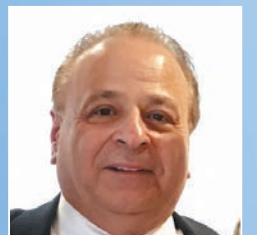
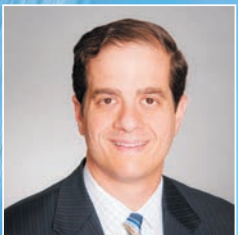


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# PUBLISHER'S NOTE



**A**t a time of peak employment, social consciousness, and a tumultuous political atmosphere, it is more important than ever that our leaders serve as inspirational and trustworthy figures to those who follow them.

The executives recognized in this year's Executive Circle Awards have redefined what it means to run a business. They are a diverse group from varying backgrounds and skillsets, serving companies in the areas of law, accounting, nonprofit work, and everything in between.

Most of all, they are sincere in their commitment to their employees and to Long Island. They give back to their communities not just financially, but with their time, and encourage others to do the same. I invite you to review this special section and learn a little about each of their journeys. From the executive vice president who started as a food runner at the family restaurant, to the CEO whose side passion is travelling the world in search of the next perfect surfing wave, their unique stories have shaped their success.

Sincerely,  
*Joe Giametta,*  
**Publisher**  
**Long Island Business News**

## Long Island **Business**NEWS

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# CM PERFORMING ARTS CENTER



**Our Mission - CM Performing Arts Center, a NonProfit Organization is “home” to people from all walks of life who work collaboratively to produce quality theatrical productions.**

**Guided by the values of excellence, diversity and community, we seek to make a positive contribution to arts-education, culture and the quality of life on Long Island.**

CM Performing Arts Center started out as a humble traveling, local, community theatre. A place that welcomed all who entered, and celebrated their unique gifts and talents. Once you entered the doors you found a new home and a family inside waiting to welcome you. Over the years we have relocated our doors but never our mission.

We have expanded from a few Main Stage Productions and traveling troupes to including Children’s Theatre, Sensory Friendly Programs, Educational Theatre Programs, A Teen Theatre Program, Inner Circle Members and Season Subscribes.

We believe in giving back to our community by being involved in local events and opening our doors for benefits and fundraisers of all kinds.

The heartbeat of our organization is driven by our unbelievably dedicated volunteers. Our organization is only run by 13 Employees, our Volunteers stretch from the Front of House Staff to the Actors on stage.

We are fortunate to have the support of our Patrons and Inner Circle Members as the backbone of our organization to bring Broadway quality performances to our local community each season.





# Adelphi University is so proud of our Executive Circle Award winner Stephanie Espina, Director of Freshman Admissions

For the past four years, Adelphi has welcomed the four largest and most diverse classes in our history. What made that possible? Stephanie's leadership.

Working with our vice president of enrollment management, she's transformed our admissions office by launching an innovative approach to recruitment that combines:

- One-to-one engagement with prospective students
- New outreach to Hispanic students
- Creative ways to connect with prospects and their families

We think she's one of Long Island's brightest young stars. Congratulations, Stephanie!



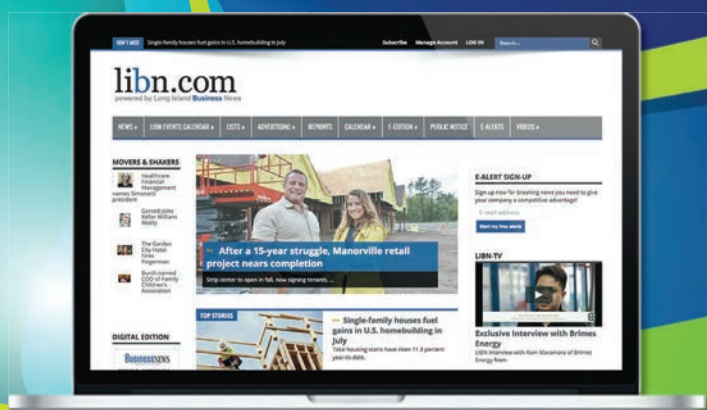
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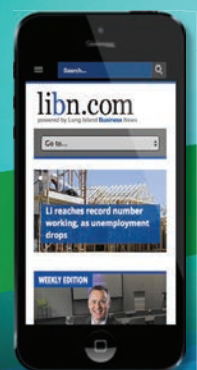
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LAPTOP



TABLET



PHONE



## Phil Andrews

*President, Long Island African American Chamber of Commerce, Inc.*



**P**hil Andrews is the president of the Long Island African American Chamber of Commerce, Inc. (LIAACC) and president-emeritus of Black Public Relations Society-New York. He is also a past president of the 100 Black Men of Long Island, having served two terms as president.

Andrews has been afforded the privilege to serve as Public Relations Director for myriad companies, community initiatives and professional organizations. His current leadership at LIAACC helped it to become the largest African American Chamber of Commerce in New York State. The chamber currently serves the four counties of Nassau, Suffolk, Queens and Kings. Andrews currently serves on the MWBE advisory committee of the Nassau County Comptroller's Office.

In 1995 and 1998, Andrews's excellence in his field garnered the Small Business Person of the Year award by two branches of the Nassau Council of Chambers of Commerce (Roosevelt and West Indian Chambers, respectively). He has also received a number of proclamations and citations from notable political officials including former Nassau County Executive Thomas S. Gullotta, former

Town of Hempstead Supervisor Richard Guardino, Legislator Siela A. Bynoe, NY State Comptroller Thomas P. DiNapoli, Senior Councilwoman Dorothy Goosby, and a host of other elected officials.

In 2012, Andrews was honored by the Korean American Association of Greater New York with the Good Neighbor Award, and in 2014 was inducted as one of the Kings of Queens honorees. LIAACC in 2016 was awarded an Excellence in Communication Award by LIBN.

Community, service and education have been constant themes in Andrews's life. He attended Brooklyn Technical High School – among the country's most recognized schools for academic excellence. After serving several years in the US Navy and Army Reserves, he attended York College and John Jay College, and graduated from paralegal school. He would go on to lead a successful career in law enforcement for nearly two decades.

In 2019, Andrews was named the Small Business Champion for New York District Office of the United States Small Business Administration. Most recently, he was selected by City & State New York to be inducted into the Top 100 Power List on Long Island.

### **What attracted you to your industry?**

I was attracted to being the president of the Long Island African American Chamber of Commerce because it was a natural. I ran a company called the Power Networking Business Series for many years in the region and was named one of the top networking groups by the Magazine New York Business Report. As a former owner of multiple stores, I could directly relate to the experiences of small business owners and professionals and see the gaps that they were missing to take their companies to the next level. I also knew that I could bring to bear my thirty plus years of leadership experience

and community engagement to help to grow a viable organization in the region.

### **Who inspires you?**

I have had the opportunity to be mentored by such great men as former Commissioner of Human Rights Nassau County James D. Rice; Tuskegee Airmen Silas Jenkins and Ed Monroe; and Retired Brigadier General George A. Jones.

During my early years my aunt, Rev. Frances Virginia Young, was a very strong influence; as often with many leaders the influencers in their youth set the foundation and tenants for great leadership later on in life.

Finally, the people that I interact with daily leading the largest African American Chamber of Commerce inspire me as a leader to create an environment at the chamber where success is obtainable and sustainable.

### **What do you do to give back to your community?**

I give my time, talent and resources as giving is a substantial activity; but the joy of receiving the benefits of giving brings great satisfaction. My mentors also taught me to bring our best to the table, and in bringing something to the table we would always have a takeaway!

## Eugene R. Barnosky

*Partner, Lamb & Barnosky, LLP*



**E**ugene Barnosky is a graduate of Regis High School, Colgate University (A.B. 1975 in Philosophy and Religion) and St. John's University School of Law.

He began his career at the Nassau County law firm now known as Farrell Fritz, P.C. Barnosky later joined his current firm, Lamb & Barnosky, LLP in 1982. Lamb & Barnosky is a full-service law firm that represents a wide variety of corporate, municipal and individual clients. Many of its attorneys enjoy an "AV" rating from Martindale-Hubbell, the nationally recognized legal directory, indicating the highest rating for legal ability and professional standards of conduct and ethics. The firm has also been named to the National Register of Preeminent Lawyers.

With a varied background in many areas of the law, including real estate development, Barnosky now focuses his practice upon education, employment, labor, municipal, real estate and land use, planning and zoning matters. He has served as the Village Attorney of two Suffolk County villages and works extensively for school district clients.

He is a frequent lecturer for the Suffolk and Nassau County Academies of Law and the Municipal Law Section of the New York State Bar Association. Barnosky is past president of the New York State Association of School Attorneys and past Chair of the Education Law and Municipal Law Committees of the Suffolk County Bar Association. He has served on the Board of Directors of the Family Service League of Suffolk County, the Advisory Board of First American Title Insurance Company of New York, and as a Fellow of the American Bar Foundation and the New York Bar Foundation. He has served as president of the Colgate Club of Long Island and as Vice Chair of the South Huntington Educational Foundation. His articles on education law have been published in the New York Law Journal and Newsday.

Barnosky was selected to appear in the New York Super Lawyers® Metro Edition in the areas of Schools and Education in 2016, 2017 and 2018 and has frequently appeared as a commentator on News 12 Long Island.

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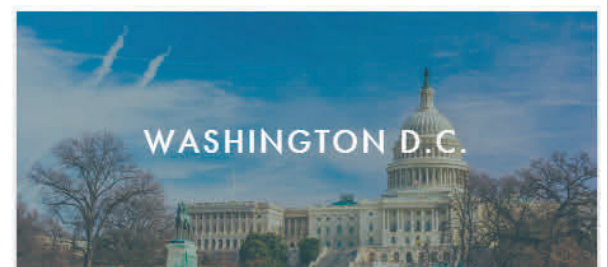
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All Of This Year's  
Long Island Business News  
2019 Executive Circle Award Recipients

## MEYER SUOZZI

ATTORNEYS AT LAW





# Scott Berfas

Managing Director, Newmark Knight Frank



Scott Berfas is a managing director at Newmark Knight Frank, a global commercial real estate services firm with over 400 offices worldwide. Berfas is part of the Oliver/Berfas team at NKF, providing corporate real estate advisory, landlord, and investor services to clients on a local and national basis. Since starting his career in 2002, he has been involved in transactions with an aggregate value in excess of \$800 million and received numerous industry awards, including being a three-time recipient of the Association for a Better Long Island's Ingenious Deal of the Year Award and multiple industry awards over the past decade at LIBN's top Real Estate and Development Awards. He was recently an honoree at Long Island Elite's 15th Anniversary Gala, which raised \$80,000 directly for the Long Island Alzheimer's Foundation. In 2018, Long Island Elite raised \$100,000 for ACLD at the annual masquerade gala. Berfas has also been instrumental in creating significant economic impact for the Long Island region by securing municipal

and state incentives, which have assisted in the retention and creation of over 2,000 jobs from myriad industries in Nassau and Suffolk Counties. He is a strong proponent of economic development as a means to sustain and grow our diverse and skilled labor force on Long Island. Berfas prides himself on being a good corporate citizen, and currently sits on the board of directors for two 501(c)(3) organizations: Long Island Elite and American Heart Association. He is also a board member of the Middle Market Alliance of Long Island. In addition, he has provided winter clothing, food, toys, and financial support for underprivileged children for past five years. Berfas received degree in economics from the University of Delaware and has completed graduate level coursework at NYU's Real Estate Institute. His wife, Rikki, works in early childhood development. The couple resides in Syosset with their children, Brody & Sophia.

**What professional accomplishment are you most proud of?**

Being a three-time recipient of the Association for a Better Long Island (ABLI) Most Ingenious Deal of the Year Award in 2019, 2014, and 2012. The ABLI MIDY Award is the most coveted real estate industry award on Long Island. This accomplishment was not only a win for the Oliver/Berfas team at NKF, but the transactions that the awards were attached to helped retain and create over 1,000 jobs on Long Island.

**What was your first job?**

Account Coordinator with an investor relations firm.

**What attracted you to your industry?**

The ability to create significant economic development impact for the Long Island region

**Who inspires you?**

Barry Gosin, CEO of Newmark Knight Frank

**What do you do to give back to your community?**

I currently sit on the board of two 501C3 organizations, and have raised over \$700,000 for local charities.

**What changes do you foresee for your company in the next 5 years?**

How do you see yourself creating that change? Technology is impacting the commercial real estate industry in all different ways. It is critical to embrace change in order to sustain and grow professionally.



# John Beyer

Founder, Men On The Move Moving & Self-Storage



John Beyer founded Men On The Move in 1985. Starting with one truck and two hands, he built a company that over time has grown into a multi-million-dollar operation. Over the years, Men On The Move has grown to a fleet of over 25 trucks and tractor trailers, has built nearly 1,000,000sf of self-storage, and created hundreds of jobs on Long Island. While his business life has been a success, his true passion lies in helping others. Life took a turn for Beyer when his son was diagnosed with autism at 4 years old. With little public knowledge of the disability, his mission in life was suddenly changed – together with his wife Amy, they began trailblazing a path for how to raise a child with autism including their care taking, education, public awareness, finding a productive job, and eventually living on their own in a stable and comfortable environment. Raising his son to be more independent and contributing member to society, and helping other parents accomplish the same, has been one of Beyer's proudest accomplishments and continues to be his mission.

Beyer has been a contributing member of many boards including: Autism Speaks, Lovell Safety Management, LIMSA (Long Island Moving & Storage Association), and Spectrum Designs Foundation. Men On The Move is repeatedly awarded the BBB's highest rating, Angie's List Super Service Award, and the Best of Long Island award. Their fleet of trucks is meticulously maintained, and their self-storage facilities are built to Class-A industry specifications, including state-of-the-art security systems, cameras, lighting, heating and cooling systems, and more. Every staff member lives by Beyer's motto, "The good job you do today, creates the job you do tomorrow." This statement holds true for over 33 years, as the company's largest sources of business come from repeat clients and their referrals. Beyer understands that you get what you give, and he is certainly passionate about giving as much as he can. Whether it's his time, his experience, or his giving back to the community, he strives to provide the most amount of value wherever he is able. He will continue to provide value for as long as he is on the move.

**What professional accomplishment are you most proud of?**

Building a company that will support hundreds of employees, help thousands of customers, and support local communities for generations to come.

**What was your first job?**

Bartender

**What attracted you to your industry?**

Frankly, I drank my way into it....

**If you could go back in time, what would you tell your 20-year-old self?**  
Wouldn't change a thing, especially who I married.

**Who inspires you?**

Leonardo DaVinci and my children

**What do you do to give back to your community?**

I am proud to be part of a team that is helping create a productive and sustainable future for those with autism. I am also fortunate enough to be able to give back to many local non-profit organizations.

**What changes do you foresee for your company in the next 5 years? How do you see yourself creating that change?**

As I continue to grow my moving company, and develop more self-storage locations, I look forward to starting our

newest division, Men On The Move "Storage Cube." My staff and I found that current mobile storage solutions could be improved upon, so we will be launching Storage Cube with a focus on providing a higher quality product and service to Long Island residents, developers, contractors, and retail groups. Men On The Move Storage Cube will be locally owned and operated, with an emphasis on weather-resistance, security, and quality service.

**Name another c-suite executive you admire.**

Tim Howe COO, Spectrum Designs Foundation





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# Jonathan Blau

President and Chief Executive Officer, Fusion Family Wealth



Jonathan Blau is the Founder and CEO of Fusion Family Wealth, a Long Island-based fee-only Registered Investment Advisory firm whose investment philosophy is centered on helping shape positive investor behavior.

As a summer intern at Lehman Brothers, he realized the void that existed in the industry as far as the availability of objective, planning-based, client centric advisory services for wealthy investors. Preparing for this perceived opportunity, he pursued Masters degrees in taxation and accounting and spent five years in the family wealth planning group of a “big six” accounting firm, where he honed his technical knowledge and planning skills. In 1996, he joined Sanford C. Bernstein & Co. The opportunity to work directly for a top money management firm and to learn every aspect of the money management process, provided invaluable perspective which helped to shape his future career path. From 2000-2013, recognizing the need to offer broader diversification than what was available from a single money manager, Blau and his team moved to Morgan Stanley and adopted an open architecture platform to benefit his clients.

After spending 15 years with large investment houses he was

introduced to Dynasty Financial Partners, a provider of wealth management and technology platforms for independent advisory firms. With the help of Dynasty, he founded Fusion Family Wealth to fuse his team’s knowledge of traditional investing with their expertise in investor psychology to seek more consistent, less stressful and highly achievable wealth preservation and enhancement outcomes.

Partly owed to his deep accounting background, Blau works closely with many of the top professional service firm’s on LI. Proud to be able to be called upon as a trusted advisor to 5 of the current/former managing partner’s among LI’s largest account firms, he is often referred to as the advisor’s advisor. He has lectured for the Foundation for Accounting Education (FAE) on the topic of Taxation of Financial Services.

Blau has enjoyed helping to advance the Long Island business and personal community. He volunteered his time and resources as a major fund raiser for the Cohen’s Children Hospital, a former board member of the Gurwin Family of Healthcare services, a current board member of the Middle Market Alliance of Long Island and a frequent supporter of the American Heart Association and Sunrise Day Camps.

**What professional accomplishment are you most proud of?**

Becoming a thought leader in the area of investor behavior. This approach allows our clients to experience a less stressful and more successful path to realizing the objectives they value most in their financial lives, while creating a client /advisor relationship based on mutual trust and respect.

**What attracted you to your industry?**

I spent two summers as an intern at Lehman Brothers, witnessing a culture

that encouraged selling “hot” stocks with attractive stories or narratives (without regard to client suitability or the investments’ merits). This allowed me to appreciate, early on, the need for objective, planning-based, client centric advisory services for wealthy investors.

**What do you do to give back to your community?**

I volunteer to advance the Long Island business and personal communities. I raised \$75,000 enabling technology advancements at Cohen’s Children’s

Hospital. I also sit on the board of the Middle Market Alliance of Long Island helping to promote a thriving ecosystem of leading companies and professionals on LI. I was on the board of the Gurwin Family of Healthcare services, a LI-based leader in the nursing, rehab and assisted living space.

**Name another c-suite executive you admire.**

John Shalam, the founder and Chairman of Voxx, International, formerly Audiovox

# Paul Boyce

President and CEO, P.W. Grosser Consulting, Inc.



President and CEO of P.W. Grosser Consulting, Inc. Paul Boyce, PE, PG, has been associated with Bohemia, NY-based P.W. Grosser Consulting, Inc. (PWGC), an environmental engineering and consulting firm with more than 60 employees, for the past 26 years.

Boyce, who is a third-generation engineer, earned a BS in civil engineering from SUNY Buffalo and an MS in environmental engineering from Polytechnic University. He is a licensed professional engineer in the states of New York – where he is also a professional geologist – and Pennsylvania.

Over the span of his career Boyce has dedicated himself to the engineering profession by volunteering his time and energy to strengthen and grow PWGC and advancing the industry. In 2018, Boyce was named “Engineer of the Year” by the New York State Society of Professional Engineers Long Island Chapter for his con-

tributions to the engineering profession.

His ACEC experience includes having served as treasurer, secretary, vice chair and chair of ACEC-NY’s Long Island Region. He currently serves as regional board member and is a trustee for the ACEC Business Insurance Trust. At the state level, Boyce has served on ACEC-NY’s Board of Directors, as chair of the membership committee. Currently, he is on the membership and standards of practice committees.

Boyce is affiliated with the American Society of Civil Engineers, American Water Works Association, Long Island Professional Geologists Association, National Groundwater Association and New York State Society of Professional Engineers.

Outside of the office Boyce is an avid surfer who travels the world in search of the perfect wave.

**What professional accomplishment are you most proud of?**

One of the things I am most proud of here at P.W. Grosser is our commitment to creating a sustainable environment. To that end we have really pushed alternative energy, especially geothermal heating and cooling systems. We have worked on some very impressive successful projects; the one that stands out the most to me is St. Patrick’s Cathedral in Manhattan.

**What attracted you to your industry?**

Plain and simple: I love engineering and water. I have always had a strong affinity for water, whether it is working with it, drinking it or playing in it. When I realized civil engineering had a water resources component to it, I totally knew I was where I was meant to be. Also, my father and grandfather were professional engineers, so it was very easy to follow in their footsteps.

**If you could go back in time, what would you tell your 20-year-old self?**

Be patient. Not everything has to happen immediately. Don’t be afraid to take chances and get involved with what is going on around you more often.

**Name another c-suite executive you admire.**

Bob Coughlan of Tritec. They run a great business that truly cares about what they do and the marks they leave on Long Island.







# Community. Dedication. Vision. Grant Thornton congratulates you.

Grant Thornton understands that success is built on more than just talent; it takes passion and perseverance to achieve your vision for a better future. On behalf of the professionals who live and work here in **Long Island**, we are proud to recognize all the **2019 Executive Circle Awards honorees**.



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# Natalie Bowen

President, Bowen Media



Natalie Bowen is a designer, award-winning artist, entrepreneur and President of Bowen Media. A graduate from Fordham University, Bowen uses her 11 years of creative agency experience to strategically align the values and vision of strong-minded businesses, and propel them forward in their industries. Bowen’s professional mission is to use design and creative thinking to support companies and organizations who aim to make the world a better place. She is a long-time advocate for individualized education and female empowerment in technology, politics and leadership.

Over the past eleven years, Bowen has been involved in every facet of the creative agency world. An ambitious career woman, Bowen has worked her way from an internship and executive assistant, to a web designer and developer, department head in national and global sales, project manager, account manager, creative director, COO and is now the president of a thriving creative digital agency.

Bowen serves on the advisory committee of the nonprofit Family Residential & Essential Employees, which is dedicated to helping individuals with developmental disabilities realize and maximize

their potential. To help promote the organization’s philosophy, initiatives and vision, Bowen utilizes her expertise and professional experience with brand awareness, technology, digital marketing, design and communications.

Bowen is also an involved member of Ellevest, a network of professional women with the goal of elevating each other through inspiration and education. In this role, Bowen has showcased her commitment to championing young women to believe in themselves, and motivated them to use their passion to “pay it forward” to others and bring positive change to the workplace and in industry.

Bowen is completely exhilarated by the experience of never-ending curiosity and limitless creativity within her workplace. For the past seven years, she has proudly and passionately grown and nurtured an in-house and global team of talented designers, developers, strategists, account managers and marketers.

Outside of her work at BOWEN, Bowen gathers inspiration by traveling the world with her husband, attending summits and conferences within her industry, creating works of art with all mediums, and spending time with her loving family.

**What professional accomplishment are you most proud of?**  
Becoming a partner at BOWEN.

**What attracted you to your industry?**  
My industry allows me to apply my passion for design, creative thinking, and creating a striking impact in order to help businesses and organizations advance their missions and create stronger connections with their audiences. Being a strong creative thinker is an advantage in our industry, and I was inspired by the opportunity of working alongside talented strategists,

designers, engineers, and marketers. I enjoy finding ways to solve problems with design, and the idea that you could provide nicer visual experiences to greater masses of people by supporting businesses.

**If you could go back in time, what would you tell your 20-year-old self?**  
You are perfect exactly as you are. Don’t let anybody ever make you feel small or incapable.

**Who inspires you?**  
People who get up after falling. Those who

take the time and effort to be genuine and kind to others. My ancestors (parents and grandparents, and great grandparents that I have been privileged to know) because they were hard workers, fought for a better life, were good people, and came from different walks of life, from all over the world. Individuals who believe in themselves enough to pursue their passion, fight for what’s right, stand up for others, and themselves.

**Name another c-suite executive you admire.**  
Sheryl Sandberg

# Allan H. Cohen

Nixon Peabody LLP • Managing Partner, Long Island



Allan Cohen is the Office Managing Partner of the Long Island Office of Nixon Peabody LLP, an international, full-service, Am-Law 100 law firm. He represents a variety of companies, ranging from large public entities engaging in mergers and acquisitions, to mid-sized closely held and family-owned business, to technology-based startups organizing new business ventures and raising capital.

Cohen focuses on maintaining a general business law practice, adept at handling his clients’ varied business needs. Cohen dedicates much of his practice to mergers and acquisitions, including buy-side work for public and private companies, and sell-side work for closely held and family-owned businesses. His M&A transactions involve a wide range of industries, including health care, medical device, life sciences, consumer products and insurance. Over his career, he has closed well over 200 M&A transactions. Cohen also represents many technology-based startups in the formation and organization of their businesses and seed, angel,

VC and private equity financings. Much of his work is for “serial entrepreneurs” who have exited prior businesses and are starting up their next ones.

Cohen is a graduate of Binghamton State University and Columbia Law School. In 2018, he was named to the Long Island Press Power List of the 50 Most Influential People on Long Island. He also received the 2015 Cornerstone Award by the Lawyers’ Alliance for New York, for his pro bono work for the Harlem Dowling-West Side Center for Children & Family Services. In 2014, he received the Leadership in the Law Award by the Long Island Business News. He was also selected as a Long Island Pulse “2013 Legal Eagle” in the area of Corporate, Contracts & Business Law, based on peer nomination. Cohen has been selected for inclusion in New York Super Lawyers in numerous years. Additionally, he was named by Long Island Business News as one of its “40 Rising Stars Under the Age of 40,” as well as LIBN’s “Who’s Who in Corporate Law” for consecutive years.

**What was your first job?**  
My first job was as a cabana boy in Atlantic Beach – think of the movie The Flamingo Kid. It was a tremendous experience as I quickly learned the importance of hard work, client service, multi-tasking, and keeping a smile on my face no longer how hot the summer and how long the days. I worked there every summer, from the time I was 14 until I graduated college, and it helped me save up enough money to pay a portion of my law school tuition.

**What attracted you to your industry?**  
My first memory of wanting to be a lawyer was, ironically, when I saw To Kill a Mockingbird for the first time. It’s ironic because I ended up being a business/M&A lawyer who rarely sees the inside of a court room. But I was drawn to the demands to have integrity and be an advocate for your client, yet be fair and caring. Later, I was drawn to business law because of its focus on building and advancing my clients’ interests, rather than resolving disputes that neither side wants to be a part of.

**What changes do you foresee for your company in the next 5 years? How do you see yourself creating that change?**  
I think that clients are going to demand a deeper, more integrated relationship with their outside counsel. Law firms are going to have to provide a broader, more sophisticated suite of services, more efficiently and therefore at a more competitive cost. In addition, clients are going to increasingly want a sense of “partnership” with their law firms and move away from engaging firms on a one-off, transactional basis.



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# Kim Cottage

Managing Partner, National Recruiting Group



**K**im Cottage is a managing partner of National Recruiter Group, a boutique firm that aims to change the landscape of staffing. Cottage and the partners are responsible for creating an innovative and disruptive approach to this evolving business. The firm consists of professionals with decades of experience working together as a team, developing a network of quality employees and companies who value them. The NRG team is made up of individuals who know the value of personal commitment, professional understanding and strong relationships, and they bring it all together for the benefit of their clients. Cottage is recognized as a leader, coach and mentor to her colleagues within the organization and throughout the HR community.

Cottage has been supporting the local and regional HR community for over 25 years. After 20 years of working with successful groups, she helped build the NRG organization and team. Cottage has also held the position of foundation chair of SHRM Long Island for over 5 years. Her efforts in fund raising, com-

munity service and volunteerism have positively impacted the HR community. She is well known and highly regarded as a HR professional who knows how to connect great talent with right people and organizations. She understands the value of building an “employer of choice” organization and has supported many companies in doing so.

Cottage was the recipient of the prestigious Joseph C Duffy Award for Professional Excellence (2017), SHRM National Innovation Award (2015, 2016, 2017) and other accolades over the past 5 years for her SHRM fundraising activities. She holds a BA degree from SUNY Cortland and numerous functional certifications which has allowed her to become the successful professional she is today.

Cottage lives in Smithtown with her husband Marc and two sons Marc Jr. and Nicholas. She enjoys watching her sons play travel lacrosse across the country. She also spends time travelling and relaxing on the beach.

**What professional accomplishment are you most proud of?**

I am most proud of being the recipient of the prestigious Joseph C Duffy award for professional Excellence

**What was your first job?**

I was a meeting planner for Price Waterhouse

**Who inspires you?**

My SHRM Board and Committee Mem-

bers inspire me every day. This group cares so much about the HR community and is the true definition of TEAM

**What do you do to give back to your community?**

I inspire and help HR Professionals receive scholarship for further education. We work together on their applications and tell a story. This process can be overwhelming but together we overcome the challenges. Long Island had over 10

recipients from SHRM National last year

**Name another c-suite executive you admire.**

Maria Telesca Senior Director HR US Kedrion Biopharma...Maria is my mentor... my friend and my hero...I have learned and been motivated by her for the last 20 years.....Maria has taught me so much on how to build teams, inspire others and reach for the stars. My world is a better place because of Maria



# Michael DeLuca, MPA

Vice Chairman-NUMC Board of Directors and Chief Medical Administrator  
NYS Troopers PBA Nassau University Medical Center



**M**ichael M. DeLuca currently serves as Vice Chairman of the Board of Nassau University Medical Center. A dedicated professional, he has spent most of his career at NUMC, completing his administrative residency at NUMC early in his career. He previously served as chief operating officer/executive vice president and prior to that, chief of staff.

DeLuca is passionate about the region’s law enforcement. He currently serves as chief medical administrator of the New York State Troopers PBA and chief health care administrator for the Fraternal Order of Police Lodge 911 as well as the Nassau County Police Chiefs Association.

In 2015, DeLuca was honored with the New York State Troopers PBA’s highest recognition - the Trooper William H.

Barfoot Award - for his work in developing and organizing a pilot project with Mount Sinai Hospital (NYC) for an expedited referral process for Troopers and their families, which resulted in incredible medical outcomes for numerous Troopers. He also assisted NUMC obtain designation to be a preferred medical partner for Troopers and their families. Among numerous other recognitions, DeLuca was also recognized with the Doctor Chandler Award for outstanding medical expertise and dedication to New York State Troopers and their families. Just two months ago, DeLuca was presented with the New York State Police ‘Civilian Appreciation Award’ for his selfless commitment to the health and well being of Troop L, Long Island, New York State Police.

**WHO INSPIRES YOU:**

My father, Michael A. DeLuca (unfortunately deceased) was an incredible role model. He was hard working, respectful of all people and worked through incredible health adversities.

**WHAT WAS YOUR FIRST JOB:**

Public Relations staff member at NUMC. This opened my eyes to a tertiary hospital

and was a fast education of the numerous and varied departments that are required in a Level 1 trauma center that is also the safety net hospital for the region.

**WHAT PROFESSIONAL ACCOMPLISHMENT ARE YOU MOST PROUD OF:**

A professional accomplishment that stands out is my leading the team at Nassau University Medical Center to achieve

the highest grade on the Joint Commission of Accreditation of Health Care Organizations in the history of NUMC.

**WHAT DO YOU DO TO FIVE BACK TO YOUR COMMUNITY:**

I am there for my community answering my phone 24/7 to serve as a conduit between the community and appropriate health care specialists and sub-specialists.





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**Benjamin “Jay” Demetriou**

and all the honorees on their well deserved awards.



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# Benjamin “Jay” Demetriou

## COO, Lorraine Gregory Communications



**B**enjamin “Jay” Demetriou joined the family business after completing his Associates Degree in Business Administration from Adirondack Community College. His first job was in the production of mailings, where he learned the myriad rules and regulations that governed the way the US Post Office would allow discounting of direct mail from the ground up. Simultaneously, he worked in every position on the production floor from addressing to sorting, inserting and sealing, bagging and putting mail in trays. As he gained knowledge, he also gained responsibility. As a supervisor and manager, Demetriou was responsible for the quality of the mail that was produced as well as the efficiency of the personnel and processes. Demetriou has developed many expense savings and cost cutting procedures that have improved profitability as the company has grown. Today, LGC boasts 35 employees, 25,000 square foot

of office and factory space, and over 600 clients for which it produces all manner of communication products. Its print and mail factory alone currently produces 60 to 70 million pieces of mail per year. As chief operating officer Demetriou now oversees the totality of the company. As the company has changed, he has taken on more and more responsibility of the processes and procedures. Some of LGC’s growth has been through three acquisitions, which he helped to integrate into the company’s culture. Demetriou’s role has perpetually changed as the company changed. With the rebranding and changes to its current business model he has incorporated new and exciting enhancements that include an award-winning integrated marketing department and managed the firm’s latest endeavor of building a 3,500 square foot TV/film studio.

**What professional accomplishment are you most proud of?**  
My role in growing, maintaining and guiding each level of business growth that we have achieved over 27 years.

**If you could go back in time, what would you tell your 20-year-old self?**  
If I could go back in time I would tell myself that you can achieve your goals with hard work and dedication no matter how daunting the obstacles are in front of you.

**What was your first job?**  
My first job was as an Electricians Apprentice. After completing 3 years of apprentice-

ship I was asked to join our growing family business. While working from the bottom up I developed the necessary skills that to this day help me fulfill my duties as a C-Level executive. 25 years later I have never looked back.

**What do you do to give back to your community?**  
Our company has always had a focus on charities and philanthropy. Our company has been recognized multiple times as a friend and supporter of the non-profit community.

**What attracted you to your industry?**  
In one simple word...Growth. At the point I joined Lorraine Gregory Communi-

cations the marketing industry was poised for exponential growth. The anticipation of that potential was very exciting and a driving force in our success.  
**What changes do you foresee for your company in the next 5 years? How do you see yourself creating that change?**  
Lorraine Gregory Communications has always strived to be a top performer in a comprehensive way. That philosophy drives us to new and exciting opportunities. My personal outlook is that the next 5 years will result in major expansion not only in client base and revenue but also in geographic reach.



# Stephen Distant

## Chief Entrepreneurial Officer, Vanderbilt Financial Group



**S**tephen Distant is the chief entrepreneurial officer of New York-based independent broker-dealer, Vanderbilt Financial Group, and a disruptor in the impact investing landscape. He shares his unique message of purposeful entrepreneurship as an engaging keynote speaker, a filmmaker, a chapter president of the global Entrepreneur Organization, an ambassador to the United Nations’ Sustainable Development Goals, and through his online educational platform, Impact U. Under his leadership, Vanderbilt

has been recognized as one of the finest run companies by the M.A.P. organization and recently won the Future50 Award, Corporate Culture Award from SmartCEO and 2018 Best Places to Work on Long Island by Long Island Business News. Steve truly believes in living a congruent life, stating “using my businesses to improve the environmental and social good of the world isn’t a hat I put on when I go to work; it’s my life and beliefs, and at the core of everything I aim to do.”

**What professional accomplishment are you most proud of?**  
As a life-long entrepreneur, my WHY is to celebrate, inspiring and educate other entrepreneurs around the world on the United Nations’ Sustainable Development Goals. My role as the recently appointed United Nations Ambassador for Entrepreneurship through the Entrepreneurs’ Organization allows me to work directly with these two renowned organizations advocating for entrepreneurs who are positively impacting the world through their business using the SDGs as a framework. I’ve also recently released a short documentary film that visually tells the story of these entrepreneurial changemakers and how impact investing gives them the capital to scale and grow – solving some of our world’s greatest challenges. Since it’s release in late 2018, I’ve shown the film to over 6000 influencers in business and investing. ImpactU.film.

**What was your first job?**  
As I mentioned earlier, I’ve been an entrepreneur all my life. At 5-years old, I started my first sustainable venture: a neighborhood manure delivery service. My neighbors would buy a load for a dollar to nourish their gardens. As I like to say, “I’ve been selling shit ever since”.

**What do you do to give back to your community?**  
I consider my community the entrepreneurial and investment communities, and for me they are so closely intertwined. My give-back to the entrepreneurial community is to give them stories of entrepreneurs who are making a difference in the world through their business. In the investment community, it’s making people aware that they can do good things with their money to help inspire or fund those businesses having an impact. I want financial advisors and investors to know that it’s possible to align their investments with their values. I

try to do this through storytelling and use my film as a way to inspire and connect the dots between these two communities.  
**What changes do you foresee for your company in the next 5 years? How do you see yourself creating that change?**  
I see Vanderbilt being able to connect with clients in a deeper and more robust way using multimedia projects, film, and technology. I’m a champion of artificial intelligence (AI) and see this as a tool for clients to better understand where they are, where they’re going, and how we can automatically align values and life inspirations with their investments. People used to call “impact investing” a fad, but its actually turning into a movement that’s becoming common place in the mainstream. I believe that Vanderbilt is uniquely positioned as the thought-leader in this space and I’m happy to have been at the forefront of this exploding industry.





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# Stephanie Espina

Director of Freshman Admissions, Adelphi University



Stephanie Espina is the Director of Freshman Admissions at Adelphi University, in Garden City, New York. Espina is active within the higher education industry and will assume the role of president of the New York State Association for College Admission Counseling in June. Locally, she serves as public relations chair for the Nassau County Commission on Human Rights Martin

Luther King Jr. Celebration Committee. She is an active member of the Junior League of Long Island and serves on the advisory board for her alma mater, Sacred Heart Academy, in Hempstead. Espina was named the recipient of the 2019 Long Island ATHENA Young Professional Leadership Award for demonstrated professional excellence and service to her community.

**What professional accomplishment are you most proud of?**

I am proud to be a part of an award-winning team at Adelphi. The Enrollment Management division was recognized in 2018 and 2019 nationally for our personalized enrollment initiative. It was a big undertaking and a comprehensive team project.

**What attracted you to your industry?**

What attracted me to higher education was the opportunity to counsel and assist

students in the college process. I feel fortunate to have been able to serve as an advocate for student access and success through my volunteer involvement. I'm passionate about providing educational opportunities for all students.

**What do you do to give back to your community?**

Through my involvement in Nassau County Commission on Human Rights and the Junior League of Long Island specifically,

I have been able to assist with local event planning, help raise money for scholarships that support high school students and assist young women looking to re-enter the workforce. Volunteering for community based organizations has allowed me to make community service a part of my daily life.

**Name another c-suite executive you admire.**

Dr. Christine Riordan, Adelphi University President



# Edward R. Fabian

President, American Eagle Systems



Edward Fabian is the president of American Eagle Systems, an IT firm that provides data protection and audit compliance solutions for clients managing substantial amounts of data. Through successful completion of numerous high-profile data analysis and migration projects, Fabian has become a respected and trusted resource engaged to provide detailed and comprehensive data center specific forecasting towards business continuity, risk mitigation and disaster readiness.

In 2011 he purchased American Eagle Systems and functioned as CEO until orchestrating the sale of the corporation to a thriving global enterprise in 2016. Prior to his current role, Fabian was employed as a Project Manager for JP Morgan Chase's Global Technology Infrastructure Group and as a software engineer.

Fabian is a founder and board member of the 501c3 organization Brave Hearts For Strong Minds, which provides college education funding for children who have lost a parent. Brave Hearts was established in 2012 and uses a "pay it forward"

model that requires all children who receive assistance to maintain involvement by fundraising for future families. Each year, families return with a greater desire to create positive change for others who are going through a similar loss. Through 2018, thirteen children have been awarded college funding.

Fabian received his MBA in management from Stony Brook University in 2008 and his B.S. in computer science from Loyola University Maryland in 2003. He serves on the Stony Brook University College of Business Dean's Advisory Board and CEO Leadership Council, and is the founding chair of the Stony Brook MBA Alumni Network, where he provided the 2018 College of Business Commencement Address.

Fabian is a Good Shepherd Hospice volunteer at Catholic Health Services of Long Island and mass care team member with the American Red Cross. Most recently, Fabian was recognized as a member of the Energeia Partnership at Molly College class of 2019.

**What was your first job?**

My first job in high school was in the footwear department at the clothing retailer Bob's Stores. I think it would be great if everyone was able to start their professional career in a public-facing service industry such as retail, hospitality or food service. It quickly teaches you the nuances and importance how you present yourself and customer service.

**If you could go back in time, what would you tell your 20-year-old self?**

That there is just as much value in who you know as what you know. Put yourself out there more and make connections with not only students, but professors, alumni, community members and industry profes-

sionals. While you're doing it, be sincere and kind to every person you interact with and treat every moment as a growth and a learning experience.

**Who inspires you?**

I'm most inspired by family, most notably my two sons. As my professional career progresses, I've come to realize that no matter how well we are performing, how much money is being made or how many people we impress, the boys remain my most honest critics and biggest supporters. They've made me realize that while work is important for our security and stability, my interactions and impact on them are most important and should always influence my decisions first.

**What do you do to give back to your community?**

I've tried to find a few different ways to give back utilizing my experience, time and proficiencies. I strongly believe in education, so in 2012 I co-founded a 501c3 to fund college tuition for children who have lost an income earning parent, helping to ensure they can pay for college. I also sit on the Stony Brook University College of Business Dean's Advisory Board and CEO Leadership Council as I believe in the importance of retaining local talent and promoting economic growth here on Long Island. Outside of education, I'm currently a volunteer of the American Red Cross and Good Shepherd Hospice.



## Thomas Falcone

Chief Executive Officer, Long Island Power Authority (LIPA)



Tom Falcone has served as LIPA's Chief Executive Officer since 2015, and is responsible for managing the third largest not-for-profit, publicly-owned electric utility in the United States.

Falcone joined LIPA in 2014 as Chief Financial Officer. Prior to LIPA, Falcone was an investment banker and advisor to publicly owned utilities and state and local governments. In that role, Falcone raised more than \$25 billion for public utilities and infra-

structure investments across the country.

Falcone is a board member of the Large Public Power Council and the Advanced Energy Research and Technology Center at Stony Brook University, and participates in the Enegeia Partnership, a think-tank organization focused on challenges facing Long Island. Falcone received a bachelor of science in economics from the Wharton School of the University of Pennsylvania.

### What was your first job?

My first job was as a telemarketer earning extra money during high school. The training for the position was to hand all the new recruits a script and a few Q&As. I was paid by the hour and the only thing the company looked at were the number of calls and the number of sales. During college, I had a different job answering phones in an elected official's office, which made the training in the telemarketing job look extensive by comparison.

### If you could go back in time, what would you tell your 20-year-old self?

I've been fortunate to have an interesting career with good mentors along the way. But some of the people I've learned a lot from, I've never met. I'd encounter a problem and then pick up a book or arti-

cle that taught me a new way of thinking about it. If I could go back in time, I'd make a list of those authors and tell my 20-year-old self to go read their books quick – people like Drucker, Deming, Buffett, David Allen, Edward Schein, Dale Carnegie, and Alfred Sloan. There's no need to learn things the hard way.

### What changes do you foresee for your company in the next five years? How do you see yourself creating that change?

The electric industry is changing rapidly. The declining cost of clean energy will change how we generate power over the next decade. Here on Long Island, an offshore wind industry is budding, and it will create a whole new source of energy for the electric grid. LIPA and PSEG Long Island are planning for these changes

now, which will involve everything from building new transmission and generation to re-thinking the design of wholesale electric markets and retail electric prices. It's a privilege to be able to work on these interesting challenges.

### Name another c-suite executive you admire.

Warren Buffett – for his ability to communicate important information in ways that are easily understood. His CEO letters inform the stakeholders in his company about what they need to know and teach them wisdom he's accumulated on managing businesses and people over a successful 50-year career. Too few executives take the time to share what they've learned or communicate clearly to the public.



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## Henry C. Foley

*President and CEO, New York Institute of Technology*



**H**enry C. “Hank” Foley, Ph.D., is the fourth president of New York Institute of Technology (NYIT). He joined the university in June 2017 after serving as interim chancellor of the University of Missouri-Columbia. A seasoned administrator and an accomplished research scientist and teacher, Foley brings to NYIT decades of high-level experience in strategic planning, economic development and advanced research collaborations, program development, and enhanced funding in higher education.

As NYIT president, he is committed to expanding the university’s reputation as well as elevating its resource management and global outreach by ensuring that the university’s assets are synergistic and support its mission; instilling a leadership culture conducive to setting strategies that build excitement and passion for NYIT’s future; and building and sustaining financial resources, enrollment, and NYIT’s relationships and stature within its various communities.

As MU’s interim chancellor, Foley directed the university’s

research mission and led the quality and effectiveness of all academic programs. He joined the University of Missouri System in 2013 as executive vice president for academic affairs, and in Nov. 2015 was appointed interim chancellor. Foley has also served as vice president for research and dean of the graduate school at The Pennsylvania State University. He has also held faculty appointments at MU, Penn State, and the University of Delaware.

Foley earned a bachelor’s degree in chemistry at Providence College, a master’s degree in chemistry from Purdue University, and doctorate in physical and inorganic chemistry from Penn State. An accomplished researcher who has dedicated more than 30 years to advancing the study of nanotechnology, he holds 16 patents, has written more than 150 articles and a textbook, and has mentored nearly 50 undergraduate and graduate thesis students. Foley has been recognized as a fellow of the American Institute of Chemical Engineers, the Industrial and Engineering Chemistry Division of the American Chemical Society, the

### **What attracted you to your industry?**

Pragmatism. I grew up in and around Providence, Rhode Island. I thought with a degree in chemistry, I could work in electroplating used, for example, by the jewelry industry. Thus, I could support myself. I wasn’t wrong. I could have done so, but going to graduate school was more intriguing, and that was a good decision.

### **If you could go back in time, what would you tell your 20-year-old self?**

I was very intense and serious, and so my temptation would be to say – take it a bit easier – but that is so easy to say in hindsight. I am not sure I would be who I am today had I taken that kind of advice. So my advice would be to take “free” advice, given by others lightly, and make your own decisions. When someone says “Here is my two cents worth of advice...” Don’t tell them to keep

their two cents, but do think it, and do keep that to yourself!

### **Who inspires you?**

The people who inspire me the most are the people who came from very modest means with little apparent prospect for success, who through dint of will, hard work, and luck have become fabulously successful and in so doing have helped others to lead better lives. It’s the entrepreneurs who inspire me the most. In my present position at New York Tech, I meet people who are our alums daily, and that leaves me feeling very humble.

### **What changes do you foresee for your company in the next 5 years?**

How do you see yourself creating that change? We are in a period of exciting transition that will define us for the next 50 years or more. We have to make the

academic and extra-academic experience of our students even better than it is. We need to reinvigorate all aspects of the school from our offerings to our facilities. We must stay true to our mission or providing accessible, professionally centered education and we must establish ourselves as contributors of note in science and research, especially in regenerative medicine. MY role is to instigate these changes and to put them on a track to realization in the near term. In many ways, I feel like a conductor – of an orchestra – not so much as the one on the train!

### **Name another c-suite executive you admire.**

I very much admire Dr. Michael Crow, the president and CEO of the Arizona State University. He was the first to go in a new direction with his ideas for a 21st century university. His has a truly impressive legacy, and he is not done!

## Karen J. Frank

*Executive Vice President, Omnicon, a subsidiary of HBM Prenscia, Inc.*



**K**aren J. Frank currently holds the position as executive vice president of Omnicon, a strategic segment of HBM Prenscia, Inc., an engineering software and solutions provider. As a recognized senior leader, Frank is responsible for managing the day to day operations of this business segment, including financial performance, corporate development activities, marketing, and overall business strategy.

With more than three decades of experience, Frank has held various leadership positions while always maintaining a strong customer focus. Under her direction the company has developed long standing relationships as a valued supplier and strategic partner to hundreds of companies providing engineering solutions for critical systems and products. She is recognized as a leader that has a “big picture” vision and persistence to invoke change and growth.

Since joining Omnicon in 2001, Frank has held various management roles within the company including business development, sales, marketing and program management. Her innova-

tive and cutting-edge ideas have resulted in a diverse record of achievements.

Frank is the recipient of Long Island Business News’ Top 50 Women, recognizing the most dynamic and influential professional women on Long Island. She serves on the advisory boards for the Stony Brook University Center for Corporate Education Women in STEM Leadership and Stony Brook University Clean Energy Business Incubator Program (CEBIP) and serves as a board member for the Hauppauge Industrial Association (HIA-LI).

Throughout her extensive career she has functioned as a coach and mentor, assisting young professionals in their career development. Additionally, she has been a featured speaker at industry and government conferences. She is also active in numerous community organizations participating in many fundraising activities throughout the year.

Frank graduated cum laude from CUNY-Brooklyn College with a degree in accounting and economics and a minor in psychology.

### **What was your first job?**

At 16 years old my first “real” job was working in The Gap. This was my ideal first job as a student looking to enter the workforce. In the role of salesperson/cashier I was able to not only earn my own money, but receive clothing discounts... very important to a fashion-conscious teenager. This opportunity led the foundation for me being an accountable employee always willing to take on additional responsibilities.

### **Who inspires you?**

I am inspired by leaders that can motivate and influence teams to perform their best while continuously striving to achieve their goals. My mother, Sylvia, was undoubtedly my first and the most influential and impactful leader in my life. She ensured that I was independent,

understanding, and strong, while always encouraging me to pursue my dreams. I have carried the principles she had instilled in me throughout my career. Even though she is no longer with us, her teachings and guidance lives on.

### **What changes do you foresee for your company in the next 5 years? How do you see yourself creating that change?**

We recognize how to respond to the changing needs of our customers while never sacrificing quality. As a leader of an organization that strives to exceed our customers’ expectations, we also work to help our community succeed by embodying an organization that not only draws from the talent in our communities, but also invites talent from other regions to become part of our success. Our continued success is built on the solid foundation of trust and

reliability we have had in the community for over three decades.

I see this success coming to fruition with our continued dedication to Long Island by embodying an organization that, although global, draws individuals from the local communities, and invites talent from other regions to fuel our success.

### **If you could go back in time, what would you tell your 20-year-old self?**

I would hope there are a lot of life lessons I could pass on, however the immediate one that comes to mind is to be an active listener. I strongly believe that listening to your peers, customers, and employees provides you a greater understanding of the business, your surroundings, and the many challenges we face. Most importantly it provides clarity in determining what we need to accomplish in order to succeed.



# Edward Fraser

Vice President, Community Relations, Northwell Health



Edward Fraser oversees community relations for Northwell Health, the largest healthcare network in New York State – and one of the largest in the nation. Fraser joined the health system in 2006 and his career has evolved from a role at Southside Hospital within human resources into nursing education, and then to the department of community relations. He has grown from director of community relations at Southside Hospital to assistant vice president for 7 hospitals to his most recent promotion, corporate vice president of community relations for the 22 hospitals that encompass Northwell Health.

Fraser currently oversees community outreach, corporate sponsorships and promotes employee engagement initiatives for the health system. Fraser’s primary role as vice president is to initiate and develop strategic plans, policies and procedures for the department while identifying and developing new business initiatives and opportunities consistent with the mission and strategic direction of Northwell Health. Fraser is the co-chair of Northwell’s Business Employee Resource Group “Expressions” an LGBTQ Employee Diversity group. Fraser is responsible for reviewing, authorizing and prioritizing all financial and capital expenditures to ensure sponsorships and events are

consistent and in alignment with the health system’s strategic vision. Fraser and his team constantly monitor and evaluate the impact of industry trends on the area’s current business performance and competitive outlook. Fraser has built a dedicated team that connects with the communities surrounding our community hospitals to bring education and build partnerships with local businesses, faith-based organizations, school districts and charitable organizations.

Fraser is an active member of many community organizations including 18 Chambers of Commerce, board member of Splashes of Hope, the Greater Bay Shore/Brightwaters Chamber of Commerce as well as Islip Food for Hope. Inc. Fraser holds a Master’s Degree in health care administration and is currently enrolled in the Energeia Partnership Program at Molloy College. Fraser is also responsible for the management of two immediate care centers in Cherry Grove and Ocean Beach; acting as the premier health care provider to the Fire Island resort communities. Fraser is a native of Islip, and currently resides in Bay Shore with his husband Thomas.

He is known for his deep and abiding commitment to his family and to the many communities he serves.

**What was your first job?**

McDonald’s, Fish Filet Sandwich Maker

**Who inspires you?**

Michael Dowling CEO, Northwell Health

**What do you do to give back to your community?**

I belong to many community chamber

groups, I sit on the board for 4 and I am currently reestablishing the Keep Long Island Clean Campaign.

**What changes do you foresee for your company in the next 5 years?**

How do you see yourself creating that change? Over the last few years Health Care has changed drastically, it’s my job

to get my teams into the community to educate and promote health and wellness. We want our communities healthier so we can keep people out of our hospitals.

**Name another c-suite executive you admire.**

Winnie Mack, Senior Vice President, System Operations, Northwell Health





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## Jeffrey A. Friedman

### CEO, CN Guidance and Counseling Services



Jeffrey Friedman is a non-profit executive leader with 25 years of progressive senior and executive level management experience in serving disadvantaged, at-risk, and vulnerable individuals and communities in metropolitan New York. He currently serves as the chief executive officer of CN Guidance & Counseling Services, a nonprofit organization providing comprehensive services to individuals and families on Long Island affected by mental health and/or substance use disorders.

Friedman offers expertise in strategically assessing and addressing needs of nonprofit / health services organizations, individuals, communities, and high-needs populations, increasingly against a backdrop of fast-paced change in economic, political, and regulatory conditions. He is a leader who balances big-picture strategic planning with detailed day-to-day operations leadership and staff motivation. His daily practices encompass long-range sustainability planning, program visioning, staff development, and on-the-spot crisis management and opportunity

recognition. Leveraging more than two decades of experience, Friedman is also a seasoned grant strategist: attracting millions of dollars in funding to fuel health and human services for need-ed programs.

Friedman's expertise includes: partnership building, organizational steering, data-informed decision making, fiscal management and accountability, collaboration with boards of directors, developing and retaining staff, fundraising, managing grants, and prioritizing program evaluation and outcomes documentation.

Friedman has led staff sizes ranging from 40 to 350+ in exploring, pursuing, winning, and implementing relevant federal and foundation funding opportunities—including grants from the Administration for Children and Families (ACF), the Centers for Disease Control (CDC), the Office on Violence Against Women, and the Substance Abuse and Mental Health Services Administration (SAMHSA). Prior to leading CN Guidance, Jeffrey led The Retreat—eastern Long Island's only domestic violence services organization.

#### What professional accomplishment are you most proud of?

Over the last five years, our team at CN Guidance has achieved some extraordinary milestones in reaching and helping individuals and families. For example, we've increased access to care: in 2013, we served 2,000 L.I. residents; today we're serving more than 7,000 people affected by mental health or substance use disorders; we've stabilized community members and reduced their emergency room usage (e.g., our clinic patients are 23% below the NY State average for high-hospital-utilization). We're also excited that as an agency overall, we are outperforming the state benchmark that measures people returning to the hospital within 30 days of being discharged

(CN Guidance holds a 16% re-admission rate vs. the State's average of 20%).

#### What was your first job?

Working as a stock boy in a women's retail department store called "Jeffrey's". The irony!!

#### If you could go back in time, what would you tell your 20-year-old self?

Enjoy the little moments through the course of your day. There is more to life than checking off a box on your to-do list.

#### What changes do you foresee for your company in the next 5 years?

How do you see yourself creating that change? Amazon, Uber, Airbnb, Netflix, and other tech companies have changed our

buying experience and our expectations as consumers, as on-demand services have become the new normal. Healthcare should be no different and at CN Guidance we will move closer to having mental health and substance use treatment available immediately by bringing services into our communities and into people's homes, removing any barriers and stigmas to accessing treatment. We've already started by recently launching our mobile recovery unit that canvasses hot spots in the community where drug use is known and searches for individuals in need of services—both substance use and mental health, in an integrated way. CN Guidance is well positioned to provide services beyond our four walls and to provide immediate treatment and relief to thousands of Long Islanders.

## Lou Fuoco, CPA, CEPA

### CEO and Managing Director, The Fuoco Group and TFG Related Entities



Lou Fuoco is passionate about helping individuals and business owners with more than traditional compliance needs and works to provide them a value-added portfolio of accounting and advisory services that truly makes a difference. He understands that one size does not fit all. By gaining an understanding of clients' unique needs and expectations he can help them plan ahead and prepare for growth and the achievement of their goals.

Understanding that the needs of clients in an ever changing economic landscape demand a 360 degree financial approach, Fuoco launched TFG, allowing Fuoco Group to bring greater value to its clients and stakeholders by promoting The New Financial Dialogue™.

The Fuoco Group is a multi-state, professional and financial services organization offering accounting and tax service offerings, but also financial planning, wealth management, exit planning, income and estate tax planning, retirement planning, risk management and commercial lending – all under one umbrella.

As CEO, Fuoco is responsible for planning, directing and managing the current operations, future growth and business development of The Fuoco Group (TFG). In addition, Fuoco provides traditional accounting services to clients, but also offers a portfolio of services that includes: Business Advisory and Strategic Planning, Tax Planning and Preparation, Estate Tax Planning, Business Exit Planning, Forensic Accounting and Litigation Support.

A long time licensed CPA in both New York and Florida, Fuoco was honored as a Who's Who in Accounting by the Long Island Business News. His articles have been published in Accounting Today, CPA Practice Advisor, "Ask the Expert," Palm Beach Post, South Florida Business & Wealth, and On Call, the PBCMS physician magazine. Fuoco has participated in panels, and spoken at lectures and seminars on tax, accounting and business advisory topics. A proponent of "lifetime learning" Fuoco recently earned his CEPA designation in Business Exit Planning from the Exit Planning Institute.

#### What professional accomplishment are you most proud of?

What started in 1996 as a one man show in my basement in Long Island, grew from 2 employees (I was one of them) to over 40 professionals. Now a multi-state, multi-million dollar, award-winning firm, Hauppauge still remains my headquarters. Our clients are leaders in their industries. We are using all this collateral to benefit the community by talking about Opportunity Zones for distressed areas, being agents of change where possible in the industries we serve, impacting diversity in accounting and putting more female professionals in leadership positions!

#### What attracted you to your industry?

I love being a problem solver. I saw that folks needed something more than just

a man in the middle between them and Uncle Sam. My desire as a CPA was to be that business and financial "Trusted Advisor" who served the client on many levels rather than just tax or accounting alone. I help them reach their goals, make money on their operations, and then capture and transfer that wealth to their family.

#### Who inspires you?

My Dad, Sergio, was a jeweler and watchmaker. His passion, hard work and dedication to his craft inspired me. I would say goodnight to him at his workbench and then wake up to find him still there. I asked him if he ever went to sleep – he said something like, "...you lose track of time when you work at something you love." The flame in our logo (fuoco in Italian) stands for the passion with which we care

for our clients, coworkers, and Long Island community.

#### What changes do you foresee for your company in the next 5 years?

How do you see yourself creating that change? Never just "a number cruncher," I have always been the CPA who goes where others fear to tread! I followed my Long Island clients who were expanding or starting new businesses, or semi-retiring in Florida only to reinvent themselves as serial entrepreneurs. Expansion fueled a need for more high value services from their "Trusted Advisor." In response, we started TFG to provide additional services beyond tax, audit, and compliance such as: M&A, business financing, retirement and exit planning, asset protection, risk management, estate planning, etc.



James D. Garbus

Partner • Meyer, Suozzi, English & Klein, P.C.



James D. Garbus is a Member of Meyer, Suozzi, English & Klein, P.C., and is chair of the corporate law department, co-chair of the corporate finance practice, and co-chair of the cybersecurity practice. He is also chair of the firm’s diversity and inclusion committee. Garbus represents established as well as start-up businesses, providing day-to-day general corporate representation including legal and business advice to management on strategic planning (including exit strategies) and operational issues as they arise.

Garbus focuses his practice on mergers and acquisitions and corporate finance (representing both issuers and investors and including seed, private equity, and venture capital transactions and mezzanine and acquisition financing). Garbus also represents banks, other debt providers and borrowers in lending transactions (including senior secured and subordinated debt facilities). He has significant experience in structuring and forming complex joint ventures, limited partnerships, and limited liability companies. Over the

past 20 years, Garbus has also counseled shareholders, partners, members and companies on strategizing, negotiating and settling business owner disputes and partnership divorces of closely-held companies.

Garbus is the co-founder of a film finance and production company. He is the producer of several independent films and other productions and is a member of the Producer’s Guild of America, Producers Council. He is also a former member of the Board of Naked Angels theater company in New York City. Garbus is a founding member and co-chair of the Middle Market Alliance of Long Island, Inc. a non-profit organization focused on the middle market business ecosystem on Long Island.

Prior to joining the firm, Garbus was in private practice since 2003. Before that, Garbus was a partner at Parker Chapin LLP and an Associate at Breed Abbott & Morgan LLP. Garbus received his Juris Doctor degree, cum laude, from the University of Miami School of Law where he was a member of the Law Review and Order of the Coif.

What attracted you to your industry?

I was attracted to the practice of corporate law because I have always been interested in business. Strategizing, structuring and bringing corporate transactions to fruition are passions of mine. Being perceptive about people and their motivations has helped me realize these aspirations and has served me well in negotiating, deal-making and performing in leadership roles.

What professional accomplishment are you most proud of?

There are actually two. First, was 10 years ago when I joined the Meyer Suozzi team

to Chair its Corporate Department as my predecessor was retiring from the position. I came from New York City and had served Long Island clients for many years, but not from “within”. I believe I have had great success in becoming a part of and being embraced by the Long Island marketplace. Second, after leaving my last law partnership in New York City, I began a film finance and production company. I had only done business in that industry tangentially. My business partner and I financed and produced several films and other independent entertainment projects some of which were distributed theatrically and premiered in

film festivals such as Sundance and Berlin.

Name another c-suite executive you admire.

My close friend, Chris McCarthy, who is the President of MTV, VH1, Logo and Country Music Television networks at Viacom. He started at a much lower rung on the corporate ladder and through extremely hard-work and determination reached his present position.

I admire his self-awareness in developing his leadership skills. He has been able to create teams to restructure the businesses he leads with great success in an industry that is in a critical period of transition.


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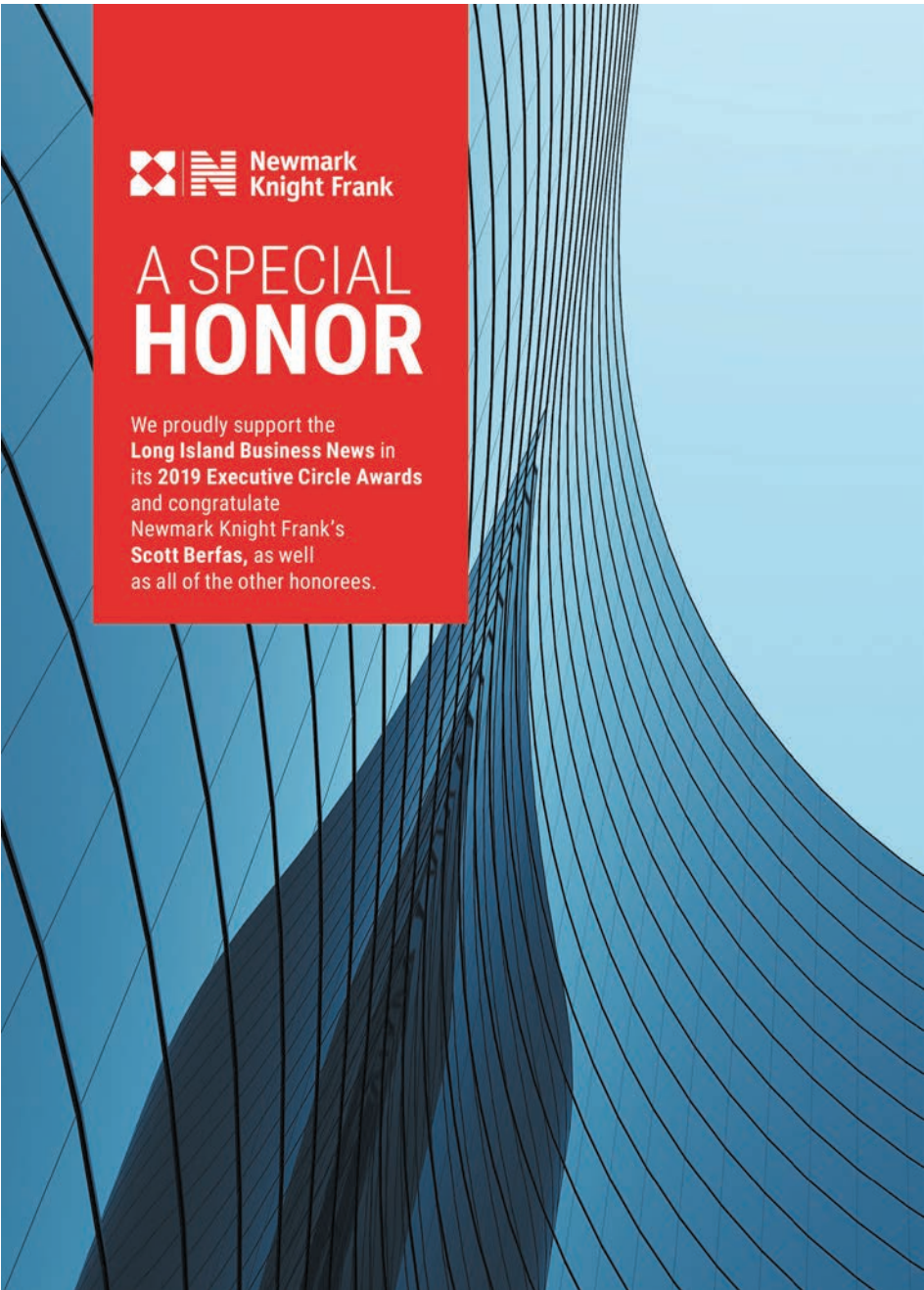
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## Steve Haweeli

*President, WordHampton Public Relations Inc.*



Steve Haweeli, founder and president of WordHampton Public Relations, is among Long Island's most recognizable agency principals. His award-winning firm, representing signature hospitality, health care, real estate and lifestyle businesses, is annually ranked by PR industry bible Jack O'Dwyer's Newsletter as one of the country's top 100 independent PR firms in the U.S.

An ambassador for the region, Haweeli is often sought for views by national, NY metro and local media on restaurant and hospitality business, social media and Hamptons lifestyle subjects. In May 2012, he was awarded the prestigious "Jack Rettaliata Lifetime Achievement Award" from the Public Relations Professionals of Long Island for his contributions to the PR landscape on Long Island. Long Island Business News acknowledged him in the Fifty or so Around 50 Class of 2010 business leaders; and in June of 2012 he was recognized for his industry contributions at the Long Island Hospitality Ball as one of three honorees. In January of 2017 he was named president of the East Hampton Chamber of Commerce.

WordHampton's 20th anniversary, 2012, was an iconic year for Haweeli and his team. Two new divisions of the company were launched, Long Island Restaurant & Hospitality Group – LIHRG - and Metro Restaurant Marketing - MRM. LIHRG is a business-to-consumer operation that unites key brand assets under Haweeli's aegis, including Long Island Restaurant News,

East End Restaurant Week and Long Island Restaurant Week – a 2008 Big Apple Award winning promotion for marketing consumer services, travel and tourism/hospitality from the Public Relations Society of America's New York chapter. MRM is dedicated to marketing restaurants throughout the five boroughs of New York City and beyond. WordHampton celebrated 25 years of client success in 2017.

The company continues to be a driving force behind the success of its clients across all sectors by building brand reputations through creative and strategic thinking, traditional media relations, digital marketing and most importantly, client partnering. The firm's prosperity has been acknowledged with multiple MarCom and Fair Media Council Folio Awards, a PRSA Big Apple award, a PRSA Bronze Anvil award, among others. Haweeli credits these accolades to the team's commitment to learning the developing media landscape, as well as a determined attitude toward results.

Haweeli can often be found rooting for the Yankees or Islanders, fishing for stripers in pristine East End waters or with paintbrush in hand – his other love is art. As an artist, he creates vibrant contemporary abstract works in oil and acrylic. His works have been shown throughout the Hamptons at venues including Guild Hall and Karyn Mannix Contemporary, as well as venues in Manhattan.

A graduate of Hamilton College, he resides in East Hampton.

### **What professional accomplishment are you most proud of?**

Being named the recipient of the Jack Rettaliata Lifetime Achievement Award by The Public Relations Professionals of LI in 2012.

### **What was your first job?**

Delivering newspapers.

### **If you could go back in time, what would you tell your 20-year-old self?**

Believe in you!

### **Who inspires you?**

My team – we have an awesome team that shows up every day and delivers for our clients.

### **Name another c-suite executive you admire.**

Phil Morabito, President and CEO of Pierpont Communications out of Houston, TX – he's one of my mentors and runs an excellent agency.

## John A. Hill

*Founder, President & CEO, Long Island Advancement of Small Business*



John A. Hill is founder, president and CEO of JAH & Associates, Inc. He is also a business consultant, trainer, speaker, writer, marketing and sales specialist and a trade show coach.

Hill has over 35 years of experience developing and managing businesses. His roles have included national sales manager, VP of sales, director of marketing, general manager, VP business development, EVP and COO. He also was elected and served as president & CEO of three public companies, and successfully raised over \$7.5 million dollars on Wall Street.

For 15 years Hill successfully operated JAH-Business Support Services organization a sole proprietorship. During this time, he was responsible for the sale, implementation and operation of the biometric systems used for the prevention of welfare fraud that was installed in Nassau and Suffolk Counties of New York, New Jersey and Connecticut. Because of this effort, Hill was awarded a Proclamation by the Suffolk County Legislator for saving the taxpayers of Suffolk County over \$1 million.

He has lectured at colleges and professional associations throughout the United States, and has been an adjunct professor for the MBA Program at a local University, and presently a guest lecturer at Stony Brook University in their bio-science doctorate program.

Hill provides his expertise in addressing and solving manage-

ment and marketing issues to organizations worldwide. He is a recognized expert in the area of strategic management and the maximization of use of trade shows as a vital element of marketing strategy.

Hill is a published author and has been published in Computer World, Sales and Marketing Magazine, Long Island Business News and the Hauppauge Reporter as well as books and monographs regarding marketing, sales and trade shows. His latest book, "Tips and Tales from the Booth: Avoiding Trade Show Mistakes" was introduced in June of 2008; he is presently working on an updated version.

In 2009 Hill founded the Long Island Advancement of Small Business (LIASB), because organizations that formed to help business were not assisting small businesses on Long Island. With the commitment and support of a select number of handpicked successful business owners who comprise the board of directors, LIASB has become known for its series of business seminars to help educate the small business person to succeed and grow. LIASB has also become the single voice for its members to be heard by local, state, and federal political leaders.

In addition to operating his business, Hill has served as the director of the internship program at Farmingdale State University of New York. Hill is a distinguished veteran of the U.S. Navy.

### **What professional accomplishment are you most proud of?**

That I was elected President & CEO of 3 public companies.

### **What was your first job?**

Delivering groceries for the local grocery store in New York City.

### **What attracted you to your industry?**

A lot of Long Island organizations talk about helping small business, but do nothing to help them. The Long Island Advancement of Small Business has come

to be known as the organization that educates small business owners about topics that are necessary for the success of their business including marketing, sales, social media, technology roundtable discussions and more.

### **Who inspires you?**

My family, especially my three daughters. No matter how bad a business day can be, as soon as I walk into the house my family makes me forget about the day and remind me how fortunate I am to have my family around and supporting me.

### **What changes do you foresee for your company in the next 5 years?**

How do you see yourself creating that change? I believe that with the economy moving so fast, finding people who have the skills to sell will be a challenge. Automation is changing the way we do business. It is much colder, less friendly. Professionals spend more time on their computers. Many young professionals have lost their ability to communicate verbally. I see a need for organizations like LIASB that will help these professionals to be successful.



# Richard Humann

CEO/President • H2M Architects + Engineers



Humann is Chairman, President and CEO of H2M architects + engineers and has been leading the firm since January 2013. Humann is responsible for the corporate management and performance of H2M's business units and market sectors, and is charged with implementing H2M's strategic plan and market based initiatives. In this professional capacity, Humann works with the H2M leadership team to drive the overall performance of the firm.

H2M is a regional leader in the delivery of professional design, construction and environmental services in the Northeastern United States. Under the leadership of Humann, H2M has more than doubled in size over the past six years, boasting a staff of over 435 professionals in seven offices throughout New York and New Jersey and operating at net revenues of over \$60 million. H2M's capabilities have grown to include a full range of professional services including: architecture; water, wastewater, civil/site, structural, mechanical, electrical, plumbing and fire protection engineering; full environmental and forensic engineering;

and planning and survey.

Humann is also responsible to drive the corporate mission, vision and values of the firm, as well as create a working environment at H2M that promotes employee engagement and positive culture. H2M's mission of "building sustainable communities" is shepherded by Humann in how he motivates and encourages all employees to make sustainable design the foundation of the firm. To him, our work is our legacy, and sustainability our responsibility. In establishing H2M's vision to be a nationally recognized leader in the integrated delivery of A/E services, Humann is actively engaged in evaluating the firm's technical capabilities and service offerings, calling for the effective investment in the growth and diversity of H2M's skills as professionals.

Humann is a licensed professional engineer in New York, New Jersey and Connecticut, and sits on several charitable, business and academic boards. He is a Nesconset resident where he has lived for 20 years with his wife Patty and their two daughters.

**What is your proudest professional accomplishment?**

Becoming CEO, with all the support of my partners.

**What does it take to be good at your job?**

Being open-minded to the thoughts, experiences and opinions of others within the firm, listening and collab-

orating, and then being decisive. I'm committed to bringing to bear all the knowledge and expertise H2M has to offer, then making decisions to drive the firm forward.

**What do you do to give back to your community?**

- Interfaith Nutrition Network

**Board of Directors**

- Cold Spring Harbor Laboratory Corporate Advisory Board
- New York Institute of Technology Dean's Advisory Board
- Stony Brook University Dean of Engineering Advisory Board
- LIA Board of Directors
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## Rhonda Klch

*Executive Director, Equity First Foundation*



**R**honda Klch is the Executive Director for Equity First Foundation, a 501c3. The goal of the foundation is to provide vital financial literacy programs to a variety of “communities” on Long Island and New York State. The foundation educates in the areas of Community, Educational and Post Secondary Facilities and Corporate America. In 2017, Klch developed several approved program for the Department of Social Services, focusing on assisting the working poor, at risk homeless and the current homeless populations to secure permanent housing. In addition, in her role, Klch engages with other decision makers and makes strides to continually interface with the communities (and their elected officials) she works in. Klch has a very strategic approach to her work, always looking for the best value and ROI

to all involved. The foundation, under direction of Klch works with multiple homeless shelters, domestic violence shelters/programs, after care program, adolescent programs, drug and alcohol rehabilitation centers, corporate HR directors and other business development coordinators to provide community outreach and other financial education. The 2019 focus will be to secure additional outreach facilities and to assist other organizations in implementing financial literacy programs into their curriculum. Klch also is the founder of the Angel Awards, Holiday Dreams and The Haven Retreat @ Sylvan Beach.

Klch is a resident of Mt Sinai, and is the mother of 5 boys. Together with her husband Stephen, they run Equity First LLC and Equity First Realty Consultants.

### **What professional accomplishment are you most proud of?**

I am most proud of the formation and execution of EFF. EFF is a passion project that has been long in the making. I am a true believer that everyone should have access to professionals (regardless of income) to assist with tough financial decisions. Since inception we have been providing programs for women’s shelters, domestic violence shelters, incarceration facilities, homeless shelters, community center, schools districts and more.

### **What was your first job?**

I have been working since I was 13 years old. I was always motivated to work for the things that I wanted. My first “real”

paying job was at 17 years old, I was a phone consultant for a rare coin business. I fought to get the job because the company did not feel that I had enough “life experience or financial education” to actually close a deal—I showed them!

### **What attracted you to your industry?**

I am passionate about financial education because I see many good families that have life events such as a death of loved one, sick child/parent, loss of job, etc and they are so emotionally devastated that they do not make wise decisions – I love being the one to help sort the problems and put the puzzle back together for them. Not every family we see can be helped, in those cases we strategically sort an exit

strategy so they can focus on the immediate future and steps.

### **If you could go back in time, what would you tell your 20-year-old self?**

If I could go back in time, I would let myself know that I should take each life lesson as a sign of growth. I am proud of who I am; and if I did not experience all the things I did, I may not be the person I am today.

### **Name another c-suite executive you admire.**

I have many executives that I admire, but one that I am very proud of is my friend Pricilla Arena who is the founder of SASI – a not for profit serving the Autism community.



## David Kilmnick, PhD. MSW

*Chief Executive Officer, LGBT Network, Inc.*



**D**avid Kilmnick, PhD, MSW is a leading national advocate within the lesbian, gay, bisexual and transgender (LGBT) communities and CEO of The LGBT Network. Over the last 25 years, Kilmnick has worked tirelessly to end homophobia and transphobia by building a successful non-profit organization that serves the LGBT communities in the Long Island, Queens areas and beyond. As a national voice on LGBT issues, Kilmnick recently served as keynote speaker to the US Embassy in New Zealand at its 2015 national LGBT Conference.

Kilmnick regularly meets with LGBT and HIV groups, government officials, community leaders and business and education executives to discuss the latest issues and concerns affecting those in the LGBT community. He frequently appears on major news outlets such as CNN, HBO, ABC’s 20/20, CBS and NBC to be a voice for suburban and underserved LGBT communities discussing a wide range of equality, social and cultural issues. In addition to extensive media experience, Kilmnick also works with several leading national corporations including JP Morgan Chase, Bank of America, Major League Baseball, Delaware Health and Human Services and Colleges and Universities nationwide to train executives on diversity and inclusion.

Most recently, Kilmnick in coordination with The New York

Mets and Major League Baseball conducted the very first Pride Night at Citi Field in Flushing New York. Some of his most notable accomplishments include executing the very first suburban prom for LGBT youth in America. The event garnered both national and global media attention aside from local coverage. Other industry firsts for Kilmnick include the formation of LGBT senior affordable housing in tri-state area and chartering the only Parent-Teacher Student Association in the country to focus on LGBT youth.

Kilmnick’s long history in serving the LGBT community began 25 years ago when he founded the Long Island Gay and Lesbian Youth (LIGALY) organization and opened its very first LGBT community center on Long Island. Today, Kilmnick is the Chief Executive Officer of The Network that serves tens of thousands annually, reaches an additional 80,000 through education and outreach and employs 51 full-time staff members in four Community Centers located in the Queens and Long Island areas.

In addition to his innovative work in the LGBT community, David is a professor at several colleges and universities, including University of Maryland-University College in Nonprofit Management, Capella University in Public Administration and Nonprofit Management and at Walden University in the School of Public Policy and Administration.

### **What attracted you to your industry?**

Interesting question – what attracted me to the nonprofit industry? I would say the money and having to constantly fund-raise...but if I told you that I wouldn’t be telling the truth. What attracted me to the nonprofit industry and in particular founding a nonprofit for LGBT youth and families, was the desire for teenagers across Long Island simply looking to meet other people who felt the same way they did. There was nothing around at that time, and I knew we couldn’t wait for someone else to create a safe space for kids just to be kids and

be able to mature in a healthy, safe and productive way.

### **If you could go back in time, what would you tell your 20-year-old self?**

If I went back 20 years, I would tell myself to eat before I go to events and be prepared for the ride of your life. I would tell myself that I know I will meet many Long Islander’s along the way, gay and non-gay, that would become part of the movement, and help us to build one of the strongest and most successful LGBT nonprofits across the country in a place no one thought would be possible.

### **What changes do you foresee for your company in the next 5 years? How do you see yourself creating that change?**

The need to address the pressing issues our families and all families face these days are critical, specifically healthcare and affordable housing. I see the LGBT Network under my leadership strengthening key partnerships in these sectors and becoming leaders in facilitating these services over the next 5 years region wide, that will help families feel more secure and keep them on Long Island.



Sam Kliger

Founder and CEO, KWI



Sam Kliger is founder and CEO of KWI, a pioneer of cloud technology for specialty retailers based in Greenvale. Since 1985, KWI has provided companies with a unified commerce solution for POS, merchandising, e-commerce, CRM and loss prevention to create a holistic customer experience - both online and off. KWI counts leading fashion brands and retailers as customers including Pandora, Bandier, Blue Mercury, Dylan’s Candy Bar, Hatch, NARS, Stance, Il Makiage and many more.

What professional accomplishment are you most proud of?

I’m so proud of how our team at KWI treats customers as true partners. Our value of caring has been the core of KWI’s success for the last 30 years and has enabled us to achieve 34 years of profitability by delivering exceptional technology and service to more than 125 customers.

What attracted you to your industry?

Funny enough – KWI started because I waited on a very long line to checkout at a Benetton store in Cedarhurst, back in 1985. The owners of the store did not have a computer system and she was hand writing receipts. At just 19 years old, I told her I would build her a system and created a POS company to help retailers be able to provide good customer service to their customers.

What was your first job?

One of my first jobs was working as a waiter at the Lido Beach Hotel, which

was where I learned about real customer service. I had to learn how a certain guest liked their coffee or which members wanted beach chairs set up in the morning. That level of personalization is now coming to retail and is something we help our customers provide for their own consumers.

What do you do to give back to your community?

KWI is committed to making a difference in the lives of our employees and Long Island community. Our Employee Relationship Management committee focuses on finding new and innovative ways to keep employees engaged and motivated, including opportunities to volunteer or donate to local charities. On a personal level, my wife and I lost our first child to a genetic disease and have since focused on charity work to support medical research for gene therapy. This past August was

the ten year anniversary of the Jack Kliger FORE Memorial Golf and Tennis Outing, which raises funds for research and family services for National Tay-Sachs & Allied Diseases Association (NTSAD).

What changes do you foresee for your company in the next 5 years? How do you see yourself creating that change?

Over the next five years, we hope to bring on even larger and more global retail brands as clients. Retailers, especially in fashion and beauty, will need to offer even more personalized and unique customer service in order to compete and having a single unified commerce offering will deliver a seamless experience whether shopping online or in stores. Technology will change but treating your customer right will never go out of style.

Name another c-suite executive you admire.

Jack Welch



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Congratulations to Jeffrey Friedman for being honored by the Executive Circle Awards. This is a wonderful recognition for all the great leadership you provide and work you do for the Long Island community each and every day!

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About CN Guidance & Counseling Services Established in 1972, CN Guidance & Counseling Services, the only state Certified Community Behavioral Health Center on Long Island, improves the quality of life for individuals and families on Long Island affected by mental health and/or substance use disorders by recognizing and addressing the integration of behavioral health and physical health. The organization leverages a holistic perspective, driven by its belief in the ability of every individual to recover.

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# Lawrence Lessing

Executive Vice President, Lessing's Hospitality Group



Lessing was born into a family of remarkable hospitality. Lessing's, Inc. was founded by Maxwell Lessing in 1890 and is operated to this day by fifteen family members representing three generations.

Lessing began working in the family restaurants as a teenager and instantly fell in love with the hands-on, fast-paced trade. Being in an energetic environment, meeting new people and perfecting the art of hospitality was much more appealing to him than an office setting. He loved that it was his responsibility to ensure that all guests were enjoying themselves.

Being a Lessing does not fast-track an individual to a managerial position. It is company policy for any family member interested in pursuing a position within, to first garner several years of related work experience elsewhere. Thus, after college, Lessing sought out a position with the renowned Danny Meyer of Union Square Hospitality Group. He admits that he does not have the widest palate and prefers simple foods,

which is why he gravitated towards Shake Shack. He began his career as a line cook and moved through the ranks to become shift supervisor, then manager at the Theater District location of Shake Shack. He later became the new restaurant opening trainer and spearheaded the openings of Downtown Brooklyn, Citi Field, Westbury and Philadelphia. After years of success in New York City, Lessing decided to return home to his roots on Long Island.

In 2013, Lessing's, Inc. signed an agreement to develop Blaze Fast Fire'd Pizza in New York City, Long Island, Westchester, Rockland and Connecticut. Lawrence dove right in and grew from general manager to executive vice president in just four years. He is currently responsible for overseeing operations, development and marketing of seven locations with much on the horizon. Lessing will lead two new Blaze Pizzas opening this year. Last year, he helped create and open Hatch, an all-day breakfast concept in Huntington.

**What professional accomplishment are you most proud of?**

Starting as an hourly grill cook at Shake Shack in 2011 and working my way up to my current position. Before I came to Lessing's, I needed to gain experience at a hospitality company and Shake Shack provided many insights and perspectives that I still use today.

I was the GM for our first Blaze Pizza location, and now oversee seven of them. As we continued to grow Blaze, I launched a new concept called Hatch with my cousins; and was promoted to Executive Vice President last summer.

**What attracted you to your industry?**

I love how the restaurant industry is so dynamic. This industry offers the ability to learn about food, people, construction, design, and running a business simultaneously.

**What changes do you foresee for your company in the next 5 years?**

How do you see yourself creating that change? One of my main objectives over the next five years is to create a company-wide training program. I believe that any company is only as strong as its people, and training is the key to developing and retaining great people. I am working to

create a program to identify hard working, passionate employees from any division and provide a roadmap to help them learn and grow with us.

**Name another c-suite executive you admire.**

Danny Meyer, Founder & CEO of Union Square Hospitality Group. Danny is the king of hospitality and operates a number of the best restaurants in the fine dining, casual dining, and fast casual spaces. He focuses immense energy on his team and guests. Danny's book "Setting the Table," is a playbook that every leader should be using!

# Congratulations

## STEVE DISTANTE

### CHIEF ENTREPRENEURIAL OFFICER

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# Nicholas Lazzaruolo

Managing Partner, Melville Office and Audit Partner, Grant Thornton LLP



Nicholas Lazzaruolo has spent his entire career at Grant Thornton, having joined the firm in July 2003 and was admitted into the partnership in August 2014, at the age of 32. Lazzaruolo serves two roles at Grant Thornton. He is the Melville office managing partner responsible for executing upon Grant Thornton’s strategy and driving growth within the Long Island market. In addition, he serves as an audit partner dedicated to serving the not-for-profit and higher education industry. Lazzaruolo serves as the engagement partner to some of Grant Thornton’s most well-known and prestigious international and national not-for-profit organizations. His clients include a variety of professional associations, institutions of higher education, social service organizations, foundations and religious organi-

zations. Lazzaruolo’s technical experience includes performing financial and compliance audits, consolidated fiscal report certifications, agreed upon procedures and special projects relating to operational studies. In addition, he has represented the firm as both a speaker and author at external industry events, as well as, at Grant Thornton’s not-for-profit industry seminars, training sessions and publications. Lazzaruolo is a certified public accountant in New York and Washington DC and a member of the American Institute of Certified Public Accountants. He also serves on the Board of Trustees of the Long Island Alzheimer’s Foundation. Lazzaruolo graduated cum laude with a Bachelor of Science degree in Accounting from Villanova University.

**What professional accomplishment are you most proud of?**  
Becoming a partner at Grant Thornton LLP.

**What attracted you to your industry?**  
Serving the not-for-profit industry has provided me the opportunity to help not-for-profit organizations achieve their respective missions by provid-

ing them with in-depth knowledge to improve their operations, seize opportunities, address challenges and mitigate risks.

**Who inspires you?**  
My wife, Erika. Not only is she an incredible mom and teacher, she is also the most genuine person I have ever met.

**What was your first job?**  
Golf caddy at Garden City Country Club.

**What do you do to give back to your community?**  
Serve as a board member of the Long Island Alzheimer’s Foundation, a cause that is profoundly personal to me.



# Carolyn Mazzenga

Managing Partner, Long Island Office, Marcum LLP



Carolyn Mazzenga is the office managing partner in Melville, New York, responsible for overseeing the growth of Marcum’s Long Island operations. She is also leader of the Firm’s national Family Wealth Services group, assisting clients in wealth preservation and succession planning to meet their lifetime objectives and achieve their philanthropic goals. In addition, she assists hedge fund managers with personal and business income tax solutions. Leveraging her distinction in the women’s business community, Mazzenga was instrumental in launching the Marcum Women’s Leadership Development Program, a cutting-edge initiative to help promote and nourish the careers of the Firm’s female managers and partners. Currently, she serves on the Firm’s national Diversity & Inclusion Committee and co-chairs the annual Marcum Women’s Forum in New York City. A recognized industry leader named one of the Most Powerful

Women in Accounting, Mazzenga has authored numerous articles and speaks before professional organizations on tax, estate and succession planning topics. She also has been quoted in several publications on work-life balance, flexible scheduling and women’s initiatives. In 2016, she was featured in Inc. Magazine’s “Playbook” video series, advising young entrepreneurs about different aspects of achieving success. In addition, she chairs the annual Marcum Workplace Challenge, the largest event of its kind in the Long Island region, which has raised more than \$800,000 for community non-profit organizations since 2006. Prior to joining Marcum in 1991, Mazzenga operated her own practice providing services to small, mid-sized and women-owned businesses as well as high-net-worth individuals. Earlier in her career, she spent 10 years with a “Big 4” firm.

**What was your first job?**  
My first job was in a bakery; it was my first experience with customer service and it taught me the value of remaining pleasant in the face of adversity. My first nonpaying job was selling Girl Scout cookies, which taught me about everything from running a business and selling, to good customer service.

**What do you do to give back to your community?**  
I have always done volunteer work,

either serving on multiple boards, assisting with community fundraising, and mentoring the younger people in my industry. But I also use my tax expertise to help people in my life who have lost a loved one. Dealing with tax issues is the last thing someone thinks about when overcome with grief. I try to guide people in these circumstances by presenting some options.

**If you could go back in time, what would you tell your 20-year-old self?**  
Don’t sweat the small stuff!

**What changes do you foresee for your company in the next 5 years? How do you see yourself creating that change?**  
Marcum tends to be leading the charge in new areas amongst our peers. Technology is not only changing how we do business, but it is also a line of business for us to provide to clients. Robotic Process Automation is something that we use internally, but also a service we sell to our clients. We are also always introducing new practice areas, based on the needs of the business community, like cannabis and cryptocurrency.





# **Nassau Health Care Corporation Congratulates Michael M. DeLuca, MPA**

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# **Nassau University Medical Center**

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Erika Rudnick

Vice President, Marsh & McLennan Companies – Private Client Services



Erika Rudnick brings clients the benefit of more than twenty five years of personal insurance expertise specifically focused on serving the unique needs of successful individuals and families, including executives, athletes, entertainers, family offices, successful individuals and more. As Vice President and Client Advisor Manager with Marsh Private Client Services (PCS), Rudnick leads a team of Client Advisors in providing clients with sophisticated insurance consultation and advice to help protect their tangible assets from loss and their personal wealth from liability risk.

By focusing on understanding each client’s unique circumstances and insurance needs, Rudnick and her team create a customized personal insurance strategy created specifically for each client.

A Long Island native, Rudnick understands the area’s local risk nuances and insurance market realities. Utilizing Marsh’s significant national and international resources, she also provides custom tailored solutions for clients with properties and assets across the country and around the globe.

Beginning her insurance career in 1993, Rudnick first focused on ocean marine insurance as an underwriter before transitioning to the personal insurance side of the industry with a local insurance broker dedicated to the high-net-worth client segment in 1997. She gained 18 years of experience on both the brokerage and insurer sides of the industry before joining Marsh Private Client Services in 2015.

Rudnick studied locally at Walt Whitman High School and Long Island University - CW Post. She is licensed to practice and sell insurance in all fifty states.

In 2018, Rudnick was elected to serve on the board of directors of the Long Island Association. She became an active member within the Long Island Woman’s Collaborative that same year. She served on the event committee for Long Island’s first annual Woman’s Leadership Conference in 2018. In January of 2019 Rudnick was elected to be the Vice Chair of the Long Island Woman’s Collaborative. Rudnick now serves as a conference sponsor representing Marsh Private Client for the 2nd annual Leadership Conference.

What do you do to give back to your community?

As a working mother I was never able to be the class mom or the mom that belongs to the PTA. I decided when my youngest son began playing sports to be as involved as possible with that. I became a board member for their youth football league and volunteered as much time as I had to it in the evenings. I began to volunteer and coach within our church’s youth basketball league and still coach to this day.

I also take my team at Marsh to volunteer at HorseAbility in Old Westbury every spring. We clean out their entrance gardens and do all of their plantings.

What attracted you to your industry?

Insurance isn’t going anywhere. It’s been around since ancient times, and it will stay as long as people continue to drive cars, own homes, and run businesses. Not even the Great Recession could slow down the insurance industry. Employment with an insurance company or an independent agency offers job security that will help you pay off your

student loans and start building a nest egg for the future.

If you could go back in time, what would you tell your 20-year-old self?

Start building a professional network young! Get involved in business groups in your community even if you are still unsure what exactly you want to do with your life. Apply for an internship. Find a mentor. Work harder than anyone else. Believe in yourself and even when you don’t — carry yourself as though you do.

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# CONGRATULATIONS



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## Empowering Small Business





## Al Thompson

*Managing Executive and Studio Director, TPG Architecture (Long Island)*



**A**l Thompson joined TPG Architecture in 1997, and is a managing executive and studio director of its Long Island office. He has managed a wide array of project types including corporate interiors, institutions, hospital expansions, and base building architecture. Thompson has extensive experience overseeing programming, planning, construction

documents, and construction administration for highly complex projects for his clients. These clients continue to provide repeat business because of their trust in Thompson, and his capability to handle any challenge projects might present.

An avid outdoorsman, Thompson can often be found hiking, road cycling, and visiting national parks on the weekends.

### **What attracted you to your industry?**

As a kid I loved to draw and build structures. When you're an architect, there's a physical manifestation of your work to see at the end of the day. It's also a very rewarding industry as you're able to create spaces that give back to humanity and benefit the public. Especially when working in the healthcare practice, you're building integral spaces for everyone – family, friends, and members of the community.

### **If you could go back in time, what would you tell your 20-year-old self?**

I would tell myself to be patient and to learn as much as you can throughout your career – as it is a lifelong career. Everything

that you learn builds a foundation that you can grow on. The architecture field is so broad and vast you can spend a lifetime trying to build your skills, and it's okay if you don't know everything. Try to explore a lot of different practices, find out what area you're most passionate about, stay in your field, and most importantly do your best.

### **Who inspires you?**

A lot of professors in college inspired me, but most notably was Jonathan Friedman, former Dean of the School of Architecture and Design at NYIT. He had a very humanistic view of architecture – how does it make people's lives better, easier, etc. He encouraged me to view architect-

ture as an opportunity to enrich the lives of others. I selected him as my thesis advisor and he remained a strong mentor to me during my college career.

### **What do you do to give back to your community?**

I am very involved with my local church, The Church of St. Jude in Wantagh, NY. For the past 15 years, I've been a vestry member as Warden, and also hold a position on Building Grounds Committee. My wife is the Director of the Mother and Child Ministry Mission in Seaford. Together we assist in taking collections of baby clothes, formula, books, etc. for families that can't make ends meet.



## Davi Tserpelis

*Senior Vice President and Long Island Regional Business Banking Manager  
Personal and Business Banking, City National Bank*



**D**avi Tserpelis is a senior vice president and Long Island regional business banking manager with City National Bank. Based in Long Island, she leads City National's business banking team, serving entrepreneurs and their businesses in the area.

Tserpelis has nearly 30 years of commercial lending and banking experience. Prior to joining City National, she served as a senior vice president with Astoria Bank's Long Island business banking team. Previously, she worked with Citibank's business banking team in Long Island and various other financial institutions in various roles during her career.

Active in the community, she serves as the Secretary and

co-founder of the board of directors for the Middle Market Alliance of Long Island, an organization that promotes middle market companies, professionals and dealmakers in the region. Tserpelis is very active in the community. Historically has served various not for profit organization Committees including most recently serving on the board of directors of The Book Fairies, a nonprofit organization dedicated to fostering children's literacy in the New York area.

Tserpelis earned her bachelor's degree in finance from Baruch College and her master's degree in banking from Mercy College. She resides in Jericho, New York, with her husband and their two teenage children.

### **What changes do you foresee for your company in the next 5 years? How do you see yourself creating that change?**

City National Bank, a wholly owned subsidiary of the Royal Bank of Canada, was founded 65 years ago in Los Angeles by a small group of entrepreneurs devoted to serving the financial needs of other entrepreneurs. Now we've grown throughout the nation and stand strong with \$51.1 billion in assets positioned for continued growth. In the next five years, our team of skilled bankers will continue to reach out into the community to build awareness of City National Bank's expertise in providing entrepreneurs, high net worth families and their key service providers value, advice and financial solutions. Our team will execute on its commitment to addressing our clients' needs and goals, and con-

sistent improvement, enhancement and addition of both technology and talent to support clients including new offices in this region.

### **What do you do to give back to your community?**

It's very important to me that I make my community a better place. I have an ongoing commitment to charitable volunteer work and donations, including donating of time on committees, volunteer boards and at events, goods and funds to organizations supporting our family and community friends, our local businesses, medically challenged individuals and underprivileged. Currently I serve as a co-founder, Secretary and board member of the Middle Market Alliance of Long Island, an organization that promotes local middle market companies, profes-

sionals and dealmakers in the region. Historically, I have served various not for profits in long island including my children's PTA, our local Civic Association, The Book Fairies and the American Heart Association.

### **What attracted you to your industry?**

I remember going to the bank with my family as a teenager and being fascinated by the role the banker played in my family's financial management. I was mentored by my Nana on the importance of money management, including saving and investing from an early age. I listened to her interactions and advise from bankers, and noted the value they could add to financial planning. I have always been good with math and managing my money, and felt I would enjoy the career and could add value to clients.



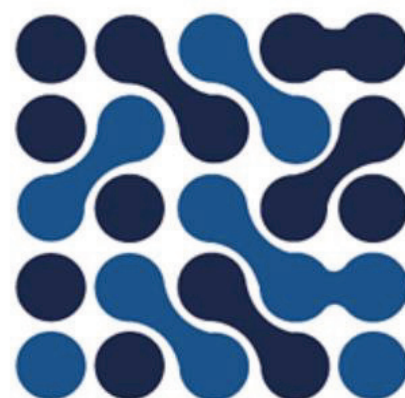
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# Etan Walls

CEO, Adjuvant.Health • COO, Allied Physicians Group



Etan Walls, CISSP is CEO of Adjuvant.Health, one of the largest private medical partnerships in New York, offering a wide range of medical solutions and medical administrative services. Walls is also COO for Allied Physicians Group, a primary care independent physician group with over 30 locations throughout the New York metropolitan area and is a founding board member of the Allied Foundation. The Allied Foundation is a not-for-profit organization with a primary mission to impact and improve the health and well-being of residents within Allied Physicians Group's geographical footprint. He joined the Allied family in 2011 and has held many roles, with increasing responsibility. Under Walls's leadership, Adjuvant.Health and Allied Physicians Group have nearly doubled in size by providing services which have enhanced efficiency and significantly reduced medical practice operational costs. Responsible for the implementation of the broader Allied strategic organizational vision, he leads a highly effective internal teams of professionals in an ever-changing organization. He is a recognized subject matter expert in revenue cycle management, patient centered medical home, clinical operations, risk based payments, quality revenue, interoperability, and healthcare IT as it relates

to the new healthcare paradigm. Walls and management teams have launched a number of groundbreaking initiatives in IT, human resources and finance, allowing practices to provide quality care at low cost and maximized reimbursement. He also worked closely with his team on the development of the Telehealth program, which allows patients to access and receive quality care from the comfort of their home. Recognizing that engaging physicians is crucial to Allied's success, Walls built a skilled leadership group which launched a series of activities to improve communication, address barriers to physician work and encourage input from physicians on strategic development. With more than 20 years of technology and project management solutions experience and over 15 within healthcare, Walls has extensive knowledge of healthcare policies, procedures and workflows as they relate to change in the regulatory market. Prior to joining Adjuvant.Health, as president of the Centricity Healthcare User Group (CHUG), Walls expanded his reach and reputation through speaking engagements and executive level discussion. Walls was very involved in early stage healthcare IT startups as a mentor and advisory board member and Technology Officer at Universal EMR Solutions.

**What professional accomplishment are you most proud of?**

Launching Adjuvant.Health at the beginning of 2019. This was the culmination of over 3 years of work with my management team and dedicated staff to bring pediatrics and effective medical practice management into a highly competitive market. We are changing the way that practices are managed, which allows physicians to focus on serving and building stronger relationships with patients.

**What was your first job?**

Quality Assurance on the packaging of Windows 95

**What attracted you to your industry?**

My mother worked as a nurse in a fam-

ily practice unit when I grew up. I always admired the work she did and I wanted to do my part to help save lives. Healthcare is complex and challenging; I wanted to apply my skills and leadership to make a difference in how practices were managed and how practitioners could spend more time working with patients. Today, working with the pediatricians at Allied, we are achieving this goal and it has been personally fulfilling.

**If you could go back in time, what would you tell your 20-year-old self?**

Save more and go on vacation.

**Who inspires you?**

My wife, children and my team of hard working and tireless professionals at Allied and Adjuvant that I have the pleasure of

working with every day. Together, we are committed to ensuring patients and families get the health care that they need in order to live happy lives.

**What do you do to give back to your community?**

I volunteer with my synagogue and coach little league baseball.

**What changes do you foresee for your company in the next 5 years?**

How do you see yourself creating that change? Over the next 5 years my team and I will be building a national pediatric brand that protects pediatricians, enhances practice operations and efficiencies while ensuring that practitioners have the ability to provide the best possible care to

# Julie Wyetzner

Chief Operating Officer & Executive Director, Genser Cona Elder Law



Julie Wyetzner is the Executive Director & Chief Operating Officer of Genser Cona Elder Law. Wyetzner joined the management team in 2016 to support the firm's growth and to spearhead its administration. In her role as COO, Wyetzner oversees all aspects of firm management including human resources, talent acquisition and retention, retirement plan and benefit management, financial ops, facilities and technology management, and is actively involved in the firm's strategic and practice development initiatives. Wyetzner has held several leadership positions during her career in business development and management. From 2003 to 2016, Wyetzner was the executive director of Goldberg &

Connolly, a prominent construction boutique law firm. Prior to that, Wyetzner's career was focused on financial services business development. She was a former Vice President of Citibank where she successfully introduced investment products across the bank's branch network and she was the Vice President and Director of Marketing for an online brokerage firm and a mutual fund development company. Wyetzner is an active member of the Association of Legal Administrators Long Island chapter where she chairs the Community Connection Committee and is a member and sponsor of the Society of Human Resource Management's LI chapter (SHRM-LI).

**What attracted you to your industry?**

My relatable experiences with two aging parents, 92 year old mother and 88 year old mother-in-law, solidified my interest in joining Genser Cona. Elder Law is a relatively young industry, Genser Cona Elder Law virtually created it in 1998, and it is on a growth trajectory. People are clearly living longer and working longer and we all must plan for later retirement and financing our older years all while likely being a working caregiver.

**If you could go back in time, what would you tell your 20-year-old self?**

I counsel young professionals that a successful career is a long journey so play to your strength, be a good listener be patient, give 100% always to all you do, accept new challenges so you can continue to grow and improve your skills

and be your own advocate. There will always be ups and downs along the way but change is inevitable so be patient and manage yourself and your career in a way where you would hire you. Never rest on laurels or accomplishments and set an example for others to follow.

**What do you do to give back to your community?**

I am an active member of the Association of Legal Administrators (ALA) and I am the Chairperson of the Community Connection Committee as well as I participate in all Genser Cona Elder Law philanthropic programs which are continual throughout the year. I recently led an ALA fundraiser on May 1st that provided clothing we collected through donations to Long Island's Homeless Veterans in coordination with the not for profit, generalneeds.org.

**Name another c-suite executive you admire.**

Jennifer Cona. Jennifer is a superb business person, attorney advocate, innovator, employer & friend. I admire her ability to manage the firm, her family, business and professional commitments all while being a selfless supporter for the older community. She's created a non-traditional law firm environment, one that she would want to work for, based on the philosophy of doing the right thing for the client, employee & community. She has developed a work place where employees can advance at their own pace and still achieve recognition and advancement whether they are part-time or full time. Grow Older With Us is our commitment to our clients, community and our employees and Jennifer Cona embodies it.





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