



Photo: Innleadair, LLC

The Nicholas J. Melas Centennial Fountain in Chicago is one of many public infrastructure projects nationwide to benefit from Innleadair's engineering expertise.

## Veteran-Owned Innleadair, LLC Produces Effective Engineered Solutions for Public & Private Sector Clients

Peter Stephenson, founder of Rolling Meadows-based Innleadair, LLC, spent his military career as a nuclear electrician on one of the U.S. Navy's Lafayette Class ballistic missile submarines.

That high-pressure environment – where safely maintaining the submarine's payload and reacting to changing situations both above and beneath the waves are mission-critical – proved to be an ideal training ground for running his engineering firm. However, it is also the antithesis of Innleadair's more relaxed professional culture: one that emphasizes proactivity when finding solutions to the challenges its clients face.

"Operating in constant 'crisis mode' burns people out

very quickly. We do our best to look at what's coming down the road so we can plan ahead," Mr. Stephenson explained.

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"Our approach is built on a commitment to quality work, responsive service, and producing clear engineering designs that achieve client objectives."

### Effective Engineering

With offices in Rolling Meadows and Charlotte, NC, Innleadair has worked with clients in both the public and private sectors throughout North America. Key customers include the Illinois Department of Transportation, Illinois University System, the United States Department of Agriculture, solar power providers across the nation, and more.

Two projects that Mr. Stephenson is especially proud of involved:

- Redesigning and upgrading the electrical, lighting, and relay control systems for Centennial Fountain (400 N. McClurg Court in Chicago), on behalf of the Metropolitan Water Reclamation District of Greater Chicago (MWRD).
- Providing independent quality control reviews of new electrical distribution and pumping systems at Kirtland Airforce Base (Albuquerque, NM). These base-wide upgrades enhance the ability of U.S. Forest Service water tanker crews to provide wildfire suppression support nationwide.

### Grounded in Electrical Work

Innleadair as a company is a manifestation of its founder,

whose extensive professional experience prepared him to run a high-caliber engineering firm.

After leaving the Navy, Mr. Stephenson worked as a locomotive electrician for the Chicago Northwestern (later Union Pacific) Railroad.

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## City Authorizes Business Incentive Package for Vision Service Provider

Mission Eyes, a vision and eye care provider located at 1915 Plum Grove Road, was approved for a series of tax incentives, fee reimbursements, and business development grant funding through Rolling Meadows' Business Incentive Program.

### Offset Start-Up Costs

Mission Eyes applied for the incentives to help offset costs associated with a full retail store buildout. The application was reviewed by the City's Economic Development Committee and authorized by City Council late last year. Benefits include:

- Reimbursement of up to \$5,000 for permit, inspection, and other fees paid to the City,

- Access to grant funding for façade and interior work (up to \$10,000), and,
- Partial rebate of sales tax revenues paid to the City (first three years of operation).

### Goal: Attract New Businesses

The Business Incentive Program, launched in 2021, is designed to draw new restaurants and retail shops to Rolling Meadows. Business Development Manager Martha Corner calls it "an opportunity to grow our business community, support business owners, and provide expanded access to local shopping and dining experiences."

For more information, visit [www.cityrm.org/858/Restaurant-Retail-Incentives](http://www.cityrm.org/858/Restaurant-Retail-Incentives) or

contact Martha Corner (847-870-9004 or [CornerM@cityrm.org](mailto:CornerM@cityrm.org)).

*Editor's Note: The incentive program is designed specifically for non-corporate, independent business operations. National chains and franchise owners, in most cases, are not eligible.*

mission  
eyes

### At a Glance: Rolling Meadows Business Incentive Program

Approved applicants receive:

- **Fee reimbursement** (\$5,000 max.),
- **Grant support** to cover interior or façade improvements (\$10,000 max.), and
- **Partial sales tax rebates** (during the first three years of operation).

## Innleadair, LLC Produces Effective Engineered Solutions for Public & Private Sector Clients ...continued from page 1



United States Air Force and Forest Service officials hold a press conference highlighting operational upgrades at Kirtland Air Force Base.

He was then tapped to serve as a technician at a commercial nuclear power plant in Michigan, before switching gears and going to work in the IT sector, where at one point, he was responsible for overseeing/maintaining nearly 4,500 servers.

Mr. Stephenson then went to work for a Chicago-based

engineering firm that specialized in power plant operations and maintenance while earning his bachelor's degree in electrical engineering from the University of Illinois, Chicago. He would go on to earn a master's degree in Energy Engineering, also from UIC.

"I've always had a knack for electrical work. I was the kid

who would chew on wires, much to my parents' horror," he explained with a chuckle.

### Local Veteran-Owned Business

By 2017, Mr. Stephenson saw a growing need for certified veteran-owned engineering firms to participate in major taxpayer-funded infrastructure projects. With the support of his then-employer, he left to

begin Innleadair.

His first company office was his kitchen table. Today, it is one of eight professional engineering design firms in Illinois that hold a Service-Disabled Veteran-Owned Small Business (SDVOSB) or Veteran-Owned Small Business (VOSB) certification.

Mr. Stephenson's ties to the Rolling Meadows area run deep: he is a graduate of John Hersey High School, resides here, and chairs the City's Veterans Committee.

### What's in a Name?

According to the company's website, the word "Innleadair" is Scottish Gaelic for *engineer, or a person qualified or professionally engaged in engineering*. It's a nod to Mr. Stephenson's Scottish ancestry.

Photo: USDA

Rolling Meadows' Economic Development Committee (EDC) is scheduled to meet at 6:00 pm at City Hall on the first Monday of February, April, June, August, October, and December. Community members are welcome to attend. View upcoming agendas at [www.cityrm.org/354/Economic-Development-Committee](http://www.cityrm.org/354/Economic-Development-Committee).

## City Begins Implementing New Branding Standards

Rolling Meadows' new logo and updated "Together We Can" tagline, recently adopted by City Council members, is being implemented across City departments throughout 2025.

It is the first update of the community's branding standards since the mid-1990s.

Both new branding elements, incorporating ideas generated throughout a year-long period of research and public feedback, were developed by Selbert Perkins Design, a consulting firm that specializes in working with municipal organizations across the country.

### New Logo

The updated logo offers a "bolder, more modern look that is also an evolution of the current mark," according to Selbert Perkins Design Partner John Lutz.

The graphic represents the waves and hills that come to mind when envisioning fields of "rolling meadows," and is tied together with a more modern font.

- The primary logo color is green, although Rolling



# Rolling Meadows

Together We Can

Meadows' firefighters and police officers will also retain the current crests of their respective departments.

- The logo will be "rolled" out over the next several months and begin appearing on City vehicles, facilities, and communications pieces in early- to mid-2025.

### Updated Tagline

"Together We Can," which

replaces "Progress Through Participation" as Rolling Meadows' tagline, is based on the unifying idea – reinforced by feedback from community members – that the City can accomplish anything when its citizens work together.

- It supports the goal of people working together for a stronger, better community.
- The tagline also recognizes that Rolling Meadows residents and businesses are strong, smart, creative, brave, helpful, supportive, and committed to a better future.

## City Welcomes 67 New Businesses in 2024

Rolling Meadows' reputation as a great place to do business was further cemented in 2024, with 67 new companies joining the community. In the last three years alone, the City has welcomed nearly 200 new businesses in a variety of fields.

### Prioritize Business Development & Retention

Although annual new business openings are determined by

a number of external factors, such as economic conditions and available vacancies, City officials pride themselves on their commitment to working closely with business owners to help them realize their goals.

"Our business development and retention program is designed to promote success," Business Development Manager Martha Corner

said. "City staff members have a variety of resources and information available to help business owners and their representatives make sound decisions that support their specific goals."

These resources range from vacant property listings to an updated Comprehensive Plan and Zoning Code to better meet the needs of growing businesses. Corner also believes City staff members are positioned to provide companies with the information they need to be successful.

### Home to World-Leading Companies

The City's business community is comprised of all types of enterprises – everything

from independent merchants to Fortune 500 corporations. In fact, many of the world's leading companies call Rolling Meadows home, including:

- **Northrop Grumman** (aerospace/defense),
- **Arthur J. Gallagher** (insurance brokerage/risk management),
- **Verizon Connect** (automation),
- **Danobat** (machine manufacturing),
- **Fagor Automation** (CNC manufacturing).

Find a complete listing of businesses that opened in Rolling Meadows over the past several years at [www.cityrm.org/706/New-Businesses](http://www.cityrm.org/706/New-Businesses).



Community leaders hold a ceremonial ribbon-cutting at Sayulita Taco, Mariscos, & Tequilla Bar in 2024.

**CONNECT WITH US**

Business Development Manager . . . . . 847-870-9004  
City Manager's Office . . . . . 847-394-8500  
Community Development . . . . . 847-506-6030  
Finance Department . . . . . 847-394-8500  
Fire Department (non-emergency) . . . . . 847-397-3352  
Police Department (non-emergency) . . . . . 847-255-2416  
Public Works Department . . . . . 847-963-0500

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## Local Businesses Complete 'Next Level' Business Coaching Program

Two more Rolling Meadows-based businesses have successfully completed coaching programs offered by Next Level Northwest (NLNW), a regional nonprofit accelerator that helps companies increase productivity and profitability.

**Pasta di Casa**, producers of artisan pasta featured in fine-dining restaurants across the country, sought assistance in establishing a more reliable sales prospecting process. Owner Anna Bruno and her partner, Lena Romozzi, worked with NLNW coaches to:

- Identify and engage high-level sales prospects,
- Update the company's website and social media, and,
- Strengthen hiring and personnel development programs.

**"Next Level Northwest was instrumental in helping us broaden our sales approach."**

– Anna Bruno, Pasta di Casa owner

**"The expertise and insights I gained from NLNW coaching helped refine my strategy to achieve higher goals. It has transformed my approach and boosted my confidence."**

– Linda Antonietti

**Linda Antonietti Insurance Agency (State Farm)** was able to develop and implement key operational strategies that have helped promote growth, including:

- Streamlining the onboarding process for new employees,
- Clearly defining team member responsibilities, and
- Articulating company vision and improving staff alignment.

### HOW IT WORKS

NLNW matches participants with an approved professional business coach who provides tools, support, and guidance to help:

- Break down growth barriers,
- Build an actionable plan for their business,
- Update marketing strategy,
- Define a budget,
- Assess new risks,
- Expand supplier and lead networks, and
- Gain access to a regional mentor network.

#### Learn More

Discover how your business can benefit by visiting [www.nextlevelnorthwest.org](http://www.nextlevelnorthwest.org).

#### Next Level Northwest

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