

2018

CENTRAL PENN BUSINESS JOURNAL'S

WOMEN *of* INFLUENCE

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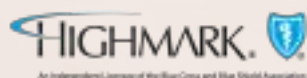
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**CONGRATULATIONS,
MARCIA PERRY**
and all CPBJ Women of Influence honorees



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Letter From The Publisher

Dear Readers:

If the last year has shown us anything, it is that strength, compassion and a sense of purpose can transform any situation, no matter if it is dark or merely difficult. That transformation has an even greater chance to take hold and to be effective if it is made according to the actions of a leader who embodies the forces we want behind those changes: regard for the community, commitment to goals and ideals, and openness to learning and identifying lessons no matter where they come from. Or, to put it more simply: fearlessness.

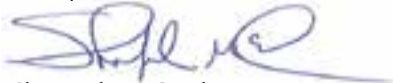
The 33 professionals being honored as part of this year's Women of Influence program demonstrate what it takes to leverage successes and failures, detours and obstacles, while remaining passionate in order to establish both perspective and vision. It is because of the determination they earned, and the vision they maintained, that Central Pennsylvania is a great place to live and work, and it is because of the fellow professionals they influence that Central Pennsylvania will remain such a place.

The honorees' and winners' professional achievement and community involvement indicate what wide-ranging influence they already have, and the Central Penn Business Journal is proud to share a little more about them in hopes of extending the reach of that influence even further. This would not be possible without the help of our presenting sponsor Brown Shultz Sheridan & Fritz; major sponsors Highmark, Members 1st Federal Credit Union, Mountz Jewelers, and UPMC Pinnacle; and supporting sponsors Bath Fitter, Buchanan Ingersoll & Rooney, Dixon University Center, Engle Printing & Publishing Company, Inc., and JFC Staffing Companies. Many thanks to them for making this program such a success.

Explore this program and learn more about the women whose positive influences enhance countless lives throughout Central Pennsylvania.

Please consider the specialty award winners in particular. For 2018, we are honoring Linda A. Carchidi with the Lifetime Achievement Award for her legacy of leadership, most recently as President and Founder of JFC Staffing Companies. Ivy R. Schneider, president of Helix Strategies, LLC, is being honored with the Community Achievement Award, and ARRO Consulting, Inc. Assistant Vice President & Director of Marketing Carolyn F. Giardini has earned the Woman to Watch Award. In a challenging year full of upheaval, it is inspiring to look to leaders, both established and new, such as these women.

Sincerely,



ShaunJude McCoach
Publisher, *Central Penn Business Journal*



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Finding the Women of Influence

Founded in 2010, the Women of Influence program is a regional effort by the Central Penn Business Journal (CPBJ) to find and recognize female leaders who have a significant positive impact on our businesses and communities. In its ninth year, the program is considered a true honor to those who are nominated and selected.

Our judges' task of selecting award recipients is easy and difficult — easy because we receive so many fantastic applicants, but difficult because all of the applicants are well-deserving. The result: a powerful list of honorees that we are proud to profile in this special CPBJ supplement.

Nominators were asked to complete a cover sheet with basic contact information and to submit a narrative describing the nominee's career accomplishments, leadership, vision, community service and mentoring activities. Nominations for the Community Achievement and Woman to Watch awards are required to include an additional narrative. Judges were asked to read, review and score each of the nomination areas to find the most well-rounded, highest-scoring women. This year, the panel also selected one woman for the Lifetime Achievement Award.

Meet the Judges



Catherine (Cathy) Grove
Director Business Development - Baker Tilly



Carol E. Roland
Partner - Trout, Ebersole & Groff, LLP



Michelle Serafin
COO - JFC Staffing Companies

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LIFETIME ACHIEVEMENT AWARD

Linda A. Carchidi

President and Founder
The JFC Staffing Companies
Camp Hill, Cumberland County

Education: Pennsylvania College of Medical Arts, Associates Degree in Science; Continuing Education Courses at Harrisburg Area Community College & Messiah College

Primary job function: Support and oversee the strategic initiatives of JFC Workforce, JFC Medical, and JFC Global

Company description: Employment agency

Professional/community affiliations: American Staffing Association, Silence of Mary, St Katherine Drexel Women's Council, PA Chamber of Business

Alternate career: Growing up, the medical field always fascinated me. Prior to starting a business, I trained in the Harrisburg O.R. and worked with a group of local surgeons. During that time, I was able to experience the rewards of helping others in need.

Year-long sabbatical: I would love to write a memoir detailing the trials and tribulations of starting a business, detailing the risks and rewards of an entrepreneurial lifestyle.

Advice to pass on: No matter what career path

you choose in life, pivot when necessary, embracing change as part of life's lessons while pursuing your best self.

Why do you choose to live, work and be a part of the Central PA community? "I was born and raised in Central PA, attended local schools, and raised a family here. The people here are some of the most genuinely caring I have ever met, and I have traveled to many cities and towns across the country. We have great communities, strong educational institutions, and numerous opportunities for starting and growing a business."

More about the nominee: Throughout her forty-three year career, Carchidi has found great meaning in improving the lives of others. Thanks to her dedicated staff, JFC put hundreds and thousands of Central PA residents to work. Ranked from the first to seventh largest employer in any given year, the firm also helped bring large employers to the area. Carchidi ensures JFC evolves to meet ever-changing workforce needs.

In 2008, as chair of the industry's national association, she founded the American Staffing Asso-

ciation's CARE Award, recognizing outstanding corporate social responsibilities. Many staffing firms in Central PA embraced the philosophy of community commitment as a result. She plans to continue this initiative, and someday develop a Pennsylvania CSR Award.



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Congratulations **to the 2018 Women of Influence**

We **appreciate** your being an **inspiration** to others
and for making Central Pennsylvania an
exceptional place to live and work.



Denise Mullen

We salute Denise Mullen of
Giant Food Stores, LLC and Board Member
of Members 1st FCU on being named one of
the Women of Influence. Thank you for
your leadership and contributions
to our community.

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COMMUNITY ACHIEVEMENT AWARD

Ivy R. Schneider

President

Helix Strategies, LLC

Harrisburg, Dauphin County

Education: Bachelor's degree in criminal justice, York College of Pennsylvania; master's degree in administration of justice, concentration in leadership, Shippensburg University; in final stages of PhD, Indiana University of Pennsylvania

Primary job function: Works with nonprofit and community-based organizations to raise funds and develop their leaders and programs.

Company description: Nonprofit organization management

Professional/community affiliations: West Shore Young Professionals, president and board member; West Shore Chamber of Commerce, board member; Mid Penn Bank Young Professional Advisory, board member; York College Alumni Association, board member; Junior Achievement; United Way Annual Campaign; Pennsylvania Association of Nonprofit Organizations; Association of Fundraising Professionals; Central Penn Business Journal 40 Under 40, 2017; City & State PA's 40 Under 40, 2017; Leadership Harrisburg Area's Extra Mile Award winner, 2018

Female role model: I never formally asked anyone to be my mentor, but I am thankful that so many

women took time to give me advice, answer my endless questions, and take a chance on me. Sandra Day O'Connor has been a huge inspiration to me and I've read everything written about her.

Advice to pass on: Experience is what happens when you don't get your way; embrace it. Everything is temporary, the good and the bad.

Personal motivation: What keeps me motivated is the idea that there is always another organization that I can help. I need to keep learning and perfecting my skills so I help the nonprofit community as much as possible. If I am better at my job, the organization can make a bigger impact and help even more people. People have no idea the power they have to make a difference.

More about the nominee: Schneider is a leader through her many volunteer roles in the community, helping organizations with fundraising, strategic planning, board development, and starting new mission-focused initiatives. Most notably, four years ago she co-founded the nonprofit West Shore Young Professionals. WSYP provides monthly professional development and leadership training and community service opportunities for 23-40-year-old Central PA



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professionals. With her experience in nonprofit management, building solid organizational structures, and board engagement, WSYP continues to thrive and help the community be happy, healthy, and economically successful. Besides WSYP, she is proudest of her impactful work with organizations that focus on women, children, and victim's services.

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Congratulations
Jill Lashay

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WOMAN TO WATCH AWARD Carolyn F. Giardini

Assistant Vice President & Director of Marketing
ARRO Consulting, Inc.
Lititz, Lancaster County

Education: Dual Bachelor's degrees in flute performance and music education, West Chester University of Pennsylvania; master's degree in flute performance, Temple University

Primary job function: Oversight of all marketing/business development activities; handling all event registrations, sponsorships, and advertising, oversight of proposal department, external marketing and marketing staff coordination, event planning, graphic design, development of marketing materials (website, handouts, distributables), client care committee leader, and office administration and relocations.

Company description: Civil engineering and environmental consulting firm

Professional/community affiliations: Pennsylvania Water Environment Association, vendor & sponsor committee; Southern Chester County Chamber of Commerce Young Business Leaders; World Tang Soo Do Association; Flute Society of Greater Philadelphia

Year-long sabbatical: I would go back to school. I absolutely love learning, and I hope to be able to go back at some point and pursue additional programs/degrees.

Advice to pass on: Always ask questions and take the time to listen and learn. It always pays off to stop and listen, and it is better to ask if you don't understand something, than to find out later that you missed the mark.

Alternate career: A middle school guidance counselor. I have always been drawn to teaching and working with children and young adults.

What do wish someone had told you when you were first starting out in business? "Everyone you will work with, regardless of age or seniority, is still learning too; you're not expected to have all of the answers."

More about the nominee: Crediting her education background, Giardini believes positive change starts with individuals. Her priority is building relationships and trust among staff members, allowing them to better serve clients and communities. As community service is a personal motivation for Giardini and a pillar of ARRO's business model, she plans and coordinates charity fundraising events and encourages staff involvement with local government, chambers, professional organizations, and community groups.



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In the future, she plans to continue her efforts to grow the department and improve client support. To achieve this, she has already streamlined marketing and client service efforts and assisted with relocating and opening new offices.

Commitment



Linda Carchidi
2018 Lifetime Achievement
Award Winner

The mission statement of the JFC Staffing Companies states "Disciplined on Customer Commitment, we work hard to provide positive experiences in the pursuit of enhancing the lives of others."

Since co-founding the company 43 years ago, Linda has been the epitome of this effort. As the company grew, she worked to stay ahead of the game. When challenges arose, she stayed strong, dug deep, and learned on the fly. In her many roles of teacher and student, she's a true role model.

President, Mother, Mentor, Gardener...whatever she is doing, she does it with passion and dedication to provide positive experiences to everyone around her. Congratulations on this Lifetime Achievement Award, Linda – well deserved!

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- Bariatric and Weight Loss

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Rubina A. Azizdin

Associate Director of Career Services
Central Penn College
Summerdale, Cumberland County



Education: Bachelor's degree in health and occupation, Elizabethtown College; master's degree in human services and counseling, pursuing doctoral degree in leadership and management, Capella University

Primary job function: Lead Career Counselor, headlines major department events, community partnership and relationship building, and works with international students who are getting ready for internship or job searches

Company description: Private college

Professional/community affiliations: PA Association of Colleges and Employers; R.E.A.L. Women's Alliance Networking Group, founder; American Business Women's Association, Camelot Chapter; West Shore Young Professionals; Women's Capital Area Networking

Most meaningful part of her job: Seeing student success! Also building partnerships with wonderful community members and organizations. I love to network!

Advice to pass along: Do not let failure break you.

What is something you are totally passionate about? "I love enjoying good food! I have been cooking since the age of 8 and cooking is a great hobby of mine, which I also share with my hubby!"

Allison A. Blust-Zang, MS

Owner
Absolute Pilates
Mechanicsburg, Cumberland County



Education: Bachelor's degree in general management and health education, master's degree in exercise physiology, University of Pittsburgh

Primary job function: Pilates and barre class instructor, business owner, teacher trainer, business marketing strategist

Company description: Pilates studio

Professional/community affiliations: Junior League of Harrisburg, University of Pittsburgh Alumni Association, Keystone Pitt Club, Pilates Method Alliance, Sjögren's Syndrome Foundation

Favorite book: "Year of Yes" by Shonda Rhimes

Go-to stress buster: Running or bouncing on a trampoline. I need to move to work out my stress. I process almost everything big in my life on a run. I'm lucky because I'm always dressed for a workout!

What has been the most meaningful part of your job? "Getting to help other women start their careers in a field they love versus a job that makes ends meet. This has been a wide range of women from stay at home moms, recent college grads that can find their dream job, and retirees."

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Janel M. Cross, AIF

President

Align Financial Services Group
Lancaster, Lancaster County



Education: Bachelor's degree in biomathematics, Rutgers University; master's degree in financial services, American College

Primary job function: Directs firm's financial services for corporate and individual clients; directs investment selection, monitoring, and construction of model portfolios; oversees general business operations, from finance and human resources to sales and marketing.

Company description: Financial consultant

Professional/community affiliations: LancasterMakes, Lancaster's Steering Committee for MFG Day, chair; Lancaster Society of Human Resource Management; National Association of Plan Advisors; Financial Services Institute

Go-to stress buster: Peanut butter ripple milkshakes from Friendly's!

Best part of her job: Watching lives change over time. I am now at the point in my career where folks that I enrolled in a 401k plan almost 20 years ago are retiring. It's such a neat experience to observe the outcome of putting reasonable plans in place and sticking with them over time.

What keeps you motivated? "My greatest source of motivation comes from my small and mighty work family. My husband Tom Cross (yes, we work together), my right-hand Jesse Steffy, and our newest team member Sukie Suarez. The more successful I am, the more successful they are."

Renée Custer

Chief Operating Officer

The Custer Group
Harrisburg, Dauphin County



Education: Bachelor's degree in communication studies, nonprofit management minor, James Madison University

Primary job responsibilities: Manages the daily operations and business development of Custer Homes, Custer Design Group, and Custer Contracting Group; directs special design projects.

Company description: Custom home builder

Professional/community affiliations: Harrisburg Young Professionals, board member; The Hill Society, founding member and trustee

Best part of her job: Working closely with families to design and build their homes. It's quite meaningful to go through that process, uncover what they hope to achieve, and work together to deliver a final product that they can live happily in for many years to come.

Year-long sabbatical: Travel the world with my husband, our family, and friends. We have a long list of places that we would like to visit, and really enjoy exploring new cities, countries, cultures, and experiences.

What is one piece of advice that you would pass on to others? "Surround yourself with others who are highly motivated, driven, continue to learn, and push themselves to be the best versions of themselves. Those people will help push you towards your great potential as well."

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Jennifer J. Dangro

Vice President of Sales and Marketing
Business Information Group
York, York County



Education: Bachelor's degree in business administration, OSHM minor, MBA, Millersville University; International MBA, Foro Europeo

Primary job function: Oversees daily operations of sales & marketing team; ensures clients are taken care of and BIG's brand standards remain consistent; develop and implement strategic marketing and sales plans and forecast to achieve corporate objectives for products and services; build and nurture vendor relationships to advance business offerings and sales incentives.

Company description: Technology consultant

Professional/community affiliations: Avedium, board member; ABC, volunteer for education committee; York County Economic Alliance, marketing committee; Construction Financial Management Association, member

Alternate career: A criminal prosecutor. I always had a passion for helping people and this type of work was always fascinating to me ever since I was little.

Words to live by: There is no competition but myself, to always be better tomorrow than I am today.

What keeps you motivated? "Knowing that you can never achieve too much, or motivate and mentor too many people. Always taking the approach of just one more, one more person, one more client, one more success."

Suzanne M. Emmet, CPCU, CCEP, ARE

Senior Vice President of Claims
Eastern Alliance Insurance Group
Lancaster, Lancaster County



Education: Bachelor's degree in government, Franklin and Marshall College

Primary job function: Establishing the strategic vision and providing executive oversight for all aspects of the claims, medical care management, and medical cost management functions

Company description: Insurance agency

Professional/community affiliations: Kids' Chance of America, board member, treasurer, and past president; Kids' Chance of PA, past president and board member; Chartered Property Casually Underwriter Society, PA Dutch Chapter; Society of Corporate Compliance and Ethics

Year-long sabbatical: I would travel to all 50 states in a motor home with my husband and our dog – and our children and granddaughter for as much time as they would like to join us.

First paying job: A deli clerk at a small, family-owned store. I learned success comes down to respecting others and being willing to listen and learn.

What keeps you motivated? "Learning new things and taking on new challenges. In taking Eastern from a start-up in 1997 to the \$260 million company we are today, I've had the opportunity to learn and be involved in things far beyond my "official" role as the head of claims."

CONGRATULATIONS

to our colleague **Patricia Higgins** and the
Central Penn Business Journal Women of Influence of 2018.

We are honored to join in celebrating your significant and positive impacts as leaders in business and our communities.

Capital BLUE 

Jenifer Lynn Epstein

Partner
New York Life Insurance Company
Harrisburg, Dauphin County



Education: Bachelor's degree in biology/pre-med, dance minor, Indiana University of Pennsylvania; doctor of chiropractic degree, New York Chiropractic College; high performance leadership certificate, Cornell University

Primary job function: Recruiting, development, and business coaching

Company description: Insurance agency

Professional/community affiliations: Harrisburg Chamber of Commerce, York County Economic Alliance

Alternate career: I would absolutely love to be an actress. I love the challenge that comes with channeling your emotions into a role, and the opportunity to experience other times, cultures and situations.

Personal motivation: Above all, my son. My job is to set an example for him, and I know that I cannot help anyone else unless I work hard myself. The more resources I have, the better I can provide for my family and the more that I can give back to the people who need it the most.

Do you have a certain philosophy or quote that you try to live by? "Have courage, and be kind" - Cinderella

Dana L. Ferber

Regional Director Operations
PPL
Lancaster, Lancaster County



Education: Bachelor's degree in mechanical engineering, Grove City College; MBA, New Hampshire College

Primary job function: Oversees all facets of operations within PPL's Distribution Electrical system for the Harrisburg and Lancaster areas that serve approximately 500,000 customers

Company description: Electric utility company

Professional/community affiliations: St James Catholic Church, folk group; Lancaster Science Factory, board member; Toastmaster's Ephrata Cloister Club, secretary

First paying job: Working at a local ice cream stand. I learned that hard work always makes you shine against your peers.

Passionate about: Young women entering the science fields as a career. Women are just as capable and need to seek out opportunities. Women need to be proud of their abilities and intelligence.

Why do you choose to live, work, and be a part of the Central PA community? "It has always been a part of me. I grew up in Pittsburgh, PA and I love this area. It is a great place to raise a family with so much to do and see."

Congratulations to all of
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including our own

Kendra McGuire

Attorney, McNeese Wallace & Nurick LLC

Ivy Schneider

President, Helix Strategies LLC

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Jill E. Gilbert, CPA

Partner
RKL, LLP
Lancaster, Lancaster County



Education: Bachelor's degree in business administration, math minor, Elizabethtown College

Primary job function: Partner in RKL's Audit Services Group; serves a broad range of industries including governmental agencies and not-for-profit organizations; specializes in employee benefit plan audits.

Company description: Certified public accountant

Professional/community affiliations: Certified Public Accountant, Pennsylvania; Chartered Global Management Accountant; American Institute of CPA; Pennsylvania Institute of CPA, VP board of directors, local government committee chair and employee benefit plans committee; Chartered Institute of Management Accountants; Willow Valley Retirement Communities, treasurer; Hershey Country Club, board of advisors; Lancaster County Workforce Development Board, board member; Central Penn's Forty Under 40 Award, 2009; MS Lancaster Leadership Award, 2010; Pennsylvania Institute of CPA's 40 Under 40 Award, 2011

First paying job: Waitress at a family restaurant. I learned the value of hard work and being nice to people.

How do you keep a balance between your professional and personal life? "I have scheduled personal activities each week and put them on my work calendar so I have the time blocked out to make it happen."

Bree Susan Gillespie

Director of Special Projects
coLAB
Lancaster, Lancaster County



Education: Bachelor's degree in communications, Ohio State University

Primary job function: Developing and facilitating thoughtful processes to help organizations with strategic planning; collecting meaningful data for strategic priority decision making; project management of client projects and facilitating connections and collaborative partnerships for non-profit organizations.

Company description: Strategic planning for nonprofits

Professional/community affiliations: USA Field Hockey, president of the board of directors; Lanco Premier Club Field Hockey, executive director & head coach; Pan America Hockey Federation, board member; New School of Lancaster, volunteer; U12 Boys Penn Legacy Rec Soccer, volunteer coach

Female role model: Michelle Obama. She's bold, passionate, and not afraid to share. She's a strong woman who used her spotlight for good, making an impact on people's lives in such a positive way.

Year-long sabbatical: Travel to all of the National Parks in an RV with my family and not answer any emails!

Do you have a certain philosophy you try to live by? "Dive into the things that you love and that are important for you. Stay on your path, and let the non-essential things drop away. Be bold, strong and passionate in all you do!"

Julia Marie Groft, PHR, SHRM-CP

Vice President
Manpower
York, York County



Education: Continuing education, Kutztown University and HACC

Primary job function: Ensure the optimization of bottom line results through successful operational leadership of passionate and dedicated teams; design and implement forward-thinking and evolving strategies to achieve profitability and sustainability; support all team members in their mission to find their personal career "why" and what uniquely drives them to success; create amazing experiences for clients and associates.

Company description: Employment agency

Professional/community affiliations: Hanover Area Chamber of Commerce, executive board chair and workforce development; Hanover Area Human Resource Association, current past president and professional development chair; Junior Achievements of South Central PA, volunteer; York Rotary Club; Hanover Area Management Association

Alternate career: 100% a baby snuggler in the NICU! I don't think there is anything more wonderful in this world than snuggling a newborn.

Go-to stress buster: Humor. A little decompression through laughing helps in just about any situation.

What is one piece of advice you would like to pass on to others? "Don't take yourself so seriously. Admit and embrace mistakes. Enjoy the ride and don't hold back on the potential you have to offer!"

Susan J. Heinle, RN

President & CEO
Visiting Angels serving York, Hanover, and Lancaster
York, York County



Education: Bachelor's degree in nursing, York College

Primary job function: Implementing and ensuring the company adheres to its mission and vision; leading the development and implementation of short and long-term business strategies; monitoring the regulatory environment, competitive landscape, industry developments, markets, and expansion opportunities.

Company description: In-home health care

Professional/community affiliations: Pennsylvania Homecare Association, board member and education committee; York County Office of Aging, advisory board member and past chair; American Heart Association, board member and chair leadership committee; Alzheimer's Association, Walk to End Alzheimer's York committee member and presenting sponsor of Sing for a Cure; Olivia's House, annual sponsor and past board member

Female role model: My mother Doris Ropp, one of the first female pharmacists in York County, who practiced until she was 70 years old. She demonstrated the importance of dependability and reliability, being passionate about your career, and caring for others.

Words to live by: Teamwork makes the dream work!

Why do you choose to live, work and be a part of the Central PA community? "Family, friends and our community's vibrant history."



CONGRATULATIONS TO CATHY TAMA-TROUTMAN

2018 Woman of Influence

As a not-for-profit credit union, we were founded on the belief that everyone deserves opportunities for a better life. As the Vice President of Human Resources, Cathy helps fulfill that promise to our members every day. Her leadership and mentoring efforts benefit her staff, fellow HR professionals, and organizations throughout the community. Cathy continues to pay it forward in her own way, making a positive impact on those around her. Thank you for Banking on a Difference, Cathy.



Patricia A. Higgins

Vice President, Strategy & Business Support
Capital Blue Cross
Harrisburg, Dauphin County



Education: Bachelor's degree, Albright College; master's degree in nursing, Villanova University

Primary job function: Responsible for strategic planning with senior executives and board of directors, development of the annual corporate plan, corporate project management, and the oversight of all implementation processes related to the sale and set up of the commercial group business for new business and existing customers.

Company description: Insurance company

Professional/community affiliations: Central Pennsylvania Youth Ballet, board member, personnel, strategic planning and governance committee; Leadership Harrisburg Area, board secretary, alumni and volunteer committee member; Hospice of Central PA, board member; St. Elizabeth Ann Seton Church, Columbiettes and advent giving tree chair; Leukemia/Lymphoma Team member for Outstanding Woman of the Year; maintains licensure as a Registered Nurse and Insurance Producer, receiving certifications from the Wharton School of Business and the Kellogg Institute in Strategy Execution.

Words to live by: "To handle yourself use your head; to handle others, use your heart"- Eleanor Roosevelt

What is something you are totally passionate about? "My husband and our six young adult children. They teach me something new every day."

Ashley M. Hock

Director of Operations
Momentum, Inc.
Camp Hill, Cumberland County



Education: Bachelor's degree in finance, Shippensburg University

Primary job function: Financial controller; responsible for company operations including oversight of human resources, recruiting, IT, facilities, contract management, risk management, and compliance; works with the management team to develop and implement organizational strategies, policies, and practices.

Company description: Business management consulting

Professional/community affiliations: The Association of Accountants and Financial Professionals in Business, member; Society for Human Resource Management, member; Special Olympics, volunteer

Year-long sabbatical: I know this sounds cliché, but I would spend it with my kids. I'm a homebody by nature and I don't often steer too far away from central PA. Being a working mom, I'm selfish about my time with my kids when I'm not working. If I had a year off, I would take advantage of using that time to create as many memories as I could with them.

Words to live by: Live an attitude of gratitude.

What keeps you motivated? "The people I'm around. I feed off of being around people that challenge me, believe in teamwork and want to better themselves while helping others grow. That type of energy is hard to replace."

Casey P. Khuri

Vice President
NAI CIR
Lemoyne, Cumberland County



Education: Bachelor's degree in finance and real estate, Temple University

Primary job function: Oversees business development, agent relations, and marketing

Company description: Commercial real estate agency

Professional/community affiliations: Big Brothers Big Sisters, board member; Capital Region Economic Development Corporation, at-large member; Whitaker Center for Science and the Arts, board member; Harrisburg Young Professionals, board member and past president

How she balances her professional and personal life: I'm fortunate to work with my dad, so I do not strive for a perfect balance between the two worlds, but rather a balance in the relationship we have professionally and personally.

Personal motivation: My family. With the new addition of my son in 2017, I have a renewed motivation to be my best.

What has been the most meaningful part of your job? "By nature, the real estate industry has a tremendous impact on the economic development of our region. The relationship between our business and our community is fulfilling."

Joanne Burnley Ladley

Co-Owner; Consultant
Kitchen Kettle Village; North Group Consultants
Intercourse, Lancaster County



Education: Bachelor's degree in German, Washington & Jefferson College

Primary job function: Owner and Operator, The Inn at Kitchen Kettle Village with 17 lodging rooms scattered throughout the Village of Shops and Restaurants; President, Village Services, which operates the leasing and operations of the Village.

Part-time consultant for companies experiencing ownership and leadership succession transitions.

Company description: Historic Pennsylvania Dutch shops; business management consultant

Professional/community affiliations: Discover Lancaster, immediate past board chair; Penn Medicine Lancaster General Health, board of trustees; The High Center, Elizabethtown College, director

Best part of her job: Stretching people to meet their highest potential and accomplish things they never thought possible.

Female role model: My mother. She juggled all the roles of wife, mother, entrepreneur way back in the 1950's, she believed in the value of people – all people, and she was very high energy.

Do you have a certain philosophy or quote that you try to live by? "Traveler there is no path. Paths are made by walking."

Compliments to Suzanne Emmet

on being among the 2018
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**Penn Medicine Lancaster General Health
congratulates Joanne B. Ladley
on receiving the
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Your service as Vice Chair of our Board of Trustees,
tireless dedication to Kitchen Kettle Village and
selfless contributions of time and expertise to various
non-profit organizations have strengthened the
health and well-being of our community.

Thank you!



Jill M. Lashay, Esq.

Shareholder
Buchanan Ingersoll & Rooney PC
Harrisburg, Dauphin County



Education: Bachelor's degree in public affairs, J.D., George Washington University

Primary job function: Concentrates law practice in areas of labor and employment law; assists clients to maintain union-free workplace; for employers with unions, partners with them to negotiate and administer collective bargaining agreements; handles numerous labor arbitrations and unfair labor practice charges involving a broad range of contract interpretation and disciplinary issues; helps employers to avoid costly employment-related litigation

Company description: Law firm

Professional/community affiliations: Pennsylvania, Virginia, and American Bar Association; Pennsylvania Chamber of Commerce, advisory committee on labor and employment; Women Presidents' Organization, Harrisburg Chapter, founding member; Pennsylvania Coalition Against Rape, Vision of Hope Gala committee; Trinity Evangelical Lutheran Church, capital campaign committee

Meaningful part of her job: Assisting employers with general occupational health and safety inspections, negotiating the reclassification of citations and reductions in proposed penalties with various OSHA offices, and helping employers manage issues which arise when catastrophic accidents and fatalities strike the workplace.

Jody Anderson Leighty, Esq.

Attorney
Stock and Leader
York, York County



Education: Bachelor's degree, Clemson University; J.D., College of William and Mary

Primary job function: Real estate and estate planning and administration attorney/partner; chair of the real estate practice group; co-chair of the firm's recruiting committee

Company description: Law firm

Professional/community affiliations: York County Bar Association/York County Bar Foundation; York County Community Foundation; Southern York County YMCA, board of directors; Centre Presbyterian Church; Kennard-Dale High School Music Boosters

Alternate career: It would probably be something related to history, like teaching, working at a museum, or in Williamsburg. I love history and find it fascinating.

Most meaningful part of her job: Helping my clients. I get a lot of satisfaction from helping people. Sometimes it's during happy times like buying a house and sometimes it's during troubled times, like after losing a loved one.

How do you keep a balance between your professional and personal life? "I try to keep the two separated by leaving the office at the office. When I'm with my family, I try not to check my work emails, and I do not give out my cell phone number to clients."

Kendra D. McGuire

Member
McNees Wallace & Nurick, LLC
Lancaster, Lancaster County



Education: Bachelor's degree in government, English minor, concentration on Russian studies, Franklin and Marshall College; J.D., University of Pittsburgh School of Law

Primary job function: Member; works to successfully resolve legal problems and disputes for clients, including financial institutions, companies, shareholders, educational organizations, healthcare institutions and providers, charities, and individuals.

Company description: Law firm

Professional/community affiliations: Lancaster Bar Association, board, past chair of law review and nominating committees, past member of judiciary committee; Lancaster County Orphans' court rules committee, previously civil rules committee; Hamilton Club of Lancaster, first female president; Economic Development Corporation of Lancaster County, board of directors, nominating and governance committee; Lancaster Symphony Orchestra, past board chair; United Way of Lancaster County; Visiting Nurse Association; Lancaster County Community Foundation

What is the best mistake you ever made? "As a judicial law clerk, I misread a search warrant while researching an opinion for the judge. It led me to contact the prosecuting officer on the case – who is today my husband of 27 years."

Brittney N. Monteith

Director of Marketing
AmeriChoice Federal Credit Union
Mechanicsburg, Cumberland County



Education: Bachelor's degree in marketing, sports marketing, and legal studies, Duquesne University; MBA in management, Eastern University

Primary job function: Oversees and implements the marketing strategy, business development, online presence, charitable giving, employee sales training, and event planning; directs public and community relations and business partnerships; regularly speaks on behalf of the credit union at industry and local events.

Company description: Credit union

Professional/community affiliations: American Marketing Association; Women's Capital Area Networking, vice president; Central Pennsylvania Association of Female Executives; Partnership for Career Development

Advice to pass on: If you can dream it, you can do it. Seriously. You can.

Personal motivation: My husband, David and son, Brayden. My husband is so supportive of all that I do and as a team we plan and work to create the best life possible for our little family.

What is something you are totally passionate about and why? "Helping young women know their value and understand that no matter where they came from or who they are they can live the life they want with smart planning and hard work."

Linda,

Everyone in our JFC family knows that I couldn't have started this company without you. Through sleepless nights, major decisions, big wins, and tough losses, you stayed tenacious and made me better.

Your smile and work ethic are contagious and inspiring, and I cannot think of anyone that deserves a Lifetime Achievement Award more than you do. Congratulations and Thank You! I'm excited to enjoy our next chapter in life!

All my love,

Big Jim

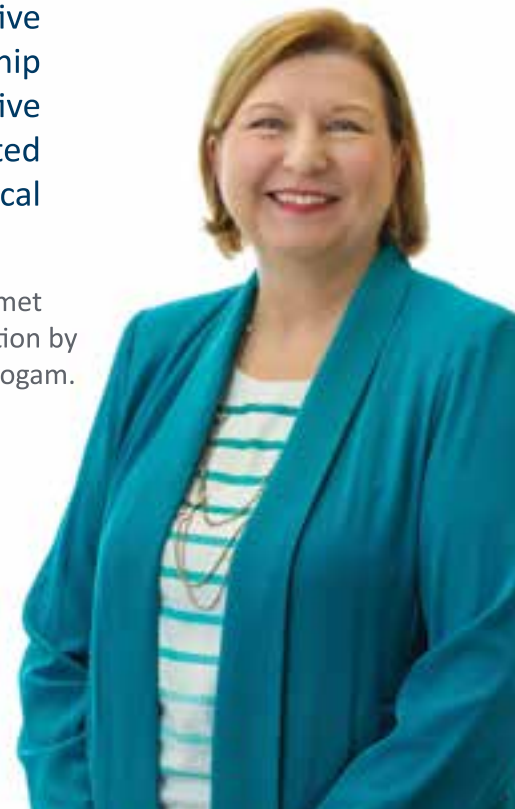
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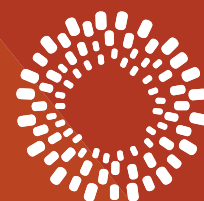
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Denise Elaine Mullen

**Vice President Center
Store Merchandising**
Giant/Martin's
Carlisle, Cumberland County



Education: Associate's degree in computer programming, Potomac State College; bachelor's degree in business administration/marketing, West Virginia University

Primary job function: Responsible for sales for non-perishable categories; manages about \$4 billion in sales, approx. 90 associates; areas include Frozen, Dairy, Natural & Organic, Grocery, Health & Beauty Care, Household, Pet, Beer & Wine, Beverages, Snacks etc.

Company description: Food stores/food markets

Professional/community affiliations: Members 1st, board of directors; Bosler Memorial Library, previous board member.

Alternate career: I would have loved to be in the fashion business. I think it is so fascinating to see new style trends and timeless clothes. I love seeing trends that are old become new again with a slightly different flare.

Year-long sabbatical: I would travel as much as possible to places on my bucket list, taking my daughters with me as much as possible. The overall goal would be to learn about new places and people.

What do wish someone had told you when you were first starting out in business? "To just be yourself, relax and do not get intimidated by executives."

Marcia Perry

Principal
Perry Media Group
Hummelstown, Dauphin County



Education: Bachelor's degree, corporate communications, Elizabethtown College; Bachelor of Business Administration, communication, Franklin University

Primary job function: Overall management of account team assigned to specific plan, project, or client; assures the timely and accurate completion of all deliverables; presents creative ideas and concepts to the client; ensures projects stay on budget and that deadlines are met

Company description: Strategic marketing, public relations, and advertising firm

Professional/community affiliations: YWCA Association, board member; Harrisburg Chamber of Commerce; African American Chamber of Commerce of Central PA; Philadelphia Regional Visitors and Conventions Bureau

Favorite gadget: My health monitor on my phone. Passionate about: Supporting my friends and helping them pursue their dreams through my unique business model.

How do you keep a balance between your professional and personal life? "I love working from a home office. I feel I am connected to my family even when I am working. I just intertwine the two. I have a lot of flexibility, which allows me to be present for the really great moments in my personal life."

Tewana Ramseur

Director, Customer Service
Bath Saver, Inc.
Lewisberry, York County



Education: Bachelor's degree in mathematics and computer science, Howard University; master's degree in telecommunications management, Golden Gate University; MBA in business policy, University of Chicago Booth School of Business

Primary job function: Responsible for overseeing the scheduling of sales appointments with customers for the organization's companies Bath Fitter, Kitchen Saver, and Homespire Windows and Doors; manages a team of more than 120 managers, customer service representatives, administrators, and trainers.

Company description: Remodeler

Professional/community affiliations: Kingswood Community Center, board of directors, elected treasurer and vice president; Wilmington Youth Jazz Band, vice president of board of directors

Favorite book: "Jane Eyre" has been my favorite since childhood. I still reread it every couple of years.

Favorite gadget: Today it is my vintage Nintendo Game Boy with which my 15-year old son and I set time aside to play games together.

What is one piece of advice that you would like to pass on to others? "From a young age, discover and get to know your voice. Nurture it, and the confidence to use it."

Sandra J. Schultz

**Executive Vice President,
Chief Financial Officer**
Centric Bank
Enola, Cumberland County



Education: Bachelor's degree in economics and business administration, Western Maryland College; MBA with a concentration in finance and investing, Mount St. Mary's University

Primary job function: Oversee all finance and reporting of Centric Finance corporation and Centric Bank, including monthly results, budgeting, forecasting, interest rate risk, statistical analysis, peer benchmarking, policy writing, and strategic planning.

Company description: Bank

Professional/community affiliations: Harrisburg Academy, treasurers of the parents' association; Cleve J. Fredricksen Library, trustee

Alternate career: Something with physics and electricity. I am fascinated by making things move and what makes them work.

Personal motivation: My daughter and my husband. I want to do my best for them and be the best person I can be.

What is something you are totally passionate about? "Cars and animals. I grew up with a gearhead dad and have been working on cars since I was old enough to hold tools. I have a soft spot for animals and have been a rescuer from horses, dogs, cats, a pig, a rooster and most recently a baby barn owl. Animals to me make the world a better place."

20
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CONGRATULATIONS

Jennifer Schwebel

SVP Operations Manager, Fulton Financial Advisors

We're proud to see Jennifer's professional accomplishments honored by Central Penn Business Journal's 2018 Women of Influence. Jennifer's unique contributions and influence continues to inspire us every day.



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Congratulations


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Jennifer L. Schwebel

Senior Vice President,
Operations Manager
Fulton Financial Advisors
Lancaster, Lancaster County



Education: Bachelor's degree in psychology, Clarion University; American Institute of Banking

Primary job function: Senior Vice President and serves as Operations Manager of the Brokerage Division, with direct business line responsibility and oversight of administrative staff functions, business processing, risk and audit functions, compensation, technology, and execution of all brokerage division projects.

Company description: Financial planner

Professional/community affiliations: Manheim Central Cheerleader Booster Club, treasurer (helped create position and has held it for the past 4 years); Manheim Central Doe Run Elementary School, volunteer

Favorite gadget: I cannot live without my Keurig!

Words to live by: In my office, I have an inspirational photo and the quote reads, "It's only a moment and not the rest of your life."

What has been the most meaningful part of your job? "Mentoring others. I thrive on helping others to identify their passions and strengths. I enjoy being an active partner to help develop the skills to reach their professional goals. An employee that has the ability to grow and feels valued within an organization becomes a valuable contributor and advocate for the firm."

Lindsey E. Snavely, Esq.

Principal
Pillar+Aught
Harrisburg, Dauphin County



Education: Bachelor's degree in English and American studies, Ursinus College; J.D., West Virginia University College of Law

Primary job function: Attorney and co-founder

Company description: Law firm

Professional/community affiliations: Federal Bar Association, State Bars of Pennsylvania, New Jersey, and West Virginia

Go-to stress buster: A fidget spinner. I didn't get one until months after the hype started, but once I did, I couldn't put it down. I will often be sitting at my desk just spinning it away as I am contemplating where to go in a brief or how to make a creative legal argument.

Best part of her job: Undoubtedly, the people who I work with on a daily basis. Pillar+Aught has created a culture where everyone's opinion matters, where we provide excellent legal advice, and where we have fun doing it.

What keeps you motivated? "My family. My husband and my two dogs (Dory and Nala) and I have a wonderful life together filled with fun and laughter. Going home to them every night after work makes me smile and keeps me motivated even on those tough days."

Janice L. Snyder, CPA

Partner
McKonly & Asbury, LLP
Camp Hill, Cumberland County



Education: Bachelor's degree in accounting, Pennsylvania State University

Primary job function: Audit Segment Leader providing high quality attestation services primarily to food manufacturers and distributors as well as health and human service organizations.

Company description: Accounting firm

Professional/community affiliations: Ronald McDonald House Charities of Central Pennsylvania, board president; WITF, Inc., board treasurer; United Way of the Capital region, board member and past-chair of the Women's Leadership Network; Tri-County OIC, board member; American and Pennsylvania Institutes of CPA

Favorite book: "The Earth's Children Series" by Jean M. Auel. This is a series following early woman through her life of hardships and survival as well as her love of nature and medicine. Through her determination and inquisitive nature, the woman emerges as a natural leader.

Advice to pass on: The most important things to develop in life are a positive attitude, a willingness to learn and the desire to improve the lives of others.

What do wish someone had told you when you were first starting out in business? "Success is defined differently by every person. Define what success means to you and then strive to achieve that every day."

Tania Srouji

Partner
Eye Candy Family, LLC
Mechanicsburg, Cumberland County



Education: Associate's degrees in business management and marketing, HACC

Primary job function: Run and manage operations for Eye Candy Accessories retail and online sales; manage and oversee all retail locations; co-owns Events by Eye Candy; help produce and implement the events from conception to end result.

Company description: Accessories company and event planning

Professional/community affiliations: American Business Women's Association, past president and vice president; Pinnacle Auxiliary board, member; Joseph T. Simpson Public Library, board member; Women's Capital Area Networking; 2018 Leadership Harrisburg Class.

Go-to stress buster at work: Music. I can be found in my office most days jamming to all kinds of music. I am usually singing off key while having a great time.

Advice to pass on: ALWAYS be yourself and surround yourself with a tribe of people who love you for being you.

What has been the most meaningful part of your job? "I get to work with my sister, best friend, and business partner every day. She loves to bring cool new things to our company and community. She is the backbone to our company and the one who makes 'the magic happen'."

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Catherine M. Tama-Troutman

VP, Human Resources
PSECU
Harrisburg, Dauphin County



Education: Bachelor's degree in economics, personnel and labor relations, The Wharton School, University of Pennsylvania

Primary job responsibilities: Leads and manages the human resources department of PSECU; partners with Executive Management on critical people, programs, and policies.

Company description: Credit union

Professional/community affiliations: Cumberland Area Economic Development Commission, HR advisory committee; Pennsylvania Credit Union Association, advisory committee, Judge Bradley Leadership School; Capital Area Public HR Professionals, past board member; Society of Human Resources; Human Resources Professionals of Central PA, past board member; International Society of Employee Benefit Specialists; Credit Union Executive Society

Alternate career: A set designer for any Star Wars, Star Trek, or Avengers movie. I love watching the behind the scene clips to see how the special effects are done.

Why do you choose to live, work and be a part of the Central PA community?
"Central PA has the beautiful Susquehanna river, beautiful parks like Riverfront Park in Harrisburg, Gifford Pinchot State Park in Lewisberry, wonderful people, and community groups that invest their efforts in making this a wonderful place to live, work and play!"

Mary Kay Toth

Senior Manager
Brown Schultz Sheridan & Fritz
Camp Hill, Cumberland County



Education: Bachelor's degree in accounting, Millersville University

Primary job function: Consulting with clients and review of corporate, partnership, and individual tax returns for 200 business and individual clients; manage a staff of 4 professional/paraprofessional

Company description: Certified public accountant

Professional/community affiliations: American Institute of CPAs, Pennsylvania Institute of CPAs; Mount Calvary Christian School, board of trustees and finance committee; Mount Calvary Church, nursery room volunteer; Junior Achievement of Central Pennsylvania, volunteer and past board member; Lancaster Chamber Mentoring Program

Go-to stress buster at work: My coworkers! I love to laugh so when I am in a bad way or just feeling down, I go to them to pick me up!

Year-long sabbatical: I would want to do a mission trip that involved working with children.

What is something that you are totally passionate about and why? "I love to teach financial literacy in schools. My favorite age group is high school because they are getting a taste of having their own money and are making decisions about jobs and schooling so it is a great time to plant the seeds."



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IVY R. SCHNEIDER President Community Achievement Award	Helix Strategies LLC 100 Pine St., Suite 400 Harrisburg, PA 17101	www.helixllc.org 717-857-7432	Nonprofit fundraising and leadership development
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RENEE CUSTER COO	Custer Homes Inc. dba The Custer Group 2805 Old Post Road, Suite 200 Harrisburg, PA 17110-3671	www.custerhomes.com 717-232-6027	Homebuilder and developer
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JENIFER LYNN EPSTEIN Partner	New York Life Insurance Co. 3401 N. Front St. Harrisburg, PA 17110	www.harrisburg.nyoffices.com 717-230-0610	Mutual insurance company
DANA L. FERBER Regional director of operations	PPL Electric Utilities Corp. 651 Delp Road Lancaster, PA 17601	www.pplelectric.com 800-342-5775	Electric utility company
JILL E. GILBERT CPA Partner	RKL LLP 1800 Fruitville Pike, P.O. Box 8408 Lancaster, PA 17604-8408	www.rklcpa.com 717-394-5666	Audit/accounting, tax compliance and planning, business advisory services, information technology services
BREE SUSAN GILLESPIE Director of special projects	coLab Inc. 342 N. Queen St. Rear Lancaster, PA 17603	www.colablancaster.com 717-342-7752	Needs assessments, feasibility studies, sustainability assessments and strategic planning for nonprofits
JULIA MARIA GROFT PHR SHRM-CP Vice president	Manpower Inc. 1550 Kenneth Road York, PA 17408	www.manpower.com 717-515-8821	Staffing, permanent placement, skills testing, training and HR consulting
SUSAN J. HEINLE RN President and CEO	Anytime Home Care Inc. dba Visiting Angels 1840 E. Market St. York, PA 17402	www.visitingangels.com/york 717-751-2488	Home health care franchise
PATRICIA A. HIGGINS VP of strategy and business support	Capital Blue Cross 2500 Elmerton Ave. Harrisburg, PA 17177-9799	www.capbluecross.com 717-541-7000 800-962-2242	Group and individual insurance, including medical, dental, vision, prescription, life, disability, self-funded, stop-loss, medical mgt. and Medicare
ASHLEY M. HOCK Director of operations	Momentum Inc. 2120 Market St., Suite 100 Camp Hill, PA 17011-4709	www.m-inc.com 717-214-8000	Management consulting, process improvement, project management and implementation support
CASEY P. KHURI Vice president	Commercial Industrial Realty Co. dba NAI CIR 1015 Mumma Road Lemoyne, PA 17043-1118	www.naicir.com 717-761-5070	Commercial industrial real estate brokerage firm
JOANNE BURNLEY LADLEY Co-owner	Kitchen Kettle Foods Inc. dba Kitchen Kettle Village 3529 Old Philadelphia Pike, P.O. Box 380 Intercourse, PA 17534-0380	www.kitchenkettle.com 717-768-8261 800-732-3538	Manufactures relishes, jams, jellies, salsas, pickles, mustards; retail shopping; restaurants; lodging; festivals
JILL M. LASHAY Shareholder	Buchanan Ingersoll & Rooney PC 409 N. Second St., Suite 500 Harrisburg, PA 17101-1357	www.bipc.com 717-237-4800	Energy, corporate finance, litigation, utilities, financial services, labor and employment, health care, environmental, government relations
JODY ANDERSON LEIGHTY Attorney	Stock and Leader LLP 221 W. Philadelphia St., Suite 600 York, PA 17401-2994	www.stockandleader.com 717-846-9800	Business/finance, mergers/acquisitions, labor/employment, environmental, estate planning/admin., litigation, education, real estate and municipal law
KENDRA D. MCGUIRE Member	McNees Wallace & Nurick LLC 570 Lausch Lane, Suite 200 Lancaster, PA 17601-3076	www.mwn.com 717-232-8000	Full-service law firm
BRITTNEY N. MONTEITH Director of marketing	AmeriChoice Federal Credit Union 2175 Bumble Bee Hollow Road Mechanicsburg, PA 17055-5563	www.americhoice.org 717-697-3474 800-240-4364	Member-owned financial cooperative providing financial services including depository accounts; mortgages, home, auto and personal loans and children's accounts
DENISE ELAINE MULLEN VP of center store merchandising	Giant Food Stores LLC 1149 Harrisburg Pike Carlisle, PA 17013	www.giantfoodstores.com 717-249-4000	Retail grocery stores

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Listed by award and name

Name Title	Company Address	Website Phone	Products and services
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TEWANA RAMSEUR Director of customer service	Bath Saver Inc. dba Bath Fitter PA 542 Industrial Drive Lewisberry, PA 17339	www.bathfitterpa.com 717-932-2500 800-594-8776	Full-service bathtub and shower remodeling
SANDRA J. SCHULTZ Executive VP and CFO	Centric Bank 4320 Linglestown Road, P.O. Box 62090 Harrisburg, PA 17106-2090	www.centricbank.com 717-657-7727	Community bank
JENNIFER L. SCHWEBEL Senior VP and operations manager	Fulton Financial Advisors 1 Penn Square Lancaster, PA 17602	www.fultonfinancialadvisors.com 717-291-2411 866-332-8393	Financial services, investment management and planning
LINDSEY E. SNAVELY Principal	Pillar Aught LLC dba Pillar+Aught 4201 E. Park Circle Harrisburg, PA 17111	www.pillaraught.com 717-308-9910	Full-service law firm
JANICE L. SNYDER CPA Partner	McKonly & Asbury LLP 415 Fallowfield Road Camp Hill, PA 17011-4908	www.macpas.com 717-761-7910	Audit, tax, and consulting firm providing advisory, assurance, entrepreneurial, internal audit, placement and tax services
TANIA SROUJI Partner	Eye Candy Candy Family LLC 5223 Trindle Road Mechanicsburg, PA 17050	www.eyecandyaccessories.com 717-576-4333	Jewelry, handbags and accessories
CATHERINE M. TAMA-TROUTMAN VP of human resources	PA State Employees Credit Union dba PSECU 1500 Elmerton Ave., P.O. Box 67013 Harrisburg, PA 17106-7013	www.psecu.com 717-234-8484 800-237-7328	Member-owned financial services with personal and business products
MARY KAY TOTH Senior manager	Brown Schultz Sheridan & Fritz 201 Granite Run Drive, Suite 110 Lancaster, PA 17601	www.bssf.com 717-581-1040	Accounting, auditing, tax services, litigation support, business valuations, small-business accounting services, technology services

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