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The Lane Report

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Winter 2011
 Volume 1, Issue 3



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Richard Pitino, assistant coach for the University of Louisville men's basketball team.

Cover photo courtesy of the University of Louisville

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Co-owners and friends Jennifer Lee and Claire Drury opened Peacock Boutique in February 2008, shortly before the economy worsened. Their business thrives with good customer service and exclusive merchandise.

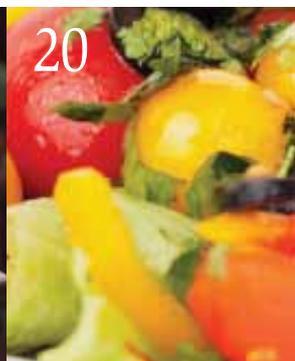
Ankur Gopal founded a communications company called Interapt in 2007. Interapt uses new technologies to build mobile business applications across multiple platforms. Those biz apps reduce the cost of doing business, improve customer experiences and make life easier.

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A Time for New Opportunities.

This is the time of year when we reflect on the last 12 months and anxiously await new opportunities in 2012. It's also a time to enjoy the present and the many friends and experiences for which we are thankful.

In this issue, we look back at some of the accomplishments made by young professionals in 2011. This was a big election year for Gen X candidates in Kentucky. Ryan Alessi of *cn|2's* "Pure Politics" discusses the influx of younger leaders into state government. We also welcomed Richard Pitino and his family back to Louisville this year. Pitino returned to coach the University of Louisville men's basketball team with his father, Rick.



Stephanie Apple is the editor of BG Magazine and an account executive with Robert Half Management Resources.

Speaking of young professionals who are on top of their game, we talk to entrepreneurs Jennifer Lee, Claire Drury and Ankur Gopal.

These young leaders identified needs that were going unmet in the marketplace and leveraged the opportunities to open successful new businesses. We also get to know Rob and Jill Kaplan. Brown-Forman brought the couple to Louisville in 2007, and they are making the most of Possibility City.

As the new year approaches, we wanted to help you make 2012 a happy and prosperous one. Local experts share advice on how to pursue a fulfilling career and manage your money and taxes. We also learn some important leadership lessons from David Jones Sr.

And just for fun, we're taking a look at the technique of bourbon tasting and going on a tour of two new exhibits at the Frazier History



Peyton Siva and Richard Pitino

Museum. Holiday shopping is undoubtedly on your mind, so be sure to check out 10 local shops that made our list of favorites.

All of us at *BG* wish you a wonderful, safe and relaxing holiday season. Happy New Year, and we look forward to seeing you again in 2012! ●



BG Magazine is published by:
Lane Communications Group
201 East Main Street 14th Floor
Lexington, KY 40507-2003
editorial@lanereport.com

For more information and advertising rates contact:
Phone: 859-244-3500

Please send subscription requests to circulation@lanereport.com.

BG Magazine corrects all significant errors that are brought to the editors' attention.

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The Lane Report

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Ford Rolls Out a \$1.2 Billion Investment, 3,100 Louisville Jobs and a New 2012 Escape

Gov. Steve Beshear and Mark Fields, EVP of Ford Motor Company and president of the Americas, joined Louisville Mayor Greg Fischer, UAW representatives and other community officials in late October to celebrate Ford's new investment in Louisville, totaling \$1.2 billion and 3,100 new jobs. Ford's series of investments and job growth over the past year was made possible by a number of collaborative efforts, including the approval of a state incentive package that paved the way for Ford to not only retain and grow its Kentucky footprint, but also to encourage further investments in the future. Ford workers ratified a contract that will bring a third shift and 1,300 additional jobs to the **Louisville Assembly Plant (LAP)**. In December, the new state-of-the-art LAP facility will begin building the next-generation Escape for the North America market. New technology will allow LAP to build up to six different vehicles at the same time, allowing Ford to meet demand more quickly in the event of potential shifting customer preferences dictated by changing economic conditions.



Ford 2012 Escape

Ford Motor Company photo



Oliva Bella olive oils

EstesPR photo

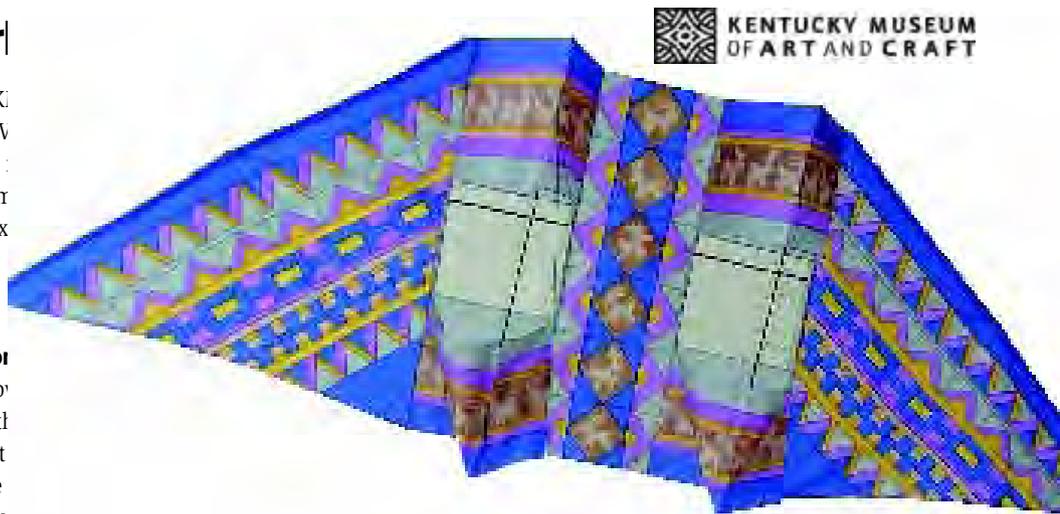
Importing Italy

Oliva Bella artisanal Italian olive oils and balsamic vinegar are now available in Louisville at **Lotsa Pasta** on Lexington Road, **Blue Dog Bakery & Café** on Frankfort Avenue and **Burger's Market** on Ray Avenue. Established in Lexington, by Lea Ann Vessels, the olive oils are imported directly from small family producers in Italy whom she personally knows. Oliva Bella extra virgin olive oils are DOP certified; only 20 percent of producers have this Italian certification. Oliva Bella also has a new Kentucky wholesale business.

Yes, Lewis and Clark

The **Kentucky Museum of Art and Craft** (KM) has 25 large kites on display through Jan. 14. "Voyage of Discovery: Contemporary Kites Tell the Story" is the title of the exhibit. Terry Zee Lee of Montana, who asked contemporary art makers to produce kites based on the expedition journals kept by explorers Lewis and Clark. Some of the kites are installed in the rotunda of the **Louisville Visual**

Art Association at the Water Tower. This is the first time the kites have been assembled in the rotunda. The exhibit was commissioned as a full member tribute to York, as a full member. At KMAC's Board meeting, it was raised to promote



KENTUCKY MUSEUM OF ART AND CRAFT

Barbara Meyer of Minnesota built this kite, 12 feet wide, called Ghost Herds.

Terry Lee photo

Kentucky Museum of Art and Craft photo

Bourbon Bash Ben Sollee





Website Helps Ky Businesses to Expand

Small businesses represent some 90 percent of the businesses in the state. Now all businesses have access to the **Kentucky Business One Stop**, onestop.ky.gov. The interactive website was created by Senate Bill 8 and is designed to provide faster, friendlier, more reliable and cost-effective state government services to businesses. Need information on how to start or expand a business? It's all here. There's also info about economic development incentives, employee insurance information and business counseling expertise.



Clifton Center Offers Bennies

For the first time in the organization's history, the **Clifton Center** has a membership program. Called Friends of the Clifton Center, memberships start at \$35 for an individual and include discounted tickets to the Month of Louisville Live at the Clifton Center concerts, free admission to the Wild and Woolly film screenings (the third Wednesday of each month, now through June) and invitations to private pre-concert events. At the \$250 level and above, benefits include one complimentary room rental which can be used for a private pre-concert reception. Soul diva **Bettye LaVette** performs Jan. 13 and jazz singer **Jane Monheit** on Jan. 27. Brazilian musicians **Douglas Lora** and **Maia** will be at the Clifton Center on Feb.



Bettye LaVette

Clifton Center photo

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The Heart of the Horse

The Gallery at The Brown Hotel features local artists on a quarterly basis to bring awareness to Louisville's visual arts scene. Through Dec. 9, the exhibit is "Le Coeur du Cheval" (the Heart of the Horse), with equine art and portraiture by Louisville-based artist Jaime Corum, who earned her master's degree in fine arts from the University of Kentucky. One of the pieces is a life-size portrait of Breeders' Cup champion Zenyatta. The gallery is located on the first floor of the hotel.

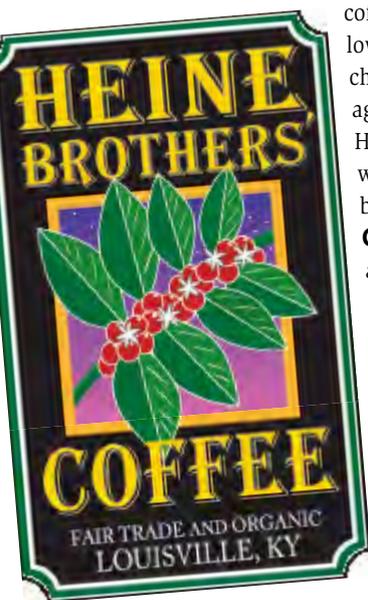


Brown Hotel Zenyatta painting

EstesPR photo

Coffee is Twice as Nice

Mike Mays, co-founder of Louisville-based Heine Brothers' Coffee, a fair trade, organic roastery, has purchased co-founder Gary Heine's interest in the 17-year old coffee chain. Following the purchase, Mays agreed to merge Heine Brothers' with Louisville-based Vint Coffee, with a commitment to remaining Louisville's favorite independent coffee options. The combined companies now have 13 locations: four Vint cafes and nine Heine Brothers' Coffee cafes. The two businesses will be run independently for the foreseeable future.



Following the purchase, Mays agreed to merge Heine Brothers' with Louisville-based Vint Coffee, with a commitment to remaining Louisville's favorite independent coffee options. The combined companies now have 13 locations: four Vint cafes and nine Heine Brothers' Coffee cafes. The two businesses will be run independently for the foreseeable future.

Heine Brothers' Coffee cafes. The two businesses will be run independently for the foreseeable future.



New Downtown Maps

The Louisville Downtown Management District (LDMD) recently distributed updated and reformatted maps that allow downtown visitors to easily locate nearby restaurants, pubs, coffee shops, hotels, parking facilities and attractions. Visitor maps are updated frequently and more than 120,000 are distributed each year to the Louisville Visitor Center on Fourth Street and to various downtown hotels and businesses. Garage maps are updated annually and are installed near the elevators of 19 parking garages located in the Central Business District owned by PARC. Both maps are available for download online at www.ldmd.org. For the first time, both maps feature a QR code to download the map to your phone.

Designer Birdhouses Feather Carloftis' Nest

Garden designer Jon Carloftis has been approached by many companies over the years to design and promote products, but Louisville Stoneware is the only one he has chosen to work with on a line of functional artwork for the garden. These actual birdhouses, in the shape of an outhouse, cabin, hat and boot, can stay out year round. Louisville Stoneware, founded in 1815, uses centuries-old ceramic techniques to create this unique birdhouse collection. Each piece is made from natural stoneware clay up to 250 million years old and harvested from deposits in Kentucky and Indiana, and has passed through 22 artisans' hands before completion.



The garden boot is part of the Carloftis Collection from Louisville Stoneware.

Dale Fisher photo

Take a Trip to India With GLI

Greater Louisville Inc. announced that India is the destination of its first Cultural Awareness Reconnaissance Tour. The trip, hosted in conjunction with **Indus Travels**, will offer participants the opportunity to experience nine days, March 26 to April 3, 2012, exploring the sights, lifestyle and ethos of India with stays in Delhi, Jaipur and Agra. The



tour to India as a way to help area businesses and citizens expand their global thinking and discover more about the potential in a country with a population of more than 1.2 billion. With U.S. investment estimated at \$18 billion, India is America's largest trading and investment partner. India's emphasis on the healthcare and technology

draws parallels to Kentucky's burgeoning healthcare and long-term wellness and aging care industries. The trip will provide insights about the region, history and commerce, as well as a chance to experience its exotic attractions - from elephant rides to tours of the Taj Mahal.



Paul Kuamoo (right) of Glowtouch Technologies, mentoring students at the Amazing Global Marketplace.

G.L.I.P. photo

Orgs Promote International Biz

Greater Louisville International Professionals, Los Monitos Language Center and **Crane House-The Asia Institute, Inc.** have a new educational program to introduce high school students to the world of international business. It's called the Amazing Global Marketplace and runs for two semesters, culminating April 4, 2012. Participating mentors are six of Louisville's international companies: YUM! KFC, Papa John's, Flavorman, Linak US, and Sud-Chemie.

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Lou is Host City for Buy Local Meet

The American Independent Business Alliance has selected Louisville as the host city for its fourth annual conference, which will be held



at **The Galt House Hotel & Suites** March 29 to April 1. The conference is titled "Go Local, Grow Local: Building Community Prosperity

From Within." More than 250 community organizers and government officials from the U.S. and Canada will attend, along with independent business owners who volunteer for their local organizations. As conference organizers, members of the **Louisville Independent Business Alliance (LIBA)**, are committed to highlighting the local flavor of the host city and will do their best to use local purveyors for the conference.



Leadership Louisville photo

Cynthia Spalding Knapik will be the new president of the Leadership Louisville Center.

Louisville Leadership Center Board Selects Knapik as New President

The **Leadership Louisville Center's** Board of Directors has selected **Cynthia Spalding Knapik** as new president for the nationally-recognized leadership development organization. She will succeed Christine Johnson, who will step down after 21 years. Knapik joined the Leadership Louisville Center as vice president – community development in November 2010. Before joining the Leadership Louisville Center, Knapik served as executive director of Brightside for more than seven years. Among her many activities, Knapik is most proud of her work as a founding member and the first president of the Young Professionals Association of Louisville (YPAL). She was recognized as one of *Business First's* "Top 40 Under 40" community leaders in 2001 and *Today's Woman's* "Way to Go Woman" in 2006.

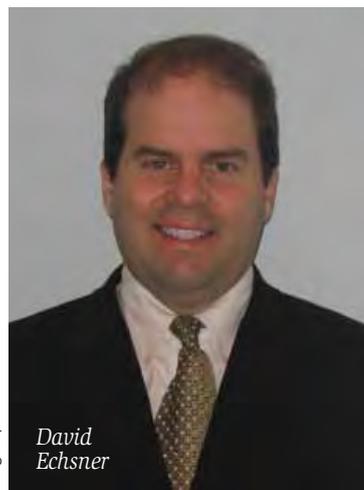
Wing's Up at Sullivan Hall

This fall, **Sullivan University** expanded Gardiner Point Residence Hall by 54 rooms, to increase the facility's capacity from 403 to 511 students. The new wing is green, with solar-powered water heaters. The estimated cost of the addition is \$2.5 million, bringing the total investment in Gardiner Point Residence Hall to \$10.5 million in the last year. Sullivan University is Kentucky's largest private university, with campuses located in Fort Knox, Lexington and Louisville.



Sullivan Gardiner Point Residence Hall Expansion

Estes PR photo



Amgen photo

David Echsner

STEM Vol Awarded National Recognition

Just outside Louisville in Mount Washington, David Echsner is an oncology sales manager and a volunteer coach for Kentucky's Engineers of Tomorrow high school team. The team is part of the **Kentucky Engineering Foundation**, which inspires students to



pursue advanced degrees and careers in

science, technology, engineering and math. Because of his impact in the community and dedication to the sciences, the **Amgen Foundation**, based in Thousand Oaks, Calif., chose Echsner as one of 11 recipients for the 2011 Amgen Excellence in Volunteering awards. Amgen awarded \$5,000 to the Kentucky Engineering Foundation.

'Like' Your Next Job

This fall the **National Association of State Workforce Agencies (NASWA)** and other government agencies launched the Social Jobs Partnership. The Facebook page, facebook.com/socialjobs, hosts training programs, educational opportunities and job search resources to help job seekers and employers.



Sure, the headlines from the Nov. 8 election were about Democratic Gov. **Steve Beshear** winning a second term in grand fashion. He vanquished Republican challenger and his frequent nemesis from the state Senate, **David Williams**, by more than 20 points.

But that was largely an anticlimactic race that was over before it started. And it yielded little excitement – both in the campaign and in the implications for Kentucky’s immediate future.

Instead, perhaps the most interesting subplot coming out of the election was the glimpse into the future that it offered with the election of four Gen X’ers, including three who were born in the 1970s.

Attorney General **Jack Conway**, 42, was re-elected to return to Frankfort as the elder statesman of the Gen X crew.

New Agriculture Commissioner **James Comer** – the lone Republican to win statewide office – is 39.

And Democrats **Adam Edelen**, the new state auditor, and **Alison Lundergan Grimes**, the new secretary of state, turned 37 and 33, respectively, within three weeks of the election.

Young New Faces Elected in Frankfort

For those candidates and for younger Kentuckians who tend to look at state government as a place populated by people with gray hair, their election is more than just a piece of trivia.

“Our victory tonight gives rise to a new generation of leadership,” Comer said during his victory speech.

It remains to be seen how exactly that youthful exuberance will manifest itself among the bureaucracy of Frankfort. Or how it will brighten the Capitol’s halls that have borne witness to more partisan bickering than grand compromises in recent years.

But these elected representatives of the MTV generation are at least entering their new gigs with bold declarations of optimism.

“The people who always described us as the ‘slacker’ generation, well we’ve proven them



wrong,” Edelen said. “And we’ve come to Frankfort to help change it.”

Edelen said the common experiences of 30-somethings typically mean that loyalty to one’s party is less important than solving problems.

“Members of our generation, we tend to be more skeptical of ideology. We tend to be skeptical of the way things have always been done,” he said. “I think what you ought to look for from all four of us, maybe in uniquely different ways in our area, is less interest in

partisanship, more interested in results, more interest in working together.”

Doing so won’t be easy. Kentucky’s political graveyard is littered with the withered careers of bright-eyed candidates who pledged to change the culture of Frankfort.

Edelen probably has the toughest task of the four Gen X’ers, and, thus, offers the clearest case study. As auditor of public accounts, he will be the watchdog for public money and will be expected to crack down on any improper spending by officials, including potentially some of Edelen’s fellow Democrats. He also follows Crit Luallen, whose record over the last eight years as auditor is the gold standard for that post.

As important as it is for that influx of youth into state government, the most power over the direction of the state still remains in

older, more experienced hands. Beshear will return for a second four-year term at the helm of the commonwealth that financially is in much the same shape as it was when he first took office in December 2007. He will have few spare state resources to create new programs, such as his pitch to provide public funding to help poor parents send their children to pre-school.

Instead, the governor and the legislature must wrestle over how best to shore up existing programs that are hemorrhaging state revenue, such as the state retirement system for public employees.

Beshear, 67, ran his campaign mostly on his stewardship over the last four years. He talked little about his agenda for the next four. But he did confirm he plans to try again to convince the legislature to approve an expanded gambling measure.

He is expected to meet with his fellow elder statesmen, including Democratic House Speaker Greg Stumbo, 60, to chart a course of action on gambling in the coming weeks. Passing a constitutional amendment to allow expanded gambling – not to mention agreeing to another two-year state budget – will require a massive dose of bipartisanship between the Democratic governor, Democratic House and Republican-led state Senate that will still have Williams at the helm.

But who knows, they might be able to learn something from the new kids in town. ●



Ryan Alessi is host and managing editor of *Pure Politics*, which airs weeknights on *Insight Communications’* *cn2* at 7 p.m. Eastern and again at 11:30 p.m. Eastern. His work can also be seen online at mycn2.com.

by Ed Lane



Three Chimneys Farm located in Midway, Ky.

Editor's Note Case Clay, 37, is the president of Three Chimneys, one of Kentucky's most successful Thoroughbred farms, located in Midway.

In a recent interview with BG publisher Ed Lane, Clay discussed how the decision for him to become the president of Three Chimneys Farm was made by his family.

Ed Lane How long has Three Chimneys Farm been in business?

Case Clay Next year will be Three Chimneys 40th anniversary. The farm started in 1972; my mother and father (Blyth and Robert Clay) started a small boarding operation, 100 acres and a barn. The farm had its first consignment in the late 1970's. The first horse Three Chimneys sold was a grade one winner. In 1984, the farm got into the stallion business and ever since,



Three Chimneys has been in the boarding, stallion and consignment business.

EL Can you describe some of the stallions managed by Three Chimneys?

CC In 1984, Three Chimneys' first stallion was Slew O' Gold. My father built a six-stall barn down behind the office. Meanwhile, Spendthrift Farm fell on hard times and went under. Karen and Mickey Taylor (Slew O' Gold

co-owners) also owned Seattle Slew and they moved him from Spendthrift to our farm. We managed Seattle Slew for 18 years and that really put our farm on the map. Right now our most exciting stallion is Dynaformer, who

Case Clay discusses his transition to the top management position at Three Chimneys Farm.

retired from racing at a stud fee of \$3,500 per breeding and now he's \$150,000 per breeding. Dynaformer is the sire of Barbaro, who won the Kentucky Derby in 2006.

The farm's most exciting, but yet unproven, stallion is Big Brown who won the Kentucky Derby in 2008. His oldest off-spring are just yearlings, so they will run next year.

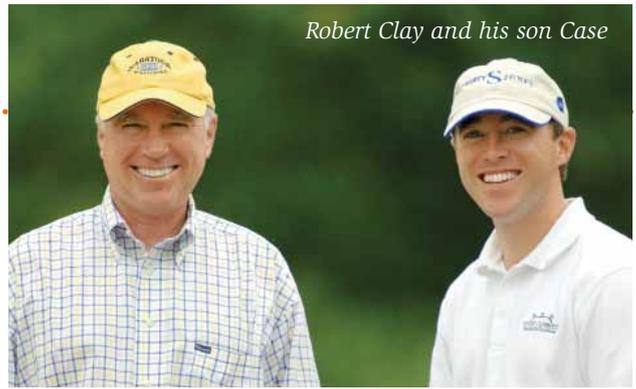
EL How well did Three Chimneys fare at the Keeneland September Yearling Sale?

CC The farm had a great sale. We had about 150 horses entered in the sale and sold just over 100. Three Chimneys was a top five consignor and that wasn't just with one big horse sale. Our top horse was \$725,000. To be a top five farm without selling a million dollar horse just shows that all the way throughout sales were strong for us. Three Chimneys achieved \$8.5 million in gross sales at the Keeneland sale this year.

EL You had to make a decision at some point to come back and manage the family business. How did you decide what to do?

CC My sister Heather and I came home for Christmas in 1999. We were having breakfast and my dad and he said, "If you guys want to be involved in this business that's great, but if you don't, I would like to know because when I get old I have two choices, either have an employee stock ownership plan or I need to sell the farm." My sister and I had no idea what we wanted to do. I had this notion that I didn't want to have something handed over to me, but the more we talked

Going Into



about it that year, the more I thought this was an interesting challenge. Our family came down to Lexington for Easter and on our drive back to Chicago I asked my wife Lorin, “You would never want to live in Kentucky?” She was born in Chicago and I thought she’d say, “No way,” and we would still be living in Chicago right now. But she said, “Yes, I’d live there,” and by coincidence her aunt and uncle live in Lexington. So I called my dad and told him I was in. Together, we developed a plan of trying to get me into the Irish National Stud Program in Kildare, Ireland, to go to work for Arrowfield Stud in Scone NSW, Australia, and then come back to Three Chimneys.

EL Did you seek any outside support to help in the transition?

CC Our family went to a great program

sional came in and said things like, “Case is going to be running the farm, what do you think of that?” That helped us talk about things that are not comfortable to talk about; it was very helpful. One thing that was also good for the family was bringing somebody in totally separate from the farm to help us with the difficult conversations involved with operating a family business.

EL Your family has put a lot of energy into building the farm from 100 acres to more than 2,000, creating a reputation that is highly regarded in the industry, and establishing a financial track record that is exceptional. What are the benefits of being a second generation manager of a family business?

were with Three Chimneys Farm. Nobody knew what that was. So our sales team and I now have the advantage of a strong brand name. We definitely have a leg up, without question. It was more difficult for my dad and Dan to build the farm and its reputation than it will be for me to maintain and build upon it. But the stallions dictate the success and longevity of the farm.

EL With whom do you confer regarding operation of the farm?

CC My personal board of directors would be my parents and my wife, Lorin. I also have close trusted advisors/friends that I can

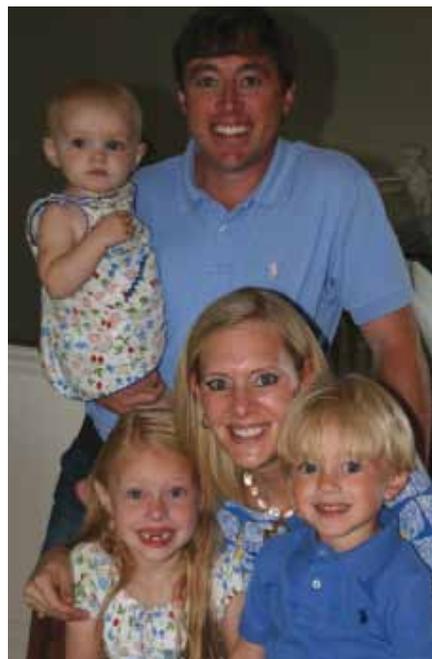
the Family Business

at Harvard Business School called “Families in Business.” It was a one-week program and everybody went, including my wife and sister, because everybody is involved in the business even though they don’t clock in everyday. My wife has an important role in this business, she advises me.

Going back to my parents. There was an interesting thing that Harvard told us. There is a point and time in a family business where the next generation thinks they can step in and run the business, but sometimes they are not ready yet. Then there’s also a time when the older generation thinks, the business needs me here – but oftentimes it no longer does. That insight was very helpful to my father and me. We’ve bumped up against issues, but we knew they were going to be there. I’m very thankful to my dad; and he’s playing a lot more golf now. My parents spend their winters in Florida. I have friends in other family businesses where that’s not the case. We’ve been lucky.

EL Would you say the management transition has gone pretty smoothly?

CC It has. The family business profes-



CC It is a lot easier. When my dad and Dan Rosenberg (former president of Three Chimneys Farm who built the farm and ran it for 29 years) started making phone calls more than three decades ago, they introduced themselves to potential customers and said they

call anytime. One of them is Dan Rosenberg. During the first couple of years of running the farm, I talked to Dan about every day, and would call and say, “Dan what do I do now?” Now we talk more on a personal level.

EL What has been the most and least satisfying aspects of operating the farm since you have become president?

CC The least satisfying part of running a family business is when family members are involved, emotions can get tied into business decisions. With family businesses, difficult conversations are inevitable, but it is usually best for the business to keep the family conversations out of the office setting and vice versa, and let the business decisions be made by sound thinking about what is best for the business.

The most satisfying part of running a family business is seeing the trust that our family has in each other spread throughout the entire team. It sounds cheesy, but it’s true. We trust each other, which is not what I saw when I worked for a “big six” (accounting) firm in Chicago. It’s nice to not have to worry about that every day. ●

cover story

by Tim Schenk



The Son Also

Richard Pitino recently returned to UofL as assistant men's basketball coach under his father and head coach, Rick.

When Assistant Coach Steve Massielo left the University of Louisville to be the head coach at Manhattan, Rick Pitino didn't look far to fill the gap. He called his son, Richard, then an assistant coach at the University of Florida under Coach Billy Donovan.

At first, Richard wasn't sure it was the right move. In two seasons at Florida, he was on a fast-track learning curve at the university.

But ultimately, Richard decided it was time to come home.

"When my dad lost all of his assistant coaches, I thought he needed me for familiarity because I know the system," Richard said. "I didn't want to come unless I could help him in some capacity."

There's something special about father and son coaching together again.

"Louisville is a special place because my family is here," Richard said. "I have a little girl, and this gives her a chance to be near her grandparents."

While some things in Louisville have changed since Richard's departure, other things have stayed the same.

Rises

"The fan support is the best in the country, and I really do appreciate them," he said. They're loyal, and they're a lot of fun to be around. We have 22,000 fans show up to every single game. Now that's something to appreciate."

Though he has a Hall of Fame coaching pedigree, Richard did not know that he wanted to be a coach until he was a student at Providence College. He began coaching high school basketball at Saint Andrews School in Barrington, R.I.

"I really enjoyed working with the kids," Richard said. "That's when I knew coaching was something I wanted to do for awhile."

After graduating from Providence, Richard went on to take assistant positions at Northeastern University and Duquesne University under Coach Ron Everhart.

"I learned a lot under a great coach like Ron Everhart," Richard said. "He's been a lifer every game and has done a great job

now of turning Duquesne around. He has his own coaching style, which is different than my dad and different than Billy Donovan. It's also different than mine. That's great because you learn whenever you can see a different style. In the end, you're going to use your own style when it comes to coaching."

In April of 2007, Richard took the opportunity to go and work under his father, a future Hall of Fame coach, at the University of Louisville. During Richard's tenure as an assistant at Louisville, the team produced a combined 58-15 record where he served as an integral part of UofL's 2008 and 2009 NCAA Elite Eight appearance, its 2009 Big East regular season and Big East tournament championships, and its number one overall seed in the 2009 NCAA tournament. Richard also served as a key part of bringing in consecu-

During Richard's tenure as an assistant at Louisville, the team produced a combined 58-15 record.

tive top 15 recruiting classes that included current stars Kyle Kuric and Peyton Siva.

After three seasons at UofL, Richard left for a new opportunity at the University



Top: Richard Pitino with his wife, Jill, and young daughter, Ava. The Pitino family is excited to be back in Louisville and close to family.

Above: Two Pitino generations sit side-by-side on UofL's bench.

of Florida with Donovan whose teams won national championships in 2006 and 2007.

"At the time, it was a tough decision, but now looking back I am extremely happy," Richard said. "I did it because not too many people are lucky enough to work for two Hall of Fame coaches. When I was able to work for Billy Donovan, it was a great experience. Everyone thinks he is similar to my dad (Donovan was an assistant to Pitino at UK), but he's really not. While they have similar goals in mind, they have a different approach, and I learned from him, too."

Richard began making a name for himself not only as a tireless recruiter but also as one of the top assistants in the country. In his two seasons at Florida, the team com-

piled a 50-20 record, including back-to-back NCAA tournament appearances, reaching the Elite Eight in the 2011 NCAA tournament and winning the 2011 Southeastern Conference Championship.

Now father and son sit side-by-side on the Louisville bench again.

It's a rare partnership in college basketball. As the son of a Hall of Fame coach and

with his own coaching career, Richard has always been on the move: from Boston to New Jersey, to New York, to Providence, to Lexington, to Charleston, back to Boston, to Pittsburgh, to Louisville, to Gainesville and back to Louisville. Coming home for fans and family is a good fit for Richard and his father.

Rick Pitino called his current staff one of the "best recruiting staffs (he) has ever

assembled," with Richard serving as an integral member of that team.

At his press conference on April 26, Rick Pitino said, "Richard has worked tirelessly since the time he was a college student. He fills a much needed void left by Steve Massielo, who handled chief scouting duties and game preparation for our team. Richard will have a lot on his plate as we indoctrinate a new staff into all aspects of Cardinal Basketball. We're excited to have him return to our staff, as he helped us reach two Elite Eights and two Big East Championships."

While Richard has established himself as

"I'm focused on trying to win a championship at the University of Louisville."

one of the top recruiters and assistant coaches in the country, he ultimately returned to Louisville for one reason: to bring the city a national championship.

"I'm focused on trying to win a championship at the University of Louisville. That's my main goal right now," he said.

Richard believes that this team is not only talented but also has a great attitude, a winning combination. "The key to winning this year is staying focused and continuing to build off of last year's success."

Since Richard's departure from the University of Louisville in 2009, a lot about the city of Louisville has changed. There is now the new KFC Yum! Center as well as a revitalization of downtown Louisville.

"That arena, I can't believe how much it has revitalized downtown. When I came back and saw the arena, and the new restaurants opening up, it showed me that we live in a city that loves basketball. When you dedicate so much time and effort trying to win, it's nice to get strong support from the fans. No team has better fans than we do."



Though much of Richard's time is spent recruiting and coaching, he reserves time for his wife, Jill and 1-year-old daughter, Ava. Richard and Jill met when he was a high school senior at St. Sebastian's High School in Boston, and she was a freshman at Boston College.

He also enjoys experiencing the new downtown Louisville.

"I like to go downtown and get a nice bite to eat. I like Jeff Ruby's or Eddie Merlot's, which are great restaurants," Richard said. "I went to a Bats game this summer. This is a great city with a great team and great fans. I'm glad to be here." ●



Tim Schenk is a senior associate at Morgan & Pottinger, P.S.C.



Richard and Jill Pitino met when he was a senior at St. Sebastian's High School in Boston, and she was a freshman at Boston College.



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Finding Fulfillment

What do you want to be when you grow up? This is a question young men and women are asked as they are considering their education and career choices.

The question we should be asking and exploring is, "How do you want to feel when you grow up?" Or, "What professional environment will meet some, many or all of your motivating needs?" Since you spend more than a third of all waking hours at work, and you have choices about what you do professionally, it is important to figure out what ideal professional environment would keep you feeling engaged and fulfilled over the next 30 to 40 years.

Money Doesn't Buy Happiness

Work done by a Nobel Prize winning researcher Daniel Kahneman concluded that there is little incremental happiness derived beyond paying your bills, feeding your family and taking the occasional vacation here and there. In fact, more wealth seems to diminish the ability to enjoy the simple pleasures in life, like a good steak or a nice bottle of wine. Kahneman suggests that, above a certain point, a

higher wage delivers little in terms of personal wellbeing – although low pay is not good for anyone. "Money does not buy you experiential happiness, but a lack of money certainly buys you misery," he says.

Money however, is only an external factor that satisfies the most basic of needs. The higher order needs of belonging, esteem and self-actualization have nothing to do with your bank account. So, where does that lead you in finding professional fulfillment?

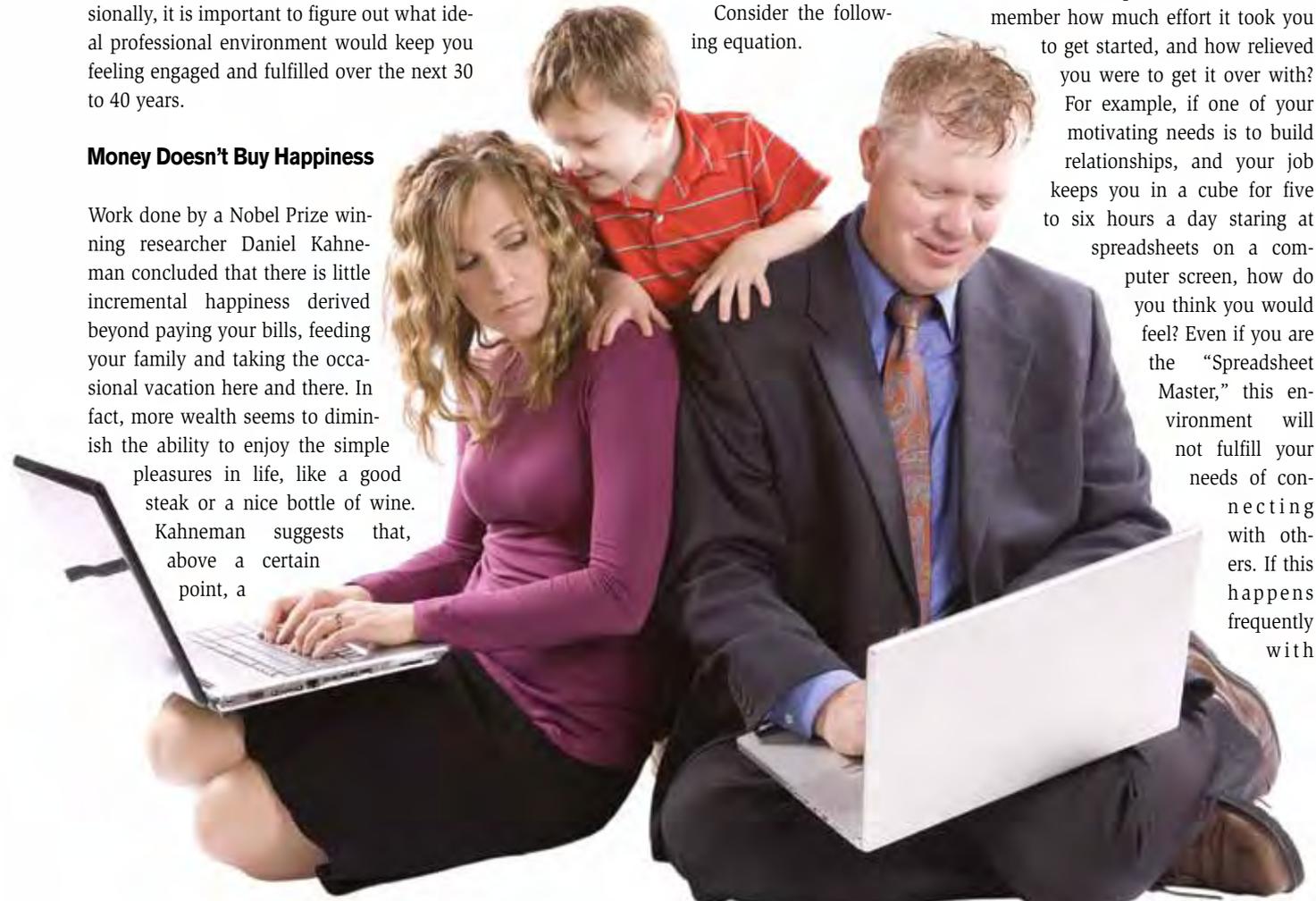
Consider the following equation.

Competence x Motivation = Performance

As you began your professional life, you probably started with a job where you had some level of competence, like accounting, marketing or information technology. You continued the pursuit of a professional career as an extension of your formal education or work experience, but leveraging your competencies will only get you part of the way according to the formula above. Many of the other answers lie deep inside of you in what are called motivating needs. These needs are the catalysts for taking action and behaving in a particular way. Ultimately, when you act upon these needs, you feel stimulated or motivated to do more of it.

Higher performing engaged professionals are competent and motivated to do the job. Work, therefore, doesn't "feel like work" at all because it is exciting and rewarding. We all can think about a time where we were not motivated but competent to do work. Remember how much effort it took you

to get started, and how relieved you were to get it over with? For example, if one of your motivating needs is to build relationships, and your job keeps you in a cube for five to six hours a day staring at spreadsheets on a computer screen, how do you think you would feel? Even if you are the "Spreadsheet Master," this environment will not fulfill your needs of connecting with others. If this happens frequently with





many of your needs, or to such a degree that it makes the work environment unsustainable, seek out a better environment.

During a recent conversation, a 37-year-old professional said about her level of work engagement, "Experience has taught me that if I don't make it work for myself, it is not going to happen to me." This would imply that she has had to take control of and own the level of satisfaction she is getting from her work experiences.

Many professionals, regardless of age, lack objective awareness of their motivating needs. This is not something that you can ask friends about or get from a performance feedback discussion with your boss.

Needs are Personal and Specific

Without an intentional dive into the psyche, people tend to discover the truth of their motivating needs in a series of trial and error ex-

periences. On the other hand, some people don't discover their motivating needs at all. You may already be experiencing this reality. Consider getting in a car and not knowing where your destination is or which direction to go to get there.

Here are a few pointers to help you get going in the right direction:

- Catch yourself in a moment of fulfillment or at the end of a great week and ask what you did that has made you feel this way. Can you replicate this again and again or was it a passing moment?
- Spend more time thinking about your internal motivating needs versus your material needs. What experiences are most meaningful and long lasting and not simply filling a short term requirement?
- Review any valid behavioral assessments or interest inventories you have completed to think more critically about what they say about

you and your strengths.

Don't resist what they say, instead try them on for size.

- Invest in a professional coach/counselor to support your discovery process. Someone who has discovered their needs ahead of you can be an excellent partner to help you navigate the way.

Working on self-awareness and being true to your motivating needs will fill your professional bank account faster and longer than a paycheck. Just ask a few people who have made a lot of money about the most meaningful part of their professional careers. It won't be a pay date, but instead a sense of lasting achievement where they were both motivated and competent. ●



Scott T. Kiefer is vice president of The Oliver Group.

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Young Professionals Need Optimal Fuel to Energize Daily Corporate Success

Each morning in America young professionals awake to a cell phone alarm clock; with their adrenaline pumping and brain racing only to preconceive their duties, goals and responsibilities ahead of them for the day. An entire set of hormones rush into their blood, increasing their heart rates and opening up their minds to the day's opportunities.

For some, however, these innate physiological adaptations are limited by fatigue, lack of energy and an increasing desire to seek out caffeine from coffee, energy drinks, fancy mocha latte's or even the famous new 5

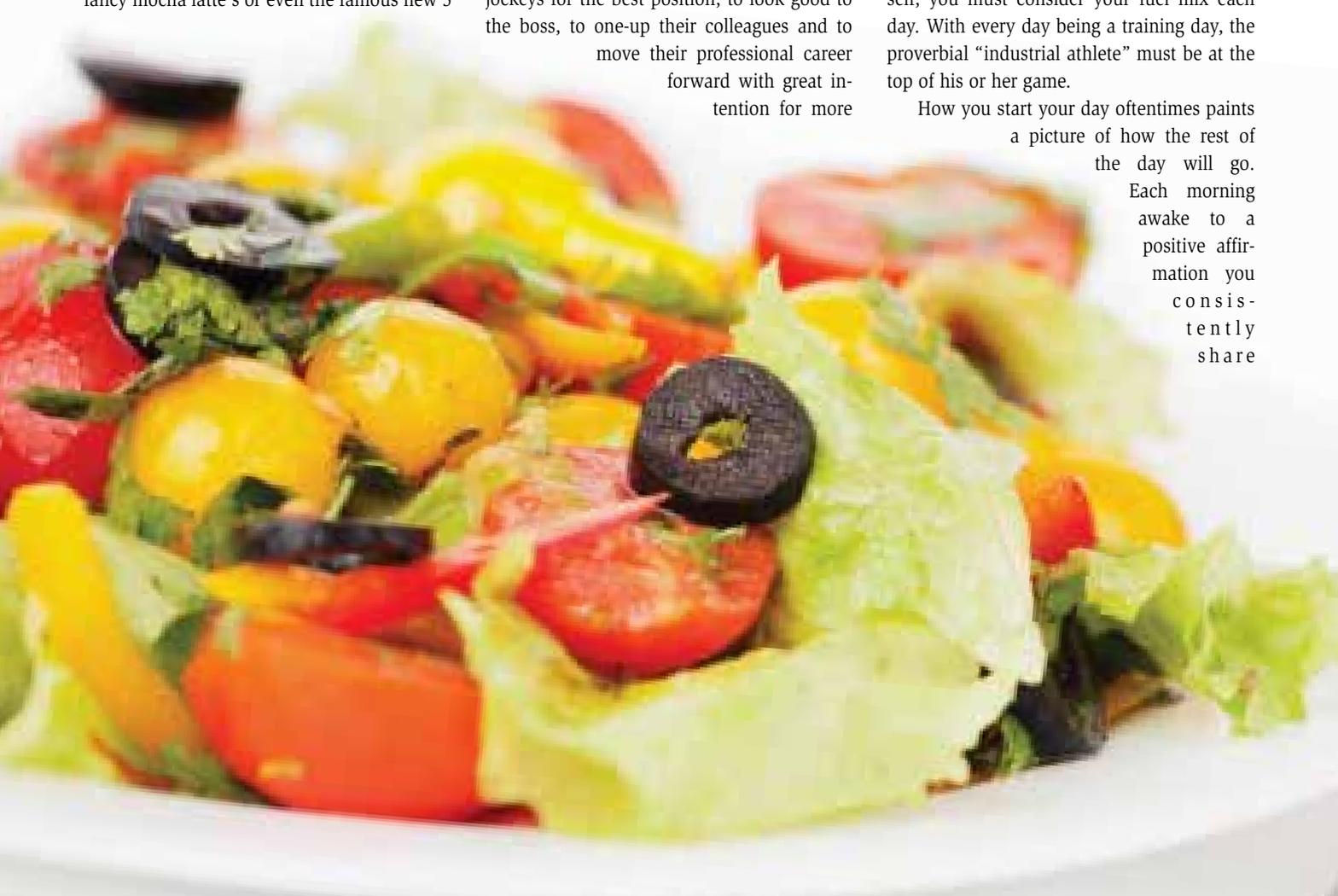
Hour Energy. Heading off to the gym may be a daunting intention but would be increasingly necessary to get the day off to a positive start without the harmful chemicals oftentimes in the ingredient lists of the above-mentioned artificial fuel sources.

Young professionals gear up for a day full of responsibilities in the office, after hour dinner meetings, power lunches, networking gatherings and the "19th Hole" negotiations. The day-to-day game of survival is still alive and well in corporate America. Everyone jockeys for the best position, to look good to the boss, to one-up their colleagues and to move their professional career forward with great intention for more

money, slick cars, fancy clothes and a suburbia home.

If you were an Indy Car driver, you would ensure the fuel mix you put in your tank was the best so you could overcome your opponent, sustain more laps before pitting and outlast the energy requirements for screaming around the track at 200 miles per hour. Young professional lifestyles are no different. If you want to get ahead, keep up with the hours, beat out your opponent, and negotiate the best deal for your employer and for yourself, you must consider your fuel mix each day. With every day being a training day, the proverbial "industrial athlete" must be at the top of his or her game.

How you start your day oftentimes paints a picture of how the rest of the day will go. Each morning awake to a positive affirmation you consistently share



with yourself or out loud. "This day I will strive to be the best, secure the most and drive myself to the summit of my abilities."

Set your intentions towards success and never limit yourself from reaching and exceeding your goals. Get your heart pumping and muscles moving with an early morning stretching program, deep breathing exercises, a run or walk in the fresh air. Or just sit quietly in deep meditation and prayer, visualizing how you want your day to unveil itself. It is your canvas paint what you want to experience.

The morning fuel mix is essential, the goal being to have enough complex carbohydrates and proper balance of protein. Oftentimes energized, overstressed professionals experience changes in their blood sugar between 9 and 11 a.m. Ensuring you have enough protein at breakfast time will balance out your blood sugar and cortisol throughout the day. Yogurt, granola, an egg, Koshi or Nature Path brand cereals with whole fruits and whole grains will be a good choice. Rather than artificial sugars and caffeine, you can try some herbal teas such as Chi or green tea to help boost your spirits. On-the-go professionals may opt for a protein smoothie or protein energy breakfast bar. Whether you are on the go or plan for a sit-down meal, be sure to load up on healthy, whole organic foods to get your day off to an energetic and optimized start.



Power lunches are great for ensuring you meet your daily goals and continue to cultivate relationships. Be sure to choose venues that support healthy foods that engage your brain rather than make you feel sluggish going into the afternoon. Café's and light meal restaurants are your best choices for meetings rather than bistro's, sports bars, fast food restaurants and coffee shops. Choose foods with a balance of proteins and complex carbohydrates. Stay away from syrupy drinks full of sugar and caffeine unless you want your cravings for more sugar and caffeine to kick back in within a couple hours of leaving the table. Protein is essential for brain-building amino acids and proper blood sugar regulation.

Remember you don't work a 9-to-5 job – you have more work to do outside of the office after hours if you want to stay ahead of the game. Prepare yourself for longevity rather than a quick flicker of energy. Choose a protein fruit smoothie if you go out to eat, or stay in and bring a nutritious lunch to work with you. If you regularly have blood sugar drops and increased cravings for sugar, then pack a few daily snacks or put them at your desk side. Choose dried fruit, trail mix, nuts and seeds or refrigerate some yogurt or whole fruit to snack on. A great source of protein and complex carbohydrates are found in protein energy bars such as Cliff brand or Luna brand.

After lunch take a walk or spend some quality time outside for 10-15 minutes. Soak up some vitamin D3 from the sun and recharge your afternoon battery. Your creative side will kick back in and give you that much needed energy to get you back in the game. Some employers allow for additional nap times for 10-15 minutes to get your energy juices flowing again after lunch. Other employers choose workouts at their lunch breaks with access to a gym or fitness area designated for exercise routines.

If you haven't had a chance to exercise or take time for yourself, I recommend stopping off at the gym or a park track to get some exer-

cise, burn off negative energy or again re-energize yourself for the evening events. You might even schedule that evening appointment at the gym, track or spa setting, inviting health and fitness into your professional life. Most people feel healthy and optimized just being in a healthy environment. Maybe even choose that appointment meeting place at a local health food store in their café area so you can grab a healthy drink, snack or meal that is consistent with your healthy lifestyle goals. Keep alcohol off the table as it will affect your judgment,

If you regularly have blood sugar drops and increased cravings for sugar then pack a few daily snacks or put them at your desk side.

actions and ultimate performance. Besides, you don't want to offend who you are meeting with by conflicting actions with their values.

Be sure to eat a nutritious dinner sticking with protein, essential fats and low complex carbohydrates so that your blood sugar again is balance prior to going to sleep. If you are the high performance type, your brain won't want to shut off its motor at bed time. Rather than fuel your energy with carbohydrates, you want to reduce the flame and spark of brain energy at bed time with protein. Remember, you want to do this all over again tomorrow!

Whether you are in a corporate office, a sales position on the road, or work from home, incorporating health and fitness throughout your day will increase your energy, improve your motivation, provide sustainable work ability and demonstrate to those around you your commitment to being successful. ●



Bahamas Vision



Staff photo

the winter are 70-80 degrees), as well as a relaxed atmosphere perfect for a laid back time with friends, family, a special person or simply yourself. This is not your college spring break destination. Freeport boasts a cache of resorts that range in price and are built to lighten loads of responsibility – if only for a few days at a time.

The Grand Lucayan is a perfect example of Grand Bahama’s vibe, with a beautiful manor house acting as the lobby and leading out to manicured outdoor spaces (complete with life-sized chess board for the cerebral types, or fans of Alice in Wonderland) lining pools that dot the premises (there are separate

pools for both the playful and the peaceful types) and lead out to a white-sand beachfront lapped upon by waves of deep blue Caribbean waters that maintain a pleasant temperature year-round. The resort offers comprehensive spa services, a well-equipped fitness room

Another of Kentucky’s sultry summers has passed by and just as quickly as complaints about the unrelenting humidity have vanished, another mantra has emerged – one to do with chills, frost and clouds shading the scant sunshine allowed by shortened days.

Upon arrival at Freeport, you’ll be greeted with a jolt of warmth – from the people and the weather.

If you suffer from seasonal affective disorder (appropriately shortened to S.A.D.), workweek weariness or general wanderlust, a quick trip to Freeport, Grand Bahama Island might do you a bit of good, and now it’s easy, affordable and quick to get there with a direct flight from Louisville’s (SDF) airport. Vision

Airlines began the nonstop service November 3 with flights on Thursdays and Sundays.

The flight is pleasantly quick – especially if you’re a seasoned traveler familiar with the many hassles of stopovers, plane changes, connecting flights and layovers – and is hastened by a fun and friendly crew. Tickets are also affordable on various dates researched throughout the coming season, but you will have to shell out some cash (\$20 per bag) to check your bags, so pack light. Also, remember that this is an international trip, so be sure to bring your passport.

Upon arrival at Freeport, you’ll be greeted with a jolt of warmth – from the people and the weather (average temperatures through



Staff photo

(if you must), several restaurant options and comfortable accommodations that are available on various levels from a modest guest room to a presidential guest house. There is

also a large conference area including several ballrooms – in case you want to mix business with pleasure, and lots of outdoor vignettes begging for a destination wedding scene – in case, well, you know.

Venturing away from your hotel of choice provides you with activities including an outdoor market, fishing charters, dolphin encounters and more, but consider asking the locals about what's happening in the music scene. The Bahamas offer a unique sound that is lively and spicy and not to be missed.

Once you've concluded your stay in Freeport, there's one more bit of good news: international customs is conducted at the Freeport Airport so you arrive in Louisville hassle-free and ready to head home. It's a perfectly peaceful (and well-priced) long weekend. ●

Staff photo



The Grand Lucayan is an ideal Bahamian setting for both work and pleasure.

“Central Bank keeps my complex financial life simple.”



Ronald Carmicle, President of River City Development Corporation, leads a busy life. He runs his own company, serves on several boards of directors and volunteers throughout the community.

Working with Central Bank, Ron's finances are one less thing he has to worry about. According to Ron, "My team put together a perfect, custom package for me. It includes money market accounts, home mortgage, home equity line and even online banking for family members when they work out of town."

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The owners of Theater Square Marketplace may well be on their way to proving that East Market Street is not the only hip downtown oasis appealing to the “live-work-play” set. Since investing \$1.5 million in 2009 to redevelop the Kentucky Theater Building on Fourth Street, owners Eric Haner, George Stinson and Ed Lewis have turned the building into a white tablecloth restaurant, upscale bar and boutique wine shop/grocery known as Theater Square Marketplace.

This spacious, independent restaurant is chic and inviting, with soaring ceilings, a gorgeous contemporary chandelier, and a trendy combination of fountains and fireplaces in its center courtyard. The dark walls, wood and wicker furniture make the space feel very intimate – the perfect spot for a romantic dinner before taking in a show at any of the downtown theaters – whether you’re wearing jeans or a black tie.

Equus. They describe the cuisine as “Southern with an Italian influence” – an apt description, as you are as likely to find potato gnocchi and tiramisu on the menu as short ribs and grits. Menu items vary with the season and are made from locally sourced fresh ingredients.

The cider Manhattan is the ultimate drink for cooler temperatures. It is served in a flamed martini glass, filled with homemade cider, Woodford Reserve Bourbon, Antica, a splash of Angostura bitters and flambéed cherries. The drink menu is aimed at a sophisticated palate, offering a creative selection of bourbon, gin and vodka cocktails that even the Rat Pack would have loved.



The bar and lounge area features a grand piano and handcrafted light fixtures.

Theater Square Marketplace

“We truly wanted to make Theater Square Marketplace a mixed-use facility, because there’s such a demand for it in this part of downtown,” said Haner.

“We get everyone from people who live downtown, to tourists from the hotels and conventions, to folks from the Highlands and Old Louisville, theater patrons and employees at the local businesses. It’s a real mix, but it shows the diversity you can get when you invest in downtown,” Haner said.

But it’s the food that’s the real star at Theater Square Marketplace, prepared by chef Dallas McGarity, the chef who

was responsible for opening up Volare and Z’s Fusion downtown, in addition to working at

The restaurant offers a great assortment of appetizers, most priced around \$10. The corn risotto ball is delicately deep fried and served with a pesto aioli and a wonderful hand-crushed tomato jam with balsamic reduction.

Prices for entrees run from \$14 for the roasted red pepper and caramelized onion burger, to \$33 for the filet mignon, with most averaging around \$25. The shrimp and scallops were expertly cooked and covered with a delicious gingery glaze and served on the side with sweet potato puree, beans and greens, and a honey chipotle vinaigrette.

Theater Square Marketplace also has seared tuna, salmon and daily fish dishes, as well as a good selection of salads that

can fill that bill. What seems to unify them all is a general simplicity, expert cooking of the meat/poultry/fish element and excellent glazes and sauces.

Desserts at the restaurant, such as the chocolate opera cake and the chocolate ginger bombe, are not prepared on site, but are, nonetheless, sophisticated and creatively presented. Most desserts run about \$9, and cover the gamut from tiramisu to pumpkin cheesecake.

If you get a chance to go to Theater Square Marketplace, be sure to check out the Louisville Derby Clock, the Barney Bright art clock recently restored by cheesecake entrepreneur Adam Matthews, that will be permanently installed on the nearby walkway this fall. Whether you’re shopping for a nice business lunch, or strolling along taking in the cultural delights of downtown, it’s a great place

to unwind, enjoy good company, and take in the best of what Louisville’s restaurant scene has to offer. ●



The main dining room features three gas fireplaces with a skylight above.



Co-owner Eric Haner



Susan Gosselin is the director of public relations at Vest Advertising.

What I Learned From One of Louisville's Great Entrepreneurs

It's not every day that you get the chance to have bagels and coffee with a leader like David Jones Sr., so it was an honor to hear his recent presentation to the Leadership Louisville Class of 2012. I left even more convinced of Louisville's claim that it's possible here!

Jones shared passionate remarks on issues, however, the focus of his dialogue with the class was leadership, specifically the lessons he's learned along the way. As the founder of Humana, Jones has contributed greatly to economic development in our region. He was also one of the founders of the Leadership

Louisville Center, created to ensure future leaders would be knowledgeable about issues, well networked and passionate about the success of the community.

Jones' leadership lessons are simple, but not easy, and had to be learned

through trial and error. His remarks taught me a little more about balance, discipline and values – essential building blocks for any young professional.

Balance

Not quite sure what to expect, it was surprising to hear his first lesson: "Family is first – do your job, but enjoy your family and other interests. Have a life!" With a husband, two children, a career, friends, community engagement and everything else that fills my life, this is a delicate balance for me, as I'm sure it is for many. But time spent with family, friends and

in the community fills my spirit so that I am better at work, more creative, more empathetic and more dedicated to the mission I work to fulfill.

Perhaps Jones' best teaching on balance was about being focused and taking time each day to think. It's so easy to go through the day and check off tasks however, by taking time to think, I see the big picture more clearly.

Discipline

It became quite apparent that discipline was a key ingredient in Jones' success. He was clearly not from the school where excuses get in the way of results. In his world, either you have measureable outcomes or you don't. He strongly discouraged procrastination and said, "Complete today's work today."

However, Jones clearly values a high level of engagement with others. His messages about soliciting feedback, communicating regularly with every team member and having a focus on morale made it clear that he sees people as the biggest asset in an organization. All of these practices require a disciplined approach and structure to make them a reality.

Values

I see Jones as a person who leads by example and puts his values and principles into action. As a relatively new manager, his ideas about integrity and creating conditions where colleagues can do their best work were helpful. Delegation – particularly delegating authority – and following this up with sincere thanks and recognition are actions based in humility.

Finally, it was Jones' optimism that left me particularly inspired. His strong positions regarding the urgent needs around education and infrastructure were tempered by his hopeful commentary.

Leadership Lessons Learned

presented by David Jones Sr.

1. Family is first – do your job, but enjoy your family and other interests. Have a life!
2. Be optimistic! A leader must inspire confidence.
3. A leader must have clear and sufficient authority to accomplish assigned tasks.
4. Integrity is the most vital character trait, and strength of will is a requirement.
5. Focus! Have a clear idea of the goal you plan to accomplish. This will require thought, so take time each day to think. Action changes the world, but it should be thoughtful action.
6. Communicate goals repetitively, with brevity and clarity, to each team member and solicit honest feedback.
7. This enables each team member to understand and appreciate how individual effort contributes to achievement of the goals.
8. Always thank your colleagues - earned recognition is a powerful motivator.
9. Every element critical to success must be measured.
10. Always try to create conditions to allow your colleagues to do their best work!
11. Make decisions quickly, once you have the facts. Nothing kills morale and momentum like bureaucratic lassitude.
12. Profit is never a mission, vision or an end, nor is it a dirty word. Enterprises which fail to cover all costs, including the cost of capital, soon perish, along with their jobs and pensions.
13. Complete today's work today.
14. Leadership requires authority, integrity, optimism, strength of will, a clear vision that is effectively communicated to the entire enterprise so that each member understands what is required of her/him and how such individual efforts contribute to mission success. Then, the leader must say thanks.
15. Summary – Inspirational leadership requires: Authority; Integrity; Optimism; Strength of will; Clarity of vision/mission; Clear, continuous two-way communication; Recognition; when earned; Operations – if it's critical, measure!



David Jones Sr. shares valuable leadership lessons with the Leadership Louisville Class of 2012.



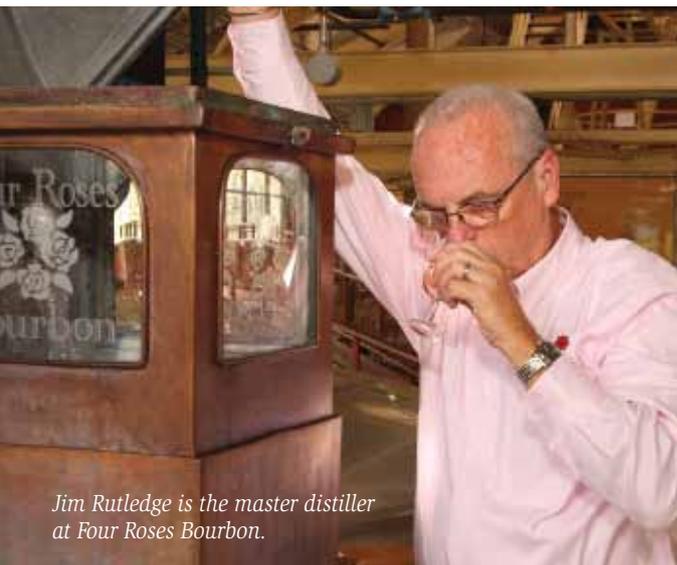
Holly Prather is vice president of marketing for the Leadership Louisville Center.

just for fun

by Jim Rutledge
Master Distiller
at Four Roses Bourbon

Kentucky is the birthplace of bourbon – in fact, more than 95 percent of bourbon is distilled and aged in Kentucky. In Louisville, bourbon is experiencing a major resurgence with more brands than ever before on bars and store shelves. New and established restaurants all over town are featuring bourbon in innovative ways, and downtown is seeing the restoration of Whiskey Row, which was home to several bourbon distillers a century ago.

One of those distillers is Four Roses Bourbon, which recently partnered with



Jim Rutledge is the master distiller at Four Roses Bourbon.

Bluegrass Brewing Company to open the Four Roses Bourbon Barrel Loft, an upscale lounge at BBC's location at 3rd and Main streets. BG caught up with Jim Rutledge, Four Roses' master distiller and an inaugural member of the Bourbon Hall of Fame, to ask about bourbon's changing profile:

Bourbon has long been thought of as your father's or grandfather's drink of choice. Historically, this is true. We at Four Roses receive hundreds of warm letters and emails each year recalling their father or grandfather's love of the brand, or how or when they enjoyed their bourbon.

In recent years, however, the bourbon landscape has changed. Today, it's a spirit that is often poured "neat" in upscale bars and restaurants, and is featured in one-of-a-kind cocktails and creative food preparations. Bourbon

drinkers love to talk about their recommendations to friends or family members.

While bourbon in the past has been consumed by a predominantly older, male audience, it is now becoming more and more popular amongst a younger and more diverse crowd. In addition to the young professional set, bourbon is becoming a favorite of women, as evidenced by the recent creation of the Bourbon Women Organization that was established in Louisville and has received national publicity.

The emerging mixology trend is playing a big part in the expanding reach of Kentucky's signature spirit. Bourbon mixes very well in unique cocktails and is becoming a favorite ingredient for mixologists, who combine creativity and years of training in their art form. During the last Derby season, at our annual Rose Julep Recipe Contest, one of the competing mixologists presented me with his julep. It contained a simple syrup that called for root beer and boiled boar bones. Unusual as that may sound, it takes a talented individual to create a cocktail of this nature, and it turned out this was the winning recipe.

People also are becoming very interested in knowing more about the technique of bourbon tasting – how to sample properly, what characteristics to look for, and the like. If you've ever seen a wine connoisseur engage in a wine tasting, you'll often see them swirl the wine in a glass, and analyze its aroma and taste profiles. Bourbon tasting is very similar.

Be a Part of the Bourbon Boom

Here are my tips for engaging in your own bourbon tasting:

- Use a tasting glass. If one is not available, a small wine glass will work better than a rocks-style glass. This type of glass will hold the aromas better than a glass with a large mouth.
- Evaluate the color. This will tell you something about the age and/or proof.
- Swirl the bourbon and smell "lightly" – with your mouth open. You're looking for subtle flavors of various fruits and spices plus sweet flavors of vanilla or caramel. By closing the mouth and inhaling deeply through the nose your sense of smell will be overwhelmed by alcohol vapor.
- Sip a small amount and move the bourbon around the different areas of the tongue to note the various flavors. Many people discard the bourbon, but I like to swallow a small amount to ensure the finish is long, mellow and smooth.
- Add one small ice cube to the glass, or a small amount of cool water, and repeat the nosing and tasting process above. The ice or cool water will open the flavor and oftentimes you will think you are experiencing a different bourbon than the one previously tasted.

Compare your notes, make your evaluation and enjoy the process! ●



The Triple Crown Mint Julep, created by Varanese Restaurant's Rory McCollister, winner of the 2011 Rose Julep Recipe Contest.

Photos courtesy of Four Roses Bourbon

YPs Focus On Leadership

Ignite Louisville Class of 2012 Orientation

The Leadership Louisville Center recently hosted an orientation for the Ignite Louisville Class of 2012. Presented by Norton Healthcare, Ignite Louisville is a seven-month program that grows young professionals by developing the key components of leadership. The class also participates in the Yum! IGNITES Louisville Challenge and takes on a project proposed by a local nonprofit to gain hands-on experience serving the community. The 2012 class will learn leadership concepts from program partners including Norton Healthcare,



Yum! Brands Inc., Brown-Forman Corp., UPS and Northwestern Mutual. Ignite Louisville is also supported by the Young Professionals Association of Louisville (YPAL) and the Louisville Urban League Young Professionals (LULYP).

Above: Heather Hise, Goodwill Industries of Kentucky, and Reanna Smith-Hamblin, Better Business Bureau.

Right: James Reddish, Greater Louisville Inc., and Amy Seng, University of Louisville Athletic Department.

Below: Robert Polk, Horseshoe Southern Indiana; Heather Harris, Yum! Brands, Inc.; and Jenny Heitkemper, Yum! Brands Inc.

Photos courtesy of Leadership Louisville.



YPAL New Member Orientation

The Young Professionals Association of Louisville (YPAL) held its new member orientation on Sept. 19 at Champions Sports Bar & Grill. This event welcomed members looking to get more involved. The orientation gave attendees an up close and personal view of each committee within the organization and offered young professionals an opportunity to tap into their individual interests.



Top: Emma Brown and Amy Noakes mingle at the YPAL Orientation.

Middle: Tables were set up speed-dating style for better networking.

Bottom: Valerie Alexander and Bryan Baker serve as YPAL ambassadors, welcoming new members to YPAL.

Photos courtesy of Young Professionals Association of Louisville.

featured couple

by Heather Hise

Rob and Jill Kaplan

For some, the line between professional and personal life is a little blurry. These are people who are fortunate to be able to champion causes they believe in – and earn a living in the process. This is no truer than for Rob and Jill Kaplan, whose deep-rooted passions have led to careers in making a difference.

“We’re both very values-driven and intrin-

sically motivated,” said Jill. “Our careers are driven by making an impact.”

“Jill and I both prioritize making a difference,” Rob added. “If you really believe in and care about the work you do every day, it will show.”

For Jill, the seed was planted at a young age when her mother instilled in her a love for

animals and protecting the planet. She waged (and won) a campaign in middle school to institute recycling in the school cafeteria and now works as development director for the Louisville Zoo. Most recently, she spearheaded the successful \$25 million capital campaign that resulted in Glacier Run, a unique new bear habitat at the Zoo.

“My job is evidence that your skill sets and interests can marry in unique ways,” said Jill. “I’m not a biologist or scientist, but there is still a place for my fundraising and communication skills in the environmental nonprofit sector.”

Rob was inspired by his high school government teacher, whose advice to take action for what you believe in was easy to do in



Jill is the development director at the Louisville Zoo, and Rob is transitioning to a marketing role on the Jack Daniel's team.

Washington, D.C., where the couple attended college and where Rob says there is “a cause on every corner.” With a degree in political communication, he worked in consulting for a few years with a focus on environmental public policy issues before moving to the non-profit sector as communications director for an education advocacy organization.

Though they had similar circles of friends and graduated only one year apart – Jill in 2000 and Rob in 2001 – from The George Washington University, they didn’t meet until

The couple’s love of travel and adventure has taken them around the world: Tanzania, Argentina, Thailand Italy and Vietnam.

2002. After several years working in D.C., Rob and Jill were ready for a change. The couple took an exploratory road trip down the California coast and “fell in love” with San Francisco. As soon as one of them landed a job, they made the move across the country.

Rob decided to attend business school to “make the business case for social and environmental change.” While working towards his MBA at the University of California-Berkeley, Rob’s project for Fetzer Vineyards led to an internship with Brown-Forman in Louisville. The company ultimately offered him a full-time job as manager of corporate responsibility.

“We’re very opportunistic when it comes to our careers,” said Jill. “We’re not afraid of risk or change, so we knew moving to Louisville was the right thing to do given the opportunity.”

The couple quickly established themselves professionally in Louisville, with both of them named on the *Business First* “Forty Under 40” list in 2010. Rob is a graduate of Leadership Louisville’s Bingham Fellows program and co-founded Net Impact Bluegrass and DoSomethingGreen, an apolitical, action-oriented organi-

zation that helps individuals and organizations learn simple ways to improve the environment.

“Not only is a non-traditional career path possible, but it also differentiates you in a competitive environment,” Rob added. “Be an advocate for yourself and the work you want to do in the world, and build a strong network to help get you where you want to go.”

As second vice president of the Younger Woman’s Club, Jill educates new members about the club’s mission and goals. She is a graduate of Leadership Louisville’s Ignite Louisville program and a member of the Association of Fundraising Professionals’ program committee which plans the organization’s monthly meeting topics and speakers.

The Kaplans live in Crescent Hill, choosing the area for its “walkability” and proximity to many Louisville Originals restaurants. Keeping them company at home are cats Oliver and Malcolm, and Rob and Jill are expecting their first child in January.

The couple’s love of travel and adventure has taken them around the world. They’ve been to Tanzania for a safari, embarked on a truffle hunt in Italy, and have vacationed in Argentina, Thailand and Vietnam. They try to take a local cooking class when traveling to learn new styles and techniques to employ at home and for friends. The Kaplans also enjoy hiking, skiing and camping, and cooking together is one of the ways they stay connected as a couple.

“We’re very focused at work so we can go home and be with each other,” said Jill. “When we make dinner at home, we eat together with the TV off and music on, and when we travel, we do our best to turn off the email.”

While the two admit to having different personalities, they believe they balance each other very well.

“Rob and I are effective communicators in our own ways,” Jill said. “We’re more powerful together than separately. We’re also each other’s biggest advocate and fan.” ●



Heather Hise is communications & public relations specialist for Goodwill Industries of Kentucky.



Young Professionals Association of Louisville

Remember the old adage, “It’s not about what you know, but who you know”?

As the premier networking group for young professionals, YPAL **connects** its members with prominent community leaders, key Metro decision makers, and other ambitious and passionate 20-and-30 somethings. Join YPAL today and begin rubbing elbows with some of Louisville’s present and future “people to know”.



www.ypal.org

Something Old, Frazier Museum brings its unique artifacts alive with tech tools

Something New

Behind a pair of large, bright red doors unique among its Main Street neighbors, lies the Frazier History Museum's collection of historic artifacts and exhibits, some of which are

stone's German-language inscription.

"That was in the days before people knew the damage that kind of care would cause," explained Krista Snider, the museum's director of public relations. "Now that the cemetery has given it to us on permanent loan, our goal is historic preservation."

That same idea – preserving history for our future generations – nicely summarizes the museum's current mission regarding its entire collection.

Born in 2004 as the Frazier Historical Arms Museum, the facility has undergone re-toolings of both its physical design and brand image.

True to its original name, the focus was initially on military history. The Frazier Museum remains the only place in the world outside Great Britain housing artifacts from the Royal Armouries, which include suits armour, uniforms and weapons, some of which are more than 400 years old.

Seeing the old uniforms and armour displayed on life-sized mannequins lets visitors see how people of that era were physically smaller in stature than their counterparts today.

"That's especially obvious when you compare soldier's uniforms to the uniform Henry VIII wore," Snider said. "He was said to be 6 feet, 2 inches tall, so he was like a giant compared to everyone else back then."

Since the museum changed its name in 2006 to the simpler "Frazier History Museum," it has broadened its focus to include an eclectic mix of treasures. Today, you'll still see an assortment of weaponry owned by kings,

generals and presidents, but it is complemented by an eclectic mix of treasures ranging from President Teddy Roosevelt's silver tea service to Daniel Boone's family Bible – some 5,000 pieces in all.

Old stories, new technology

Traditionally, museums may not have been considered the most exciting places to be (hence the phrase "boring old history museum"), but the museum's staff has put much effort into keeping their presentations lively and interesting.

Taking its cue from the eye-catching red front doors, even the building's decor reflects a modern esthetic that emphasizes clean lines, exposed brick and light-colored woods. Of course there are glass exhibit cases and securely framed prints mounted on walls, but some photographs in the lobby are mounted on three-panel floating screens. In the first-floor atrium, there's a large, statue-like display of historical figures in action, one of several throughout the museum.

To make history come alive for the many school groups visiting each year, the museum has its own theater company staffed with historically trained actors who deliver performances of key figures in a 48-seat theater.

Some of the actor/historians (called "interpreters" in the museum's parlance) lent their voices to multimedia games visitors can play via Apple iPad tablet computers strategically placed throughout the building's exhibits. One of the games lets players drag and drop famous quotes onto pictures of the historical figure who spoke the words. "Those are not my words," comes the quick reprimand should a player answer incorrectly.

These games are prominently featured in the current "My Brother, My Enemy" American Civil War exhibit running through April 8, 2012.

"We've made a concerted effort to do tech-



Frazier History Museum Photo

A collection of historic artifacts and exhibits lies behind the Frazier History Museum's large, bright red doors on Main Street.

quite literally one of a kind among U.S. historical museums.

In the main lobby rests one of them: the Bloedner Monument, a 3,500-pound limestone Civil War memorial recognizing 13 soldiers killed during the 1861 Battle of Rowlett's Station near Munfordville, Ky. The monument spent much of its first 150 years at Louisville's Cave Hill Cemetery exposed to the wear and tear of the elements and cleaning by pressure washing, which has eroded some of the

nologically interesting stuff,” Snider said. “Kids want to play with their phones anyway, so you might as well give them something to play with.”

Featuring an always poignant, sometimes even heartbreaking mix of artifacts, “My Brother, My Enemy” aims to document the Civil War from the human side. Old photographs (tintypes) of young soldiers going off to war were routinely taken as a keepsake for their mothers. One exhibit shows the diary of a girl whose family was torn by sympathies to both the Union and Confederate armies. Another photograph poses a young girl holding a picture of her father, who died in the war.

“I just think her eyes and her face kind of say it all,” Snider said. “The reason I’m personally so proud of this exhibit is because it’s not about the war, it’s not about the guns, it’s about the people,” Snider said.

The people of Kentucky are nowhere better represented than in the “Rough Road” exhibit, a collection of some 200 still photos taken across the commonwealth between 1975 and 1977.

In 1975, photographer Ted Wathen came up with the idea of documenting Kentucky’s 120 counties at a specific historical point in time: the U.S. Bicentennial. The idea crystallized after meetings with the Kentucky Arts Commission (now the Kentucky Arts Council) and the commonwealth’s Bicentennial Commission.

“The vision was to go into every county in the state and photograph what Kentucky looked like as a bicentennial project,” Wathen said.

Bob Hower, one of two photographers who worked on the project with Wathen (the other was Bill Burke), said the tradition of classic documentary photography inspired the project.



Top: The “My Brother, My Enemy” American Civil War exhibit will run through April 8, 2012.

Middle: A large, statue-like display of historical figures in action, one of several found throughout the museum.

Bottom: The Frazier History Museum remains the only place in the world outside Great Britain housing artifacts from the Royal Armouries.

Photos courtesy of Frazier History Museum

“When we set out to do this we had the precedent in mind of the great projects, most notably the photography that came out of the ‘30s from the Farm Security Administration,” Hower said. “We wanted to do something similar in that period of time that we were in then in 1975, ’76, and ’77.”

Funding was not easy to come by, as follow-up visits to the Arts and Bicentennial commissions proved unsuccessful. It was only after Wathen visited the National Endowment for the Arts in Washington, D.C., that the project finally began to come to fruition.

“I showed them (the NEA) the proposal and they loved it, but said I needed to have two other photographers before they’d fund it,” Wathen said. “Then I talked to an aide

in Senator (Wendell) Ford’s office. By the time I got back to Louisville, I had a call from the director of the Bicentennial Commission promising to give us \$10,000.”

The Kentucky Arts Commission, Bingham Enterprises Foundation, Brown-Forman, and Brown and Williamson also contributed approximately \$50,000. But perhaps no other donor had as profound an impact on the photographs themselves as the Polaroid Corp.

The camera maker offered film and cameras for the three photographers. The Polaroid technology in use at the time not only produced an instant print, but also a negative.

“That was such a great icebreaker,” Wathen said. “You would take a picture of people and not only show them the picture, but also give them the picture to keep.”

All the cameras the photographers used, including Polaroid, Leica and Canon models, are on display at the Frazier

Museum, as well as some 200 of the 4,000 frames they shot.

So, looking back on the project with the benefit of 35 years of hindsight, do the photographers see any cultural differences?

Yes, they say, and the changes are deeper than the disappearance of the family farm, the construction of better bridges and the demise of small county seats. Cumulatively, they add up to something almost inexpressible.

“Progress?” asked Wathen. “Sure, it’s progress. But is there a loss? Yes, there’s a loss.” ●



Robert Hadley is president of IABC-Kentucky and a writer for BG Magazine.

young entrepreneurs

by Mariam Williams

Jennifer Lee and Claire Drury, co-owners of Peacock Boutique, have carved out a niche for their business in a fairly conservative fashion climate and in a down economy.

Lee and Drury opened the Frankfort Avenue store in February 2008, shortly before the economy started to change for the worse. They had strong first-year sales and have been able to keep their store open by offering good customer service and exclusive merchandise to a stable, high-end demographic.

“Our customer service is the most important thing to us. We don’t want anyone to ever leave here without feeling like they received the best customer service,” said Lee.

Cathy Sewell, an attorney in Louisville, has been shopping at Peacock since it opened. She said her favorite aspect of the store is that “Claire and Jennifer are both so nice. They’re very professional,” she said.

She also appreciates having a place to buy “good, quality, well-made clothes with a little bit of extra style that you don’t get in department stores.”

Lee and Drury describe the clothing they sell as “sophisticated and classic.” They stay

can keep in their wardrobe for years.

As Peacock’s only employees, Drury and Lee also serve as buyers for their store. The two take three trips to New York each year and purchase items two seasons in advance.

Trying to figure out how much inventory they should stock and predict what their customers will like requires a lot of research. Lee

and Drury look at fashion magazines and when they go on appointments in New York, they start to see the same materials or colors repeatedly among different designers.

Sewell said Claire and Jennifer have a gift for quickly assessing a person’s style and knowing what that customer will want.

“They’ll call and say, ‘We’ve got this really cute jacket, and it looks like you.’ And I come in, and they’re right,” said Sewell.

While they can’t say Louisville is behind larger cities in fashion, Drury and Lee do think the city is missing two fashion must-haves: a good shoe store and a fashion district.

Lee has seen pictures among her grandmother’s collection from 50 years or so ago when Fourth Street in downtown Louisville was full of retail establishments, and people would get dressed up to go shopping. The dressing up part isn’t necessary, Lee said, but she would like to see the fashion aspect of downtown Louisville revived.

She and Drury can see opening more Peacock locations, or even franchising the boutique one day, but Louisville doesn’t have the right place for it yet. They don’t think their store is a good fit for NuLu, and for fashion, the downtown hotels are sending guests to Peacock.

Drury and Lee are in love with their location in Lodge 820 on Frankfort Avenue.

**Jennifer Lee
Claire Drury**

Peacock Boutique

(502) 897-1158

shopthepeacock.com



Co-owners and friends Jennifer Lee and Claire Drury opened Peacock Boutique on Frankfort Ave. in February 2008.

They stumbled upon it while driving down the street in 2007, not long after the development had been built. Surrounded by other local businesses—Blue Dog Bakery, Heine Bros. Coffee and Joseph’s Salon, to name a few—they get plenty of foot traffic and plenty of support from other small business owners.

Patrick Schmidt, president of the Frankfort Avenue Business Association and an attorney at Tilford Dobbins Alexander, PLLC, said, “Peacock Boutique is a large part of why that space is so successful. They’ve been the anchor to really solidify Lodge 820” and to help extend what Schmidt calls “the heart of Frankfort Avenue” for a few more blocks.

Drury, 30, and Lee, 31, also have fallen in love with entrepreneurship. Both had worked in various clothing stores since they were 16.

“We had always kind of known what we wanted to create and we seized the opportunity to bring Louisville what it was missing,” said Drury. ●



Benjamin Couch Payne photos

away from trendy items that would be in style for only one season (i.e., the bright red and animal print jeans that were popular for fall 2011) and instead purchase looks that women



Ankur Gopal, CEO of Interapt, could describe his business in two main ways. On the basic technical side, Interapt is a technology company that builds mobile business applications across Mac, PC and Smartphone platforms.

On the intangible side, Gopal's tech company boosts employee morale, helps people obtain a work-life balance and gives them more freedom.



"We're a very clever communications company. We know how people communicate, and we want to build applications that reduce the cost of doing business, improve customer experience and make people's lives easier," said Gopal.

Interapt's business culture lives out the philosophical description. Gopal's workforce of 12 people, all of whom he calls "fantastic," gets no vacation days. They have no set office hours, and Gopal has sometimes gone weeks without seeing them in person.

This is because Interapt's employees' do their work on portable devices. They communicate with each other by emailing, texting or video conferencing on their computers and mobile devices, using the very technology they build and develop for other businesses.

"One myth I think people have to get over is that mobile technology leaves you too connected," Gopal said, referring to claims that people can never leave their work at the office because of their Smartphones. "Mobile technology provides more freedom."

And the mobile technology Interapt has developed also has given businesses more opportunity to interact with their customers, a convenience that can be life-saving in some cases. For Jewish Hospital, Interapt developed "ER Wait," a texting service that allows patients to receive the average wait time at each of Jewish Hospital's six area emergency rooms. Several hospitals in other states have since contacted Interapt to license the application.

Gopal founded Interapt with his partner,

Jay Malin, in May 2007 in Owensboro, Ky., where Gopal was born. The company opened in Louisville in February 2011. Malin remains in Chicago.

Gopal spent several years away from Kentucky getting an education and professional experience: a bachelor's degree from University of Illinois at Urbana Champagne, an MBA from the University of Dayton, an MBA as a returning scholar at the Booth School of Business at the University of Chicago and working for a total of five years at technology consulting company Accenture's Chicago, California and Washington, D.C. locations. Gopal decided to become an entrepreneur because he wanted his time to be his own.

He started a health care management firm in Chicago that eventually grew to 80 employees. He shut down the business because he felt there were greater opportunities in mobile.

The idea was right, but his advisors, many of whom were his professors at University of Chicago, were unsure about the location.

"I wanted to return to Kentucky to do some neat hi-tech things in a traditionally low-tech state," said Gopal. He didn't feel it was necessary to be in Silicon Valley or Boston, where access to talent is virtually unlimited but competition is cutthroat and speed to market is slow, he said.

"I knew I could do big things in Kentucky with the right support system."

He found it with Greater Owensboro Eco-

Gopal is working with local universities to develop a curriculum to strengthen Louisville's technological talent pool.

nomics Development Organization. The agency provided Gopal with seed money to start Interapt and has since made its money back.

Gopal financed the rest of his venture through his savings, money from the health care firm he closed and family and friends.

He's also found support in Louisville. "The good thing about Louisville is that big corporations have given us a chance. It's very important that established companies give companies like mine a shot," said Gopal.

The active venture capital community and the Fischer Administration also foster a healthy environment for entrepreneurs, Gopal said.

But there have been challenges, like finding enough deep tech talent locally and enough clients ready to adopt modern technology. Gopal is working with local universities to develop a curriculum to strengthen Louisville's technological talent pool, and he has found "pockets of visionary people who are able to see two to three years down the road" in terms of his industry's future.

Whether mobile technology drifts into data consolidation, cloud-based technology, emergency notifications or a number of other possibilities, Interapt is going with it. Gopal foresees adding two or more team members every quarter and is focusing on building specific solutions for several major industries and institutions, including media broadcasting, health care, city governments and the Pentagon. ●

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Mariam Williams is a writing, communications and research consultant for Research Works.

Since the New Year is just around the corner, it's time to start thinking about a few steps you can take related to filing your 2011 income tax return. Taking a couple hours in the fourth quarter to get information in order can significantly reduce stress in the future. Plus, the sooner you make possible changes, the faster you might put cash into your pocket. Here are six items young professionals are encouraged to consider:

- **Organize**
- **Partner with a tax professional**
- **Check your withholdings**
- **Start investing today**
- **Create a budget**
- **Don't procrastinate**

While this is probably not an exhaustive list, it is one that will get you moving in the right direction and well on your way to a lifetime smart money management.

Organize

Let technology make it easy! Scan important information and documents and file them in a specific folder on your computer for quick access at the end of the year. Keep track of items such as W-2's, 1099s, charitable contribution receipts, mortgage interest, real estate taxes, car taxes and closing documents for the new house you just purchased! Organize the files by year so you can have everything in the same place. Don't worry about space on your hard drive - you only need to keep tax documents for a minimum of three years (six years if self-employed). Along with organizing your documents, you'll also want to track your income and expenses. Using a program, such as Quicken, can help you understand where all of your money is being

spent and where you might be able to do more with it.

Find a tax professional

Hire an individual that specializes in tax and will be a partner in helping you achieve your financial goals. The tax rules change frequently and are becoming even more complex. Finding someone that stays current with all the new changes is critical to helping minimize your tax and make sure you maximize possible deductions. A knowledgeable professional can help you to understand what's deductible and what's not, such as, business mileage or a home office deduction. What's more, a good tax professional can also help you begin to develop strategic relationships by introducing you to other professionals, such as a financial planner, attorney and/or banker. These relationships are important as your career and financial opportunities grow.



Check your withholdings

Look into whether or not you are having the correct amount of tax withheld based on your filing status. Did you get married during the year or have a baby? Did you receive a large refund when you filed your taxes last year? If so, there is a good possibility that you are having too much tax withheld in your paycheck, and it may be time to consider changing the number of exemptions you claim. Check with your company's HR department to get a new W-4 form. Consider what a large refund means. You're essentially giving the government an interest free loan with your money. Changing your withholdings to fit your status allows you to maximize the cash in your paycheck.

Start investing today

If your employer offers a retirement program, take advantage of participating. Most employers offer to match up to a certain percentage of what an employee contributes, giving you even more cash. For example, if your employer will match up to three percent of the employee contribution, then the employee, if

becomes a much easier task if you have organized your finances using a program. Being disciplined early in your career with how you spend your hard earned dollars will pay huge dividends down the road.

Don't procrastinate

Fast forward to the beginning of the next year when all of your tax documents are starting to come in. If you have your information ready to go in February, don't wait until April or even worse, file an extension. File your taxes early! Especially if you're due a refund, you

Tax Planning 101

participating, can receive an additional three percent of their salary put into retirement. Though retirement is a long way away, this is a great vehicle to build future wealth. By not participating, you are leaving free money on the table from your employer. No worries if this benefit isn't offered at your company – consider investing in a tax deferred vehicle such as a traditional IRA or a Roth IRA that offer tax free distributions.

Create a budget

Live within your means. This is a simple thing to say, but extremely difficult to put into practice. Creating a budget allows for you to determine what your expected income and expenses will be, giving you tools to manage your income to fullest advantage. I suggest creating a budget before the end of this year for the coming year. Creating a budget

want the cash as soon as possible. Even if you owe, finding out early can help because the tax does not have to be paid until mid-April. Filing an extension won't extend the time to pay your tax; it just extends the time to file your return. What's worse, the government doesn't pay you interest on your refund, but they will be happy to charge you interest and penalties for not paying on time.

By putting these guidelines into play, you can take a good look at your current financial situation, determine what changes and plans you need to make and take the stress out of filing your taxes at the end of the year. Get started today and ease on into the New Year! ●



Andrew (Andy) J. Ackermann, CPA, CVA is a tax principal at Mountjoy Chilton Medley LLP.



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10 things we love...

by Stephanie Apple

1

Work the Metal

Modern and vibrant home decor, clothing, accessories and more.

1201 Story Avenue
(502) 584-2841
workthemetals.com

2

J. Shepherd Cigars

An impressive collection of mainstream and boutique cigar brands.

1429 Bardstown Road
(502) 479-1621
jshepherdcigars.com

3

A Taste of Kentucky

A selection of quality gifts and gift baskets that are uniquely Kentucky.

11800 Shelbyville Road
(800) 444-0552
atasteofkentucky.com

4

Scout

Eclectic mix of furniture, home accessories, gifts and jewelry.

742 East Market Street
(502) 584-8989
scoutonmarket.com

Great Local Places to Buy a Gift

5

Regalo

Unique gifts, one-of-a-kind jewelry, contemporary decor and fine art.

982 Barret Avenue
(502) 583-1798
regaloart.com

6

Fleur De Lis Interiors & Gifts

The name says it all!

3913 Chenoweth Square
(502) 893-5341
fleurdelisinteriorsandgifts.com

7

Red Tree

Imported furniture, gifts, lighting, home and office accessories.

701 East Market Street
(502) 582-2555
redtreefurniture.com

8

Louisville Originals

This gift card is good at more than 30 locally-owned restaurants.

(877) 229-7299
louisvilleoriginals.com

9

Carmichael's Bookstore

An independent bookstore in Louisville for more than 30 years.

1295 Bardstown Road
(502) 456-6950
carmichaelsbookstore.com

10

Dandelion

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3729 Lexington Road
(502) 899-3729
dandelionhome.com



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