

MOVIES ARE AWESOME, BUT TV **IS** BETTER

The Tribune's Christopher Borrelli on why 2015 marks a cultural turning point: The small screen reigns supreme. **A+E**

Early Edition

Chicago Tribune



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SUNDAY, JANUARY 18, 2015

BREAKING NEWS AT CHICAGOTRIBUNE.COM

'They finally got the guy you thought they should get'

— Longtime Bear Brian Urlacher on the hiring of John Fox

Tribune's David Haugh says the Bears' inexperienced new general manager made right call in hiring ex-Broncos coach

Like so many Bears fans, Brian Urlacher doubted his favorite team finally could get it right.

Urlacher wondered whether the Bears could find a coach capable of restoring credibility to the organization he proudly represented for 13 years, a man Chicago would respect and to whom players could relate.

Then Urlacher saw the news Friday that pleasantly surprised him: The Bears had grasped the obvious by hiring John Fox, the franchise's first head coach with

previous head-coaching experience since George Halas rehired himself in 1958.

"They finally got the guy you thought they should get," said Urlacher, a linebacker from 2000 to 2012.

"Finally. Even when they hired Lovie (Smith in 2004) he was kind of an unknown guy, and then (Marc) Trestman (in 2013). The Bears never hired a solid guy before, and we have that now. I like Coach Fox. He's a stud."

The Bears can only hope this

works out half as well as the last time a Chicago team hired a coach discarded in Denver. Back in 2008, the Blackhawks hired ex-Avalanche coach Joel Quenneville. Nobody's suggesting Fox will win two championships in five years, but the coach the Bears got from the Broncos figures to fare better than the quarterback who infamously followed the same Denver-to-Chicago path.

Speaking of Jay Cutler, expect a coach who has won with all different styles of quarterbacks to think he can tolerate No. 6 for at least one season, barring a trade that seems unlikely given Cutler's contract. Known as a football conservative, Fox likely will try to get more out of Cutler by asking

Turn to Haugh, Page 16



TERRENCE ANTONIO JAMES/CHICAGO TRIBUNE

Newly hired Bears coach John Fox, left, fresh off a flight from Denver, poses for a photo with fan Jermaine Louis on Friday evening at O'Hare.

MORE INSIDE: Complete coverage of the Bears' hiring of John Fox in **Chicago Sports**



TRIBUNE WATCHDOG

In Tinley, it pays to stay in office

Some elected officials get annual salary boost just for sticking around

BY GREGORY PRATT
Tribune reporter

When Mayor Ed Zabrocki and other long-serving politicians in Tinley Park draw their taxpayer-provided salaries, they collect on an unusual perk.

Zabrocki and other officials in the southwest suburb are compensated with longevity pay, getting a 2 percent increase to their base salaries for every year they have served in office after the first eight.

While Tinley Park residents recently voted in term limits, the village's obscure longevity pay ordinance has, for a decade, offered a financial incentive for its elected officials to stay in office, costing the village hundreds of thousands of dollars since it was instituted.

Even with term limits, Zabrocki could stay in office and build up his longevity pay until 2029. The mayor since 1981 will earn \$32,000 in base salary for being mayor and liquor commissioner from May 2014 through April 2015 but also will receive an extra \$24,827 from the village in longevity pay, records show.



Zabrocki

Muslims pray Friday at the Islamic Foundation in Villa Park, which is urging youths to bring their questions to scholars in the community.

Chicago Muslims battle militants' youth recruiting

Community works to help area parents protect children from persuasive messaging efforts of terror groups

BY MANYA BRACHEAR PASHMAN | Tribune reporter

Sahira Sadiq recalls her teenage son reading an online article after the Paris terrorist attacks and asking about a verse in the Quran with several interpretations, some of them troubling.

"Mummy, where in the Quran does it say this?" the Muslim mother of two recalls him asking. "It can't be true, is it?"

This month's French tragedy — 17 people killed in attacks sparked by a satirical newspaper's caricatures of the Prophet Muhammad — underscores the importance of how American Muslim parents navigate their children's online curiosity about religion, say local parents, teachers and Islamic leaders.

That priority became clear last week at a federal courthouse in Chicago, where the mother of a teen charged with plotting to join a terrorist group delivered a tearful, blunt message to his alleged recruiters: Stop using the Internet and social media

Turn to **Muslims**, Page 22

Zabrocki

Turn to **Tinley Park**, Page 17

Rauner puts Quinn's orders in reverse

Friday afternoon, the new governor issued a single executive order wiping out more than a half-dozen orders the former governor issued on his way out of office. Pat Quinn's actions would have required Bruce Rauner to fully disclose his income taxes, force state contractors to pay workers a \$10-an-hour minimum wage and more. **Chicagoland**, Page 4

Tribune editorial: A four-part deal Gov. Rauner should offer the Democrat-controlled General Assembly to fix Illinois' school funding woes. **Page 26**

IN BUSINESS

Investors party like it's 2014!

It was a very good year when it came to private equity deals. A look at the biggest. **Page 3**

A full-page analysis of the Top 100 publicly traded firms in Illinois and northwest Indiana. **Page 4**

Gail Marks Jarvis on the year's surprising winners. **Page 5**



Europe takes on terror

As France came to grips with intelligence failures that opened the door to the Paris attacks, counterterrorism operations starting late Thursday in Belgium and continuing Friday in France and Germany swept up at least 29 suspects, officials said. **Page 29**



HELPING HAND
Fighting poverty and homelessness with Sol Flores, this week's Remarkable Woman. **Life+Style**



Tom Skilling's forecast High 35 Low 25

Chicago Weather Center: Complete forecast in **Nation & World**, Page 39

\$2.99 city and suburbs, \$3.99 elsewhere

167th year No. 18 © Chicago Tribune



FROM PAGE ONE

Muslims battling Internet recruiting

Muslims, from Page 1

to recruit children for violent jihad.

Children can find their way to militant groups' online solicitations with something as simple as a Google search on the proper ways to pray and eat.

"They're just predators, and they're taking advantage of kids who are vulnerable for some reason or another," said Sadiq, of Oak Brook, who some years ago introduced a program about Internet safety to her mosque, the 3,000-strong Islamic Foundation in Villa Park, before online Islamists became an issue. "... That's a problem we have to face."

In the Chicago area, Muslim parents and religious leaders are warning teens about self-proclaimed scholars online and leading discussions with them about obscure verses from the Quran that are used to justify violence against the West. Religious leaders also have encouraged Muslim youths to become more engaged with the community by playing sports, pursuing careers in journalism and diplomacy, volunteering for humanitarian causes and registering people to vote.

"Our youth are under so much stress," said Sheikh Kifah Mustapha, religious leader of the Orland Park Prayer Center. "There is so much usage of the same text by the Islamophobes, and 180 degrees opposite, by the extremists, and they're listening to both sides. They're listening to the atrocities happening around the world and wondering 'Where do I fit into this? Who do I line up with?'

"We don't want to be like ostriches putting our heads in the ground," he added. "Everything is out there, and it's being used very aggressively by the extremists. We need to make sense to (young people) why it's not proper to utilize that."

It's a pattern that has rippled across the Chicago area in recent years. Since 2012, three west suburban teens have faced terrorism charges. In all three cases, the Internet played a pivotal role. None of them carried out acts of violence.

The first, Adel Daoud, was arrested in September 2012 after federal authorities say the then-18-year-old from Hillside tried to detonate what he thought was a car bomb outside a downtown Chicago bar. The fake bomb, which had been planted by FBI agents, didn't explode, and Daoud was arrested on the spot. Daoud, who pleaded not guilty and is awaiting trial, came under FBI scrutiny in 2011 after posting messages online about killing Americans. Prosecutors say he bragged to undercover FBI agents in online chat rooms that he had ignored his Imam and father when they tried to intervene.

In 2013, then-18-year-old Abdella Ahmed Toumisi, of Aurora, was arrested after he allegedly posted messages on a bogus website created by the FBI, agreeing to travel to Syria to fight with an al-Qaida-sponsored terrorist group. Lawyers for Toumisi, who pleaded not guilty, told a judge this month that they are in early talks with federal prosecutors about a possible plea deal.

In the most recent case, the one that spawned a mother's tearful plea to terrorist recruiters last week, Mohammed Hamzah Khan was arrested in October at O'Hare International Airport after federal authorities say the 19-year-old Bolingbrook man persuaded two younger teenage siblings to fly with him to Turkey to join Islamic State.

Khan pleaded not guilty last week to charges that he plotted to join the extremist group.

While Daoud's case worried members of the Villa Park mosque where his family worshipped, Sheikh Hisham AlQaisi said Khan's case alarmed the community more.

"We realized this is a lot closer to home than what we see on CNN," said AlQaisi, the resident scholar at the Islamic Foundation in Villa Park. "Where are these kids getting radicalized? How are these kids falling into these plots?"

AlQaisi said school officials and counselors discovered that well-intentioned students were going online to find answers to basic questions such as how to pray or what to eat. One link would lead to another, which would lead to information and propaganda that wasn't always accurate.



"We realized this is a lot closer to home than what we see on CNN," says Sheikh Hisham AlQaisi, in Villa Park, about terror group recruiting efforts.



"They're just predators," parent Sahira Sadiq says of recruiters, "and they're taking advantage of kids who are vulnerable."

AlQaisi said the mosque and school rolled out a campaign, urging youths to bring their questions to him or a dozen other scholars in the community instead of Google. Not only does that guarantee children will get authentic answers in an American context, it keeps the lines of communication open and preserves the "chain of narration," the traditional transmission of Islam from person to person since the time of Prophet Muhammad, he said.

"If I'm a curious Muslim teenager and I want to know about this certain aspect of my religion, I'll open my Android phone and type in 'prayer' and 'Islam' and I get 180,000 hits in 0.2 seconds," AlQaisi said. "What we strongly recommend in our community is, if you have a question about religion, you seek it from a person you see face to face. Leave the Internet shelves alone."

Gihad Ali, youth programs director for the Council of Islamic Organizations of Greater Chicago, began offering an Internet safety workshop to mosques and Islamic schools after Khan's arrest.

"The risk for Muslim youth might be a little more unique, especially because there are different predators that are looking specifically for Muslim youth," she said. "Those predators may or may not be international and may even be law enforcement officials."

That statement underscores the distrust that exists between the Muslim community and authorities. Many blame the federal authorities for luring Daoud and others to allegedly commit crimes.

"Law enforcement is a threat because we are to believe that law enforcement has yet to protect us," Ali said. "Youth are making naive decisions and poor choices. We don't want to see any more going down that road."

Shukr Kalleem, a member of the Islamic Foundation, said it's important for families to integrate Muslim teens into American life, encourage their interests in pop culture and sports and not allow them to become isolated.

"We're not saying go party and go drink — things our religion does not permit," he said. "At the same time, watching a movie is OK. You are living in American society and you cannot become a social recluse."

Getting involved in the community also gives teens positive outlets for the frustration some may feel over America's foreign policy toward the Muslim world, leaders say. The Greater Chicago Council has been encouraging teens to help register voters and urged them to travel to Springfield with Muslim leaders in April to lobby legislators.

Social media give terrorists an edge

BY SCOTT KLEINBERG
Tribune reporter

Terror groups such as Islamic State have a secret weapon when it comes to recruiting teens, but it's probably not what you think.

It's a solid social media strategy, the kind anyone with even limited knowledge of online demographics could put together. Just as any business appreciates a targeted Twitter campaign or Facebook push to sell its product, Islamic State and other terror groups are taking full advantage of the latest technology.

Call it savvy sophistication. Shareable content is posted and shared. When savvy sophistication is demonstrated with nearly flawless precision, content goes viral.

But how savvy are we talking? Here are just a few examples:

Social media that's built for sharing Think of what makes you want to share content on your personal accounts. Strong imagery. Compelling video. Relevant hashtags. Targeted advertisements.

Terror groups find people who have expressed interest in their organizations by using basic social media search tools and then give them a reason to share the content.

And with an international audience, it doesn't take long for messages to be shared exponentially.

They know the platforms If you don't know what Ask.fm is, you should ask a teenager. It's a pretty popular online social network that enables people to send questions to each other and answer them. When you ask a question, you can choose whether to ask it anonymously or you can reveal your name.

These types of features play right into terror organization's strategy, providing a way for people to gather intel without raising too many red flags.

Beyond Ask.fm, terror groups have presences on Twitter, Instagram, Facebook, YouTube, Tumblr and more. And they know what types of content works best on each.

They know the rules The Atlantic did a great piece last year about Islamic State with a not-so-great headline. Titled "How ISIS games it Twitter," it would have called it "Twitter" if it had known what types of content worked best on each.

The article went into great detail about its Arabic-language Twitter app called The

Dawn of Glad Tidings, also known as Dawn. It was available only for Android devices on Google Play, but it was taken down after about a day. Google told ITV at the time: "We remove any applications that breach our community guidelines."

But it was downloaded thousands of times. For each of those downloads, the terror group was able to get a decent amount of personal data. And once you signed up, the app gave permission to post tweets to your account.

Just because the app was no longer available for download doesn't mean the functionality stopped working.

'Knock on their doors' INSITE on Terrorism, the official blog of SITE Intelligence Group, a provider of news about jihadis/white supremacists, says "social networking allows terrorists to reach out to their target audiences and virtually 'knock on their doors' — in contrast to older models of websites in which terrorists had to wait for visitors to come to them. They use a technique called窄casting, which you may know better as niche marketing or target marketing."

To knock on the right doors, groups simply need to find the right conversations in groups, networks and chat rooms.

Denver crime and forensics teacher Stacey Hervey told NPR that she thought Islamic State terrorists were using similar tactics as online predators.

At a news conference Friday with British Prime Minister David Cameron, President Barack Obama said that our military action in Iraq and Syria has Islamic State on the run. Online, it's a game of cat-and-mouse. Social networking accounts are created, shut down and opened again under new handles. The name of the account doesn't matter nearly so much as the content posted to it.

Even if computers are destroyed in the fighting, the mobile nature of social media makes sharing new content easy. And short of jamming cell signals, there's little that can be done to stop someone from posting a bloody photo from a battlefield and sharing it far and wide.

Scott Kleinberg is the Tribune's social media editor and author of the "So Social" social media tips column.

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to kids and the public.

Memon understands why leaders have been loath to do that until now.

"They just don't want an uncomfortable conversation that will expose the community to further accusations of disloyalty," he said. "I'm guessing that they would have these conversations if they believed that other Americans would not attack them for having these conversations."

But contrary to that concern, Memon believes better education

and open discussions could help build up the trust that still seems to be lacking between the Muslim community and the rest of the nation.

"I think it could help to calm some of the fears that some other Americans have of us," Memon said, "because they would see that we're seriously trying to work these things out."

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