

**UNITED STATES DISTRICT COURT  
NORTHERN DISTRICT OF ILLINOIS  
EASTERN DIVISION**

SCOTT KLEIN,	)	
	)	
Plaintiff,	)	
	)	
v.	)	Case No. 1:20-cv-4601
	)	
KESHET: JEWISH PARENTS OF	)	<b>JURY TRIAL DEMANDED</b>
CHILDREN WITH SPECIAL NEEDS	)	
and J. CHRISTOPHER RABIN,	)	
	)	
Defendants.	)	

**COMPLAINT AT LAW**

Plaintiff, SCOTT KLEIN (“Klein” or “Plaintiff”), by and through counsel, Patterson Law Firm, LLC, and 1818, complains of Defendants, KESHET: JEWISH PARENTS OF CHILDREN WITH SPECIAL NEEDS (“Keshet”) and J. CHRISTOPHER RABIN (“Rabin”) (Keshet and Rabin, collectively, “Defendants”), as follows:

**Introduction**

1. Despite his immeasurable contributions to Keshet and the larger Jewish community in Chicago through thousands of volunteer hours and holding numerous leadership roles at Keshet and other community and service organizations, Scott “Shalom” Klein was unlawfully terminated from Keshet after being employed for less than two months as Director of External Affairs due to anti-military animus and discrimination based on his military service and obligations as Lieutenant in the United States Army Reserve.

2. Keshet's employees and leadership, including Rabin, spent the less than two months of Klein's employment interrogating Klein and his wife about Klein's military service and when his service obligations would require him to be away from his job, demonstrating their fixation on the issue and unwillingness to comply with the requirement under federal law that military personnel be given leave to perform their duties and not be subject to termination on that basis.

3. The "talking points" that Keshet put in Klein's personnel file that were to be used as notes during his termination continue to refer to the military, comparing Klein to a Nazi war criminal, stating, "remind him that the defense at Nuremburg was 'we were just following orders'. That wasn't a good excuse then and it isn't a good excuse now."

4. As if to accentuate the blatant discrimination Klein was subjected to in the workplace, following Klein's termination, Rabin sent him the following text message: "Be professional and move on. I'm sure you would have learned some ethical principles in the army. Or was that all for your resume?", unequivocally demonstrating the anti-military animus and disrespect for our nation's military personnel held by Rabin.

5. By unlawfully terminating Klein, Rabin and the Keshet leadership and Board of Directors have caused Klein to suffer significant damages, including lost wages, loss of benefits, loss of employment, reputational harm, and emotional distress.

### **Parties**

6. Klein, an individual, is a resident of Skokie, Illinois.

7. Keshet is a not-for-profit corporation with its principal place of business at 600 Academy Drive, Suite 130, Northbrook, Illinois 60062, and is incorporated in the state of Illinois.

8. Rabin, an individual, is a resident, on information and belief, of Lincolnshire, Illinois, and is a CPA employed by Sikich LLP in Illinois. Rabin is the Chair of the Keshet Board of Directors.

### **Jurisdiction and Venue**

9. Jurisdiction is appropriate pursuant to 28 U.S.C. § 1331 because Plaintiff brings suit under 38 U.S.C. §§ 4301, *et seq.*, the Uniformed Services Employment and Reemployment Rights Act (“USERRA”), and pursuant to 38 U.S.C.S. § 4323(b)(3) as an action under 38 U.S.C. §§ 4301, *et seq.*, by a person against a private employer.

10. Venue is appropriate pursuant to 28 U.S.C. § 1391(b) and 38 U.S.C.S. § 4323(c)(2) because Keshet is incorporated and transacts business in Illinois, its principal place of business is in the Northern District of Illinois, Rabin works and lives in the Northern District of Illinois, and a substantial part of the events giving rise to Plaintiff’s cause of action occurred in the Northern District of Illinois.

## Facts

### *Keshet: Jewish Parents of Children with Special Needs*

11. Founded in 1982 and currently headquartered in Northbrook, Illinois, Keshet is a service organization that provides programs in the Chicagoland area and consulting work internationally to help children and adults with intellectual challenges.

12. Keshet's local leadership is comprised of nearly 100 lay leaders from all walks of life that provide the inspiration, direction, and funding required to fulfill the organization's mission: "to do whatever is necessary to allow individuals with disabilities to achieve their potential."

13. Keshet is overseen by a board of directors (the "Board of Directors"), a collection of community leaders that acts as an advisory council and is responsible for hiring and supporting the professional staff of the organization. Keshet also has a board of trustees (the "Board of Trustees") which oversees the rules and finances of the organization.

14. Keshet's professional staff include the Chief Executive Officer ("CEO"), Chief Financial Officer ("CFO"), and several directors who focus on various aspects of organizational management, including the Director of External Affairs.

### *Klein's Long-Time Involvement with Keshet*

15. Scott Klein, who from an early age has gone by the name Shalom, grew up in what he characterizes as "a very proud Jewish home" in Skokie, Illinois – a short drive from Keshet – where Klein's parents

instilled in him the importance of serving one's community with passion and dedication.

16. From a young age, Klein was involved in planning Jewish programs and organizing activities for the community.

17. In 1997, when Klein was 8 years old, he started volunteering with Keshet when his sister, Miriam, was a weekly aide at Sunday school and at summer camp, and this marked the beginning of Klein's decades-long involvement with the organization.

18. Klein identified with Keshet's mission to provide educational, recreational, vocational, and residential services for thousands of children and adults with intellectual challenges in the Chicago area, and to provide consulting work to promote those same goals internationally.

19. Since his time volunteering with Keshet at a very young age, Klein has spent time in nearly every non-professional leadership position at Keshet.

20. After years of volunteering at Keshet events and day-to-day activities with Keshet participants, in 2010, Klein was asked to join the Professional Leadership Board (now called the Junior Board Executive Committee), which involved organizing events and fundraising for the organization.

21. After several years of exemplary service on the Professional Leadership Board, in 2015, Klein was nominated to join the Keshet Board of Directors. As a member of the Board of Directors, Klein

continued to organize events and fundraise for Keshet, and his responsibilities expanded to governance of the organization, more extensive networking for fundraising, and raising awareness and support for the organization through media appearances and by attending events.

22. Throughout his decades of volunteering and service in leadership roles, Klein took a very hands-on approach with the Keshet participants; Klein often visited the summer camps, classes, and other programs put on by the organization. Klein regularly participated in events with Keshet participants such as Buddy Basketball and other sporting events, holiday celebrations, group exercise programs, and concerts.

23. Below is a photograph of Klein, center, and other Keshet staff members taken before a Buddy Basketball event:



24. On countless occasions, Klein has been asked to represent Keshet in media, government, and fundraising. Klein regularly attended events

and spoke publicly on behalf of Keshet at functions all over the world, including trips to Israel and Los Angeles to attend the Jewish Federation of North America (“JFNA”) annual General Assembly, travel to Seattle to attend the BoardSource Leadership Forum and to New York and Washington D.C. for fundraising, providing lectures at local schools and universities, and attending dinners hosted by other charitable organizations and institutes supportive of Keshet’s mission.

25. Below is a photograph of Klein, center, and other Keshet staff members in Israel for the JFNA General Assembly in 2018:



26. Klein has brought numerous elected officials for tours at Keshet including Governor J.B. Pritzker, Senator Mark Kirk, Congressmembers Brad Schneider and Jan Schakowsky, Secretary of State Jesse White,

State Comptroller Judy Baar Topinka, State Treasurer Dan Rutherford, and numerous other state legislators, aldermen, and other elected officials.

27. On behalf of Keshet, Klein also attended the Board Member Institute for Jewish Nonprofits, a three-month comprehensive board development training course taught and administered by faculty and practitioners from Northwestern University's Kellogg School of Management.

28. Klein's dedication to Keshet was honored by the organization at its annual banquet in March 2013, at which Keshet presented Klein with the Keshet Community Service Award for his "dedicated service to the Children and Adults of Keshet."

29. Below are photographs of Klein and his wife, Elisheva Klein, with Illinois Supreme Court Justice Anne Burke, taken at the March 2013 banquet at which Klein was honored:



30. In August 2017, at the age of only 28, Klein was elected to Chair of the Board of Directors.

31. As Chair of the Board of Directors, Klein worked closely with the CEO, who at the time was Abbie Weisberg (“Weisberg”), to implement a strategic planning process to improve Keshet’s management and governance structures to keep pace with the growing organization. (See Aaron Hull, *Case Study: Helping a Chicago Social Services Agency*, MEASURING SUCCESS, Jan. 12, 2018, <https://measuring-success.com/blog/2018/01/12/case-study-helping-a-chicago-social-services-agency-create-a-plan-for-a-sustainable-future/> (attached as Exhibit A).)

32. The strategic planning process achieved its goal of transforming Keshet into a “strategic, forward-thinking” organization “on solid financial ground,” and Weisberg “could not [have] be[en] happier with the results.” (*Id.*)

33. Throughout his 23 years of service in a multitude of volunteer and unpaid leadership positions at Keshet, Klein has worked tirelessly on behalf of Keshet and its mission.

34. Klein has been recognized as one of the most active lay leaders in Keshet’s history.

35. Over the course of Klein’s involvement in Keshet, Klein has been involved in raising millions of dollars in funds for the organization,

including funding of over \$50,000 in the fiscal year 2020 Illinois budget which Klein secured while away on active duty military service.

36. Klein has been interviewed and quoted on behalf of Keshet in the media on over fifteen occasions, including in print and on television, radio, and podcasts.

37. Klein's wife, Elisheva Klein, also was heavily involved in Keshet, and worked for the organization for eight years as a paraeducator.

38. Since 2010, Shalom and Elisheva Klein personally have donated over \$10,000 to Keshet.

*Other Volunteer Service*

39. Klein's support for his local communities has extended far beyond Keshet.

40. Klein is a strong supporter of the Jewish United Fund ("JUF") and has served on its committees for Communications and Government Affairs, he led the Jewish Neighborhood Development Council of Chicago, and he is on the Executive Committee of the Jewish War Veterans Post 29.

41. Klein also is very actively involved in the Skokie community, where he serves as Chair of the Village of Skokie's Economic Development Commission and the COVID Recovery Taskforce, and he is on the Executive Committee of the Skokie Caucus Party.

42. Klein spends time volunteering for numerous other service and charitable organizations honoring veterans and first responders

including Honor Flight Chicago, Heroes to Hero, the Travis Manion Foundation, and Team Rubicon.

43. Additionally, Klein has regularly served on economic boards and panels, including Senator Mark Kirk's Small Business Advisory Board and President Barack Obama's symposium on job creation.

*Professional Experiences*

44. Klein has a wide variety of experience in business and community relations. When he is not busy volunteering, Klein is a business consultant, community activist, and entrepreneur.

45. In December 2009, at the age of 20, Klein left a prominent public relations job in New York to return home to Skokie, Illinois, and run the family business, Moshe Klein & Associates, Ltd., which handles bookkeeping and accounting for small businesses.

46. To promote his family business, Klein started networking, which earned him a budding reputation as a "connector." Klein soon began hosting networking events to bring his clients, family, and friends together.

47. In 2010, Klein founded Jewish B2B Networking, an organization designed to help small businesses and job seekers in a struggling economy following the financial crisis, which led to the creation of events and resources that connected and helped tens of thousands of small business, job seekers, and entrepreneurs facing underemployment and financial challenges. Klein was personally recognized on the floor of the

U.S. House of Representatives for the success of his organization and his service to the community. (See 158 CONG. REC. 8544 (2012) (statement of Hon. Janice D. Schakowsky) (attached as Exhibit B).)

48. In 2011, Klein was a semifinalist for JFNA's nation-wide "Jewish Community Hero" award. (See *Lubavitchers in Heroes Finals*, COLLIVE, Nov. 21, 2011, <https://collive.com/lubavitchers-in-heroes-finals/> (attached as Exhibit C).) Klein repeatedly has been featured in numerous publications for his efforts and work. (See, e.g., *Heart of Gold*, CHICAGO VENTURE MAGAZINE, Aug. 26, 2013, <https://chicagoventuremagazine.com/2013/08/26/a-heart-of-gold/> (attached as Exhibit D); Daniel I. Dorfman, *Thousands of Job Seekers Attend 'The Business Event'*, PATCH, June 27, 2012, <https://patch.com/illinois/skokie/business-event-draws-hopefuls-from-area> (attached as Exhibit E); Mike Isaacs, *On the Air: Skokie's Small Business Guru Hosts Radio Show*, CHICAGO TRIBUNE, June 1, 2015, <https://www.chicagotribune.com/suburbs/skokie/ct-skr-shalom-on-radio-tl-0528-20150601-story.html> (attached as Exhibit F).)

49. In 2012, Klein was the youngest person ever to receive the honor of being recognized on OY!Chicago's "Chicago's Jewish 36 Under 36 List," which is the Jewish online community's annual list of "outstanding Jewish young adults who make a difference in their professional work, volunteering and involvement in our community." (See *2012 Double Chai in the Chai: Shalom Klein*, OY!CHICAGO, <http://oychicago.com/double-chai/bio.aspx?id=21487> (attached as Exhibit G).)

50. Building off the success of Jewish B2B Networking, Klein founded Get Down to Business, where he serves as Principal and Senior Consultant. Get Down to Business is an active marketing and external affairs consulting practice serving business and organizations nationwide to help with their marketing, sales, fundraising, media, and government relations.

51. As part of this business, Klein created a weekly radio show and, in 2018, published a book, both of which are also called Get Down to Business.

52. Klein's book and radio show are designed to provide strategy and inspiration for success in business and the workplace. The radio show features interviews with a wide variety of leaders and professionals in the business community in Chicago and beyond.

53. On his radio show, Klein frequently discussed Keshet and spoke very highly about the organization. Klein has talked about Keshet on his radio show on at least 32 occasions, including interviews with six different members of staff, and regular interviews with Keshet participant and ambassador Avi Lesser to promote Keshet and its work and activities.

54. Below is a photograph of Klein, left, and Avi Lesser when Avi was in the studio to record an interview for Klein's radio show in June 2015:



55. In November 2019, Klein was honored as “Jewish Person of the Week” by ChiTribe, a Chicagoland Jewish community organization. In his published interview, Klein praised Keshet, discussed his military service, and stated that his priority is “help[ing] the Chicago Jewish community build stronger partnerships with our interfaith brothers and sisters” because “the sky is the limit when we come together.” (See Rebecca Schwab, *Meet Jewish Person of the Week – Shalom Klein*, CHITRIBE, Nov. 1, 2019, <https://chitribe.org/2019/11/01/shalomklein/> (attached as Exhibit H).)

56. Klein’s vast professional experiences have made him a valuable community growth leader. Klein has been able to better effectuate his deep commitment to the economic development of his community by utilizing his skills as a strategic thinker and talented marketer, which he

has honed by working with dozens of organizations and consulting in areas of government affairs, finance, operations, marketing, and management.

*Klein's Military Service*

57. Perhaps epitomizing Klein's commitment to serving his community, at the age of 29 and despite no prior military experience, Klein joined the United States Army. Klein took his oath of enlistment on December 18, 2018.

58. After completing Basic Combat Training and Officer Candidate School at Fort Benning, Georgia, Klein commissioned as a Lieutenant in the United States Army on August 7, 2019.

59. Following his commission, Klein completed the Military Police Basic Officer Leader Course at Fort Leonard Wood, Missouri, and Unit Movement Officer Deployment Planning Course, which he completed remotely due to the COVID-19 pandemic.

60. Klein also was nominated by his battalion commander and chaplain to become a Distinctive Religious Group Leader, for which he trained through the JWB Jewish Chaplains Council. In this role, Klein leads religious services for groups of up to 1,200 servicemembers, and he frequently acts as an advisor and confidante to younger cadets.

61. Klein served active duty through February 10, 2020. Since then, Klein has served as a Military Police Officer with a Reserve unit in Arlington Heights, Illinois.

62. Klein serves as a platoon leader and is responsible for leading over 50 servicemembers.

63. Klein's Army Reserve commitments involve reporting to his unit in Arlington Heights one weekend per month for training and drills, and participating in an annual two-week training course.

64. Klein's service also presents the possibility of being called for duty for longer periods, which would require extended absences from his civilian work and life.

65. Klein is the Chair of Employer Outreach for the United States Department of Defense's Employer Support of the Guard and Reserve program in Illinois, which ensures companies follow USERRA and understand the benefits servicemembers bring to the workplace.

66. Additionally, Klein uses his experience as a radio host to honor and promote the military and veterans. Every episode of his show Get Down to Business features a segment with either a military support organizer or a veteran-owned business. Klein also recently started a podcast called #WeAllServe, which focuses on the leadership lessons learned by veterans that apply to their respective workplaces.

*Keshet Hires Klein as Director of External Affairs*

67. After proving his dedication to Keshet through years of service to the organization in numerous lay leadership roles, Klein was offered a position on the professional staff as of Director of External Affairs.

68. Klein was offered and accepted the job on February 21, 2019, by way of correspondence from Weisberg, Keshet's CEO, who would become Klein's direct supervisor. (See Offer of Employment Letter, attached as Exhibit I.)

69. As Director of External Affairs, Klein was expected to oversee "a variety of functions in the organization such as media, fundraising, marketing and communications, public relations, advocacy, outreach and government relations . . . to strengthen and promote Keshet's public image and advance [its] financial sustainability." (*Id.*)

70. Weisberg offered Klein a starting annual salary of \$130,000. (*Id.*)

71. Although Klein initially was given an estimated start date of November 2019, the commencement of Klein's employment was delayed because of his active duty service that extended through February 10, 2020.

72. To eliminate any potential conflict of interest, before starting in his role as Director of External Affairs, Klein resigned his position as Chair of the Board of Directors at the board meeting in December 2018.

73. Klein's first day on the job was February 17, 2020.

74. Shortly after Klein began as Director of External Affairs, his hiring was publicized in the April 2020 edition of JUF News (see *Yasher Ko'ach*, JUF NEWS, Apr. 2020, at 17 (attached as Exhibit J)) and in the "People on the Move" section of the March 9, 2020, edition of Crain's Chicago Business, which referred to Klein's position as an "integral leadership

role” and promoted his prior service as Chair of the Board of Directors (see *People on the Move*, CRAIN’S CHICAGO BUSINESS, Mar. 9, 2020, <https://www.chicagobusiness.com/people-on-the-move/shalom-klein>) (attached as Exhibit K)).

*Anti-Military Animus and Discrimination*

75. Unfortunately, Keshet leadership immediately demonstrated anti-military animus and took discriminatory actions against Klein for his military service.

76. Beginning even before Klein’s official start date as Director of External Affairs, both Klein and his wife repeatedly faced intensive questioning about Klein’s military service and obligations.

77. On or about February 14, 2020, the Vice President for Donor Relations, Dave Gendel (“Gendel”), and the CFO, Michelle Ebner (“Ebner”), met with Klein and repeatedly asked him if he would be regularly activated for Army duties.

78. In that meeting, Klein informed Gendel and Ebner of his drill commitments – which was more than Klein was legally obligated to do – and Klein informed them he would give his schedule to Keshet’s Human Resources Department.

79. Ebner had previously expressed frustration with the inability to reach Klein during his active duty service stating, “That’s just crazy. You can’t get emails??!?”

80. On or about February 24, 2020, during a meeting with Michael Kelber (“Kelber”), a member of the Board of Directors, Kelber brought up Klein’s military service and asked whether Klein expected to be called to duty.

81. On or about February 27, 2020, Rabin, the Chair of the Board of Directors who succeeded Klein in that role, called Klein and asked him about his ongoing involvement with the military, even though, by this point, Klein had already repeatedly been questioned by Keshet staff and members of the Board of Directors concerning his military obligations.

82. In only the first couple weeks on the job, Klein had been questioned about his military service on multiple occasions, including by the Chair of the Board of Directors, demonstrating serious concern and reservations by Keshet leadership about having a servicemember with Klein’s military obligations in Klein’s role, as his obligations could take him away from Keshet for unplanned periods of time depending on military need.

83. Moreover, on multiple occasions dating back to before Klein’s start date, Keshet leadership went so far as to enter Elisheva Klein’s classroom to ask about her husband’s military commitments and likelihood of deployment.

*Klein’s Termination from Keshet*

84. The actions by Keshet leadership culminated in the Board of Directors’ decision to terminate Klein effective April 20, 2020, the same

day Klein was informed of the decision during a teleconference meeting with Ebner and Jennifer Phillips (“Phillips”), the Acting CEO.

85. At that point, Phillips had been Acting CEO for mere hours, as Weisberg had been terminated as CEO by the Board of Directors that same day, just before Klein’s teleconference meeting.

86. The termination sequence demonstrates that the Board of Directors, and Rabin specifically as its Chair, held and exercised the performance of employment-related duties regarding Klein.

87. The decision to terminate Klein was confirmed by a letter from Ebner provided that same day. (*See* Termination Letter, attached as Exhibit L.) Klein was instructed to place all Keshet property in his possession outside his home to be collected at 5:00 p.m., mere hours after receiving notice of losing his job. (*Id.*)

88. No specific reason was given for Klein’s termination in either his termination letter or the virtual meeting informing him of his termination. Klein was told during the teleconference only vaguely that Keshet would be “going in a different direction.”

89. Klein had served in his role as Director of External Affairs for only less than 60 days, more than half of which was during the COVID-19 pandemic, during which time all professional staff worked from home, and Keshet had been closed for one of those weeks in observance of Passover.

90. Even during that short period of time by which to evaluate Klein's job performance, all evidence indicates that Klein performed excellently in his role.

91. During his time as Director of External Affairs, Klein was involved in leading the fundraising efforts for Keshet's annual banquet to be held in March 2020, which involved spearheading recruitment efforts and acting as the staff liaison. Klein met with honorees Michael and Susan Lorge on a daily basis to ensure solicitation success, which involved workdays of over twelve hours per day, every day of the week, leading up to the banquet.

92. Klein achieved considerable success in his work for the annual banquet. His fundraising efforts secured tens of thousands of dollars from many new and returning donors.

93. Klein arranged for the attendance of many elected officials at the banquet, including Mayor Lori Lightfoot, Senators Richard Durbin and Tammy Duckworth, and numerous other federal and state legislators and other elected officials. Additionally, Klein secured resolutions in support of Keshet from the Illinois State Senate and House of Representatives, Cook County Government, the Metropolitan Water Reclamation District, the Village of Skokie, and Niles Township Government.

94. The Keshet leadership was fully aware of Klein's efforts and production at work; Klein communicated his daily work activities to

Weisberg and Gendel, which included fundraising from both longstanding relationships and new donors, and he logged his work in Keshet's electronic management system.

95. Klein's professional colleagues, including Weisberg and Gendel, consistently praised him, both in-person and via email, about the fantastic job he was doing and the energy he brought to the role.

96. Weisberg, Klein's supervisor, often told Klein of the great job he was accomplishing and that he was the "best hire" she had ever made. Gendel once commented to Klein that he was "made for this work and [is] crushing it."

97. Klein never received, witnessed, or heard about any negative feedback or warning concerning his job performance from Weisberg or any other member of Keshet leadership, and nothing Klein saw, heard, or experienced gave him any reason to believe that any member of Keshet leadership felt he was not performing adequately.

98. To the contrary, Klein consistently received positive feedback about his job performance, and did so as recently as the same morning he was informed of his termination.

99. All evidence indicates that Klein's termination was not related to his job performance.

100. Additionally, in his time as Director of External Affairs, Klein did not experience any other employment issues that could reasonably justify his termination.

101. Three days after Klein's termination, on or about April 23, 2020, as further confirmation of the anti-military animus held by the Keshet leadership, Rabin sent Klein a text message which read: "Be professional and move on. I'm sure you would have learned some ethical principles in the army. Or was that all for your resume?"

102. The most outspoken supporter of Klein's military service among the Keshet leadership – Weisberg, who wished Klein "much luck" in the Army in his offer of employment letter (*see* Exhibit I) – suffered the same fate as Klein when she was fired the very same day.

*Reaction to and Impact of Klein's Termination*

103. Members of the local community were shocked and disappointed over Klein's termination from his position as Director of External Affairs.

104. For example, Susan and Michael Lorge ("the Lorges"), Keshet donors who are heavily involved in the organization and were to be bestowed an honor at the annual banquet in March 2020, provided their reaction to Klein's termination in a letter to Gendel, dated April 24, 2020. (*See* Letter by Susan and Michael Lorge, attached as Exhibit M.)

105. In their letter, the Lorges described Klein as a "revered leader[ ]" and "admired throughout the community," and they found his dismissal to be "shameful." (*Id.*)

106. The Lorges also recognized that Klein was "the key staff member" who regularly met with them and, based on his stellar

reputation, made dozens of successful telephone calls to secure donations and reservations for the annual banquet. (*Id.*)

107. Many of those same individuals who Klein contacted for donations spoke with the Lorges about Klein's termination, and the Lorges were "embarrassed to be unable to offer a plausible explanation" for Klein's sudden dismissal. (*Id.*)

108. Many other donors have been disturbed by Klein's removal and have contacted Keshet out of concern and dismay, some of whom have even asked for their donations to be returned and to be refunded for the tickets they purchased to the fundraiser Klein had been coordinating.

109. Klein's termination had an adverse impact on Keshet given Klein's excellent performance and strong relationship with its donors.

110. Klein's termination was due to Keshet leadership and Board of Directors' concern about the effect that Klein's military service would have upon Keshet, as well as the leadership's distaste and discomfort for needing to accommodate Klein's military obligations as required by law, as evidenced by the repeated inquiries into his service obligations and as confirmed by Rabin's post-termination text message.

111. By terminating Klein's employment on or about April 20, 2020, the leadership and Board of Directors have left Klein unemployed during a global pandemic and record-setting economic downturn.

112. Not only was Klein terminated from a job for which he had spent decades preparing, but he had planned on this specific opportunity

for nearly a full year while on active duty, and he forewent other opportunities based on the position he had accepted at Keshet.

113. The inquiries and comments about Klein's military service, made both to Klein as well as to his wife, and as confirmed by Rabin's text message to Klein referencing his military service, demonstrate that Klein's military duties were a motivating factor in his termination and illustrate the animus against the military held by Keshet leadership and the Board of Directors.

114. Following his termination, Klein has requested that Keshet engage in reforms to ensure that the organization complies with USERRA, but the organization has refused to commit to any such changes.

**Count I – Violation of Section 4311 of the Uniformed Services Employment and Reemployment Rights Act of 1994 (38 U.S.C.S. § 4311)**

115. Klein realleges and incorporates by reference the allegations contained in paragraphs 1 through 114 as if stated verbatim herein.

116. At all times relevant to this complaint, Klein was an officer and member of the United States Army Reserves.

117. The Uniformed Services Employment and Reemployment Rights Act of 1994 ("USERRA") was enacted to "prohibit discrimination against persons because of their service in the in the uniformed services." 38 U.S.C.S. § 4301(a)(3).

118. In furtherance of that goal, USERRA forbids an employer from denying "initial employment, reemployment, retention in employment,

promotion, or any benefit of employment” to any individual based on that individual’s “membership” or “obligation to perform service in a uniformed service.” 38 U.S.C.S. § 4311(a).

119. USERRA provides that an employer has violated the prohibitions set forth in subsection (a) of 38 U.S.C.S. § 4311 if the individual’s membership or obligation to perform service in a uniformed service was “a motivating factor in the employer’s action.” 38 U.S.C.S. § 4311(c)(1).

120. Further, an employer may not require an employee “to ask for or get his or her employer's permission to leave to perform service in the uniformed services” (20 C.F.R. § 1002.87), nor is the employee “required to accommodate his or her employer's interests or concerns regarding the timing, frequency, or duration of uniformed service.” (20 C.F.R. § 1002.104).

121. Rabin and Keshet are both employers under USERRA.

122. As Chair of the Board of Directors, Rabin directly participated in the decision to terminate Klein, Rabin had control over employment opportunities at Keshet in his individual capacity as Chair of the Board of Directors, and Rabin’s action of terminating Klein’s employment was done on behalf of Keshet and within the scope of his authority as Chair of the Board of Directors.

123. Although Keshet was aware of Klein’s service when Klein was hired, this hiring was under different Keshet leadership, as Weisberg was

CEO at the time of hiring, and the process to hire Klein began before Rabin became Chair of the Board of Directors.

124. Only following Rabin's ascension to the position of Chair of the Board of Directors did the inquiries concerning Klein's military service and obligations begin.

125. Keshet and Rabin relied upon, took into account, considered, or conditioned the decision to terminate Klein based on his military service.

126. Direct and circumstantial evidence exists to establish the discriminatory motivation or intent under USERRA of Rabin and the leadership and Board of Directors of Keshet in terminating Klein's employment as Director of External Affairs.

127. The statements, questions, and comments made to Klein and his wife between February and April 2020 about Klein's military service and corresponding obligations demonstrate that Klein's military service was a motivating factor in the decision made by Rabin and the leadership and Board of Directors of Keshet, as confirmed by the text message sent by Rabin explicitly mentioning Klein's military service.

128. Defendants' actions were willful, thereby entitling Klein to liquidated damages pursuant to 38 U.S.C.S. § 4323(d)(1)(C).

129. As a result of the actions taken by Rabin and Keshet's leadership and Board of Directors, Klein has suffered lost wages, loss of benefits, loss of employment, reputational harm, and emotional distress.

WHEREFORE, Plaintiff, SCOTT KLEIN, respectfully prays that this Court enter judgment in his favor and against Defendants, KESHET: JEWISH PARENTS OF CHILDREN WITH SPECIAL NEEDS and J. CHRISTOPHER RABIN; order Defendants to comply with the provisions of 38 U.S.C.S. §§ 4301, *et seq.*; and award Plaintiff compensation for all lost wages and benefits to which Plaintiff is entitled pursuant to 38 U.S.C.S. § 4323(d)(1)(B), all liquidated damages to which Plaintiff is entitled pursuant to 38 U.S.C.S. § 4323(d)(1)(C), all attorney's fees, costs, and other litigation expenses to which Plaintiff is entitled pursuant to 38 U.S.C.S. § 4323(h)(2), and any such other relief this Court deems just and appropriate.

**DEMAND FOR JURY TRIAL**

Plaintiff demands a jury trial on all issues so triable.

Respectfully submitted,

Dated: August 5, 2020

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*Attorneys for Plaintiff*

# Exhibit A

# CASE STUDY: HELPING A CHICAGO SOCIAL SERVICES AGENCY CREATE A PLAN FOR A SUSTAINABLE FUTURE

📌 Standard / 👤 by Aaron Hull (<https://measuring-success.com/blog/author/aaron-hull/>) / 📅 January 12, 2018 / 💬 No Comments (<https://measuring-success.com/blog/2018/01/12/case-study-helping-a-chicago-social-services-agency-create-a-plan-for-a-sustainable-future/#respond>)



Keshet is a faith-based organization that provides a wide range of services for children and adults with intellectual challenges. They found themselves in need of a strategic planning process because they had a surplus of ideas and clients, but lacked the management and governance structures to keep pace with the associated costs.

NEXT  
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special-  
sauce-  
for-  
meaningfully-  
improving-  
parent-  
perceptions-

Keshet has a staff (some seasonal) of up to 300 people and delivers services to about 1,000 individuals in as many as 70 locations in and around Chicago. One of the unique aspects of Keshet is the lengths it goes to be client-centered. It is committed to its mission of serving the needs of individuals from youth to old age. This presents very significant financial challenges because costs often far exceed what families are able to pay and what the government is willing to subsidize.

Within a short window of time, Keshet needed to formalize how key processes were performed, improve the alignment of revenues and expenses, and enhance governance systems to ensure the future sustainability of the organization and predictable, high-quality customer service.

Abbie Weisberg has been with Keshet for nearly three decades, and has held the title of CEO since 2007. Weisberg felt there was a need for strategic planning for the organization, but from her discussions with other CEOs, learned it isn't always an easy topic to broach.

"It's a lot of work and it puts your back against the wall because what comes out of the process is not fully predictable and it puts the organization and its leadership on the spot — to have to deliver on a defined plan with clear goals," she said.

Also, per Weisberg, while the Keshet board held regular meetings, they weren't always consistent in thinking at a strategic level.

Shalom Klein is the current president of the board, but has served in other roles and as a board member going back about 10 years. As he and Weisberg undertook the strategic planning process, they recognized that the organization had traditionally been in a reactive posture.

"As an established organization, staffing, programs, budget, those things have expanded, with the board taking on a relatively reactive role," Klein said. "On the other hand, I'd give it a good grade in meeting community needs."

Weisberg said she was committed to bringing in outside help to guide the necessary changes in the internal culture, financial management and governance. She broached the subject with Dr. Kevin Kirshenbaum, a Keshet parent and donor with extensive experience in strategic planning. They began interviewing consulting firms to find a good fit.

at-your-school/)

### CATEGORIES

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(<https://measuring-success.com/blog/ca-based/>)

Keshet leadership selected Measuring Success as its partner in the strategic planning process because of positive references about its work with other Chicago nonprofit institutions, and its appreciation for Measuring Success' ability and willingness to tailor its proven strategic planning model to each client's unique situation.

After talking with Dr. Harry Bloom of Measuring Success, the leadership knew they found the right partner.

### **"Places We Never Would Have Gone"**

Weisberg said that Dr. Bloom was able to push the organization, which she appreciated.

"He pushed me through parts of the process — places I never would have gone. There was such an eye to detail. The level of attention and involvement was priceless," she said.

Measuring Success led with a detailed, data-rich analysis that identified Keshet's strengths, weaknesses, opportunities and threats (SWOT). It surfaced four key areas of needed strategic planning focus: Quality Measures and Processes, Staffing and Professional Development, Enhanced Sustainability, and Governance Strengthening.

Weisberg said that the Sustainability component was where they got the strongest buy-in from their program directors in the field.

"We opened a new, more positive line of communication between the CFO and our program directors. Before strategic planning, our directors were wonderful at running the programs, but disengaged from working to help ensure their financial sustainability. As part of the strategic planning process, we made the finances more transparent for them, and engaged them as active partners in figuring out how we were going to ensure the combination of fee revenues, donor philanthropy and government funding ensured a sustainable outcome. Our directors "got it," she said.

It wasn't that way from the beginning.

"There was a lot of skepticism going in. 'Why am I doing this?' 'Things are going great.' 'You're going to open up a can of worms.' These were just a few of the things that Weisberg heard from her board and staff.

General

(<https://measuring-success.com/blog/ca>

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"As Keshet expanded [over the years], we needed to take the steps necessary to accomplish our goals and mission." Klein said, adding, "we needed to try to stretch the rubber band and start to be proactive. The process [of strategic planning] asked a lot of good questions. It involved people who love and care for the organization. The right buttons were pushed and good feedback came out."

"We did it through a process," Weisberg said. "What we did early on was to begin to implement good governance.

Kirschenbaum's prior experience using governance systems in support of strategic planning was key. Positive board reaction to the emerging governance recommendations was an immediate sign that the entire strategic planning process was going to be a success."

### A Great Outcome

Now, all of the recommended process changes are in place, and Keshet has a financial roadmap to take it from a more precarious budgetary situation to a place that is strategic, forward-thinking, and on solid financial ground (with a fiscal surplus in its future).

One of the most important components for Weisberg is the continued ability to most effectively serve individuals. Many come to Keshet around age 3. The organization needs to be around long enough to help these families through their school years and then into independent living circumstances (where appropriate).

One of the things that Weisberg most appreciated was that Dr. Bloom and Daniel Chiat, project manager, were able to keep the process moving while being inclusive.

"Relative to financial planning, they didn't waste our time. They didn't say 'figure out what works best.' They gave us the tools and we plugged in our numbers," she said.

Weisberg said, "I walked away from this process feeling like we worked really hard and our board was kept right in the loop. The level of professionalism the Measuring Success team brought to bear was unlike that of any other people we've ever worked with."

Klein said that one of the things that he liked about the process was the involvement of everyone along the way.

Insights and  
Emerging  
Recommendations  
from Distance  
Learning Parent  
Survey  
(<https://measuring-success.com/blog/2018/01/12/case-study-helping-a-chicago-social-services-agency-create-a-plan-for-a-sustainable-future/>)

Webinar  
Recording:  
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PROSPECTS:  
LEARN TO  
OUTPERFORM  
GOOGLE AND  
FACEBOOK USING  
DATA SCIENCE  
(<https://measuring-success.com/blog/2018/01/12/case-study-helping-a-chicago-social-services-agency-create-a-plan-for-a-sustainable-future/>)

"It wasn't a staff process or a board process. It was both," Klein said. "What we discussed, we did it slowly and methodically to make sure we were committed to the next steps."

Keshet is now busy executing the plans developed through the process and is ensuring its achievement of plan outcomes through custom dashboards, new governance structures, and new communication systems to continue the work where Measuring Success left off.

Weisberg could not be happier with the results.

"Harry just owned it. When we hit the inevitable planning 'bumps in the road,' the Measuring Success team kept supplying us with helpful products, demonstrations, new dates, motivational talks, and video conference calls," she said.

"Much of what went into the plan was known beforehand. But the organization of strategic initiatives and defined accountabilities via a board-approved strategic plan created an environment where the directors, staff, and board members, everyone, had to step up and knew exactly what to do, and why it had to be done. It was truly transformational for Keshet," she said.

Klein had some words of wisdom to share with others who might think about undergoing such a process.

"Don't do what everyone else is doing. Have the tough conversations," Klein said. "We would recommend Measuring Success in a major way, but we would not have been able to do this successfully had we not determined that this was something we wanted to do."

*If you'd like to learn how your organization can benefit from a strategic planning process with Measuring Success, please contact Dr. Harry Bloom (Harry.Bloom@deva.measuring-success.com).*

Tags: [Big data \(https://measuring-success.com/blog/tag/big-data/\)](https://measuring-success.com/blog/tag/big-data/)

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April 30, 2020

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# **Exhibit B**

8544

EXTENSIONS OF REMARKS, Vol. 158, Pt. 6

June 6, 2012

I been present, I would have voted in the following ways: "no" on rollcall vote No. 315, "no" on rollcall vote No. 316, "no" on rollcall vote No. 317, and "yes" on rollcall vote No. 318.

TRIBUTE TO HONOR FLIGHT OF  
EASTERN OREGON AND HONOR  
FLIGHT OF PORTLAND, OREGON

**HON. GREG WALDEN**

OF OREGON

IN THE HOUSE OF REPRESENTATIVES

Wednesday, June 6, 2012

Mr. WALDEN. Mr. Speaker, I rise to recognize the 54 World War II veterans from Oregon who will be visiting their memorial this Friday in Washington, D.C. through Honor Flight of Eastern Oregon and Honor Flight of Portland, Oregon. On behalf of a grateful State and country, we welcome these heroes to our Nation's Capitol.

The veterans on this flight from Oregon are: Theodore Baumeister, U.S. Army; William Burgess, U.S. Army; Warren F. Ebersole, U.S. Army; Walter J. Forsea, U.S. Army; Teresa Fortino, U.S. Army; Jay L. Garrison, U.S. Army; Zoella Hickmon, U.S. Army; James E. Monroe, U.S. Army; Walter S. Saunders, U.S. Army; Joseph W. Sharpe, U.S. Army; Frank K. Walsh, U.S. Army; Earl C. Williams, U.S. Army; Glenn A. Wrede, U.S. Army; Arthur J. Blumberg, U.S. Army Air Forces; John Bogen, U.S. Army Air Forces; Merrit S. Kelsay, U.S. Army Air Forces; Daniel F. McAllaster, U.S. Army Air Forces; Robert J. Miller, U.S. Army Air Forces; Arthur Perkins, U.S. Army Air Forces; Gene Woodward, U.S. Army Air Forces; Jerry Benson, U.S. Coast Guard; Charles L. Burgess, U.S. Marine Corps; Golda F. Fabian, U.S. Marine Corps; William Gordon, U.S. Marine Corps; Charles R. Holmes, U.S. Marine Corps; Keith C. Tucker, U.S. Marine Corps; Dwain E. Whitney, U.S. Marine Corps; Levi D. Chamberlin, U.S. Merchant Marine; John Alford, U.S. Navy; Robert Barber, U.S. Navy; Eldon Bartlett, U.S. Navy; Sylvine Elie Bourque, U.S. Navy; John E. Curran, U.S. Navy; Bruce L. Dickman, U.S. Navy; Richard M. Finch, U.S. Navy; Louis Fortino, U.S. Navy; Ted S. Georgioff, U.S. Navy; Dale D. Halm, U.S. Navy; Merrily Kurtz Hewett, U.S. Navy; Jack Hilbourne, U.S. Navy; Leslie H. Horn, U.S. Navy; Robert J. Huesby, U.S. Navy; Charles H. Kies, U.S. Navy; Robert L. Lee, U.S. Navy; Leo Moore, U.S. Navy; Thomas Mummy, U.S. Navy; Walker D. Nicholson, U.S. Navy; Raymond Quimby, U.S. Navy; Richard G. Ray, U.S. Navy; George Reiner, U.S. Navy; Louis Stone, U.S. Navy; Robert B. Stuart, U.S. Navy; Helmer C. Wallan, U.S. Navy; Arthur L. Welch, U.S. Navy.

These 54 heroes join more than 81,000 veterans from across the country who, since 2005, have journeyed from their home states to Washington, D.C. to reflect at the memorials built in honor of our Nation's veterans.

Mr. Speaker, each of us is humbled by the courage of these brave Americans who put themselves in harm's way for our country and way of life. As a nation, we can never fully repay the debt of gratitude owed to them for their honor, commitment, and sacrifice in defense of the freedoms we have today.

My colleagues, please join me in thanking these veterans and the volunteers of Honor Flight of Eastern Oregon and Portland, Oregon for their exemplary dedication and service to this great country. I especially want to recognize U.S. Army veteran Dick Tobiason and the Bend Heroes Foundation, whose tireless work will result in over 100 World War II veterans from Oregon visiting the memorials and U.S. Capitol.

PERSONAL EXPLANATION

**HON. GRACE F. NAPOLITANO**

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Wednesday, June 6, 2012

Mrs. NAPOLITANO. Mr. Speaker, on Tuesday, June 5, 2012, I was absent during rollcall vote No. 316 due to a family medical issue. Had I been present, I would have voted "aye" on the Hirono of Hawaii Amendment.

JEWISH-B2B NETWORKING: A VALUED RESOURCE FOR SMALL BUSINESSES AND OUR COMMUNITY

**HON. JANICE D. SCHAKOWSKY**

OF ILLINOIS

IN THE HOUSE OF REPRESENTATIVES

Wednesday, June 6, 2012

Ms. SCHAKOWSKY. Mr. Speaker, I rise today to congratulate the Jewish B2B Networking (JBN) and its founder, Shalom Klein, for their outstanding work in promoting and nurturing small businesses in the metro Chicago area. Next week, on June 14, JBN will hold its second "Business Event" at the Lincolnwood Town Center in my district, just one of the many ways that it is helping small businesses, workers and our economy.

I attended last year's inaugural Business Event, along with representatives from over 2,700 small businesses, elected officials and job seekers. It was extraordinary—a vibrant, exciting and incredibly useful opportunity for small businesses to network, learn from each other, make contacts, set up meetings to help build their companies, and share their experiences and concerns with Members of Congress. It was so successful that plans began right there on the spot to hold another Event in 2012.

Small business men and women are essential to our economic well-being. In Illinois, they represent 98 percent of all employers. They also represent the spirit of innovation and entrepreneurship that has made our country so strong. It is imperative that we foster small business creation and expansion—and that is the mission of JBN.

It is never easy to start a small business, but it is especially challenging today as we work to recover from the impacts of the Great Recession. JBN was formed in 2010, through the vision of Shalom Klein, to help provide the support and tools needed to help small businesses thrive.

Through its monthly networking events, JBN provides critical and practical information to

help small business owners learn about available lending resources. Business to business networking through monthly forums provide the opportunity to share "best practices" and pick up tips that can help small businesses succeed. JBN is creating a vibrant network—not just among Chicagoland small businesses but between small businesses and policymakers at the local, State and national levels. This year, for example, they brought small business owners to Washington, D.C. so that they could share their experiences and recommendations with the Obama Administration and Members of Congress and also learn about opportunities and assistance.

JBN has touched over 6,000 active business networking partners and has over 17,000 subscribed networkers receiving weekly communications and utilizing its interactive website.

Through its Business Event and through online job listings, JBN has helped more than 200 job seekers obtain employment. Over 5,000 businesses and job seekers are expected at next week's event in Lincolnwood, to exchange business information, ideas, and resources.

There are many wonderful small business men and women who have contributed to the success of JBN, but I want to specifically recognize the vision and work of Shalom Klein, its founder. As a small businessman, Shalom felt the need to connect with others. As an organizer, he did something about it. He invited 20 people to an informal "networking" lunch at the Slice of Life kosher restaurant in Skokie—and 70 people came.

Out of Shalom's initiative, Jewish B2B Networking was born. Open to all, the non-profit organization has taken off—serving a role that had been missing in the community. What I so admire about Shalom Klein—beyond his enthusiasm and skill—is his refusal to rest on his laurels, despite the many successes he has already achieved. As he has said, he will not be satisfied if JBN reaches a plateau—as high as it may be—he wants it to keep growing and growing, empowering more and more small business men and women. His spirit is infectious, his ability to inspire people to action is enormous, and I know he and JBN will continue to excel in their efforts.

JBN knows that local communities cannot prosper without small businesses, and they are committed to providing the climate that will help them succeed. I want to thank JBN for all that it has done already and wish it well as it, like the small businesses it assists, seeks to expand its activities in the future.

IN HONOR OF MR. WILLIAM  
ARTHUR FIELDS, SR.

**HON. DENNIS J. KUCINICH**

OF OHIO

IN THE HOUSE OF REPRESENTATIVES

Wednesday, June 6, 2012

Mr. KUCINICH. Mr. Speaker, I rise today in remembrance of Mr. William Arthur Fields, Sr., who lived his life centered around family, community, and hard work.

Mr. Fields was born on May 21, 1915 in Columbus, Ohio. He was married to Estelle, for

# Exhibit C

THURSDAY, 17 TAMMUZ, 5780  
| JULY 9, 2020



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- Jobs Available
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- Classifieds
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- Submit Mazel Tov
- Submit News
- Add Event
- Nichum Aveilim
- Hashavas Aveida

# Lubavitchers in Heroes Finals

November 21, 2011 – 24 Cheshvan 5772

Like 0

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**Five Lubavitchers have been nominated by voters in the top 20 finalists of the UJC Community Heroes contest.**

Five Lubavitchers have been nominated by voters in the top 20 finalists of the UJC Community Heroes contest.

3 Lubavitchers have been nominated in the career category, while 2 have been nominated in the volunteer category.

From the 20 semi-finalists (10 from each category) the judges will choose the Community Hero of the Year and four other honorees to receive Heroes grants.

The judges' selections will be announced on December 7th.

In the Career Heroes, Lubavitcher semi-finalists are:  
**#3: Dovid Loloyan – Los Angeles, California**

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### MOST READ

Argentinian Rov: No Obligation To Fast During Pandemic

Channie Rotenburg, 65, OBM

Coronavirus Update #35: Return To 'Yellow Light' Mode In Crown Heights

Rabbi Loloyan travels between high schools and colleges to meet and greet students. Thousands have been inspired by his positive message and many lives have been turned for the better thanks to his help.

# 7: Manis Friedman – Saint Paul, Minnesota

Rabbi Manis Friedman is a Chabad rabbi living in S. Paul, MN who works with local Jewish families to bolster their knowledge and awareness of Jewish values and culture.

He co-founded Bais Chana, servicing the educational, emotional and religious needs of college age women who had not had the opportunity to study their religion in their youth. Rabbi Friedman has taught and guided thousands of women and girls over the last 40 years.

# 9: Rabbi Aaron Slonim – Binghamton, New York

Affectionally known simply as Rabbi and Rivki, the Slonims have dedicated their lives to making a home away from home for the thousands of students that enter their doors. The Slonims work includes religious, educational, social, and recreational programming for the community of Jewish students.

In the volunteer Heroes, the Lubavitcher finalists are

# 3: Shalom Klein – Skokie, Illinois

In the past year, Shalom is responsible for finding jobs for nearly 100 Chicagoans and helping thousands of small business owners dealing with underemployment and financial challenges. As the founder and chairman of Jewish B2B Networking, Shalom spends his days, and most of his nights, making connections for small businesses in the Chicago Jewish community.

# 4: Leah Rubashkin – Monsey, New York

Wife of imprisoned Sholom Mordechai Rubashkin, Leah has fought tirelessly to bring awareness about her husband's unjust trial and sentence, all while raising her family.



0

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Rita's Italian Ice To Open In Crown Heights

GOOD NEWS

Chabad Kids Show Love With Flower Pots June 4, 2020 – 12 Sivan 5780

Boys Plant Flower Garden In Memory Of Their Neighbor May 31, 2020 – 8 Sivan 5780

COVID-19 Survivor Meets His Chassidic Plasma Donor May 31, 2020 – 8 Sivan 5780

After 62 Days, Crown Heights Nurse Returns Home May 22, 2020 – 28 Iyar 5780

Rabbi Goldstein Returns Home After Miraculous Recovery May 20, 2020 – 26 Iyar 5780

MOST COMMENTED



Argentinian Rov: No Obligation To Fast During Pandemic 60 Comments



Coronavirus Update #36: Confirmed New Covid Case In Crown Heights 48 Comments



Despite What You Think, Covid Isn't Gone 46 Comments



Rita's Italian Ice To Open In Crown Heights 33 Comments

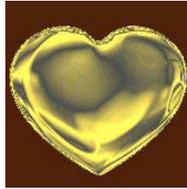


Crown Heights Rabbis Concerned About "Yellow Mode" Of Covid 23 Comments

# Exhibit D

AUGUST 26, 2013 · 4:00 AM

## HEART OF GOLD



**John Jonelis** – I knew something outstanding was going on, but when a friend raved about it, I had to procrastinate and find out more.

Shalom Klein founded and runs the JB2BN, which is a really cool acronym for the Jewish Business to Business Network. To interview, I had to schedule a time slot. Shalom runs his entire day by increments. No wasted minutes. And I asked myself—what motivates him to work so hard helping others? 24-year-olds usually spend their time in more self-centered pursuits.



Shalom Klein – JB2BN

### Q&A

*Q – How did you go from an idea to the large organization you have today?*

*A –* We have an accounting firm focused on small business. That led me into the world of networking, Chambers of Commerce meeting people.

In June of 2010, I did a lunch for our contacts. If you think about it, a photographer needs to meet a lawyer who needs to meet an accountant. Seventy people showed up.

So the next day, I walked into a Starbucks and saw five meetings going on from the day prior. *I knew we were onto something*

Now, many thousands of people are involved in the JB2BN. Upwards of 15,000 people have come out of our programs so far.



### 5,000 People

My goal is not that everybody attend every event. Most of ours draw 75-100 people—small business owners, job seekers. It's meeting people—developing relationships that are the key to helping our community.

But we offer some pretty outrageous things, like *The Business Event*—an free annual expo. This year, 5,000 people showed up.

*Q – Give me a picture of it.*

*A –* I have to keep this a little bit brief because I have somebody calling me in a few minutes.

1. A Business Expo, which I believe is the largest one around the Midwest.
2. A Job Fair with 30 employers that are hiring on the spot.
3. 3 workshops going on simultaneously at the top of every hour.

4. A total of 18 workshops during the day.

*Q – What kind of workshops?*

*A –* Marketing, networking, resumes, interviewing, cover letters, speed networking, LinkedIn, everything under the sun. They posted on our website.

There's a free employment clinic running at all times. The workshops, include some very prominent speakers.

*Q – How did you find a venue for 5,000 people?*

*A –* It's been a work in progress. The first year we did it at the Holiday Inn in Skokie. We had 2,500 people. I called all the ne businesses to tell them, "*Hey, we're not-for-profit. Please don't tow our cars.*" We clearly outgrew that space.

The next year we did it at a mall. I figured malls have a lot of parking space. So I partnered with the mayor of the Village of Lincolnwood. He said, "I'll set you up in the town center." And sure enough, he did. And it was a great, great event but we qu outgrew the space. We even arranged a shuttle bus that ran from the mall to another venue for workshops.

The mayor of Evanston was on my case saying, "How can we get something like this here in town?" I said, "Hey, find me a sj I'll do it." They got me Evanston High School, which is a gorgeous facility, a huge facility, and they have a brand new field h worked out fantastic. We actually ran out of parking half way through the day.

I'm gonna have to start working on next year's event. But it's a good problem to have. I'm beyond thrilled with the outcomes, progress that we've made and I'm looking forward to next steps.



*Q – How big can it grow?*

*A –* What we've been doing has attracted a lot of attention. I'm very proud of the successes. The numbers are important but th are far more important. ***The one thing everybody shares is the need to put food on the table.***

And the reason any organization goes viral is that you're talking about the right issue at the right time. I hear success stories e meet people who have found jobs. I hear of people who are now working together simply because we connected the dots!

We don't spend a penny on advertising. We don't do any marketing. People come to us. WLS Radio, 890 and 94.7 approached partnering on this year's event. They came to the event and promoted it for free through their vast media channels. We're a gr community organization. It's my goal to continue to grow and develop that way.

*Q – Will you expand to other cities?*

*A –* We already have. We're running events in Milwaukee, Detroit, and St. Louis. Cleveland is inquiring. My goal is to expan the Midwest—not nationwide. There are so many businesses synergies that should meet.

*Q – So you send other point-people out to do the logistics at those locations?*

*A –* We've got a good committee of people who are helping to promote the event and work on the logistics but I try to be in a places as I can.



Shalom\_Klein JB2BN

*Q – How do you find time for all of that?*

*A –* My other passion is time management. Every minute of my day is occupied in some way, which is why I'm so careful ab scheduling these calls and giving everyone my full attention. I even schedule picking up my dry cleaning. I have all the event calendar. It's an important thing to me. This is a passion. You probably hear that in my voice.

*Q – Yeah. I really do.*

*A – I’m also chairman of the Skokie Economic Development Commission. I’m very involved in attracting businesses to our area. I started the Dempster Street Merchants Association. I was appointed by the mayor and I’m very involved in that effort. You know, the busy people only get busier, right?*

*Q – And they’re the ones you go to when you need to get something done. How much more time do you have left for me?*

*A – Another ten, fifteen minutes.*

## The How To

*Q – How do you launch a first-time event?*

*A – We had one this morning at a place called *The Plugin Workspace*. It’s an incubator for startup businesses in Highland Park. The morning’s event was called, “Networking and Coffee,” and it was just that.*

*One of our members said, “I’ve been coming to your events. How can I put on one?” I said, “Easy. Open up your space and provide some kosher refreshments.” And sure enough, that’s what he did. And we had something like fifty people who came out in the weather to mingle.*

*Q – What does your event schedule look like?*

*A – We do three events a week—*

- One dedicated to jobs
- One business
- One education

*And by we, I don’t just mean me. I mean people who volunteer—people who dedicate their time, talent, and energies to making organization a success. We don’t have any paid staff people at all.*

*Q – Tell me about the job program.*

*A – It’s both networking and education. Job clinics. Career counselors offer free support and training in all sorts of skills that help you find jobs.*

*It’s about people meeting each other, but I believe equally in getting people the information and resources they need so they can have a productive job search.*



*Q – Who’s your target audience for education?*

*A – Both businesses and job seekers. Everybody needs information and education. These days you can’t find a job without being proficient in Microsoft Office—Excel, Word, PowerPoint, and skills like that. We have volunteers that come in and teach classes.*

*If someone owns a business and wants to brush up on their skills or if somebody’s in transition and wants to become more professional, we have classes for them. We offer workshops on how to build a free website in WordPress. One on how to use Google Apps to set up an email account for yourself. Very basic skills, but skills that are key, whether you need a job or own a business and just want to become better at what you do.*

*Q – By the very name of your organization, you’re up-front that it’s a Jewish group. Do you have to be Jewish to come?*

*A – No. Growing up as a kid I learned that the highest form of charity is helping somebody earn their own livelihood. I try to live by that. So the organization is open to everyone regardless of walks of life, politics, or religion and I’m very proud of that identity. It’s a question I get all the time.*

*Q – How do you make a living out of this?*

*A – I don't. That's never been my goal. Not my plan at all. My hope is that God continues to give me the strength to wear two and grow our family business and continue to build the organization. The organization is not intended to be monetized in any should help people. That's my goal.*

*Q – How does the JB2BN self-sustain?*

*A – Grass roots. It's always been my dream to build an organization that's driven, not by paid staff, but by people that step up plate. Last week's events with so many thousands of people, we needed the support to greet people, register, check people in, events. When I issued a call to action to my organization, 35 people volunteered. They manned the registration tables, greeted visitors, and made sure everybody knew where they were going. When we want to put on an event and need a host, people step up.*

So I only take credit for setting up the coffee and the cake at some of our events.

*Q – It doesn't sound that way to me. Sounds like a lot of logistics.*

*A – Well, occasionally it's a little bit of logistics but it comes together really, really nicely. We have a few businesses that step up. They provide sponsorships to cover the minimal costs of running the organization and allowing us to grow.*

It's all-important stuff. Things that I'm quite passionate about. It's a pleasure to do it. I hope you'll be able to come out to one events. I always want more people involved.

*Q – I'd like that. On your website, you show a picture of a child's string telephone. What's with that?*

*A – (He laughs.) Here's what it means: "It doesn't matter how far technology or social media has developed—you have to get and network!"*

## Links

[Jewish B2B Network website](#)

[The Business Event website](#)

**Video on The Business Event by WLS:**



Photography and video courtesy JB2BN and WLS.



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## 11 responses to "HEART OF GOLD"

### Constance

April 17, 2014 at 1:07 am

Asking questions are genuinely good thing if you are not understanding something fully, but this paragraph gives fastidious understanding yet.

Reply

### เขียงดาน

May 6, 2014 at 1:49 am

Have you ever considered about including a little bit more than just your articles? I mean, what you say is important and all. However think of if you added some great visuals or video clips to give your posts more, "pop"! Your content is excellent but with images and videos, this website could definitely be one of the very best in its niche. Wonderful blog!

Reply

### calvin klein jordan shoes gray and white-calvin klein heels size 4

June 9, 2014 at 8:32 pm

Ximen money again, and then clouds chatted before leaving calvin kl calvin klein jeans dora in amazon all departments-calvin klein nike kids clothing size chart ein jea ra a fit night out not a fit night out ns dora in amazon all departments-calvin klein nike kids clothing size chart the Centre Stage. Walking on the road, Ximen heart is very he Stage has just opened four years ago, when then ray bans it's not a fit calvin klein jeans vest sleeveless kenneth cole-calvin klein in2u in Health Personal Care n

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### online tarot card reading yes or no

August 1, 2014 at 5:13 pm

This site definitely has all the information I wanted about this subject and didn't know who to ask.

Reply

### John Jonelis

August 14, 2014 at 11:20 am

Delighted to hear it!

Reply

### John Jonelis

August 14, 2014 at 11:21 am

Thank you!

Reply

### vimeo.com

October 5, 2014 at 7:07 pm

Undeniably consider that which you stated. Your favourite reason seemed to be on the web the easiest factor to have in mind of. I say to you, I certainly get annoyed while other people consider issues that they just don't understand about. You managed to hit the nail upon the top as well as defined out the whole thing without having side

effect , folks can take a signal. Will likely be again to get more. Thank you

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**Military Friendly Online College Programs**

October 15, 2014 at 6:15 am

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**网络私服游戏一条龙ox1u4m**

January 18, 2015 at 9:46 pm

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**pandora vedhæng til armbånd**

June 29, 2015 at 5:03 am

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January 1, 2016 at 10:21 pm

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# Exhibit E

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Business

## Thousands of Job Seekers Attend 'The Business Event'

One of the biggest B2B moguls in the North Shore recently hosted 'The Business Event' in Lincolnwood. Some 5,000 people attended the gathering in hopes of landing their next job.

By Daniel I. Dorfman, Neighbor  
Jun 27, 2012 1:07 am CT | Updated Jun 27, 2012 1:47 pm CT

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This post was contributed by a community member.



Alex Cohen, a 24-year-old Highland Park native, wanted to capitalize on a sales background that started in college.

So he recently went to [The Business Event](#), a career service day of sorts that combined B2B with job counseling and training. It is the second annual occurrence and is brainchild of Skokie entrepreneur Shalom Klein.

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Cohen has had an interesting history since graduating from [DePaul University](#) in 2010 with a marketing degree and concentration in sales leadership. He spent 15 months in Israel after unsuccessfully trying to open a restaurant in Chicago with some friends.

On this day, however, Cohen is with some 5,000 job seekers who are looking for a new opportunity.

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“I strongly believe there are people here who want to give me a shot,” Cohen sensed.

#### **Meet the life coach -**

Steven Chervony is another person mingling among the exhibits that was spread over two floors at the [Lincolnwood Town Center Mall](#) on June 14.

Chervony, 54, is a “life coach,” which means he tries to get individuals to dig down and get the best out of themselves. He has been at this line of work for 14 years and is constantly on the move talking to people.

What is his goal?

“To meet anybody who is willing to talk about what I do. This will be as effective as I make it,” Chervony said.

These are just some of the stories heard at The Business Event. With the economy continuing to struggle, people continue to look for any help in making their lives better. Some go to the B2B exhibits, others went to job and business workshops at a nearby senior citizens center. Some folks went to both, courtesy of a free shuttle bus.

The event also attracted the attention of not just regular people, but elected officials as well.

“Shalom has put together several different business events,” said U.S. Congressman Bob Dold, (R-10) who ventured out of his district. “I am trying to support businesses and the economy. We have held job fairs up at in the 10th District. This is a jobs fair that is focused on B2B endeavors.”

Despite being a only 23, Klein has achieved a cult following in the area with this event in addition to many other ventures. He has been to the [White House](#) eight times over the past year for conversations with the Obama Administration.

“Shalom Klein is a force of nature,” said U.S. Rep. Jan Schakowsky (D-9). “Everything he does is a big success. There is nothing stopping him. I just feel confident with him as a leader for the next generation that we are going to be all OK.”

#### **A possible opportunity -**

Another member of that next generation, Cohen, left Lincolnwood feeling more confident after networking at the event.

“Being in sales and in recruitment for so long, I know everything is a numbers game,” Cohen said after he met with representatives of financial services, banking and insurance companies. He believed if he made five solid contacts he would be in good shape in his job search and was pleased with the two hours he spent on this day.

Since the event, the solid job offer has yet to come, but follow up interviews have materialized. He remains hopeful that something permanent will develop soon.

“Something like this is always a good opportunity,” Cohen noted. “Even if you don’t find something, at least you tried.”

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# Exhibit F

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## SKOKIE REVIEW

SPORTS ALL SUBURBS

SKOKIE SUBURBS

# On the air: Skokie's small business guru hosts radio show

By MIKE ISAACS  
PIONEER PRESS | JUN 01, 2015 AT 3:35 PM



Skokie resident Shalom Klein, a small business mover and shaker in the village, has added radio host to his list of titles.



Shalom Klein must have the largest hat rack in all of Skokie considering how many hats he wears in his day-to-day life.

Just when you think he could not possibly fit another one, Klein takes advantage of a new opportunity that he says was too meaningful to pass up.

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Not long ago, the Economic Development Commission chairman, Dempster Street Merchants Association co-founder, student, Jewish B2B Networking chairman, jobs adviser and vice-president of Moshe Klein & Associates Ltd. in Skokie added another unlikely role to his arsenal: radio host.

What was not unlikely, though, is that just over a year later, "Get Down To Business With Shalom Klein" on radio's AM 560 (WIND) seems a big success.

"This was another real opportunity to make a difference with small businesses and to help

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[\[Most read\] Thunderstorms expected to hit Chicago area by evening, breaking up days of dry heat as above-normal temps hang around »](#)

Look more closely at many of those hats Klein wears and they are made of the same thread. Only in his mid-20s, Klein wants to boost small businesses and to help people looking for jobs, to put into practice the advantages of networking, to match small business owners with ideal job seekers.

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Klein has been a big believer in well executed networking and high visibility, which he says lead to opportunities. And his weekly gig at AM 560 could be a poster child for that conviction.

AM 560's general sales manager, also a Skokie resident, had asked him for a long time to do a piece on networking and building relationships. He finally did — both for WLS, where the sales manager used to work, and for WIND where he now works.

When Klein came to the station, the general manager pitched him on the idea for a show.

The idea was a Sunday business show that would be "informational and educational," according to Klein. He could invite small business owners and elected leaders to attend and make his own contributions to each episode.

[\[Most read\] Coronavirus in Illinois updates: CPS could start summer sports programs next week; COVID-19 recovery task force says boost spending in areas hit hardest by virus to fight poverty and racism »](#)

Unlike some others who have their own shows on AM 560, Klein does not pay for his airtime nor is he paid. From the start, he said, it was recognized the show would benefit both parties.

"This definitely has met my expectations," Klein says. "It seems to be what we both were looking for."

The station doesn't subscribe to the ratings company, Arbitron, which can quantify the number of listeners and shares for radio shows. But there are other indicators that the show has a healthy following.

As of last month, Klein said, podcasts of "Get Down To Business With Shalom Klein" have been downloaded 50,000 times.

"That's well beyond exceeding my expectations," he says. "On the live player — when people are on the website — we also know that there's hundreds of people listening just off of their computers."

[\[Most read\] Highland Park woman says she has COVID-19, spit on fellow Costco shopper over mask dispute, police say »](#)

What Klein and AM 560 don't know is how many more are tuning in each week on the radio.

"We get a lot of feedback, though," Klein says. "It's very frequent I'll walk into a store and someone will recognize me and say, 'you just got off the air' or something like that."

**Promoting the show**

AM 560 promotes Klein's show this way: "Join Shalom Klein each week and get down to business! An avid networker and dedicated entrepreneur, Shalom will share the advice you need, the strategies that work and the stories of success to help you with both business and jobs."

The Pioneer Press was invited to the AM 560 studios in Elk Grove Village on an early Sunday evening, April 19.

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When Klein first began, he pre-recorded the shows. He also received a crash-course in radio broadcasting from the AM 560 professionals as the show gained traction.

"I would listen to the show like everyone else would, and I would always jot down notes and critique myself," he says.

He had one advantage from the start. Klein has always been productive, a guru at managing his time well, and that comes in handy when you're trying to transmit a lot of information in an hour. About six months into the show, he began broadcasting live, which meant he could take calls from time to time.

"There's a certain energy and engagement that you're able to have with people," he says. "I have all the screens pulled up and I'm constantly tracking Twitter mentions and Facebook likes, and I can ask people questions. People respond and I see that response."

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**Sunday night's show**

The Sunday night show the Pioneer Press sat in on included three guests — all who started up their own businesses or are about to strike out on their own.

Paul Dworinyan is owner of Awesome Dynamic Tech Solutions, which builds websites and helps them gain visibility on Google and Amazon among other services through search engine optimization. Awesome Dynamic is one of 33 trusted agencies with Google allowing views by mapping streets and inside businesses.

Patrick O'Rahilly is owner of FactoryFix, a company that provides robotics technology and automation services to manufacturers and other businesses.

Florence Hardy founded Comvestor, which aims to help individuals invest in their communities and local businesses find new streams of revenue by connecting them with investment and fundraising opportunities.

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"What I look for in a guest is not just another owner of a business," Klein said. "I'm looking for people who have a story. People who have a story of success or failure and who can contribute that information on the show."

Inside a state-of-the-art studio, seated under a large banner with the AM 560 logo on it, Klein confidently lead his guests through a series of laconic questions. Enthusiastic and spirited in his tone, he provided the opportunity for his guests to champion their services.

"Today we're talking all about being innovative and helping businesses brand and helping businesses grow," he said, leading into his interview with Dworinyan. "Tell us how you're helping your clients."

Each guest got a similar opportunity to explain his or her unique business, how it began and why it fulfills a need. Klein also offered a brief set of tips about maximizing the impact of your business card.

"Your business card is often a potential customer's first contact with your company," he said.

[\[Most read\] Kanye's Gap wall on Michigan Avenue is a block-long message to the City of Chicago. Is his ambition as big as America? »](#)

The business card segment was also to be heard daily for a week on weekday mornings on the station, and now AM 560 is exploring using Klein more as a go-to-expert when employment or small business news breaks.

**LATEST SKOKIE**

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18m

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"It's a little different for me here than others, because I'm not selling 'Get Down To Business,'" Klein said. "I'm hopefully providing quality information and advice for small businesses, jobs and entrepreneurship. That's my mission. That's what I've always been about."

"Get Down To Business With Shalom Klein" airs at 6 p.m. Sundays on AM 560. Podcasts are available at shalomklein.com.

[misaacs@pioneerlocal.com](mailto:misaacs@pioneerlocal.com)

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By BOB GOLDSBOROUGH

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By AMY HJERHESON

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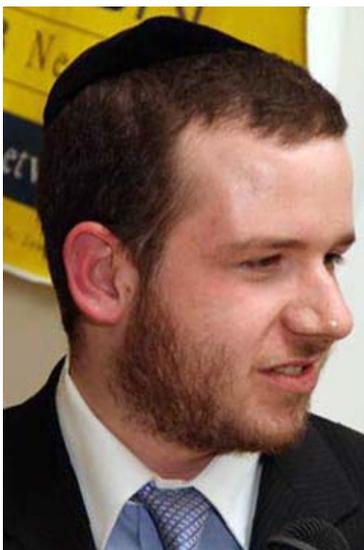
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# Exhibit G



## 2012 DOUBLE CHAI IN THE CHI

[See this year's 36 Under 36 list »](#)



### SHALOM KLEIN

Shalom Klein is the youngest Double Chai-er. The 23-year-old Skokie resident is the vice president and principal at MK&A, Limited and MKA Receivables. More important - he has helped nearly 100 Chicagoans find jobs and thousands of small business owners dealing with underemployment and financial challenges, according to his father, Moshe Klein, who nominated Shalom.

"As the founder and chairman and Jewish B2B Networking, Shalom spends his days, and most of his nights, making connections for small businesses in the Chicago Jewish community. You might say he was born to schmooze," Moshe Klein said. "Thousands of people have attended and benefited from his regular programming, including most recently, 'The Business Event,' a free business and employment expo that drew more than 3,000 attendees."

Shalom has also served on JUF's Government Affairs Committee and on Senator Mark Kirk's Small Business Advisory Board. He is participating in President Barack Obama's symposium on job creation.

**Name:**

Shalom Klein

**Age:**

23

**Pays the bills:**

VP and Principal at MK&A, Limited and MKA Receivables

**On the side:**

Runs Jewish B2B Networking, publishes Jewish Business News and many other community projects

**Relationship status:**

Taken (getting married Aug. 5!)

**Describe yourself in 10 words or less:**

Avid networker, dedicated entrepreneur, big into community

**How do you Jew in Chicago?**

I'm a proud member of the Communications and Government Affairs committees for JUF, and sit on the board of Keshet and many other marvelous organizations that allow me to give back to our amazing community.

**Passions:**

Reading, following news and politics, an occasional movie

**How do you give back?**

I started Jewish B2B Networking to connect and empower small business, to build a stronger community, and put people back to work. Most important to me is my time dedicated to many government community and local boards/ committees that do good work, and using my skills to assist and be a resource.

**Fill in the blank: If time and money were limitless, I would:**

be dedicated to getting rid of unemployment in our community.

**Chicago's Jewish community in 10 years:**

The Chicago Jewish community will continue to draw new professionals from across the country who are attracted to a fantastic city filled with Jewish life and programming.

**Me in 10 years:**

At this rate, likely going to be a Starbucks VP Card Holder (or given large quantities of their stock.) My hope is that I will be able to reach and be a resource to even greater numbers of people in the Chicago, Jewish and business communities.

PRESENTED BY

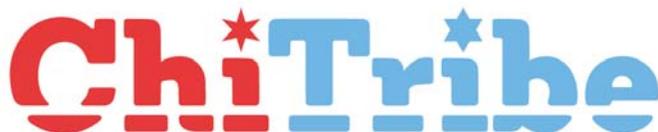


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# Exhibit H

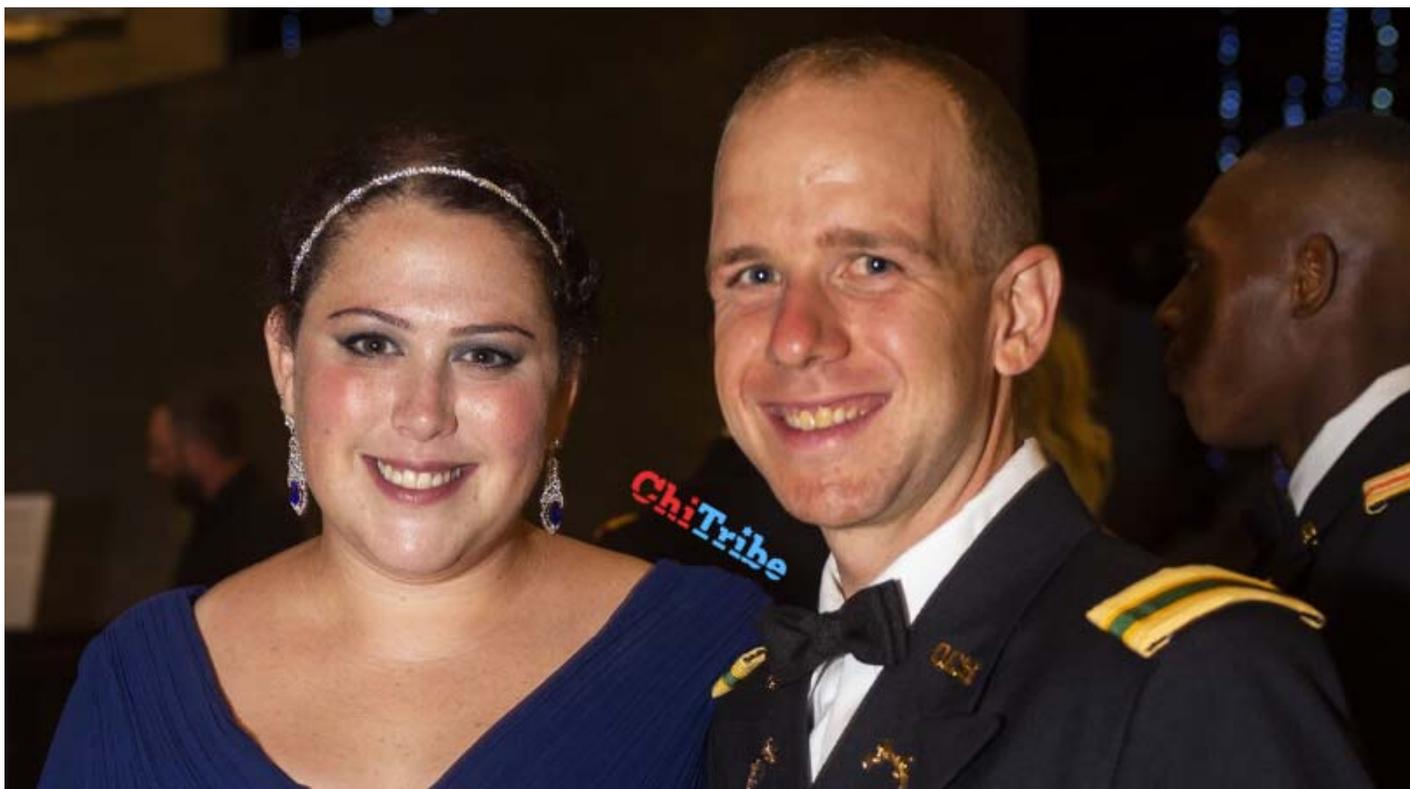


(<https://chitribe.org/>)

🏆 Winner of Spertus Institute's 2019 Innovation Award 🏆

## Meet Jewish Person Of The Week – Shalom Klein

Rebecca Schwab (<https://Chitribe.Org/Author/Rjschwab/>) November 1, 2019



### Let's Meet Jewish Person Of The Week – Shalom Klein

#### **Where did you grow up?**

I was born in Vernon Hills, IL and grew up in Skokie, IL.

#### **What did you do Jewish growing up?**

I grew up in a very proud Jewish home where time on Shabbat and Chaggim were very important. My Jewish education started at the Mayer Kaplan JCC in Skokie and has continued all the way to achieving my Master's degree at Spertus Institute. Even at a young age, I was involved in planning Jewish programs and organizing activities for the community. My formal education has only helped me expand and professionalize those efforts.



### **What have you been up to recently in the Jewish community?**

I just completed my term as Chairman of the Board at Keshet, which is where I have dedicated myself since starting to volunteer 10+ years ago. I have been in almost every lay leadership role within the organization and was honored to be an awardee at the annual banquet in 2013. I'm also a strong supporter of the Jewish United Fund, which I believe every single Jew in Chicago should both make a monetary contribution at any level and find a way to get involved or volunteer for one of the many causes they support.

### **How did you get so involved in the Jewish community, why is it important to you?**

My parents have always made involvement in the community a priority. I grew up in a house where volunteering was just a part of what you do. I've found the causes I am passionate about and dedicate my days (and nights) to make a difference wherever possible.





### **What other communities are important in your life?**

I'm also very actively involved in the Skokie community where I serve as Chairman of the Village of Skokie's Economic Development Commission and on the executive committee of the Skokie Caucus Party. Getting involved in your local neighborhood is so important and allows you to literally positively impact where you live, work and play.

### **Tell us more about being a Jewish member of the United State's Army and Reserves**

It is an incredible honor to serve as an Officer in the United States Army. I commissioned as a Lieutenant earlier this year and currently serve with a Reserve unit in Arlington Heights, IL where I report once monthly for training and drills. Throughout my Army service, I've met some of the most amazing people from around the world and have formed friendships with individuals that have all prioritized selfless service for their Country.

### **Where did you go to school?**

I am a proud alumni of the MAJPS program at Spertus and am currently completing my Doctorate at the American College of Education.

### **What do you do for work now?**

Right now, I'm on active duty status for my Army service until February. When I come back, I will be stepping into a new professional leadership role in the Jewish community.





**What have you done throughout your career and how did you end up in your current role?**

I've worked in the business world, running our family accounting firm, in the non-profit community leading the Jewish Neighborhood Development Council of Chicago while also building an active consulting practice with 50+ clients around the country where I've helped businesses and organizations with their marketing, sales, fundraising, media, and government relations. In 2010, I started Jewish B2B Networking to help small businesses and job seekers in the tough economy. These efforts led to the creation of events and resources that drew 15,000+ people to our programs and the start of my radio show "Get Down To Business" which continues to this day. I also wrote a book with the same name that was published last year.

**What do you do for fun/to relax?**

I've run the Chicago Marathon twice in support of Team JUF and enjoy traveling the world with my wife of 7 years, Eli.

**What is your favorite Jewish event in Chicago?**

That's easy! It's the annual Keshet concert which always draws an amazing performer and the best crowd.



**What is your favorite hidden gem in Chicago?**

A few months ago, we discovered the Chicago Water Taxi from downtown to Chinatown where you can spend hours walking (and eating).

### **What is your favorite way to spend shabbat?**

My favorite way to spend Shabbat is walking from our Skokie home to CJE's Lieberman Center where Eli's grandmother lives. We frequently join her for services and sometimes bring our handsome puppy Buddy to bring a smile to everyone's faces.

### **Top three things on your Chicago bucket list?**

Help the Chicago Jewish community build stronger partnerships with our interfaith brothers and sisters.

That is #1, 2 and 3 on my list as the sky is the limit when we come together.

### **When the Tribe Gathers...L'CHAYIM!**

**Find all the Chicago events on ChiTribe's (<http://www.chitribe.org/>) Event Calendar (<http://www.chitribe.org/events>)**

**Nominate a Jewish Person of the Week!**

**(<https://goo.gl/forms/ifo1I6wJEJBgvoKp2>)**

**Find more Jewish people of the Week on ChiTribe**

**(<https://chitribe.org/category/jewish-person-of-the-week/>)**

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← PREVIOUS ARTICLE

Jewish Person of the Week – Daniel Epstein  
(<https://chitribe.org/2019/10/21/danielepstein/>)

NEXT ARTICLE →

Nourishment for the New Year by Erin Doppelt  
(<https://chitribe.org/2019/11/01/nourishmentnewyear/>)

# Exhibit I



The Sandy and Glenda Mason  
Administrative Offices  
600 Academy Drive, Suite 130  
Northbrook, IL 60062

Phone: (847) 205-1234  
Fax: (847) 480-9120  
Email: [admin@keshet.org](mailto:admin@keshet.org)  
Web: [www.keshet.org](http://www.keshet.org)

February 21, 2019

Dear Shalom,

On behalf of the Keshet Organization, it is my intent to offer you a position on our administrative team as the Director of External Affairs. While we work out the details of your job description, it is with great enthusiasm that you will join our team and bring your passion to make a difference in the lives of our children and young adults of Keshet.

This role will cover a variety of functions in the organization such as media, fundraising, marketing and communications, public relations, advocacy, outreach and government relations. The impact of this position will be to strengthen and promote Keshet's public image and advance our financial sustainability. I know you will be a huge asset to our Organization and while I wish you much luck in the Army, please hurry home!

Your starting salary will be \$130,000 all-in prorated for a start date around November 2019. At this time, you have not requested medical benefits. Should you decide you need it later, we will adjust your salary down to offset the Keshet cost for that benefit. You will be eligible for the Keshet 401K retirement contribution after you complete a year of service.

Our intention is to build your salary into the budget for fiscal 2020 and obtain approval from the board at the May budget board meeting. We anticipate no issues but will keep you apprised should something change.

Again, I look forward to working with you as a member of our Keshet team. I know it will be both positive and rewarding for the entire organization.

A handwritten signature in black ink, appearing to read "Shalom Klein", written over a horizontal line.

Shalom Klein

---

Abbie Weisberg

Attached: job description

**The Robert and Debra Hartman Keshet International Center**

*Serving thousands of families in Chicago and around the globe*

*Education • Recreation • Vocational • Social • Residential • Consulting • Training*



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600 Academy Drive, Suite 130  
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Web: [www.keshet.org](http://www.keshet.org)

**The Robert and Debra Hartman Keshet International Center**

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# Exhibit J

NOTED



## QUOTE WORTHY

"I have this great t-shirt somebody sent me that says,

*'I may not be perfect, but parts of me are excellent.'*

Fred would laugh at his mistakes, but we often don't do that. We get frustrated...[but] it's so important to remember that I may not be perfect but parts of me are excellent."

*Hedda Sharapan* (pictured), longtime Mister Rogers' Neighborhood producer, who spoke this winter at JUF's Annual Agency Board Member and Nonprofit Professionals Dinner.



Photo credit: Dogs & Not Dogs Photography

## Critical Conversations

Spertus Institute for Jewish Learning and Leadership presented the program "Critical Conversations: Responses to Climate Change" in February. Panelists (pictured from left) included **Kevin Green** (Center for Behavior & The Environment), **Katherine Milkman** (behavioral economist), and **David Wallace Wells** (climate columnist). The Critical Conversations series, held annually, brings together high-profile speakers—often with considerably different points of view—to address the most critical issues of the day.

## YASHER KO'ACH!



**Shalom Klein** has been appointed to the newly created position of **Keshet's Director of External Affairs**. Klein has a leadership portfolio of corporate, association, and consulting expertise paired with extensive nonprofit board experience. He is a recipient of Keshet's Community Service Award and recently served as President of Keshet's Board of Directors.

**Rena Singer** will become the next **Temple Sholom Assistant Rabbi** on July 1. Singer, who will be ordained in May by the Hebrew Union College - Jewish Institute of Religion, co-created Modern Ritual, an online resource that makes Judaism accessible to Jewish young adults. "Despite millennial stereotypes," she said, "I am convinced that people still crave spiritual depth and connection."



**Nanci Dobkin** (right), Chairperson of Response Advisory Council celebrates with honorees, **Dr. Marc and Barbara Slutsky**, at Tuned In; The Larry Dobkin Event, a fundraiser for Response for Teens, a program of JCFS Chicago.

# Exhibit K

# PEOPLE ON THE MOVE

To place your listing, contact Debora Stein at  
212.210.0274 or email [dstein@crain.com](mailto:dstein@crain.com)  
[www.chicagobusiness.com/peoplemoves](http://www.chicagobusiness.com/peoplemoves)

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## NON-PROFIT

### **Keshet, Northbrook**

Keshet recently named **Shalom Klein** as Director of External Affairs. In this integral leadership role, Klein will be working to advance both longstanding and new initiatives as the 36-year-old organization looks ahead in expanding opportunities for the thousands of children and adults that Keshet provides educational, recreational, vocational and residential services for. He previously served as Chair of Keshet's Board of Directors.



File Name: Shalom Klein\_030920\_V1  
Issue Date: 03/09/20  
Prod: da  
Size: POTM 1col X 2.625

# Exhibit L



The Sandy and Glenda Mason  
Administrative Offices  
600 Academy Drive, Suite 130  
Northbrook, IL 60062

Phone: (847) 205-1234  
Fax: (847) 480-9120  
Email: admin@keshet.org  
Web: www.keshet.org

April 20, 2020

VIA EMAIL DELIVERY

SHALOM KLEIN  
8652 CRAWFORD AVE  
SKOKIE, IL 60076

RE: Employment Status

Dear Shalom:

This will confirm that, as discussed with you during our meeting on April 20, 2020, your employment with Keshet is terminated. Your last day with Keshet is today, April 20, 2020 (the "Separation Date").

This letter will briefly explain the transition of your employment. You will receive all wages owed through the Separation Date. Your last check will include 15.52 hours of unused PTO which you have earned through the Separation Date, in the amount of \$1,001.27 subject to taxes and withholdings. You will also receive reimbursement for expenses submitted on March 9, 2020 in the amount of \$1,394. The foregoing payments will be issued to you by the next regularly scheduled payroll date following the Separation Date (April 30, 2020). You are welcome to submit for additional expense reimbursements subsequent to March 9th through the date of your termination. I will review those expenses for reasonableness and issue a check separately. If you would like to submit additional Starbucks reimbursements, we will only reimburse on individual purchases made for meetings held with Keshet constituents. We do not accept automatic card reloads as there is no proof of business use for those replenishes. You can provide a detail of the itemized purchase along with who that purchase was for and the business purpose.

*We plan on collecting your Keshet items this afternoon. As such, please have them outside your home by 5pm today, Monday, April 20<sup>th</sup>. This will include your computer, office keys and anything else given to you that is deemed "Keshet property". We appreciate your understanding of the immediacy in collecting these items.*

*We wish you all the best in your future endeavors. If you have any questions about the foregoing payments or other employment concerns, please feel free to contact me.*

Sincerely,  
Michelle Ebner

**The Robert and Debra Hartman Keshet International Center**  
Serving thousands of families in Chicago and around the globe  
Education • Recreation • Vocational • Social • Residential • Consulting • Training

# **Exhibit M**

**Susie & Michael M. Lorge**  
8939 Karlov Avenue  
Skokie, Illinois 60076

April 24, 2020

Dear Dave;

I know that you tried to reach us over the past 10 days and Susie and I have called you back several times. We just cannot wait any longer to express ourselves concerning the recent and very abrupt change of leadership at Keshet which we assume was the reason for your telephone call.

As you know and frankly as part of the reason that Keshet chose to honor us recently, we are involved in many organizations both within the Jewish community and the broader community. In such roles we have often been involved in changes of leadership of organizations. In addition, I have been called upon by over 125 congregations and clergy throughout the Chicago area and the country to negotiate clergy contracts. Governance of an organization which blends professional staff with lay leadership is a powerful tool in achieving community missions when it occurs in a collaborative relationship. Evidence of such relationships are found in harmonious, joint decision making and long-term professional staff tenure. Why else would successive lay leaders retain professional staff over various administrations unless they found the professional staff to be thoughtful and effective?

This does not mean that for some reasons, from time to time, professional staff is not refreshed. However, the shockingly abrupt method by which Abbie and Shalom were dismissed in recent days reflects poorly on the Keshet lay leadership. Not only was it accomplished only a few weeks from the Keshet Dinner, but in the midst of these trying times of COVID-19 making it impossible for the community to respond in personal and appropriate manners to the ousted staff.

Simply put, I cannot think of a single reason to so harshly dismiss professional staff of long standing and quite frankly, two individuals who are admired throughout the community, unless there was an act of malfeasance, moral turpitude or worse. If this is the case, it should be stated. Otherwise, this action smacks of a personality conflict rather than reasoned leadership and it causes consternation within the Chicago Jewish community. Further, to dismiss this revered leadership, Abbie in particular who frankly is in a health battle, without giving time for transition and without publicly and loudly honoring them is shameful. No lay leader summarily dismisses leadership in a wholesale manner without offering either honor or an explanation.

We have received calls from many folks who were the very people we called upon to donate to the Dinner in recent months and we are embarrassed to be unable to offer a plausible explanation for the sudden dismissal of Abbie and Shalom. This is especially true because Shalom was the key staff member who met with us almost daily as we approached the Dinner. Shalom made dozens of calls for us to many of our potential guests to obtain their gifts and reservations. Susie and I could identify people for Shalom to call, knowing that based on his reputation and Abbie's reputation our friends would respond to them.

We are deeply disappointed with Keshet's lay leadership if it considers its actions fair, wise or productive.

Sincerely,

Susie and Michael M. Lorge