

The family returned to Paintsville once again to give the area a second consideration to establish their restaurant.

Bob stated that he loved the area because of the many state parks that were within an hour or so of the town.

"I thought that's the place we need to be. You've got the Daniel Boone National Forest, you've got the Red River Gorge, you've got Fishtap, you've got Dewey (Jenny Wiley). This place was rocking with that kind of stuff," Bob explained.

During their second visit to Paintsville they stayed in the Heart O' Highland's Motel, one of two motels in the town at the time. The family received a knock on the door of their room by a staff member stating they had to leave because the dam at Paintsville Lake was going to break, a historic moment for many in the area during 1978, and that they must evacuate the town.

"Mom said that's an omen, we don't need to be here," stated Bob.

"I was already in the car," Tom joked.

After that debacle, the family once again looked for other locations and stores but they were repeatedly told by their advisor that Paintsville was "where it's at."

"So we came back, but we didn't have the money. We needed \$250,000," Bob said. "The next trip was come back with our newly-purchased dress suits and went to the bank. We went to First National Bank and the vice president was very cordial. We sat down and told him we need \$250,000 and we want to put in a McDonald's. We knew we were in trouble when he said, 'What's a McDonald's?'" So we presented a packet to him of what McDonald's was." After about 15 minutes of deliberation, the Vice President of the bank offered them a mere \$25,000.

Bob stated, "We walked out of the bank. Dad was a chain smoker. He lit a cigarette and as we walked down the street toward the car Mom said, 'No luck there. I can tell by the way you're walking and smoking.'"

Bob said that was the moment when his mother made the switch from pessimist to optimist.

According to Bob, she said, "Now look, there's another bank down there. You guys go down there and find some money."

"So we went down to Citizen's National Bank and were greeted by a very hospitable lady, Nancy Brugh, and we told her what we were looking for," Bob explained.

Brugh seated the boys in the office of Trigg Dorton, an famous local banker during the time. Describing Dorton, Bob stated, "He had his three-piece suit, his glasses and a cigar and introduced himself and sat down."

Dorton allegedly said, "Boys, tell me about yourself. He started with Tom. He said, 'go back as far as you can remember. Tell me about your life,'" Bob stated.

Dorton then asked Bob and his father to do the same.

Bob stated that Dorton was incredibly impressed with their life stories and that Dorton and his father shared a common link—they were both in the Second World War.

"It was the very first time I heard Dad say anything remotely about the war," said Bob. He continued, "He was also impressed that Dad was raised in a children's home. He was impressed that Tom and I started working when we were fourteen."

The following day, Dorton presented the family with a check for \$250,000.

"He was probably the most knowledgeable banker I ever met," said Bob. "Then, of course, his son Dennis Dorton, who just passed, was my second mentor there."

They opened a bank account there, deposited the check, and that was the beginning. Choosing to stay

Tom stated, "By the fall of 1978 we knew we were coming. We broke ground that winter and were open by the fall of 1979."

He continued, "We opened up on Apple Days—right in the swing of things. McDonald's came in and said there's no way you guys can handle opening during the festival. We were doing trainings in our living rooms with Styrofoam hamburgers. We were teaching them service. We had nowhere to train them," Tom laughed. "It really was fun."

"But despite all that, we opened up on October the 6th, during Apple Days, and it went great," he said. "We had high sales and the team pulled together. It was phenomenal. McDonald's was in awe."

Following the opening on the Paintsville store, their advisor in Ohio helped with the banking to open the Hutchisons' Prestonsburg and Pikeville locations.

"Mom said, 'Boys, we're not moving, but sometimes you gotta do things in life you don't want to do to get where you need to go,'" reminisced Tom.

"So we signed the papers—Dad, Bob and I, and the gentleman leaned back in his chair and said, 'Thank God. You guys are the 12th people we've sent down there. Everybody else told us to stick it,'" he joked.

Tom stated, "The beauty of it is, this is where we came. But the most beautiful part of it is, this is where we chose to stay. We had chances to leave. We did Paintsville. Pikeville was our next one in 1982. Goody was two weeks after that. Then we came back in 1987 and opened up Prestonsburg as store number four."

When asked for the reasons they chose to stay here after launching so many successful restaurants, Tom stated, "I think a couple of things. We had people who believed in us—our parents, McDonald's, Mr. Dorton—but we believed in the brand. We believed in McDonald's and we were taught that you have to be entrenched in your communities. We learned that from our parents. We learned to give back. We chose to stay, we chose to be involved and be part of the grain of the community. To us, that's what created our success. We chose to be local and build upon what we had. We knew we had a beautiful garden here, so we just kept cultivating our garden."

NOT A 'DEAD-END' JOB

Bob and Tom have given back to their employees and community members in countless ways. Having employed thousands of people over the past several decades, Bob said, "I think we've had an impact on a lot of people. Many people that have come through the doorways of the arches have become successful, reaching and fulfilling their dreams. Our biggest reward is working with people who are a little shy, a little backwards and have self-esteem issues and no confidence. I love to coach people that are in those situations, especially the 14, 15, 16, 17 and 18-year-olds that have never been exposed to a lot."

"Also, every manager that we have working with us now has been promoted within, and that in itself is a success," he continued. Speaking on the work ethic people of Eastern Kentucky, Bob stated, "The people in this area want to work given the opportunity to work."

"I love giving people second chances," he said. "We've got five or six felons working with us right now. We've got several single mothers who have gone through different programs—spousal abuse and things of that nature. It all goes back to their confidence and self-esteem. That's been my mission field—working with people of that nature."

He continued, "A lot of people refer to McDonald's as a dead-end job. It's no dead end job at all. It's whatever an individual wants to make of it. It's whatever they want to do with it. They can create anything they want to. They're their own molder of the clay and it's just a unique thing."

Tom echoed the sentiment, stating, "There's plenty of rewards. Just this week, getting hit up on Facebook by a previous employee who worked with us for six years, who, of course, heard about Bob and I making the change, and there are so many individuals like this young lady who went off to other careers, but what they learned as crew people they've carried into their present fields. McDonald's is not a dead end job. It leads to many opportunities. McDonald's has touched so many lives. We've been fortunate to be and create McDonald's of East Kentucky and create those opportunities."

Bob then spoke of various programs that McDonald's offers their employees to better their lives. He mentioned the McDonald's Archways to Opportunity program, which recently assisted team member Josh Halliday.

He stated, "Through the McDonald's program and through our encouragement, he went to college through the McDonald's program. Now he has a four-year degree with minimal expense to him thanks to McDonald's, Tom and I. He's a rock star and he's our IT guy. He'll be going to HU in the near future and he'll be dually accredited. He can run a restaurant or he can do IT, whatever fits his niche, no matter where he's at in life and whether it's McDonald's of Kentucky and he wants to pack his bags and move west. He is a highly sought after, highly valuable individual."

Tom noted, "The hospitality industry is here to stay. Their training is so intense with management that an individual can get 22 hours of training that can be converted to accredited college classwork. No restaurant and very few businesses have programs remotely like that."

GIVING BACK

It is this spirit of giving back that has continued to drive the two brothers over the years, both within their restaurants and the community at large.

When asked in what ways he has enjoyed giving back the most, Bob stated, "One was being heavily entrenched in Boy Scouts of East Kentucky and I got there through the assistance of Trigg Dorton. Trying to keep Boy Scouts alive in East Kentucky and I was on the Bluegrass Council out of Lexington and I took that position to try to facilitate a stronger stance for Boy Scouts in East Kentucky. I left that position two years ago but I'm still considered an assistant troop master and remain active. I try to keep scouting alive in Johnson County."

"The second thing would be the Christian Appalachian Project," Bob said. "I've been involved with them for 20 plus years and that's very rewarding in many ways at the local level and also when we have national disasters such as Hurricane Katrina in New Orleans to see how well the people of East Kentucky gather around and drive down there to help people in dire straits."

"Third, mostly, has been education. Whether it's UPIKE, Mountain Christian Academy when they were around in Martin, or the Johnson County Board of Education. Regardless of which district, this has been my number one thing that I've thoroughly enjoyed. I've had some sort of impact with education through different programs here in East Kentucky."

His brother Tom bragged on him, stating, "'Not being biologically a father, he's been a father to more kids than anyone can possibly imagine.'"

Tom then described the philanthropic efforts that meant the most to him.

"I was on the board of forming Judi's House in Pikeville," Tom said. "The arts was a big thing for me. I work a lot with underprivileged kids, usually under my grandmother's name. I don't put my name out

there. That's not what it's about. To me, it's about I know where I can put something and it gets out there, and you're helping someone. It goes back to giving back. The littlest thing can mean so much to somebody. If it's that family, if it's that crew person at the restaurant, it might be that gentleman at the gas station you see everyday. On and on . . . I think it's the biggest reward is if it's Christmas and it's breakfast with Santa and there's children, seeing those kids smile . . . I'm touched, man. That's it right there. And watching kids grow up."

Bob then stated, "'The successes and rewards are not always measured in money. There are people in East Kentucky that are as close as family. They are family—extended family here in the hills.'" The two brothers then took a moment to reflect on what it is like to work as partners in their business endeavors.

"It's very unique," said Tom, "to be in a partnership for that many years, but then it's unique added to it to be in partnership with your brother for all of those years. We are totally like night and day. Ask any of our crew. But that's part of it. I respect Bob's forte, he respects mine, but do we always agree? No. But when we sit down at a table and we have a discussion, it may not be what I sat down at the table and wanted or thought was best, but when we walk away, we're on the same mission. What is the result we want? We talk it out. It's about communication, cooperation and coordination."

"If we really hit head to head, then we do paper, scissors, rock," joked Tom.

Bob stated, "My strong points might be his weak points. His strong points might be my weak points. However, through osmosis over the years we've been able to balance each other."

"I'm a very diplomatic guy," Bob continued. "Tom likes to put a lot of bling in stuff. Tom likes to make stuff look nice. There's really nothing wrong with it, but we've went head-to-head on some of the remodels that we've done. Before, when we were allowed the luxury of picking out nice lights and nice wallpaper or quality seating, and he wanted to do things . . . we went into a boxing match over that one. I said, 'Do whatever you'd like, but keep in mind that I've got the budget.'"

LEAVING THE BUSINESS

The decision to move on from McDonald's, the brothers said, was linked to the death of their older brother at 70.

"Bob and I reflected on the passing of our older brother and thought when is the right time?" Tom said. "I don't know if there is a right time, but we did make a plan and so we made the availability. What was nice is that some of the perimeters we had set were like 'Who's going to come in and represent and take care of our people? Who would take care of our guests? Who is going to best reflect what we've laid a great foundation out for?' It was about finding the right team, family or person who had the same beliefs and was going to keep our company intact."

For Bob and Tom, the Faris family was the perfect fit for continuing their legacy.

Bob stated, "It was an easy decision. We've had five or six people approach us over the last couple of years without even putting a sign out. It was really easy when we saw who they (the Faris family) are personally and professionally. We knew who to sell it to. They're people-oriented."

Tom echoed the sentiment, stating, "The Farises, what they had to offer us and what they had to offer the team, I want to say that we are like book ends. Bob, Tom and the Faris family. Same core beliefs. That's what felt good."

"I wouldn't be surprised one bit if they make this organization better than it already is," said Bob.

The two brothers plan to remain in Eastern Kentucky and continue making a difference in their communities.

Tom stated, "'What's most important is that Bob and I came here almost 42 years ago to go into business. We had the opportunity to leave many times, to relocate. But we chose to stay because the mountains spoke to us and there's a lot of opportunity here. We've seen a lot of opportunity here—but the people. The people in the communities and the people that were with us in our organization—our company was really powered by people with pride and we knew we had everything we ever set out for and that we could begin and continue our foundation by staying here in Eastern Kentucky, where we chose to make our home. We're still in the community. We'll still be engrained in many things in the community. We are not leaving or abandoning, we are just taking ourselves to the next level.'"

Bob stated, "We will be here, we will be active, we will be involved and the thing that's keeping us here is the people—the people in the mountains. People here have been great—we've been able to help a lot of people, but there's a lot of people that have been able to help us."

Tom said the brothers are simply opening another chapter in their lives.

"We walked in together, and we're walking out together," he said. "It's a beautiful scenery."

TRIBUTE TO LAMAR ALEXANDER

Ms. CORTEZ MASTO. Mr. President, I would like to take a moment to recognize and thank the chair of the Senate Health, Education, Labor, and Pensions Committee and Senator from Tennessee, LAMAR ALEXANDER. Senator ALEXANDER has committed his life to public service for both the people of Tennessee and Nation. He served first as the Governor of Tennessee, then as the Secretary of Education under President George H. W. Bush from 1991 to 1993, and finally in the U.S. Senate since 2003. Senator ALEXANDER has served more years as Governor and U.S. Senator than any other Tennessean who has occupied both positions. It has been an Honor to serve with Senator ALEXANDER over the past 4 years.

As chair of the Health, Education, Labor, and Pensions Committee, Senator ALEXANDER dedicated the end of his Senate career to issues such as the opioid epidemic, supporting mental health providers, lowering prescription drug prices, and cultivating innovation in the medical field, just to name a few. During his tenure as chair Senator ALEXANDER presided over more than 70 hearings and oversaw more than 45 bills that eventually became law.

Senator ALEXANDER has dedicated his career to faithfully representing the people of our great country, believing that "the best decisions are made by those closest to the people." Thank you, again, to Senator ALEXANDER. I wish him a long and peaceful retirement, playing piano and spending time with his wife, Honey, their children and grandchildren, and dog, Rufus.

Ms. SMITH. Mr. President, I am honored to pay tribute to my colleague, Senator LAMAR ALEXANDER. When

speaking about the Senate, Senator ALEXANDER often says, "It's hard to get here, it's hard to stay here, and while you're here, you might as well try to accomplish something good for the country." Over his 18 years in this institution, he has embodied those words and has served as a guiding force of principle and bipartisanship.

Under his 6 years of leadership as chair, the Senate Health, Education, Labor, and Pensions Committee reported 45 bills that became law. It is a shining example of his commitment to working together and finding resolution on issues that directly impact Americans' lives. As a member of the HELP Committee, I am thankful to have had the opportunity to work with Senator ALEXANDER on some of these bills, such as the Opioid Crisis Response Act of 2018 and the reauthorization of the Perkins Career and Technical Education law, among others. I am also thankful for Chair ALEXANDER'S, as well as Ranking Member PATTY MURRAY'S, support for my work to lower the cost of prescription drugs and improve access to mental health services.

When I came to the Senate in 2018, Senator ALEXANDER welcomed me as a colleague and friend, for which I will always be grateful. While I will miss his esteemed, bipartisan leadership, both on the HELP Committee and in the Senate, I am grateful for his service to our country and wish him and Honey the best in their next chapter.

Ms. ROSEN. Mr. President, I would like to take this time to honor Senator LAMAR ALEXANDER. Over the past 30 years, Senator ALEXANDER has served the people of Tennessee as U.S. Senator, Governor, and U.S. Secretary of Education under President George H.W. Bush. Over the past 2 years, however, he has also been a great friend to a freshman Senator from Nevada who came from a different political party but shared his desire to get things done for the American people. Like so many in this Chamber, I will miss this dedicated public servant who sought to find common ground on the many pressing issues facing the Senate, including healthcare, education, and medical research.

Senator ALEXANDER has been a great mentor and colleague of mine in the Senate. I was grateful for how gracious he was when I first came to the Senate and for his willingness to engage me on the key issues facing Congress. As chairman of the Health, Education, Labor, and Pensions Committee, of which I am proud to be a member, Senator ALEXANDER worked tirelessly on important issues like increasing access to telehealth services, lowering health care costs, making it easier to apply for student financial aid, and advocating for our seniors. I particularly appreciated the work he did to support the fight against Alzheimer's disease and ensure we invest in robust funding for medical research.