, among other places. She spent much of it as a senior communications aide to Gen. David Petraeus, joining the commander in Iraq in 2008. She moved back to Chicago in 2009, for two years telecommuting on behalf of Petraeus while he was in Afghanistan. She desired a return to civilian life, though, and a call from Gov. Pat Quinn changed her course. Would she like to run the state’s Department of Veterans Affairs? During her two-plus years in that job, she launched Illinois Joining Forces, a public-private partnership dedicated to knitting together the disparate services available for veterans and their families. Her work helped earn her a White House “Champions for Change” award in 2014. She still serves on the board. Borggren has a gift for helping people see how they can do more working together, even with some they might view



as rivals, and then motivating them to do it, says John Hart, founder of Washington, D.C.-based Impact Center, a leadership-training nonprofit. Borggren was one of the center’s first class of women leaders in 2010. “She leads in a way where people say, ‘I see where this is going,’” he says. She joined ComEd in 2015 as head of communications but quickly was promoted into an operational-leadership role. It fits, she says, with her record of public service—a desire that extends to her personal life as a foster parent. Giving customers ways to reduce their energy use “touches them in everyday ways, and it touches them in ‘future-oriented, help future generations and our planet’ ways.”

Steve Daniels

40 UNDER 40

SCOTT WEINER

38 | Co-founder, president, Fifty/50 Restaurant Group



FOR AS LONG AS HE CAN remember, Scott Weiner has wanted to be involved in the restaurant industry. Now he runs Fifty/50 Restaurant Group, with 17 restaurants grossing \$35 million in revenue last year.

Weiner and his co-founder, Greg Mohr, launched the company at the start of the 2008 financial crisis, and he admits he didn't think they would survive. But in an industry where around 90 percent of restaurants fail within the first three years, Weiner is proud

that he has never had to close a location.

Known for popular neighborhood spots like Roots Pizza and West Town Bakery, Weiner credits "trying to make one thing better a day" as the central reason why his restaurants succeed. He also takes pride in occupying an accessible niche.

"We are selling food at a price everybody can afford," Weiner says. "It's approachable no matter if you want a nice night out or a place out of convenience to feed your family."

Fifty/50 recently opened a 10,000-square-

foot adult fun space called Utopian Tailgate on the roof of Second City. It's another way to diversify the group's offerings in hopes of hitting projected revenue of around \$50 million in 2020 and \$70 million by 2021.

"He understands neighborhoods and is a true innovator in running restaurants," says Sam Toia, president of the Illinois Restaurant Association. "It's a hard business, and Scott understands it."

The group will debut Roots Handmade Pizza Second City this fall, with plans to open another Roots in Printers Row.

There is also a Loop restaurant coming, a partnership with former Chicago Bear Israel Idonije.

Weiner is an executive board member of the Illinois Restaurant Association and on the advisory board of the French Pastry School.

Outside of the restaurant he enjoys playing the guitar and reading. One of his favorite joys is teaching his 2-year-old, Greyson, how to cook.

Dalton Barker

ERIN GUTHRIE

34 | Acting director, Illinois Department of Commerce & Economic Opportunity

Her job sounds simple; the execution thereof is anything but. "Rebuild the Illinois brand," as Illinois Department of Commerce & Economic Opportunity acting Director Erin Guthrie puts it, means convincing corporate execs and investors that, despite its problems, the Land of Lincoln really is a good place to plunk down their cash, notwithstanding all of the trash talk from the guy who used to be governor.

Guthrie has an interesting skill set to help her with that task. Though she has some corporate experience as the former head of Uber's Midwest office, the Stanford grad and University of Michigan MBA holder is new to the public sector. But that's taught her some things, she says, such as the importance of getting ev-

eryone around a table to agree on things rather than just firing off memos. "It's not just about reaching your goals," she says. "It's how you engage stakeholders."

Guthrie's boss, Gov. J.B. Pritzker, seems impressed. "She's a dynamo," he says. "She realizes this is about the economy and the future, not just programs."

Still, it remains government. Guthrie's task now that she's returned from her first trade mission—to Tokyo—is to implement the detailed five-year state economic development plan that she and Pritzker recently unveiled to finally get Illinois on the right track. "I'm going to be strategic," and not just tactical, Guthrie says. "I'm going to be long term."

Greg Hinz



"SHE'S A DYNAMO. SHE REALIZES THIS IS ABOUT THE ECONOMY AND THE FUTURE."

40 UNDER 40

DAVID GILJOHANN

38 | CEO, Exicure

None of 2019's 40 Under 40 honorees remembers watching Neil Armstrong take that first small step. Instead, they've got their own "moon landings."

David Giljohann's came in February 2001. The cover of Science Magazine. And the journal Nature. The news was the sequencing of the human genome.

"I was just an undergraduate, but I knew this was a game changer, and I wanted to be part of it," says Giljohann, CEO of genetic medicine startup Exicure in Skokie.

His mission is to change the world through the double helix. If the last six years are any indication, he's doing it.

Using spherical nucleic acid technology, Giljohann and his Exicure team are digitally designing nanoparticles of short strands of DNA and RNA that get into cells and tissues and treat disease at the genetic level. The process itself is based on designing the exact sequence of the genetic building blocks—A's, T's, G's and C's—to fix disease-causing DNA. And it has the potential to radically change the speed and accuracy of new drug development.

Case in point: Exicure launched an unheard-of three clinical trials in three years.

"We can radically change the time and cost of bringing new therapies to patients. I'm hoping to show the pharmaceutical community that there's another, better way to develop drugs," Giljohann says.

The prospect of changing the world through nanoparticles and genetics grew out of his doctoral work with Chad



Mirkin, director of the International Institute for Nanotechnology at Northwestern University.

"David is truly one in a million. I've never seen anybody who handles both the technical and the business side better," Mirkin says. "He's all substance. And he will outwork anybody."

"He's never asked for any of this. It is all about his commitment to the mission. He's positioned Exicure to take the lead role in this, not just for a few drugs, but hundreds of medicines."

Jon Asplund

JAMIE GEORGAS

38 | Senior managing director, CBRE

Jamie Georgas spends most weeks making 15 people mad and a couple of people sort-of smile at her.

That's the reality she describes of her gig calling the shots in Chicago for how real estate services firm CBRE chases new business. Her task: knowing copious details about every company CBRE pitches and how to deploy the company's 17 senior commissioned office tenant reps downtown, for example, to win accounts.

It's a "highly risky puzzle," she says, that requires a nuanced grasp of all the moving pieces in the downtown office market while keeping commissioned brokers—some of whom refer to her as CBRE's "den mother"—both happy and hungry for more.

"The competitive nature that makes these (brokers) in this space so good is also what creates and develops some of the noise that is hard to get over," says Georgas, who studied communications and sociology at Indiana University before coming to Chicago to pursue a career in commercial real estate. "You have to have a ton of compassion, you have to have a ton of patience."

On her watch, the firm's brokers have represented some big recent tech expansions by Google, Salesforce and Glassdoor. CBRE bumped her up last year to oversee its Chicago-area office business and about 200 brokers, which last year generated \$200 million in revenue for the Los Angeles-based company.

The west suburban mother of two



"has mastered the art of the game," says CBRE Global Chief Operating Officer Jack Durburg. He hired Georgas in 2005 as a research analyst, helping her become a market whiz with a deep understanding of the data points that back up CBRE's key strategic decisions. With a stable of brokers who eat what they kill, "you've got to figure out as a leader how to get all those people to work together . . . to go to market as a team and not just a collection of individual silos. She's been able to do that."

Danny Ecker

HARRY ROWLAND

39 | Co-founder, CEO, Endotronix

More patients are surviving heart attacks, but they often suffer from heart failure, a setback to their quality of life and a financial weight on health care systems worldwide. Harry Rowland's grandfather and his partner's father died of heart failure.

"People we care about are suffering from this problem," says Rowland, whose company developed a pressure sensor system that wirelessly monitors heart function. Lisle-based Endotronix is in clinical trials with the Cordella Sensor, which is permanently implanted in a patient's pulmonary artery and read daily by a hand-held device.

The sensor has been successfully implanted in 15 patients in Belgium and Ireland, and the European test is being expanded to 60 patients. In August, Endotronix received FDA approval to begin a U.S. study covering 950 patients at up to 60 health centers.

Rowland earned a doctorate in mechanical engineering at the Georgia Institute of Technology, focusing on nanofabrication—the manufacturing of products at a minute scale. In 2007, he teamed with Dr. Anthony Nunez, a cardiothoracic surgeon in Peoria. They gained early backing from a health care services entrepreneur, which enabled them to attract

Midwest angel investors. But funding turned out to be trickier than anticipated.

The market dried up when a competitor was denied FDA approval in 2011. "Our ability to finance the company was nonexistent for a couple of years," Rowland says. That competitor finally was greenlighted in 2014, "and a lot of interest started to turn our way." Still, two financings fell apart at the last minute, resulting in some "dark moments," he says.

"Harry thinks strategically and manages operationally, topped off by a significant amount of persistence," says Marc Goldberg, managing partner of Wellesley, Mass.-based BioVentures Investors, which led the finally successful \$32 million Series C financing in 2016. "The device is a quantum improvement over what is available now."

The financing allowed Endotronix to increase its workforce to 100 and expand operations. A \$45 million Series D round followed last year.

"Our goal is not just to show it's safe but that our product potentially should be the new standard of care for heart failure treatment across the U.S. and the world," Rowland says.

Judith Crown



40 UNDER 40

SAMMY DORF

35 | Co-founder, chief growth officer, Verano Holdings

SAMMY DORF MIGHT NEVER have gone to law school, or gotten into the cannabis business, if open-outcry trading was still a thing.

When the recession hit a decade ago, he had just graduated from the University of Kansas and was working as a clerk for his father in the soybean oil pit when his dad said, “This is coming to an end.”

So Dorf went to law school. While he was at John Marshall, a friend from his days at Kansas called and told him he wanted to get into the cannabis business in Colorado. Dorf helped him raise capital to win a license in 2010.

After earning his law degree, Dorf opened a criminal defense firm in Chicago and started flipping houses he bought at tax sales. “I knew I couldn’t work for someone else,” says Dorf, who grew up in Deerfield but spent most summers in New Buffalo, Mich., where he honed his

“(SAMMY) LED THE TEAM THAT WON MORE OF THOSE LICENSES IN NEVADA THAN ANYONE ELSE.”

wakeboarding skills. When Dorf saw that Illinois was going to legalize cannabis for medical use, he started traveling the state, meeting officials to line up support for license applications. Eventually he teamed up with New York-based Columbia Care to win two licenses in Illinois.

He later partnered with George Archos, owner of Wildberry restaurants, and they began building Verano Holdings, which quickly became one of the largest cannabis companies, winning or acquiring an interest in 44 licenses in 11 states.

That’s how Dorf became an unlikely O.G. of a weed business that’s still in its infancy.

“Sammy gets shit done,” says Steve White, CEO of Phoenix-based Harvest Health & Recreation, which announced in March it will buy Verano for \$850 million. “He led the team that won more of those licenses in Nevada than anyone else. It was one of the things that clinched the deal for us.”

John Pletz



ERIN ALEMAN

39 | Executive director, Chicago Metropolitan Agency for Planning

Erin Aleman, the first female head of CMAP, says in her short time there, she’s become more comfortable than ever with laying her cards on the table. “What’s the worst that could happen? The person across the room isn’t going to like me?” she says with a laugh.

A little head-butting might be natural at an agency that tries to bring together municipalities, transit agencies, counties and political personalities that don’t have an immediate incentive to get along—one city’s corporate relocation or big infrastructure project is often another’s loss. Aleman’s sunny personality helps. Plus, she knows the realm well: Her first fellowship out of school was at CMAP; she helped manage a private planning group; and she survived the state’s budget crunch while running the mother ship within the Illinois Department of Transportation, the Office of Planning & Programming.

The St. Joseph, Mich., native started out with plans to be a printmaker, studying art at the University of Michigan. She eventually followed her boyfriend, now husband, to Cleveland, where she pursued a planning masters at Cleveland State University.

As the daughter of a Mexican migrant worker raising her two multiracial children in West Town, Aleman says her eye is toward equity and developing future leaders. “The region is only as good as its worst community,” she says. “How do



you help bring them along?”

That’s a big part of On To 2050, CMAP’s long-term plan for inclusive growth, resilience and prioritized investment across Chicago’s metro area.

Randy Blankenhorn, a mentor to Aleman at CMAP and IDOT, says she’s got a combination of communication and sales skills to get leaders on the same page. “I was pleasantly surprised she was interested and thrilled that she got the job. I think public service is kind of in her blood. That’s an important thing.”

A.D. Quig

CHARLIE CORRIGAN

38 | Vice president, head of Chicago philanthropy, JPMorgan Chase

Chicago is a crucial part of JPMorgan Chase’s experiment in helping build up the most economically ravaged urban neighborhoods in the U.S. Charlie Corrigan, the man in charge of that venture here for the nation’s biggest bank, grew up in Naperville, near Chicago but about as far from the gritty city as one can get.

But after a false start in international politics at Georgetown University (“I almost failed Spanish”), Corrigan found his calling in the world of philanthropy, and that led him to urban affairs. He joined Chase in 2010 after several jobs at nonprofits in Seattle and California. For a guy with a public-policy graduate degree from the University of Chicago, it was a gamble that he could marry his desire to do good in the world with working at a banking colossus.

In 2014, the gamble paid off big. Chase announced its groundbreaking move to invest \$100 million in revitalizing Detroit. The Chicago philanthropy team “raised our hand,” Corrigan says, and prevailed on CEO Jamie Dimon to greenlight a \$40 million, three-year campaign—unveiled in 2017—that soon was increased to \$50 million.

Corrigan, who describes himself as “very nerdy” and a trivia buff (“Going on ‘Jeopardy’ is a goal”), has brought detailed quarterly analytics to assessing the results. Through 2018, the program had created or retained 1,246 jobs on the South and West sides, created or preserved 176 housing units and aided more than 2,800 in work-



force-assistance programs. An emphasis is on men released from prison and providing them jobs and counseling, which Corrigan says appealed strongly to Dimon.

Corrigan is the rare big-bank philanthropist who both holds nonprofit recipients accountable and puts them enough at ease to be forthright about what’s working and what’s not, says Calvin Holmes, president of the Chicago Community Loan Fund, a partner in the effort. “He’s always saying, ‘There’s no exact mandate or right answer,’” Holmes says.

Steve Daniels

CTC
CHICAGO TRADING COMPANY
CHICAGO / LONDON

We are proud to have Lauren Rauch
chosen for *Crain's* 2019 40 under 40 class,
and even more proud to have her as
a respected and valued teammate.

chicagotrading.com



"Congratulations, Lauren! You are a talented leader and you have made a big impact on me and many others throughout your career at CTC. We are excited to celebrate this well-deserved honor with you!"

Dan Feuser, CEO

40 UNDER 40



JEREMY COLLITON

34 | Head coach, Chicago Blackhawks

JEREMY COLLITON FACED A daunting charge last year when the Chicago Blackhawks made him the youngest head coach in the National Hockey League: take the reins from future Hall of Famer Joel Quenneville to right the ship for an Original Six franchise led by players his own age that had fallen in short order from Stanley Cup champions to playoff onlookers.

"There's no blueprint for how you do that successfully," admits Blackhawks General Manager Stan Bowman, who

hired Colliton in 2017 to coach the team's minor league affiliate Rockford IceHogs before bringing him up to Chicago.

But the spotlight of reinvigorating the Hawks while stars Jonathan Toews and Patrick Kane are in their prime isn't too big, Bowman says, even for a soft-spoken millennial who was raised on a grain and cattle farm 45 minutes southeast of Calgary, Alberta.

Colliton's strength is a blend of tactical hockey smarts and a coaching style players love, Bowman says. "He can observe something in a player and have a conver-

sation to give him really detailed information in a way that's really understandable."

Colliton has confronted pressure of high expectations before. Drafted at age 18 by the New York Islanders in the second round of the 2003 NHL draft—six picks after the Blackhawks selected goalie Corey Crawford—the former center ended up spending most of his first four years as a pro with the franchise's minor league affiliate as he struggled with "self-doubt" about whether he was good enough to make it at the game's highest level.

It took a move to play in a Swedish hock-

ey circuit in 2009 to find his game away from the spotlight before concussions derailed his playing career and he veered into coaching.

"I was worried about things that don't matter, worried about what other people thought, worried about, 'Am I good enough? Am I going to fit in?'" Colliton recalls of his early NHL struggles. "I try to use that with younger players, try to help them get over that and focus on what's important."

Danny Ecker

MICHELLE MILLS CLEMENT

39 | CEO, Chicago Association of Realtors

Michelle Mills Clement is conscious that she's an African American woman at the helm of an organization that not only once barred people like her from joining but "pretty much laid out where in this city families like mine could and could not live" by endorsing redlining and other forms of housing discrimination.

After growing up in the Roseland neighborhood, Mills Clement was living in Seattle in 2018 when she landed the CEO job at the Chicago Association of Realtors. In her first two years in the gig, she has worked to open up the professional association to the city it serves.

"If we're going to say we're the voice of real estate for Chicago, we should mean

all of Chicago," she says.

In the Austin neighborhood, CAR and the DePaul University's Chaddick Institute are studying a run-down CTA bus terminal at Austin Boulevard and Division Street. "We're trying to see if improvements would get traction for more improvements around it," she says. The study and a mural completed this summer on 75th Street in Grand Crossing featuring literary lion Gwendolyn Brooks are being funded by grants from the National Association of Realtors.

The Chicago association, with about 15,000 members, is headquartered on North Michigan Avenue, but Mills Clement has planted listening sessions, train-

ing events and other functions out in the far neighborhoods as a way to enable members who live and work out there "to participate without spending all day getting downtown and back."

Mills Clement, who lives in River North with her husband, Brace Clement, and their 2-year-old, has worked on the campaigns of U.S. Rep. Robin Kelly, D-Matteson, who's become a friend. Mills Clement "has an energy that is unmatched," Kelly says. "She's very organized, very dedicated, she's fierce, and if she sets her mind to changing something, she's going to change it."

Dennis Rodkin



BILL WATKINS

39 | U.S. sector lead, field sales, Pinterest

Bill Watkins launched Pinterest's Chicago U.S. sales team five years ago, and it's grown to 150 employees.

That growth is one of Watkins' proudest career achievements. He is now tasked with changing e-commerce away from text-based buying experiences to ones revolving around visuals, something Pinterest pioneered.

"Window shopping doesn't really exist for user expectations online," says Watkins.

One of his key successes in building that reality was landing a partnership in 2017 with Target that allows Pinterest users to snap photos of everyday items they like and receive suggestions from Target to buy similar products from the retailer. The deal was the biggest in the company's history at the time, cementing Watkins' importance to the San Francisco-based tech firm.

The partnership is all part of pushing Pinterest into the forefront of a changing retail industry, which is being shaped by customers who prefer online portals to traditional brick-and-mortar. Watkins is also in charge of dealing with big clients like Home Depot, Walmart and Wayfair. He's been successful in that role by not

taking himself too seriously and using humor to defuse tense situations, says Jon Kaplan, global head of partnerships at Pinterest.

"He thinks a lot about who he is as a leader," Kaplan says. "He loves to learn and be coached."

Kaplan notes Watkins' recent enthusiasm in heading up the diversity and inclusion hiring process at Pinterest and says the Chicago office has a unique, positive culture due to Watkins' leadership.

Watkins, an optimistic sort, likes to reference Ferris Bueller to describe his life outside of work: "Life moves pretty fast. If you don't stop and look around once in a while, you could miss it."

He lives in Wilmette with his wife, Daniella, and three children. When they're not ferrying the kids to basketball, baseball, soccer and swim events, they enjoy going to concerts. And when he isn't playing golf ("poorly"), you might see him around town in fashionable duds.

"I'm a sucker for nice clothes and Stetson hats," he says.

Dalton Barker

"HE LOVES TO LEARN AND BE COACHED."



CONGRATULATIONS TO MYESHA MCCLENDON FROM THE ENTIRE TEAM

ON BEING INDUCTED INTO CRAIN'S 40 UNDER 40 CLASS OF 2019!

MILHOUSE



ACTIVE DIVERSITY • CONSTANT QUALITY • FIERCE INTEGRITY

MILHOUSEINC.COM

40 UNDER 40

ANDY ROSEN BAND

38 | CEO, Morgan Li

Andy Rosenband expected professional soccer to be his life's passion. Instead, it's manufacturing.

The Chicago Heights native spent seven years as a forward in Major League Soccer, including two years at the Chicago Fire. Then he rebuilt his family's business: From two employees and \$3 million in revenue in 2009, Rosenband has grown Morgan Li to 200 employees and \$47.6 million in revenue.

Manufacturing had always been his father's game. Phillip Rosenband ran metal fabricator Morgan Marshall Industries until 2003, when he sold the business to a company that shut down operations. But, crucially, the Rosenband family still owned the Chicago Heights factory. In 2008, they received a phone call from an old customer: Walmart. The company wanted to refurbish some in-store fixtures. Was it possible?

At 29, Andy Rosenband's soccer career was winding down. He decided to tackle the new challenge. Though he had his family expertise and ties to old customers to tap, at the start, it was still just him and one other employee in the otherwise empty facility.

"I was fortunate enough to have the start, but I've put in countless hours of blood, sweat and tears to build this company into what it is now," he says.

Since then, he's moved beyond refurbishment and back into manufacturing in-store fixtures. Customers include Claire's, Adidas, Old Navy and the Ritz Carlton. The company also is working with marijuana business Green Thumb Industries. Dispensaries are "an area that's going to see huge growth, and we're in at the ground level already."

Yoder Custom Design in Valparaiso contracts to do work for the Chicago Heights company. Though Rosenband is diligent and direct, says owner Jon Yoder, that's not what makes him impressive.

"I don't know how he can be happy so many days in a row," he says. "It's delightful to deal with."

Claire Bushey



J'Tia Hart and her daughter Aashna, far right, at the Rauner Family YMCA. Aashna is in the Head Start Program there.

J'TIA HART

38 | Program lead, Strategic Security Sciences, Argonne National Laboratory

J'TIA HART HAS A "FAKE office" in a midcentury brick building at Argonne in southwest suburban Lemont. That's where, among textbooks on nuclear physics and photos with Energy Secretary Rick Perry, she greets visitors.

She does much of her work—as an analyst on nuclear nonproliferation, mastering the two-minute, layman-friendly presentation—on a secure floor. Besides Perry, who plans to resign soon, Hart has briefed his predecessor, Ernest Moniz, and members of the National Security Council, plus various nations on export-control licensing.

"I think for people," says the South Florida native, who started college at 15 and was a contestant on "Survivor." She got a doctorate in nuclear

engineering from the University of Illinois at Urbana-Champaign while commuting to Chicago to model for Claire's, Kohl's and other clients.

Hart's colleagues say she strives to make science accessible while presenting herself to African American girls as a STEM role model. "The

"EVERY JOB I'VE EVER HAD I'VE BEEN MISTAKEN FOR THE SECRETARY OR, ONCE, THE IT PERSON."

way I look at it, I stick out so you can blend in," she says. "Every job I've ever had, I've been mistaken for the secretary or, once, the IT person."

Her graduate thesis on optimizing nuclear power reactors according to electricity demand, grid size and uranium and thorium resourc-

es, knowing which fuel systems "are more tightly sealed than others," underpins her nonproliferation research, says her U of I graduate adviser, Rizwan Uddin, head of the nuclear, plasma and radiological engineering department.

Hart, though, is an evangelist for nuclear proliferation—for power generation, medical and other peaceful purposes. This is her second stint at Argonne, after serving as a researcher and briefer in Washington at the Department of Energy, Argonne's owner. She says she finds Perry, who as a presidential candidate in 2011 infamously called for abolishing the department, thoughtful, personable and open to learning. "And honestly, what more can you ask for in a boss?"

Steven R. Strahler



LAUREN UNDERWOOD

33 | U.S. representative, 14th District

The day she was elected, Congresswoman Lauren Underwood's Republican opponents (she bristles at "enemies") put a target on her back, given the district's more conservative lean. "They're treating it like an open seat," she says of the half-dozen Republican hopefuls in the 2020 race so far. "Jump on in, the water's warm."

Underwood, who grew up in Naperville, is in a tight spot: Those opponents tie her in with the leftist wing of her party, that party is locked in battle with the president, fellow caucus members have had "sharp elbows" regarding their committees, and almost anything that gets passed by the House gets stuck in the Senate. She, like fellow Illinois freshman Congressman Sean Casten, would rather spend her time in the House getting things done.

"This world needs pushers, and she's a pusher," Casten says, adding that the two have tried to nudge leadership when they can to reach winnable goals on climate change, tax reform and health care.

Asked how she identifies politically, she replies, "I don't know what that means—who am I politically? I'm a

regular Democrat. I'm not an adjective-first Democrat."

The millennial and registered nurse grew up looking up to nearby powerful black female leaders like Sen. Carol Moseley Braun and Oprah Winfrey. Underwood attended the University of Michigan at a "racially contentious time"—just after the Supreme Court ruled in support of affirmative action in admissions, followed swiftly by a statewide referendum banning the practice. Underwood turned out to be one of only a few dozen out-of-state black students in her class, one of even fewer in the nursing program.

She had a better time at Johns Hopkins University, where she received a Master of Public Health, then landed her dream job helping implement the Affordable Care Act at age 23. She had a clinical side hustle, too.

Happy to be back campaigning, Underwood says she can flex her nursing skills. "The first thing you learn is you have two or three minutes when you walk in a patient's room to establish trust. If they don't trust you, you can't serve them or their families very well."

A.D. Quig



Congratulations to our own Joy Jordan on making Crain's '40 Under 40' list!

Here's to a future full of continued success.



40 UNDER 40



KATHERINE CHAIREZ

38 | Head of execution strategy, Harris Associates

KATHERINE CHAIREZ GREW up the daughter of Vietnamese refugees living in low-income housing as a kid in Rancho Cordova, Calif., and became “more attuned to financial consequences” early in life, she says.

Since graduating from Columbia University in New York with a bachelor’s degree in operations research and, later, a master’s in financial engineering, Chairez has worked at a string of prominent financial firms, including Goldman Sachs, Citadel Securities, UBS Asset Management and now Chicago-based investment firm Harris Associates.

She developed an expertise in quantitative trading as firms began to crave professionals who could nab a 21st-century electronic edge in increasingly speedy financial markets. At Goldman, she became an algorithmic trading strategist and later parlayed that experience into management posts. At UBS, she became head of equity trading for the Americas. One of her superiors there, Head of Trading Ted Drury, backed her for the promotion. “She is committed to any problem that arises—she’s commit-

ted to solving it in the way that really fixes the problem,” Drury says. That’s how she approached transaction-cost analysis of the firm’s trading, he says. At Harris, she designs the firm’s strategy for getting the best execution on trades in the markets.

Chairez, who played volleyball, soccer and basketball in high school and walked on to the Columbia volleyball team, credits her love of competition for helping her succeed. She had to work her way through college but graduated debt-free thanks partly to scholarships.

She also says her high school sweetheart, Angelo Chairez, who became her husband and now is a stay-at-home dad to their three kids, played a key role.

“I was always on a certain path career-wise,” she says. “I definitely feel like I’ve had his support along the way. I never felt like I had to compromise for anything, which I know not everybody gets to say.”

She and her husband still play together on a volleyball team. She also relaxes with photography, mainly chronicling the kids’ lives, and travel, including upcoming plans for Jamaica and Tuscany.

Lynne Marek



ALAN BLANK

36 | Assistant professor, orthopedic surgery, Midwest Orthopaedics at Rush

Complex, lifesaving, limb-preserving bone cancer surgery is an art. But Dr. Alan Blank is using science to try to make it more accurate, efficient and effective.

The Midwest Orthopaedics at Rush surgeon is leading the nascent field of 3D modeling in orthopedic oncology. Turning MRIs and CT scans into tactile models lets surgeons truly see and feel tumors, muscles and bone before heading into the operating room, he says. The models provide ultra-accurate cutting guides for removing tumor and bone. And the fit of 3D-printed titanium bone replacement implants are “like night and day” compared to bone

replacement cut from cadavers, Blank says.

“Using a 3D model gives you the tactile feedback of real surgery,” Blank says. “When I’m in surgery, the only thing that lets me know where I am are my hands. But if I’ve already felt it on the model, I know what to expect and what I’m feeling.”

Just three years out of his orthopedic residency, Blank is already a leader, says Katie Struck, system vice president and chief administrative officer at Rush System for Health. Struck says they knew Blank was talented. During his residency at NYU Hospital for Joint Diseases, he received the prestigious Resident

Research Award for his work on prophylactic surgical treatment for metastatic bone disease. But his ability to collaborate and lead simultaneously was a plus.

“I’ve recruited a number of surgeons right out of their residency, but it’s very rare to see someone take to leadership so young,” she says. “In fact, we’ve asked him to take a leadership role on Rush’s multidisciplinary musculoskeletal oncology program.

“His clean eagerness is refreshing. You know that he will never be satisfied or complacent” about the current state of orthopedic oncology, she says.

Jon Asplund



YOUNG-JIN CHANG

36 | Managing director, global head of metals, CME Group

When Young-Jin Chang was 16, she told her parents she wanted to leave their hometown of Seoul and move by herself to Portland, Ore., to live with her aunt.

“I was a very studious child, and I was studying long hours, and I said to my parents, ‘What does this do for me?’ ” she says, referring to tedious class exercises. “My parents were very much of a half-full-glass-type of people that always taught us that opportunities are limitless and you really can achieve anything if you have a work ethic behind it.”

Chang made the move and later earned a bachelor’s in economics and business from Kalamazoo College. She got a job in the Chicago office of international metals trading company David J. Joseph, now a unit of Nucor, and completed an MBA at the University of Chicago’s Booth School of Business.

She gravitated to the city partly because her boyfriend was from Glenview, but she was also following in the footsteps of a great uncle who attended the University of Chicago. The boyfriend became her husband, and now they’re raising two kids in Glenview.

Chang’s life has crisscrossed the world, with family travels as a youngster to places like China; graduate school studies in Paris; and work travel to Asia, Europe, South America and Africa.

One of her trips led to her current post after she sat next to a CME Group executive on a flight to Germany who suggested she stop by the company’s London office. She did, and landed there in 2011 as a director in metals research and product development. CME Chief Operating Officer Julie Holzrichter has mentored Chang over the past several years. After Holzrichter shared some presentation tips with her younger colleague recently, she was struck by how quickly Chang incorporated them into a presentation for CME leaders.

“It’s like she instantaneously knew what I was saying and she delivered,” Holzrichter says.

Chang still travels for fun, too, including visiting family in Seoul several times a year.

Lynne Marek



“There’s really no difference between law firms.”

Many people believe that law firms are pretty much the same. We don’t. We believe that what separates us from the pack is not what we do, but how we do it. Limitless service, on call service, aggressive not conservative, team players not one man bands, practical problem solvers not just legal practitioners. Working 24/7 to get the job done. Our clients clearly understand and value this difference. How can we help you? Contact our Office Managing Partner, Lawrence Eppley at 312.499.6302.

SheppardMullin
sheppardmullin.com

Offices in:
Brussels
Century City
Chicago
Dallas
London
Los Angeles
New York
Orange County
San Diego (Del Mar)
San Diego (Downtown)
San Francisco
Seoul
Shanghai
Silicon Valley
Washington, DC

CONGRATULATIONS



CHARLIE CORRIGAN
Head of Midwest Philanthropy
JPMorgan Chase & Co.

From your work in the community to your role as volunteer baseball coach and your well earned title as quizmaster, you excel in all you do. We are proud of all that you’ve accomplished. Congratulations Charlie!

JPMORGAN CHASE & Co.

40 UNDER 40

FEYI OLOPADE AYODELE

35 | CEO, CancerIQ

GENETIC TESTING CAN HELP assess a patient's risk of developing cancer, but screening tools and predictive analytics aren't available in every doctor's office. Feyi Olopade Ayodele is working to change that.

Ayodele's four-year-old oncology platform, CancerIQ, aims to make it easier and less expensive for doctors in community-based settings to identify and manage patients who could benefit from genetic counseling or testing.

"Other solutions in this space are much more limited, looking at one step of the patient journey rather than focusing on the whole care continuum," says Teresa Heckel, an oncology consultant and former president of the Association of Cancer Executives. "When you're looking at high-risk patients, it's not enough for us to identify them as high risk. That does nothing for them unless we can work with them to help them mitigate and reduce their risk."

Ayodele's experience as a management consultant, investor and investment banker has helped her raise \$5.8 million for the startup to date.

"I don't know how many African American females you've seen out there raise a

"I DON'T KNOW HOW MANY AFRICAN AMERICAN FEMALES YOU'VE SEEN OUT THERE RAISE A SIGNIFICANT AMOUNT OF CAPITAL, BUT IT'S NOT A LOT."

significant amount of capital, but it's not a lot," says the University of Pennsylvania business school grad. "I started really early on trying to demonstrate the things investors would need to see to believe in our company. When you don't have a track record—when you don't even look like someone who has a track record in this space—it was really important to prove (our case) with numbers."

Ayodele also has support from her family, especially her mom: CancerIQ co-founder Dr. Olufunmilayo Olopade, a University of Chicago Medicine oncologist and MacArthur Foundation "genius grant" winner. Ayodele calls her mom's groundbreaking cancer risk assessment research the "foundation" of the company.

The startup has 20 employees and 40 customers, including Peoria-based OSF HealthCare and Altamonte Springs, Fla.-based Adventist Health System.

Stephanie Goldberg



MONICA RHO

39 | Chief of musculoskeletal medicine, Shirley Ryan AbilityLab | Team physician, U.S. women's national soccer team

As a young athlete with a minor knee injury, Monica Rho was discouraged when a sports medicine doctor sidelined her in the middle of her basketball season. He didn't explain the injury, share a detailed recovery timeline or ask how she felt about having to sit out.

"I remember walking away from that visit thinking, 'If I were a male athlete, I think he would have told me something different,'" says Dr. Rho, who was inspired by the negative experience to pursue a career in the male-dominated field.

Since 2017, Rho has served as team physician for the U.S. women's national soccer team, which this year won its fourth World Cup.

"Having the opportunity to support the best female athletes in the world is an incredible honor, and I didn't take it lightly," says Rho, who is chief of musculoskeletal medicine, director of residency training and director of women's

sports medicine at top-ranked Shirley Ryan AbilityLab. She also is an associate professor of physical medicine and rehabilitation at Northwestern University's Feinberg School of Medicine.

Rho considers herself fortunate to be able to treat patients, conduct research and teach the next generation of doctors. But that's a privilege she's earned.

"I knew she would be a leader in our field in the future from the time I interviewed her" for her fellowship, says Dr. Heidi Prather, a Washington University School of Medicine professor and division chief of physical medicine and rehabilitation. She adds that Rho has the rare ability to both see the big picture and also implement it.

Prior to working with the women's soccer team, Rho was the physician for the U.S. men's Paralympic soccer team, the Joffrey Ballet and Blue Man Group.

Stephanie Goldberg



JOHN TURNEY

34 | Senior vice president, Northern Trust

When John Turney was in high school, he dreamed of being a fighter pilot. His competitive juices were fueled by small-boat sailing races on Lake Michigan.

Flying and sailing are dreams of the past for the Winnetka native; instead, he's flown up the org chart at Chicago's largest locally headquartered bank. Turney last year was put in charge of Northern Trust's foreign-exchange business, an important unit that often is the difference between whether the bank exceeds or misses its earnings targets in a given quarter. Through three quarters of 2019, it's made up 4 percent of Northern's revenue.

Turney began work on Northern's foreign-exchange desk rafter graduating from Georgetown University in summer 2008. It was an inauspicious time, with financial markets melting down and the collapse of Lehman Brothers mere weeks away. But for Turney, it represented opportunity, and he immediately distinguished himself.

During a particularly chaotic week, two of Northern's largest foreign-exchange clients needed to meet at the same time, recalls Joe Halwax, then Turney's boss and now managing director at investment firm Wespath in Glenview. Halwax took one of them and relied on his young newcomer to take the other. "He was asked to really step up and manage some of Northern's biggest relationships."

Turney has spent most of his career with Northern, with a brief stint at a wealth-management firm in San Francisco, where he moved to follow his then-girlfriend, now wife, who'd gotten a job there. He returned to Northern, working in San Francisco, after the firm was quickly sold.

Turney returned to Chicago last year after being tapped to lead foreign exchange. The unit handles foreign-currency transactions for Northern's institutional-investment clients when they buy or sell securities in other countries. These



days, clients increasingly are tasking the bank with full responsibility for foreign exchange, an outsourcing initiative the bank is emphasizing under Turney.

The volatility inherent in global economics makes foreign exchange a particularly tricky business to manage. It's dependent both on trading volumes, which rise and fall depending on events, and also adeptly navigating currency fluctuations. But Turney enjoys that part of the challenge—and feels like his trial by fire at his career's outset has helped him.

"The stock market sells off 1.2 percent and the headlines are, 'Buy water and canned produce and stay out of major population centers,'" he says. "If you look at the longer-term history of financial markets, things mostly progress up and to the right over time."

Steve Daniels

SARAH WICK

38 | Vice president, Related Midwest

As a liberal arts major at the University of Wisconsin at Madison, "I wanted to save the world," Sarah Wick says, "or at least do something with social impact." She fell into the affordable housing business in a college internship and has been committed to the work ever since.

Over the past six years, Wick has been a leader of the affordable housing track at Related Midwest, a big real estate firm that simultaneously builds luxury-priced homes, mostly in high-rises like the 70-story One Bennett Park in Streeterville.

"I'm stoked about being part of a business model that does both ends of the spectrum," Wick says. "We're having an impact across all incomes, and that's exciting."

At the Julia Lathrop Homes, built in the 1930s as one of the first Chicago Housing Authority public housing developments, Wick spearheaded much of Related Midwest's effort to turn 925 dilapidated and largely empty public housing units into 1,116 units of mixed-income housing.

"I'm super proud of what we did at Lathrop," Wick says of the effort by Related and its partners, Bickerdike Redevelopment and Heartland Housing. The team completed the first 414 units in 2018. Fraught with controversies over displacement of low-income people, the project sought to balance the demands of a for-profit redevelopment of a public asset, which, as Wick sees it, means everybody wins and everybody loses.

"I think Lathrop takes all the pieces of what all the stakeholders wanted and delivers some component of it," says Wick, who lives in West Town. "It doesn't address all of any one person's concerns. It should be a place for anybody and everyone."

The \$180 million first phase of the



Lathrop project, launched in 2017, entailed rehabbing many of the landmark low-rise brick structures and revitalizing courtyards, lawns and a stretch of riverfront on the North Branch. All the rehabbed units were leased by the end of July, Wick says, and the 59 new-construction units should be full by year-end.

Wick "lights a room on fire with her passion," says Mary Lundgin, senior managing director at Heitman, another development firm, who has juried development contests Wick's projects were in and been on juries with her. "She brings an analytic capability with her desire to help the affordable housing business." People who hear Wick speak about a project "want to invite her home to dinner," Lundgin says.

Dennis Rodkin

40 UNDER 40



STEVEN GALANIS

31 | Co-founder, CEO, Cameo

Even when he was in preschool, Steven Galanis could work a room, earning the nickname “The Mayor.”

With the exception of a summer gig as a driver for former Illinois Secretary of State Alexi Giannoulias, he never went into politics. He indulged an entrepreneurial streak but maintained his knack for building relationships.

Galanis and two friends launched Cameo, which exploded into one of Chicago's hottest startups, recently landing a \$50 million investment led by Kleiner Perkins.

The website and mobile app allow someone to pay a celebrity or athlete to do a video shoutout. There are 20,000 celebrities, from Brian Urlacher to Caitlyn Jenner, on the platform.

“It felt like we were building the new autograph,” says Galanis, who had been an avid autograph collector as a kid and started college just as Facebook and smartphones were really taking off.

Ezra Galston, whose venture-capital fund, Starting Line, was an early investor, says Galanis solved a problem that doomed similar marketplaces: how to make it worthwhile for stars while keeping prices from getting too high for the customers. “He got (celebrities) to think about it as a function of their salary by the minute.” Most Cameos cost a few hundred dollars or less.

Galanis comes from a long line of entrepreneurs: His mother's family ran a photography business, and his uncle was a Hollywood film producer.

Before launching Cameo, Galanis worked as a trader and dabbled in producing his own films and TV shows with co-founder Martin Blencowe. While at Duke University, he had started several businesses, including one that used Facebook to promote events at bars and nightclubs.

Galanis has collected advisers the way he used to collect autographs, including LinkedIn CEO Jeff Weiner, Relativity CEO Mike Gamson, SpotHero CEO Mark Lawrence, former Twitter CEO Dick Costolo and Grubhub CEO Matt Maloney. “His feedback network is amazing,” Galston says.

John Pletz

JOY JORDAN

32 | Executive vice president of leasing, Sterling Bay

OVER THE PAST COUPLE of years, Joy Jordan has learned to fish, golf and hunt to try to help her ink big leases with companies downtown.

“You have to find common ground,” she says of her efforts to build connections with executives and tenant reps in the male-dominated commercial real estate industry. “It’s a tough business for women, period.”

Gender doesn’t appear to have gotten in her way. After helping orchestrate massive leasing turnarounds at the Civic Opera House and Willis Tower over the past seven years, developer Sterling Bay hired her in June to stalk even bigger game: selling its vision for Lincoln Yards, the \$6 billion mixed-use megaproject it aims to build along the North Branch of the Chicago River between Lincoln Park and Bucktown.

Pitching companies on an unproven location for large-scale office users 3 miles from the center of the Loop doesn’t faze the Loyola University Chicago grad, who “can sell anything,” she says.

Jordan was instrumental in changing the perception of Willis Tower as private-equity giant Blackstone Group embarked on a half-billion-dollar renovation of the city’s tallest tower and inked big new leases with financial services firm Morgan Stanley and other tenants, bringing the building to more than 90 percent leased.

She also helped her previous firm, Chicago-based brokerage Telos Group, win a leasing assignment for the redeveloped upper floors of the Marshall Field building before departing for Sterling Bay.

Jordan “is as hard-charging of a human being as I have encountered,” says Rick Schuham, vice chairman at tenant rep brokerage Savills. He hired Jordan as an intern in college before she went on to graduate in three years. “There’s a lot of fundamental ingredients to being successful in this business, and if you don’t have an innate high-revving motor, it doesn’t matter which side of the table you’re on, you’re not going to succeed. I think the woman was born in overdrive.”

Danny Ecker



DAVID ROMAN

38 | Vice president of strategy and financial planning and analysis, Baxter International

When the backseat driver jumps in front and takes the wheel, you find out whether he knows how to drive.

Three years ago, David Roman leapt from being a Goldman Sachs analyst covering the medical products industry to helping create a growth strategy for longtime industry leader Baxter International. Now, Roman is vice president of strategy, financial planning and analysis at the Deerfield company, working closely with President and CEO Joe Almeida and Chief Financial Officer Jay Saccaro.

Roman says that as an analyst, he saw the malaise Baxter was in, with revenues slowing and profits slumping, but he also saw great potential.

“We were a huge, established player in hospital products and kidney care, but we needed to move from stale product development, onesie-twosie kind of product launching, to a growth-oriented mindset,” he says.

Today, the company is poised to introduce a number of products over the next year. “We’re launching new products, bringing in new people to complement veteran talent, creating that mindset,” Roman says.

Almeida, who came to the industry giant four years ago with a mandate to turn things around, says he saw the potential for Roman to be a mover and shaker.

Roman’s strength wasn’t simply in bringing the immediacy and outsider perspective of Wall Street to the insular workings of behemoth Baxter, Almeida says, it was in how well he came to understand the inner workings of the company and helped change processes, not simply disrupt processes, in order to rekindle sales growth.

“David’s got three traits that are essential, but not obvious, for success: He listens very well, he’s adaptable and he is highly collaborative. This is what brings him to a different level.”

For his part, Roman says, “Most of what I had projected, in principle, has played out. But I found it is so much harder to run a company than analyze one.”

Jon Asplund



CONGRATULATIONS Michelle Mills Clement!

We're proud to have you leading
the Chicago REALTORS®



THE VOICE FOR REAL ESTATE IN CHICAGO

The Chicago Association of REALTORS® unites all facets of the industry as a leading advocate for real estate, driving REALTOR® business success and economic development of our communities.

CHICAGOREALTOR.COM




Congratulations to David Giljohann on being named to the Crain's 40 under 40

EXICURE, INC. IS A PIONEER IN GENE REGULATORY AND IMMUNOTHERAPEUTIC DRUGS UTILIZING OUR SPHERICAL NUCLEIC ACID (SNA™) TECHNOLOGY.

WWW.EXICURETX.COM

NASDAQ:XCUR

@EXICURE

40 UNDER 40



SAMIR MAYEKAR

36 | Deputy mayor, city of Chicago

Samir Mayekar had to give up some things he loved to join Mayor Lori Lightfoot's administration: his leadership role at Bronzeville-based lithium battery materials startup NanoGraf and his role on the board of the Albany Park Theater Project, which helps young immigrants stage their own stories and get into college.

Now as deputy mayor, Mayekar gets to regularly tour and tout Chicago's "under-appreciated" neighborhoods and leverage city resources to attract private development outside the Loop.

"The map of this city—poverty and investment—hasn't changed meaningfully. If anything, it's gotten worse in the past 50 years. You don't get transformational results with marginal thinking. We're here to transform," he says.

The only son of an engineer who worked on NASA's Skylab and a physician who came to the U.S. from Mumbai, Mayekar hitched his wagon to Barack Obama's star in 2008 and rose from campaign finance to national security to foreign investment.

The Texas-raised Northwestern University grad met his wife (also a physician) on the school's marching band (she's an oboist, he's a drummer). After his time in D.C., he co-founded NanoGraf in 2011.

Mayekar recalls being impressed with then-long shot Lightfoot at a meeting overlooking City Hall in summer 2018. Frustrated with former White House colleague Rahm Emanuel's handling of Laquan McDonald's death and Mayekar's own troubles with the politics of city red tape, he signed on early in her administration.

"He doesn't want to be a cog in a wheel—he's here to make his mark," says longtime friend and Obama administration colleague Marianne Markowitz, CEO of First Women's Bank. She describes Mayekar as a "brain-expanding," connected person with a defined true north. "Certainly they have a big challenge, but certainly he has the talent to address it," she says.

A.D. Quig



MAX PEEK

38 | Co-founder, CEO, managing principal, Magnolia Capital

Fear of failure can make it hard to quit a comfortable job to start your own business. Max Peek was more motivated by a fear of missing out.

"I think that where people miscalculate is not looking at the risk of *not* doing it," he says.

Peek made the leap in September 2016, teaming up with Vivid Seats co-founders Eric Vassilatou and Jerry Bednyak to create Magnolia Capital. They're off to a fast start: With equity partner Goldman Sachs, the real estate firm has acquired \$1.5 billion in properties encompassing 5,000 apartments. About 55 people work for Magnolia today, a figure that could rise to 125 in a year as it builds out a property management arm.

Growing up in Eagan, Minn., a suburb of St. Paul, Peek was a jock, playing football and baseball and running cross-country and track. But he found his biggest athletic opportunity on the basketball court while playing in a pickup game as a University of Wisconsin at Madison junior. Impressed with Peek's skills, one of the other players—an assistant coach for the Badgers—invited the 6-foot-4 shooting guard to try out for the Division I team.

Peek made the roster that season, logging mostly "garbage minutes" at the end of games, he says.

"He made the most of it," says former head coach Bo Ryan. "He came every day and worked hard."

The team won its first Big Ten championship since 1947 that year, but Peek decided to call it quits and focus on his academics as a senior.

He landed in Chicago after graduation, taking an analyst job at Watertown, an apartment investor. He worked there, mainly in acquisitions, for about 13 years before starting Magnolia. He describes himself as "a deal guy at heart" who tries not to let the deal get in the way of the relationship.

"Thinking through the business less transactionally and more relationship-oriented has served me well in my career, and a lot of the people that I deal with in this industry are, I consider, friends, not business counterparts," Peek says.

Alby Gallun



SEAN GARRETT

37 | President, CEO, United Way of Metropolitan Chicago

Sean Garrett is a United Way lifer breathing new life into the stressed charity.

With contributions and staffing levels half of what they once were, but with a new mayor validating its thrust, the United Way of Metropolitan Chicago is focusing on Chicago's neglected neighborhoods. Its Network Neighborhood Initiative links donors and volunteers to community groups, which helm strategy and tactics. "When people are connected with their hearts and heads, philanthropy follows," Garrett says.

"Sean didn't initiate this, but he's doubling down on this," says one of those donors, former Northern Trust CEO Rick Waddell. He and wife Cate pledged \$1 million to early learning and workforce development in the Austin neighborhood.

Garrett joined the United Way here out of college as a "community fellow," then became director of major gifts—at 23. He did the MBA thing, at night, at Northwestern University's Kellogg School of Management. After an interview with a management consulting firm put him through an exercise on optimizing restaurant profit, Garrett knew he was better suited for the nonprofit world. (The solution was converting four-seat tables to two-seaters.)

He spent five years in New York at United Way Worldwide before pushing neighborhood revitalization as executive director of the United Way of Central Carolinas and then returning to Chicago last year. "I wish I had trademarked 'Your ZIP code shouldn't determine your destiny' because I've been using that for years," he says.

Neighborhood Network has raised \$23.5 million for 10 neighborhoods citywide. Austin Coming Together and the Westside Health Authority are piloting a workforce innovation center, and the Chicago Botanic Garden and Lawndale Christian Health Center are pursuing healthy eating with Farm on Ogden.

A long-distance runner, Garrett is sunny, energetic and ambitious: "Population decline—that's the story of Chicago right now, and we can fix that." And realistic: "We've got a lot of work to do."

Steven R. Strahler



LAUREN RAUCH

39 | Co-head of index options trading, Chicago Trading

IN LATE 2017, LAUREN RAUCH WAS about to take a big promotion at Chicago Trading to co-head the firm's index options trading when she came down with what she thought was the flu.

But it was serious heart infection called endocarditis that required open-heart surgery at age 38. Rauch spent months recovering, but today she's healthy and overseeing 40 employees in that post.

The Boston-area native has gained a reputation at the firm as someone who can tackle just about any challenge thrown her way. Before taking her current role, she had successfully overhauled the firm's global risk-management approach.

"You can hand her the messiest pile of stuff in the world, and she just figures out a way to get it done, and done very well," says Chicago Trading CEO Dan Feuser. She did so well in the risk-management

"I ACTUALLY BELIEVED PEOPLE WHEN THEY TOLD ME THAT I COULD HAVE A BIGGER IMPACT."

position that she became the firm's first female partner in 2015.

Earlier in her career there, she traded in the fast-paced electronic arena for years, and briefly in the options pits, jockeying with mainly male rivals (a co-worker who started with her at the firm in 2002 became her husband). A former three-season athlete in high school (field hockey, lacrosse and basketball), she gravitated to the team competition and quick outcomes of trading, but welcomed a move to management.

"I actually believed people when they told me that I could have a bigger impact," she says, and she attests now that it's true. "I never thought I was the best trader," she says, acknowledging she wasn't as aggressive as some. She says she thought, "What if I take being good at it and combine it with other things? That could be the really powerful cocktail for me."

Now she gets her quick-turnaround fix from baking cakes and doing jigsaw puzzles. She and her husband, an Ironman competitor who stays home with their two elementary-school kids in Bucktown, also enjoy skiing, biking and hiking with the family.

Lynne Marek

40 UNDER 40



CONSTANCE JONES

38 | CEO, Noble Network of Charter Schools

WHEN CONSTANCE Jones was named CEO of Noble Network of Charter Schools last year, she started tearing down the dress code and other restrictive policies. A 20-year-old rule required hair color to be natural and tattoos covered. “These things have no impact on academic results,” Jones says.

On the day of the changeover in February, Jones dyed her hair purple and visited each of Noble’s 18 campuses. “If I say we’re doing it, I’m going to model it,” Jones says. “Yes, we’re doing it. My hair is purple.”

The reforms were important because “as a woman of color, I struggled with bringing my authentic self to work,” she says. “I was holding back a lot for fear of rejection.”

Jones overcame her insecurities and then some. The daughter of a teacher and a research statistician from Durham, N.C., she began her career as a pharmaceutical sales representative. She dreamed of applying to Harvard Business School but talked herself out of it, worried that her test scores weren’t high enough. Over holiday break, Jones’ older cousin scolded her: “They may tell

you no, but don’t tell yourself no.” She applied and was accepted.

“I take that into my work,” Jones says. “So many kids tell themselves no.”

After grad school and a brief stint at Hyatt, Jones decided if she was going to be “grinding this hard, I’m going to be grinding for the public good.” She landed at the nonprofit KIPP Foundation, which oversees a national network of charter schools. She rose from project manager to national development director, where her efforts led to fundraising of more than \$10 million.

Jones wondered if she could do more to help “black and brown kids in Chicago.” In 2015, she joined Noble as chief external affairs officer.

Today, she heads an organization of 12,000 students, a staff of 1,300 and an operating budget of \$180 million. “She brought an infusion of energy, and she’s an active listener,” says Noble board member Jonathan Reinsdorf. “She’s engaged the stakeholders, and she loves the students.”

“I want to make sure we’re growing the dignity of our kids,” she says, “who, because of their skin color, will have to field all kinds of challenges that are unfair.”

Judith Crown

KATHERINE KOPKASH

38 | Director of oncoplastic breast surgery, NorthShore University HealthSystem

Dr. Katherine Kopkash found a calling that combines two of her passions—fixing things and making them beautiful—and is using that calling to change how oncologists approach breast surgery.

In medical school, Kopkash “briefly considered plastic surgery, but the research aspect and mission of surgical oncology lured me in.”

In 2013, the two disciplines combined for her during a yearlong surgical oncoplasty fellowship at USC Hoag Memorial Hospital Presbyterian in Newport Beach, Calif.

Now, as director of oncoplastic breast surgery at NorthShore and a professor at University of Chicago Pritzker School

of Medicine, Kopkash is pioneering techniques to improve the way breasts look after surgery.

The young surgeon was aggressively recruited from Rush University Medical Center to NorthShore in 2017 to launch its oncoplastics program, performing, teaching and researching techniques, such as nipple-sparing mastectomies.

“Surgeons were not trained to consider the devastating effects that breast surgery has on a woman, and how a woman’s healthy and beautiful self-image aids in their overall recovery and health,” Kopkash says. “With the right approach and planning, breast surgery can be completely effective at removing cancer and still leave the breast beautiful.

It means the world to the patient.”

Dr. Melvin Silverstein, whom she trained with side by side at Hoag Memorial, said his protege proved a gifted surgeon who also has “an open mind and a warm and loving manner. She takes fantastic care of her patients.”

Kopkash says the penchant for learning and fixing came naturally, growing up in northwest suburban Cary with a mother who was a teacher and a father who owned a hardware store.

“Most surgeons are fixers,” Silverstein says. “We like to tinker, take things apart and put them together again. Dr. Kopkash is brilliant at that.”

Jon Asplund



CHRISTINA HACHIKIAN

39 | Executive director, Rustandy Center for Social Sector Innovation at Chicago Booth

If you walked into a University of Chicago Booth School of Business finance class in the early 2000s, only 10 of 100 students would be interested in social impact, Christina Hachikian says. Today it’s more like 75.

Social- and civic-minded millennials looking to help address gun violence, poverty, inequality and climate change benefit from Booth’s eight-year-old initiative in social enterprise, where Hachikian is founding executive director.

“How do we as a powerhouse research institution bring our best efforts to help move the needle on these entrenched problems?” she says.

A native of Iowa City, Hachikian worked at Cole Taylor and Shorebank. As an MBA student at Booth, she studied social entrepreneurship with finance and strategy professor Robert Gertner. As Gertner was formulating plans for what started as the Social Enterprise Initiative in 2012, he invited his former student to lead the venture.

“She was the most engaged and engaging student during discussions,” Gertner says. “She’s brought a startup mentality to building the center.”

Hachikian teaches courses in social enterprise and coaches entrepreneurial students competing in the school’s Social New Venture Challenge. The challenge has helped jump-start solar-powered light company LuminAID, African tractor-leasing company Hello Tractor and online voter guide BallotReady. The center connects Booth alumni to nonprofit boards seeking expertise in finance, marketing or other disciplines and also trains them for board service.

In 2017, alumnus Tandeon Rustandy endowed the initiative with a \$20 million gift. That funding enabled the center to expand research, pairing Booth professors with nonprofits that can test hypotheses and provide data back to the researchers. A staff of three at the start has grown to 20.

“These partnerships represent our best chance to help social service providers and advance academics,” Hachikian says.

Judith Crown



40 UNDER 40



GEORGE KONDILES

37 | Co-founder, chief architect, Ocient

George Kondiles earned his nerd cred early, bringing programming books to recess in grade school. He didn't have a gaming console, so he wrote his own games on the family's desktop. He later hacked his calculators, programming Mortal Kombat and other games onto them.

When Kondiles showed up at age 15 at software company Acumence, looking to indulge his interest in programming, founder Joe Jablonski wasn't much interested.

"He says, 'I know (programming language) C++ and a little about databases,'" Jablonski recalls. "I said, 'No, you don't.' I grabbed the specifications we had just gotten for a project and said, 'Just do this,' trying to get rid of him. And he came back two weeks later, and it was done."

Jablonski hired him, and he stayed on at Acumence, working from Urbana

"FOOD IS A GOOD ESCAPE FROM THE BRAIN PROCESS THAT GOES INTO WRITING SOFTWARE. IT'S METHODICAL."

while he earned a degree in math and computer science from the University of Illinois. They teamed up again at Ocient, a startup that's building software to handle real-time analysis of massive databases. "He's the best coder I've ever seen," Jablonski says.

When he's not writing code, Kondiles bakes. "Food is a good escape from the brain process that goes into writing software," he says. "It's methodical, but there's room for error."

His other escape is music. His parents studied music at DePaul University, and his dad later toured in a band. Kondiles started playing piano and violin but soon picked up a guitar.

He likes thrash metal, such as Metallica and Megadeath, "anything with a fast beat and great guitar solos," as well as Chopin and Bach. "I usually divide my days in half: classical in the mornings and metal in the afternoons."

John Pletz

JUSTIN HOLLAND

35 | CEO, HealthJoy

In 2013, millions of Americans were preparing to sign up for health insurance through Affordable Care Act exchanges for the first time. Meanwhile, Justin Holland was gearing up to launch an app that would help people navigate the new system.

Holland and his team shifted early on to focus on self-insured employers, a group struggling to manage rising health care costs and various benefit solutions, such as telemedicine and fitness programs. Today HealthJoy, which has raised \$23 million to date, helps clients' employees make educated health care decisions by providing claims information, online medical consultations and costs associated with treatments.

Employers spend around \$15,000 per employee on benefit packages, says Holland. "Ultimately," the HealthJoy CEO adds, "that experience right now is a plastic ID card and a stack of paper. That's it. Nothing else unifies it. That's where we come in."

Before moving to Chicago and co-founding the startup with Doug Morse-Schindler, Holland launched and sold two ad-tech companies.

"Ad tech is not a mission-driven industry," he says. "It's different being able to come into work every day and, ultimately, our company's future and growth depends on how much we help people. That's an easy thing to get behind."

GoHealth, a health insurance-exchange operator, is among HealthJoy's backers.

"Health care startups are hard, and it's very easy to give up on them," says Brandon Cruz, president of the company. "It's an industry that's set in its ways. It's very hard to change the health care space." Holland's "view of how things should be in the world" sets him apart from other entrepreneurs in the industry, Cruz says. "Having that characteristic helps him a lot in that environment."

HealthJoy has about 180 employees and plans to add about 30 by the end of the year. He also expects to have up to 700 customers by then.

Stephanie Goldberg



DANIELLE TILLMAN

38 | Managing director, bKL Architecture

Danielle Tillman is a rarity, an African American woman in architecture, a field where just 0.3 percent of professionals look like her. Yet she knew from around sixth grade that she wanted to be an architect. "I wanted to influence how people walk through space." It came in part from visiting her grandparents in Chicago from Knoxville, Tenn., touring the city's neighborhoods filled with historical buildings.

With a mind for STEM and parents who were educators and "were behind me 100 percent," Tillman had a base of confidence. It propelled her through a graduate school program where she was the only African American woman among about 100 students and eventually to one of the nation's pre-eminent architecture firms, Chicago-based Skidmore Owings & Merrill.

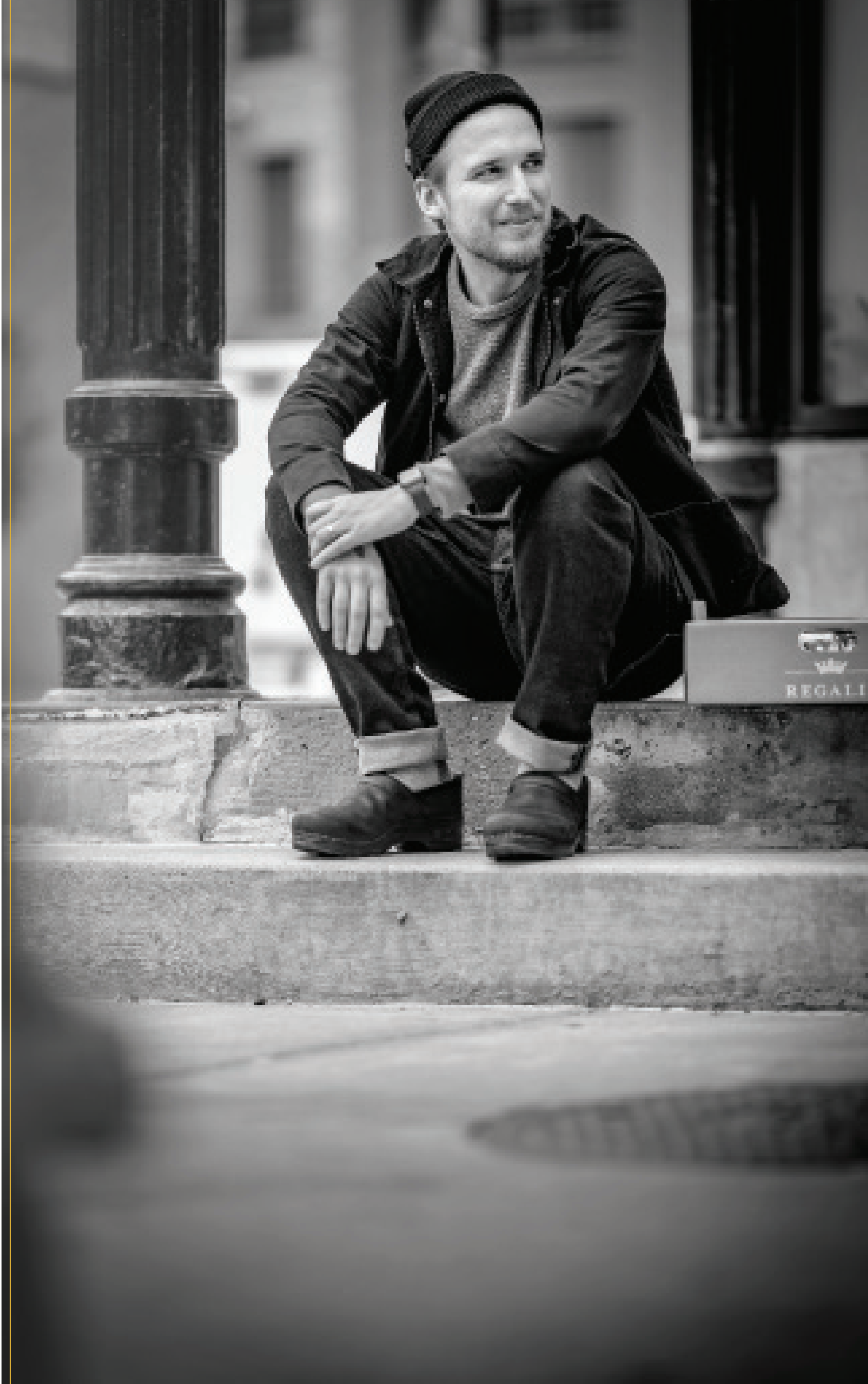
For the past eight years, Tillman has been at bKL Architecture in Chicago, where she has worked on the multicolored GEMS World Academy building in Lakeshore East, the redevelopment of the Chicago Housing Authority's Lathrop Homes in Lakeview into mixed-income housing, and the 34-story Exhibit on Superior apartment tower in River North.

Tillman was the lead architect on a renovation and glassy addition to the Whitney Young branch of the Chicago Public Library, completed this year on East 79th Street in Chatham. The 1973 original was "very enclosed, very dark," Tillman says. "What we heard from the community was that they wanted it to feel more open."

The result, according to Walter Street, a Chicago architect and friend of Tillman's, "is one of those buildings that is so precious to the community," both for its newfound openness and for its guiding hand from an African American woman in architecture. Tillman combines "a tremendous intellect with tremendous skills," he says.

Tillman, who lives in Woodlawn, mentors young African American students through the Link Unlimited Scholars program. There and at bKL's office, she thinks it's important to help young people, because "I want them to see that there's an opportunity to really influence the community and the city they live in, and to see there's a role for people like me who unapologetically work hard."

Dennis Rodkin



NOAH SANDOVAL

38 | Chef, co-owner, Oriole, Kumiko and Kikko

A HIGH SCHOOL DROPOUT who once slept in his car for several months and lived life in the fast lane, Noah Sandoval landed in Chicago 12 years ago and has been tearing up the dining scene ever since.

In his first role as executive chef at the famously gluten-free Senza, he bagged his first Michelin star. Since launching Oriole in 2016, a high-end kitchen with a New American tasting menu, he has scored two Michelin stars four years running (2017 to 2020) and was named one of 10 best new chefs by Food & Wine magazine in 2017.

In September he raked in another Michelin star for the West Loop's Kikko, a subterranean omakase counter that debuted in May beneath Japanese-inspired restaurant Kumiko.

The result of all these accolades: Twenty-eight-seat Oriole packs the house nightly with over 40 diners. The investors have been paid back, Sandoval can afford to close the place for an occasional va-

"I WOULDN'T KNOW HOW TO LIVE WITHOUT BEING COMPLETELY OBSESSED ABOUT GETTING BETTER AT WHAT I DO AND BEING A BETTER PERSON."

cation and he bought a house in Albany Park for himself and his wife, Cara, who manages the restaurant.

A native of Richmond, Va., Sandoval left home at 17 to perform in a punk band and wash dishes in a restaurant to pay the rent. David Shannon, the chef at that restaurant, became Sandoval's mentor and friend as the young cook moved up the food chain.

"I knew he would be successful," says Shannon, who now owns L'Opossum in Richmond. "He did a lot of research on his own. If he was making an emulsification, he wanted to understand the science behind it, apply that and make a different one of his own."

Sandoval credits his serious approach to work for his achievements.

"I'm the most stressed human being at all times," he says. "I wouldn't know how to live without being completely obsessed about getting better at what I do and being a better person."

Laura Bianchi

MYESHA MCCLENDON

39 | Vice president, Milhouse Engineering & Construction

Myesha McClendon knows firsthand how difficult it can be as a woman in the male-dominated engineering industry. That's why she uses engineering as a catalyst for giving back to young people, especially girls, who may not be exposed to science, technology, engineering and math in their everyday lives.

She serves as a co-coordinator of the MathCounts Foundation's Chicago chapter, a board member of Milhouse Charities and an executive board member of the AKarama Foundation, which runs a community center in the Woodlawn neighborhood.

In 2018, she and her twin sister, also an engineer, established the Myesha & Michelle McClendon Scholarship Fund for young African American women. The scholarship has raised \$10,000, and more than 100 young women have benefited from their mentoring.

McClendon credits her mother, a former Chicago Public Schools teacher and administrator, with fostering their interest in math and science from an early age by signing them up for engineering programs.

After graduating from Southern Illinois University at Edwardsville with a degree in electrical engineering, McClendon joined Milhouse Engineering &

Construction in Chicago as a project engineer in 2005. Her first project was the design and construction of a new runway at O'Hare International Airport.

In her 15-year tenure at Milhouse, she's worked her way up to vice president, overseeing the company's East Coast operations, with a focus on utilities and aviation. Now she's the engineering discipline manager on the Studio ORD team behind the future O'Hare Global Terminal & Concourse.

McClendon was chosen as Milhouse's lead on the project because she's well-rounded in her knowledge of engineering, everything from civil to mechanical to electrical, and she has a lot of aviation experience, Milhouse Chairman and CEO Wilbur Milhouse III says. "Having talent and working hard has really made her rise to the top," he says.

Despite her successes, the lifelong South Shore resident says her 12-year-old daughter is her proudest accomplishment. "Working with her and helping her to find her passion in life and be a successful student has been one of the greatest things that I've been able to do," McClendon says.

Brianna Kelly



CBRE would like to congratulate our own Jamie Georgas for being named to *Crain's Chicago Business* "40 Under 40." Jamie is an experienced leader whose dedication and market expertise power her relentless focus on delivering exceptional outcomes for our clients.

For more information visit:
cbre.us/chicago

CBRE