

Anne Beiler • Art Campbell • Anthony P. Campisi • Linda Carchidi • Roy B. Clair Jr

Kathleen Pavelko • Robert W. Pullo • Velma A. Redmond • Michael Rice • Izzy Schwab • Scott Sechler Sr.

Greg Sutliff • Jonathan Vipond, III

CENTRAL PENN BUSINESS JOURNAL



ICON SUCCESS AND LEADERSHIP AWARD

© Patricia Reid O'Brien

Brian Lockman • Dr. Lavette R. Paige

Denise Marino Clelan • Frank E. Dittenhafer II • S. Dale High • David Klepinger • Michael E. Kochenour

Gary Nalbandian • Rocco A. Ortenzio • Donald C. Papson



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NOTE FROM THE ASSOCIATE PUBLISHER

Dear Readers:



We are proud to present our first Central Penn Business Journal ICON HONORS awards. Inside you will meet 23 men and women, age 60 or over, who have left an indelible mark on their chosen fields, their colleagues and the community. We call them ICONS because they are high achievers that

other business leaders want to emulate. In other words, they are inspirational!

I'm sure you'll be familiar with many, if not all, of our 2019 ICONS. After all, many of their accomplishments have been featured here in Central Penn Business Journal and in other media. While each honoree had a unique journey, it was their similarities that stood out as we compiled this magazine. Integrity, for example, was a trait each ICON displayed with their actions and words. As we read through the nominations, we saw how trusted these visionaries are. Advocating for and mentoring of young professionals was another trait each ICON shared. Linda Carchidi, president of JFC Staffing Companies has mentored her staff for decades - teaching them how to get involved in government in order to make meaningful changes and give back through charitable organizations. Frank E. Dittenhafer II, president of Murphy & Dittenhafer helps the next generation of architects as an alumni mentor with the Penn State Architecture Alumni Group Mentoring Program.

Donald C. Papson, president and executive director of the M.S. Hershey's legacy - helping disadvantaged students with a home and a top-notch education. Robert Pullo, COB & CEO Waypoint/York Federal Foundation Inc., has dedicated himself to working as a pro-bono consultant and philanthropist advocating for minorities, women and nonprofit executives since retiring from banking.

The ability to weather changes in business and mergers and acquisitions was another common thread. Anthony P. Campisi, president and CEO of Glatfelter Insurance Group recently led his company's sale to American International Group (AIG) - a crowning moment in his career. This magazine features these stories and more. We hope you find it as inspirational and informative as we do. And I'd like to thank everyone who took the time to nominate an ICON. Your suggestions represent the best and brightest leaders - all of whom have passed the test of time. Congratulations to the 2019 class of CPBJ ICONS HONORS.

Sincerely,

Cathy Hirko
Associate Publisher/Editorial Director

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1500 Paxton St., Harrisburg, PA 17104
717-236-4300 • www.cpbj.com

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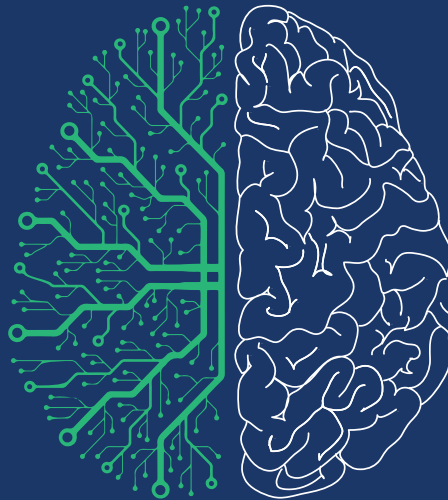
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to **Denise Clelan** and all ICON honorees!

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ANNE BEILER

*Founder
Auntie Anne's Pretzels*



Anne Beiler started twisting pretzels in 1987 to support her husband's vision of offering free counseling services in their community. What began as a single farmer's market stand grew into Auntie Anne's Inc., the world's largest hand-rolled soft pretzel franchise. Today, there are more 1,200 locations, in 44 states and in 23 countries.

Anne's journey towards success began many years before the first pretzel was rolled, when she and her husband experienced any parent's worst nightmare – the loss of a child. This propelled Anne into six years of darkness, depression and despair but out of her pain came purpose and the desire to persevere towards personal and professional success.

Anne is among an elite group of women that have founded national companies in America and is one of an even smaller number that has owned an international franchise company.

She was named one of America's 500 Women Entrepreneurs by Working Women and Entrepreneur of the Year by Inc. Magazine. Anne's entrepreneurial insights and personal story have been featured on many television shows including Secret Millionaire, The Oprah Winfrey Show, Good Morning America, ANDERSON, and Food Court Wars. Her story has been featured in numerous publications including Fortune Magazine, Guidepost and Nation's Restaurant News.

"It's so important for business leaders to discover what their purpose is. In the days when the business seems overwhelming, or you aren't certain you can continue, it is your purpose that will compel you to push through."

In 2005 Anne sold Auntie Anne's and authored Twist of Fate, a revealing look at the inner workings of her life while building an international corporation. Her latest book, The Secret Lies Within, offers an inside-out-look at trauma and how to overcome through sharing your story.

Today Anne speaks to audiences around the world inspiring people with her authentic stories and life experiences. Her mission is to help encourage others to overcome themselves and become who they desire to be.

Anne, who describes herself as a little Amish girl from Lancaster County, never finished high school. She finally got her high school diploma when she was 50 years old. Since then she has received honorary doctorates from Eastern University and Elizabethtown College.

Anne and her husband live in Texas and are parents to two daughters, both married, and proud grandparents to four grandchildren.

ART CAMPBELL

President
Campbell Commercial Real Estate, Inc.



A licensed PA Realtor, Art Campbell founded Campbell Commercial Real Estate in 1984. Since then he has grown the business and made it a point to give back the community.

According to Tesla Blood, director of business and marketing at Campbell Real Estate, “The company’s ongoing success over the past (almost) 36 years in Central Pennsylvania is a direct reflection of Art’s hard work. His experience and professionalism have earned him several awards and recognition, including the REALTOR of the Year Award, Professional Merit Award and several Top Producer Awards from the Greater Harrisburg Association of REALTORS. Not to mention he is kind, compassionate and inhabits a wealth of knowledge!”

Not one to keep his secrets of success to himself, Campbell goes out of his way to share his experience with others.

“With leasing and selling an average of 30

to 50 properties per year, I have personally interacted with thousands of Central Pennsylvania businesses. From start ups, municipal governments, retail and hospitality, to Fortune 500 companies, my experience has helped those firms in every way,” says Campbell. “In addition to just the real estate component, my ownership of various businesses has provided insight and experience I willingly share with friends and clients.”

“Listen to your clients. Never stop learning. Have fun with what you do, in and out of business.”

As a coach for Girls on the Run, Campbell participated and coached girls with life lessons as they worked toward the goal of running a

5K. He is on the Board of Directors at the West Shore Country Club and served on the Man of the Year Campaign for the Leukemia & Lymphoma Society in 2013. He led the Harrisburg Realtors Foundation as president and director from 2003-2008.

For the next generation of business leaders, Campbell has the following advice: “Listen to your clients. Never stop learning. Have fun with what you do, in and out of business.”

In 2014 Campbell was recognized with an Outstanding Commitment Award from the Leukemia & Lymphoma Society. He was a Greater Harrisburg Association of Realtors, Realtor of the Year, and received the Professional Merit/Lifetime Award from the Greater Harrisburg Association of Realtors. In 2018 the West Shore Chamber of Commerce gave Campbell the Business Achievement Award.

SUTLIFF



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Michael W. Rice



CONGRATULATIONS

2019 Icon Award Recipient

The Icon Honors awards recognize business leaders over the age of 60 who have left an indelible mark in their fields, and whose integrity, vision and selfless service have lifted up the Central PA community.

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ANTHONY P. CAMPISI

President/CEO
Glatfelter Insurance Group



If you want to inspire others to do great things you need to show them how it's done. It's a simple philosophy that Anthony Campisi has spent his career perfecting.

Campisi, president and CEO of Glatfelter Insurance Group, says his "lead by example" method is rooted in his core values: trust, integrity, honesty, loyalty, respect and giving back to improve the quality of life for others.

"I have always tried to set an example for others in terms of volunteer leadership and giving back to the local community and to society," says Campisi. "Setting an example of leadership and giving back, inspires others to follow."

Campisi started at Glatfelter almost 40 years ago, learning from and then building on founder Art Glatfelter's guiding principles – a tradition of service, founded on trust. One of Glatfelter's early successes that Campisi, who became CEO in 2002, has helped grow beyond Glatfelter's expectations was the Volunteer Firemen's Insurance Services (VFIS) – the first insurance policy for emergency service organizations.

During a recent celebration of VFIS, Campisi said, "I recall Art telling me more than once that he would consider VFIS to be a tremendous success if we wrote one-third of the fire departments in the state of Pennsylvania. Well today, 50 years later, VFIS insures about 50 percent of

the fire and EMS departments in the country."

In 2018, Campisi led the insurance group's sale to American International Group (AIG) – a crowning moment in his career. Campisi said, "The agency's tremendous success meant its value had grown immensely, and we decided 2018 would be when our ownership structure changed. We needed to find the right partner to fulfill its legacy, to operate with our philosophy and serve clients the way we always have."

"Setting an example of leadership and giving back, inspires others to follow. Follow your passion. Constantly seek to build long-term relationships and exceed your customers' expectations."

A native of York County, Campisi's inspirational efforts go beyond his insurance career. The list of organizations, boards and causes he has championed over the years is impressive. He also serves as president of the Arthur J. and Lee R. Glatfelter Foundation.

In nominating Campisi, Glenn Miller, advancement officer at York College of PA says, "Tony Campisi is an iconic business and civic leader in Central PA for decades. He has guided the highly successful company through exceptional growth coupled with unparalleled integrity."

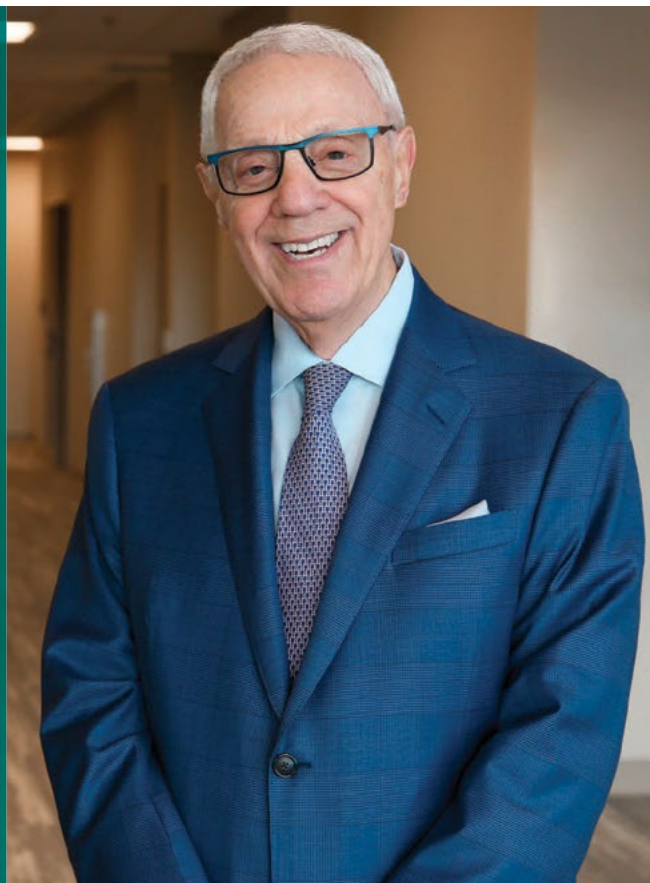
In 2018, Campisi received an honorary Doctor of Humane Letters from his alma mater, York College of Pennsylvania. He is board chair for the Cultural Alliance of York County, president of the International Association of the Fire Chiefs Foundation and past chair and board member of Junior Achievement of South Central PA. He is also on the board of Better York and Crispus Attucks and an advisory board member for Downtown, Inc and York Habitat for Humanity. Campisi serves as cochair of the York County History Center Capital Campaign, as honorary chair of the YMCA Capital campaign and as a member of the York Area Capital Campaign Review Association. He is also a member of the PA Early Learning Investment Commission and of the United Way of York Tocqueville Committee.

Congratulations Rocco A. Ortenzio

*Thank you for 60 years of vision, leadership,
integrity and a genuine passion to care for others.*

You have impacted millions of lives through your
distinctive work and philanthropic generosity
throughout Central Pennsylvania and nationwide.

It is a privilege to join you in the celebration
of this well-deserved prestigious ICON Honor.



Congratulations,
Donald Papson, for being recognized
as an Icon in our community.



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LINDA CARCHIDI

President
JFC Staffing Companies



The year was 1975 and Linda A. Carchidi and James F. Carchidi, Jr. recognized the need for a company to provide temporary employment to Central PA businesses seeking a work force in the light industrial and clerical niches. Headquartered in a one-room office, with limited ability to meet payroll, the Carchidis opened the doors for what is now known as JFC Staffing Companies.

It truly was a leap of faith and with Linda's vision and leadership, the company has grown to be the largest independent staffing firm in Central PA, employing thousands of residents every year. They are ranked as the 7th largest Midstate Employer by the Central Penn Business Journal (CPBJ). In 2010, James Carchidi retired from JFC to focus on investment properties and property management.

Over the years, Linda helped many people, but not in the way she originally planned. Trained as a nurse, she planned to help people

through health care, not staffing. But Linda's efforts have helped her company grow to include seven offices throughout Central PA, employing 80 internal staff members and thousands of external temporary associates each year.

As a member of the American Staffing Association legislative committee, Linda helped craft recommendations for changes to legislation affecting the staffing industry. In the 1990s, in response to her customers' requirements for employees with IT skills, Linda started the JFC Career Development Center. While her primary business was focused on recruiting and staffing, she knew she had to do more to get the workforce ready for what companies needed.

Linda believes all businesses must operate with the highest degree of integrity and professionalism. To encourage this among staffing firms in PA, Linda contacted the national body of staffing firms, the American Staffing Association (ASA), to start a grass roots effort for collabo-

ration in PA. With their support she went on to found and serve as Chair of the Pennsylvania Staffing Association-East. She was later elected Chairman of ASA, promoting legal, ethical and professional practices for the multi-billion dollar U.S. staffing industry. She has maintained an active role on the board of the ASA since 1999 and received ASA's highest award given in 2018 when she was inducted into the ASA Leadership Hall of Fame.

"Developing people to be the best version of themselves is a passion of mine," says Carchidi.

"I enjoy sharing my business stories of success and failure in hopes that people can learn some life lessons."

Linda also stresses the importance of charitable work and giving thru the company's CARE program. While chairman of ASA, she shared JFC's corporate CARE program and spent a year developing a National CARE Program. Firms who excel in Corporate Social Responsibility Programs are recognized annually.

Topping the list of awards Linda has earned over the years are: Inavero's Best of Staffing Client Satisfaction Award – received by less than 2 percent of U.S. staffing firms, Top 50 Women in Business, ASA Care Award for Corporate Social Responsibility, Legislative Merit Award from the Pennsylvania Staffing Association, CPBJ's Top 100 Private Companies, Harrisburg Magazine's Simply the Best Staffing Firm – 11 years in a row, CPBJ's Best Places to Work recipient for 8 years, final nominee of Lancaster Chamber's Ethics in Business Award, CPBJ's Business of the Year Nominee and CPBJ's Executive Management Team Award Finalist.

Linda also encourages her staff to pay it forward. For some it is the first time working with charitable organizations. Linda makes it easy for staff to become lifelong supporters of charities by adopting one corporate charity of their choice, each year for the JFC companies to support. "If they feel passionately about an organization, they will make that excitement contagious," says Carchidi.

**Congratulations to
Kathleen A. Pavelko,
an ICON at WITF
for 19 years!**



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***"The more we do
together, the more
we can become."***

– S. Dale High, Chair Emeritus
High Companies



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ROY B. CLAIR, JR.

*Co-founder
Clair Brothers*



The perfect gift. Sometimes it's something we've long coveted, like the Red Rider BB gun from the movie, A Christmas Story. Other times it's something totally unexpected.

The latter is what happened in 1954 when Roy B. Clair Jr. and his brother, Walter "Gene" Clair, received a PA sound system from their father for Christmas. Roy and Gene were immediately hooked, and learned to use the system at local dances, Easter egg hunts and more.

Nine years later, the brothers had purchased a loudspeaker re-coning business from a local

music store and started building their own systems. In 1966, Franklin & Marshall College (F&M) hired Roy and Gene to handle the in-house sound system for touring headliners. When Frankie Vallie and the Four Seasons played at F&M, the singer was so impressed with the Clairs' system he asked them to join him on the road.

During the 1970s the Clair brothers continued to innovate and create a signature sound. The creation of the S4, single-box loudspeaker system (the first all-in-one four-way box) caught the attention of Rod Stewart and the Rolling

Stones and the Clair brothers hit the road again. As they added more staff, the number of clients continued to grow and a steady gig with Blood, Sweat and Tears was followed by jobs with Elton John, Moody Blues, Yes, Billy Joel and Bruce Springsteen. The list goes on and the bands are legendary and their work established Clair Brothers as the live-event industry's most prolific pro-sound companies in the world.

"Make sure you know where you came from so you know where you are going."

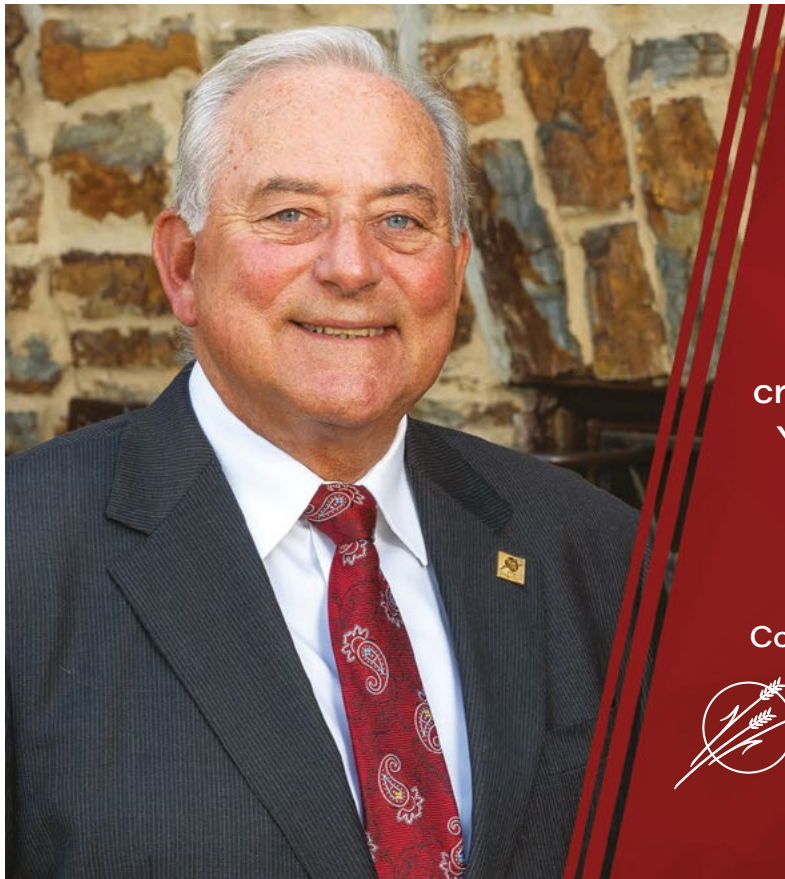
After many years on the road, Roy turned his attention home. In 1986 he was elected mayor of Lititz and continued to serve through 1994. He was a member of the Board of Trustees of Millersville University from 1992-1995 as well as Linden Hall, serving as a trustee from 1980-1984. In 2015 he was awarded an honorary doctorate from Millersville University.

He also was instrumental in establishing the Lititz recCenter as Chairman of the Building Committee and helped mentor the up-and-coming generation through the Lititz recCenter Junior Board and Warwick Middle School.

His advice for young professionals? "Make sure you know where you came from so you know where you are going."

Clair Brothers' list of awards garnered over the years is extensive. In 2008, however, Roy's company won the Parnelli Audio Innovator award – known as the Oscar of the live entertainment industry. Other awards include: Tin Ear Award, Pioneer Award, TEC Lifetime Achievement, Audio Engineering Society Hall of Fame, Les Paul Innovation Award, multiple Pollstar "Sound Company of the Year" awards, multiple Pro Sound News Center "Stage Awards," multiple Pro Sound News "Recording and Sound" awards, Tour Guide Magazine's "Top Dog" award and multiple Performance Reader's Poll awards for "Sound Company of the Year".

Today, Roy says "bringing other entertainment industry companies into Pennsylvania" continues to be his vision for the future.



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Congratulations!

Gary L. Nalbandian

Thank you to Gary L. Nalbandian and the rest of the Icon Honors Award Winners
for your continued leadership and commitment to the Central PA community.

**LEE &
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DENISE MARINO CLELAN

Owner

Clelan and Company and Clelan Coaching



Denise Marino Clelan believes there are two characteristics a person needs in order to be successful - integrity and tenacity. Having a type-A personality doesn't hurt either.

"It's very easy for people to get caught up in the trappings of achievement and accomplishment – sometimes at any cost. For me the most important thing a person can demonstrate in the community and in their business is integrity. Follow through with what you say and hold others up."

As cofounder of Clelan and Company, a financial advising firm based in Camp Hill, she

qualified for the Million Dollar Roundtable (a global independent association of more than 66,000 leading life insurance and financial services professionals) her first year. She went on to qualify more than 35 times and was Court of the Table 16 times. In order to qualify for this honor, financial advisors must meet certain financial levels, adhere to strict ethical standards and love helping others with their financial needs.

Being a super achiever who worked tirelessly to achieve all her goals, Clelan didn't stop when she left the office. She served on the Board of the Harrisburg Area YWCA, and as Finance Committee chair and board member for Wesley Affiliated Services, Inc. She was vice-president of the Harrisburg Society of Financial Service Professionals and was the first woman in 75 years to become President of the Harrisburg Association of Insurance and Financial Advisors.

In 2006 she became the first woman ever to chair the Keystone Chapter of the Associated Builders and Contractors.

Her success, however, took its toll. For two decades Clelan fought to overcome health issues that, at one point, left her incapacitated to the point she couldn't process food or water. Throughout this time she prayed. When business coaching popped into her head she was initially skeptical. Having participated in a coaching program herself, Clelan didn't see the value.

But, when she was introduced to Core Energy Coaching, it was a life-altering experience and she went on to found her own company, Clelan Coaching.

"The coaching side of my world is a real reflection of who I am because I get to support others in breaking through obstacles that hold them back," says Clelan. "I get to help them get to a place where they have a quality of life that is reflective of who they are."

Clelan's genetic condition remains, but she feels fortunate. Her tenacity has helped her get up and keep going and she wouldn't trade her desire to lead, bring about change and innovate for anything.

"As tough as it gets at times, I think maybe my biggest accomplishment has been staying power," says Clelan. "Sometimes people give up too easily, but even in tough times it would be really hard for me to just walk away from everything and let someone else drive the ship."

Some of Clelan's other accomplishments include: certification as a CORE Performance Dynamics Specialist and a Professional Coach (IPEC) and Energy Leadership Master Practitioner. She is founder and CEO of Aegis Retirement Strategies, LLC and in 1995 was one of Central Penn Business Journal's (CPBJ) Top Forty Under 40 professionals. In 2000 Clelan was one of CPBJ's Top 50 Women in Business and two years later was named a Dynamic Woman of Harrisburg by Harrisburg Magazine. In 2011, Clelan was recognized as a Woman of Influence by CPBJ. Over the years, Clelan volunteered for many local charities including United Cerebral Palsy and the Central PA Multiple Sclerosis Society.

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Congratulations to
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Current Board Chair and Former Board Chair
in recognition of their long-standing commitment
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Congratulations

Jonathan Vipond, III

2019 ICON Honors Award Recipient

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FRANK E. DITTENHAFFER II

President
Murphy & Dittenhafer Architects



Frank E. Dittenhafer II is an award-winning architect who is committed to providing inspirational design in Central PA and to serving the community at large. Over the past 40 years, his company, Murphy & Dittenhafer Architects, has earned a reputation for groundbreaking design that raises the bar for other projects in the area.

“Excellent and responsible architectural design is very possible in Central PA and should be the norm - not the exception - regardless of project type, location or construction budget,” says Dittenhafer. “Central PA is my home and I treasure the landscape - both the unbuilt and built - as our regions’ most precious resources.”

Dittenhafer considers the work he and his company provide to be a privilege. What-

ever he is working on, he strives to create projects that go beyond the status quo while simultaneously working to bestow a sense of stewardship to other architects and community stakeholders. Many of his projects are firsts for the area, such as the urban, mixed-use/adaptive re-use and loft housing projects (CODO 241, CODO 28, George Street Lofts REVI Flats and Ribbon Place), historic preservation/adaptive re-use projects (Forum Building/Auditorium, Seminary Ridge Museum, York Central Market, York College Center for Community Engagement), urban planning projects (Lancaster Stadium District, York Stadium District, York City - West Market Street Unit Block Revitalization Action Plan, Northwest Triangle Redevelopment Plan), and performing and visual arts projects

(Whitaker Center, Penn State York Pullo Center, MarketView Arts, “c o d” gallery).

Over the years, Dittenhafer also has earned a reputation for his pro-bono services to many worthwhile causes. Eric Menzer, president of York Revolution, wrote in his nomination, “Under Frank’s leadership the firm makes significant contributions to the community through pro-bono work and sponsorships of numerous local organizations. In particular, I want to highlight something very personal – the hundreds of hours that Frank has devoted to the pro bono design and support of the Reid Menzer Memorial Skatepark in York. The park is named for my son, who was killed in an accident at age 14. Frank was there, without being asked, from the first moment a group decided to build a skatepark in Reid’s memory. He has volunteered without hesitation not only his time, but that of his employees, to make sure the design and construction of the park were outstanding. He continues to be involved over 10 years later, still working with groups of skaters to design new elements for the park. His assistance is literally priceless. Yes - there is a monetary value to it that is very significant, but it is his unceasing willingness to help that has meant a great deal emotionally to me and my wife.”

“Always (and frequently) look at ‘the big picture’ simultaneously with attention to ‘the small details’ – both are critical to success.”

Dittenhafer is currently an Alumni Mentor at Penn State Architecture Alumni Group Mentoring program and founder and current Chair of the Central PA Architecture Foundation Fund. He is particularly proud of his 2007 induction into the American Institute of Architects, College of Fellows for excellence in architectural design.

To the next generation of architects, Dittenhafer offers the following advice: “Always (and frequently) look at ‘the big picture’ simultaneously with attention to ‘the small details’ – both are critical to success.”

Simply put, S. Dale High has dedicated his life to growing his business and benefiting his community. The impact of doing both can be found throughout Central Pennsylvania — and beyond.

“We need to come alongside people and help them realize what they can do, and that they can do it. It’s an entrepreneurial spirit, but it’s also a human spirit.”

In nominating High for this award, Lancaster Chamber President and CEO Tom Baldrige said: “Dale embodies the two key tenets of the High Companies in his commitment to ‘Building Trustworthy Relationships’ and ‘Being Innovative Leaders.’ In living these principles, Dale has built a company that has more than 2,000 loyal employees, thousands of loyal customers across a variety of industry sectors and the admiration and respect of the communities in which he does business. In this regard, Dale has earned a solid reputation for doing good work that benefits all. From playing a key role in revitalizing downtown Lancaster to putting Pennsylvania craftsmanship and skill on full display with the building of the Tapanzee Bridge, Dale and the High Companies have consistently demonstrated and lived their roles as a model business and business person.”

From the beginning, when it was known as the High Welding Company, to present day, The High Companies has grown into ten businesses, employing 2,000 workers and generating a half billion dollars in revenue. In 1980, the High family started the S. Dale High Family Foundation, which supports philanthropic efforts in the community including helping to beautify Lancaster’s South West through the installation of public art and murals.

“High is a principled leader who is committed to doing what’s right and always honoring the long-term in the decisions he makes. His business acumen, his belief in our community’s future and his philanthropy and thought-leadership



have enabled him to stand-out as one of Central PA’s most successful and most admired business leaders,” Baldrige said.

High earned a degree in business adminis-

tration from Elizabethtown College. Over the years, he has received two honorary doctorates and numerous other awards including, National Entrepreneur of the Year.

DAVID KLEPPINGER

*Chairman emeritus
McNees Wallace & Nurick*



In some ways, David Kleppinger owes his legal career to his best friend in middle school. Or, more specifically, his best friend's dad.

"His father was a lawyer," Kleppinger recalls, "and we went to the county courthouse to observe him one day, and I concluded that if I could be half as successful as he, that would be a good career path for me."

His friend's dad was a solo practitioner in Allentown, and Kleppinger says he saw a few things that he hoped to emulate. "The respect that he commanded as he walked through the halls of the courthouse and the dignity with which he carried himself," he says, "those would be the two biggest ones."

Today Kleppinger is chairman emeritus of McNees Wallace & Nurick, after serving as chairman of the firm for 12 years. He now serves as chair of the McNees PAC and co-chairs the McNees Strategic Solutions Group.

Kleppinger says he is proud of the firm's success during his tenure as chair, particularly the way it was able to "survive if not thrive during the great recession years without laying off one person, lawyers or staff, and maintaining our commitment to our summer associates class when other law firms were saying 'don't show up' even when they passed the bar."

"Make decisions based on the long-term interests of the firm, not for short-term expedience. This is a marathon. It is not a sprint."

Kleppinger is a member of the Energy & Environmental and Government Relations Practice Groups. He represents large commercial and industrial consumers of fixed utility services in-

cluding electricity, natural gas, water/wastewater, and communications, as well as providers of these services. He led legislative and regulatory initiatives to restructure these industries for customer benefit. He is a registered lobbyist for McNees Wallace & Nurick and several of the firm's clients.

He serves on the board of the Jonathan Eshenour Foundation. He is a trustee for The Pennsylvania State University, serving as chairman of the board from 2013-2016. Since 2008 he also has been on the board of visitors for the Penn State College of Liberal Arts Political Science Department, which he chaired from 2013-2015.

At the end of 2020, Kleppinger will retire from the firm, but he will continue his charitable and civic activities, including serving as chair of the Pennsylvania Chamber of Business and Industry through the end of 2020 and serving on the board of the United Way of the Capitol Region.

MICHAEL E. KOCHENOUR

*Founder and board chair
York Traditions Bank*

Banking is all about relationships, according to Michael E. Kochenour, founder and board chair, York Traditions Bank. He says that's what propelled him into the banking industry 48 years ago.

"Building relationships based on honesty, mutual respect and trust mean everything to me," he says. "Relationships with our associates, with our clients and with the community. These connections have inspired me to always work towards being the very best that I can be and serving others brings tremendous satisfaction," he says.

Kochenour says one of his biggest professional challenges came nearly 20 years ago while serving on the executive team of a local community bank. "In 2000, unfortunately, we were advised that our bank was being sold to a larger financial institution," he recalls. While there was significant change and adversity surrounding the merger, it instilled a new level of self confidence for me and inspired me to join an independent group of professionals as a founder to start a brand new community bank in our hometown of York.

"I and others dared to be different by taking that leap in 2002 to create an independent, locally owned community bank based on strong core values, committed to serving the needs of our associates, clients and community in an exquisite manner," he says.

"Building relationships based on honesty, mutual respect and trust mean everything to me."

Today York Traditions Bank has 140 associates and makes a significant contribution to the local economy with six branches, a large York-based headquarters, and just under \$550 million in assets. The bank is the number one residential mortgage provider in its marketplace.

"What a privilege it is to serve as the organization's board chair, continue to live by our core



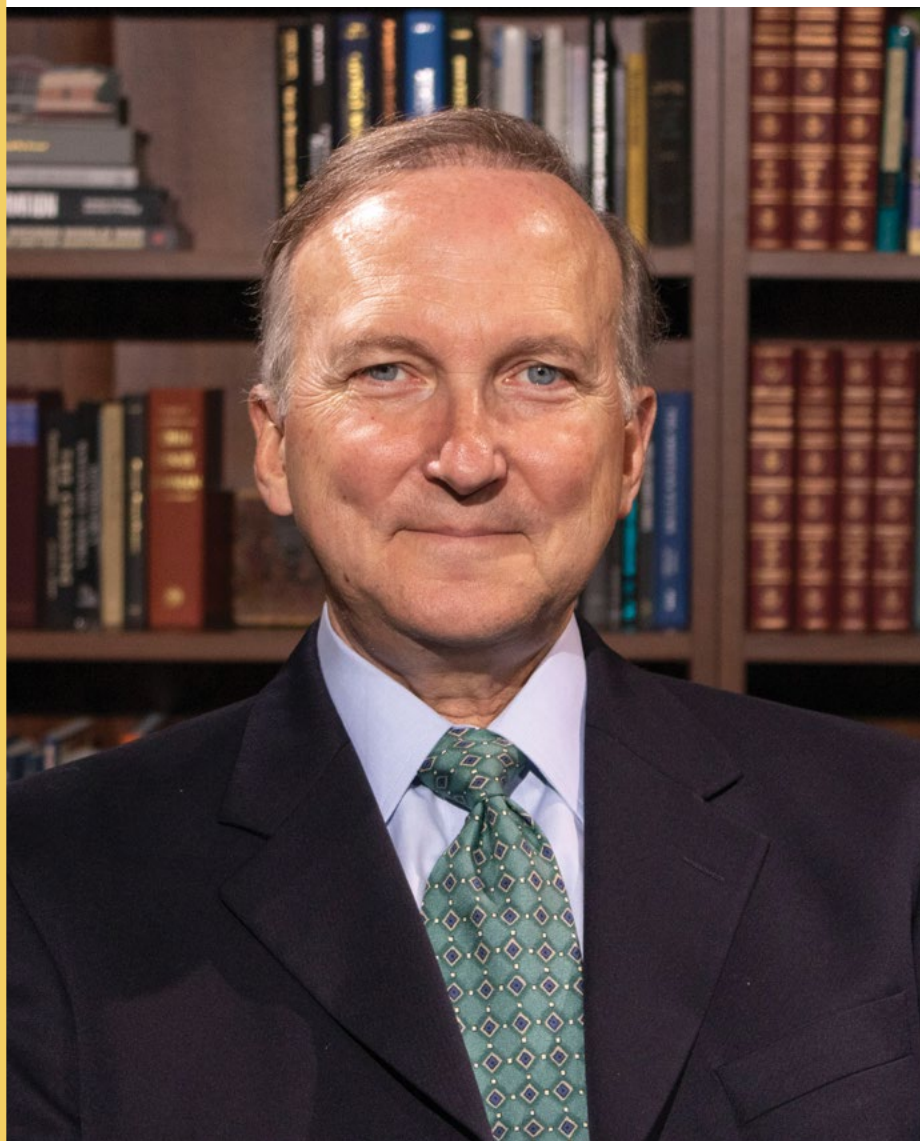
values and to be sought out as the true local bank of choice," he says.

Kochenour is on the board of the Atlantic Community Bankers Bank (ACBB) and is a member of their audit, compliance, and product committees. He has served on the board of the PA Bankers Association and is a past chair of the Group 5 Executive Committee.

A York native, his community involvement currently includes: board president of the York County Bar Foundation; vice chair and incoming board chair of Wellspan York Health Foundation; co-chair of the York County Libraries Capital Campaign; and United Way of York County Campaign Cabinet member.

BRIAN LOCKMAN

*President and CEO
PCN - Pennsylvania Cable Network*



Brian Lockman has been shaping cable news for nearly half a century.

Lockman was named president and chief executive officer of PCN - Pennsylvania Cable Network in February, 1999. He joined PCN as vice president and chief operating officer in November 1994 after more than 15 years with C-SPAN. One of C-SPAN's original four employees, he served more than 10 years as that network's vice president of operations.

Lockman fell in love with television as a child.

"When I was about 10," he says, "my parents used to go on Friday nights to a local department store that had a television department that had color televisions. (We only had black-and-white at home.) I loved to watch the programs they were showing in color. At the end of 'Hogan's Heroes' the closing credits would roll over a vivid red background. That's when I fell in love with television and wanted to be a part of it. It was that vivid red background."

At the time he joined PCN it was a struggling

instructional network which he quickly developed into the nation's pre-eminent state cable network built on the C-SPAN model.

During his tenure at C-SPAN, Lockman produced and directed the first live television coverage of the Iowa presidential precinct caucuses, directed C-SPAN's first live coverage of the Democratic and Republican National Conventions, and produced C-SPAN's coverage of the aftermath of the 1991 military coup in the Soviet Union.

"Journalism is not free. Unless people want government-run news, they must support real journalism. It's a tradition as old as America and as important as our freedoms."

"I like what I am doing at PCN because we are not a cookie-cutter version of everything else that is on television," he says. "We are able to try new things, develop new formats, and appeal to audiences not served by commercial television."

Lockman is a founding board member of the Pennsylvania Press Club and served for three years as its president. He is also a founding board member of NAPAN, the National Association of Public Affairs Networks, a member of the Pennsylvania Bar Association Bar/Press Committee, and a trustee of the Pennsylvania Newspaper Association Foundation.

Since 1996 he has been on-air host of the weekly interview series "PA Books", and is a frequent host of the "PCN Call-In" program. He is author/editor of five books, PCN Tours released in 2003, World War II: In Their Own Words and Pioneers of Cable Television both released in 2005, World War II Reflections released in 2009 and Arlen Specter: An Oral History released in 2016.

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DR. LAVETTE PAIGE

*Founder and CEO
The King Community Center*



Dr. Lavette Paige is the founder and CEO of The KING Community Center and adjunct professor of developing leaders at the Lancaster Theological Seminary.

She earned an associate's degree from Lear Siegler Institute of Business (Maryland); a master of divinity degree at Lancaster Theological Seminary in 2000, and a doctor of ministry degree at Lancaster Theological Seminary in 2011. She also attended Harrisburg Area Com-

munity College and New Jersey Bible Institute.

In 2000, Paige was ordained by The American Baptist Churches USA. In 2016, she retired as Senior Pastor of Martin Luther King Baptist Church, Harrisburg.

Paige says founding The KING Community Center, which provides enrichment programs to empower residents and transform neighborhoods in Harrisburg, was a natural next step.

"I guess my whole life brought me to this

moment," she says. "I have been working in the community, working in the church for my whole life, and it's just kind of an organic thing that happened. It is who I am.

"Working on my doctoral thesis I went from studying the community to working in the community and looking at the organizations in the community to see how they functioned and what was lacking. I started The King Center to make sure we touched areas that weren't being touched," she says.

"Never stop seeking, never stop striving, never stop wanting to do better. You are never too old to want to do more."

Paige currently serves as executive secretary for the Pennsylvania Council of Churches, and is on the education advisory board for the United Way of Central PA, as well as the advisory board for Clear Channel Radio – Harrisburg, Lebanon and Carlisle. She is a member of Heeding God's Call, Harrisburg Chapter and a member of The Scott White Family Singers of Steelton, Pennsylvania.

Paige has travelled extensively throughout Europe and the Middle East and also visited South Africa, Zimbabwe and Cuba. In fact, she and her husband of 37 years are currently planning a trip to China.

"I get up every day and I am happy," Paige says. "My husband and I love to travel. We are always ready to see something else."

Paige's advice to others is based on the way she tries to live her life every day.

"Never stop seeking, never stop striving, never stop wanting to do better. You are never too old to want to do more," she says. "I always tell people: Strive to do better. Don't ever give up. Don't say 'This is it. I am at this age and I can't do anything else to change the world.' Every single day is an opportunity to do better."

GARY NALBANDIAN

*Principal
Lee & Associates of Eastern Pennsylvania LLC*

Gary Nalbandian has been doing what he loves for half a century and he's not planning to stop any time soon.

It all started when he moved to Harrisburg and connected with a fraternity brother and the pair decided to go into real estate sales together. That was in 1964.

In 1970 Nalbandian co-founded NAI CIR, the first real estate company in Central Pennsylvania specializing solely in commercial and industrial real estate. As principal, Nalbandian was responsible for recruitment and training of new employees, agents and associate brokers. He was the head of the property management group and built relationships with all regional business leaders.

"Be in contact with people constantly. To get to know business people you need to get to know everybody."

He recently joined Lee & Associates of Eastern Pennsylvania LLC, bringing with him a lifetime of real estate and financial experience to provide guidance and mentorship to up-and-coming agents. "I am helping them to grow this company as a principal and mentoring newer and younger salesman, plus performing brokerage transactions for a long line of business contacts that I have," he says. "I am also developing various real estate investments for my own account."

Some of the guidance Nalbandian offers to the younger salesmen he mentors includes making sure they understand that real estate is a "self-teaching business."

"You pretty much have to learn on your own how to do it," he says. "Expect to be very independent and be able to think on your feet."

Looking back, Nalbandian says the best business advice he was ever given is to "be in contact with people constantly. To get to know business people you need to get to know everybody."

"You never know who you are going to be talking to next. He may be president of a com-



pany. He may be someone who has a big need that you can fill. Get to know a lot of people, and participate in business and community activities throughout your career," he says.

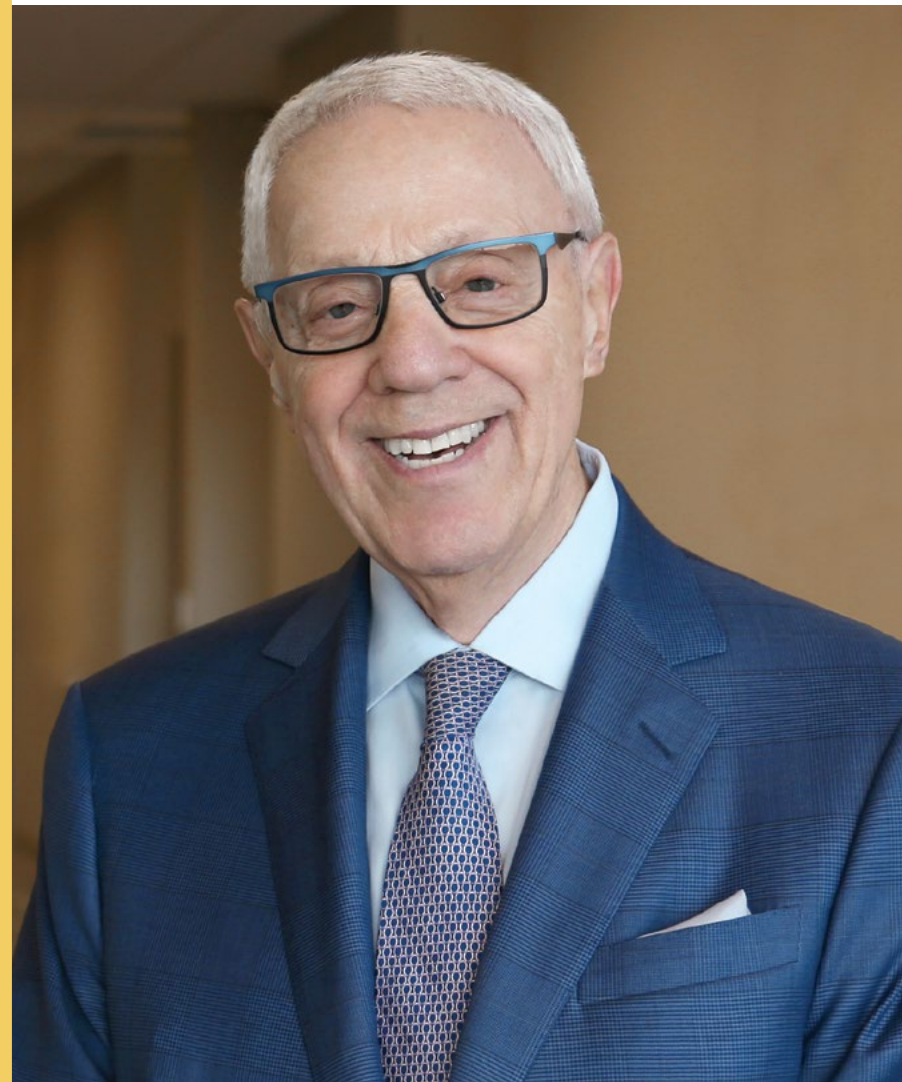
At Lee & Associates, Nalbandian's transactional focus includes sales and leasing of commercial/industrial properties; developing projects for clients for retail; project planning

consultant; acquisition of municipal approvals and zoning, and financing of commercial properties.

Nalbandian was also the founder, chairman, president and CEO of Metro Bank, a \$3 billion asset bank with 34 offices. He was named Entrepreneur of the Year by the Harrisburg Regional Chamber and CREDC.

ROCCO A. ORTENZIO

*Vice Chairman and co-founder
Select Medical*



Rocco Ortenzio became a physical therapist after graduating from college. In his late 20s, he worked at a hospital as a physical therapist for two years while starting his own private practice in the evenings in Mechanicsburg. Soon after he opened a second office in Harrisburg. “I often worked 6-7 days a week because I knew I was making a positive difference in people’s lives,” he says.

“By 30, I was ready to do something bigger – build the first rehabilitation hospital along with outpatient and cardiac rehab clinics to care for all of the patients coming my way,” Ortenzio says. “I saw a need and wanted to answer it.”

This led Ortenzio to form a company called Rehab Corporation, breaking ground for that first hospital in 1971, opening it and going public in 1972 and selling it in 1975.

“By that time, I was envisioning how to expand on a much larger scale,” Ortenzio recalls.

This happened through his next company, Rehab Hospital Services Corporation, which was founded in 1979 and went public in 1982. “We started with one hospital and grew to 24 hospitals – the first chain, or network, of its kind in the country,” he says. “That winning business and patient care model propelled me to co-found two more companies – Continental

Medical in 1986 and Select Medical in 1996 – with my son, Robert A. Ortenzio.”

Continental built 35 hospitals, acquired three, and also opened 140 outpatient therapy clinics, employing 6,500 nationwide. In 1995, it merged with another health care company.

By 1996, after his second attempt to retire, he started Select Medical. Today, it provides post-acute care to more than 80,000 patients daily across the U.S. in nearly 130 specialty hospitals, 1,750+ outpatient physical therapy centers and 525+ urgent care clinics.

“Simply put, I love what I do, always have. Helping people is my lifelong passion. What can be better?”

“It has and continues to be a privilege to help people recover from serious injury or illness and return to quality of life,” Ortenzio says. “That was my vision and passion in my 20s and still is today.”

A serial entrepreneur and philanthropist, he launched his first charitable foundation in 1986 largely to assist students, families and Catholic educational institutions throughout Harrisburg. The Rocco and Nancy Ortenzio Foundation was founded to help communities through stronger health care and education opportunities.

He also founded the Ortenzio Learning Center and the Select Medical Conference Center at Harrisburg University of Science and Technology. In 2009, the Ortenzio Family Endowment Fund for Entrepreneurship was established at Susquehanna University to support entrepreneurship activities in the University’s Sigmund Weis School of Business.

In 2011, the Rocco Ortenzio Chair of Physical Medical and Rehabilitation was endowed at Penn State Milton S. Hershey Medical Center and Penn State College of Medicine. This position will address PA’s growing need for physical medicine and rehabilitation care, education and research. The Chair represents a culmination of Ortenzio’s 55-year career in medical rehabilitation, as a clinician and business executive.

DONALD C. PAPSON

*President and executive director
The M.S. Hershey Foundation*

Donald Papson is proud to be a part of Milton Hershey's legacy.

As the president and executive director of The M.S. Hershey Foundation, Papson's unwavering commitment to Hershey's legacy has helped him build a successful career that began almost 50 years ago.

But Papson's success isn't just the result of hard work; he has a special connection to Milton Hershey.

"My father, Christos Michael Papadopoulos, came to the United States 103 years ago, a Greek Cypriot immigrant who had met Mr. Hershey while waiting tables in a New York City hotel," Papson says. "My father spoke little English. But, following up on Mr. Hershey's invitation to work at the new Hotel Hershey, he visited Hershey and immediately adopted this little town as his new home."

Papson says his father was proud to be one of the first employees at the hotel. He later worked for Mr. Hershey as a waiter, and then served as his personal attendant. After working for Mr. Hershey for eight years, his father joined the United States Army and served in WW II. Papson's parents married in 1949 and had three children. His father died when he was only 5 years old.

"There is no greater way to honor Mr. Hershey than to protect what he entrusted to us: his model industrial town, his chocolate and entertainment companies and his greatest legacy, Milton Hershey School."

"My desire to honor Mr. Hershey's legacy is authentic and heartfelt," Papson says. "He gave my father a chance because he saw something special in a young, hard-working immigrant. The businesses and institutions that Mr. Hershey established have been an integral part of my life for more than 40 years.

"There is no greater way to honor Mr. Hershey than to protect what he entrusted to us: his

model industrial town, his chocolate and entertainment companies and his greatest legacy, Milton Hershey School.

"The school gives disadvantaged students more than a home and a top-notch education; it gives them a sense of community and an enduring commitment to service," Papson adds.

In nominating Papson for the ICON award, Bridget Beck, associate executive director of The M.S. Hershey Foundation describes Papson

as "a Hershey ICON since his teens."

"His institutional knowledge, relationships and his rich history of Hershey has been a vital part of what Hershey is and of its success. Many here in Hershey view Don as a mentor and leader. Former Hershey executives call Don a friend and reach out to him consistently. In the 12 years I have worked with him, he never ceases to amaze me with his leadership and insight."



KATHLEEN PAVELKO

**CEO emerita
WITF Public Media**



Kathleen Pavelko offers some valuable life advice to the young professionals she meets.

“The career path you think you are on is not necessarily what you will pursue and that is not necessarily a bad thing,” she says.

Pavelko knows this from personal experience. There was a time in her life that she was sure she was going to get a degree in art history, go to law school and ultimately teach constitutional law.

Today she is CEO emerita of WITF public media.

“I tell people my story and I hope that relieves the anxiety or concerns they might have because there is a chance that changing paths may very well turn out to be a great gift,” says Pavelko, who served as president and CEO of WITF in Harrisburg from 1999 to 2019.

When she started at WITF it was located in a cramped elementary schoolhouse. Pavelko secured \$21 million in capital campaign

contributions to build the Public Media Center, which opened in April 2007. Two spectrum agreements (the lease of EBS spectrum and a channel-sharing agreement) brought more than \$65 million in assets to WITF.

“The career path you think you are on is not necessarily what you will pursue and that is not necessarily a bad thing.”

Pavelko launched WITF’s first daily interview program (Smart Talk) in 2008. Three multi-year, multi-partner multimedia collaborations also are underway: Transforming Health (begun 2012), StateImpact PA (launched 2013) and Keystone Crossroads (from 2014). Today WITF serves 2 million citizens in south central Pennsylvania with public television, public radio, a statewide public radio network (Pennsylvania Public Radio), and production services (Media Solutions).

Pavelko is founder and advocate for PA Post, a statewide, non-partisan digital news service launched by WITF in collaboration with select Pennsylvania media organizations in September 2018.

During her tenure, WITF earned 15 national Edward R. Murrow Awards and the duPont-Columbia Silver Baton for Multimedia Excellence.

In her earlier career, Pavelko served as president of Prairie Public Broadcasting from 1996-99, where she created Prairie Public Radio, North Dakota’s first statewide public radio network. Over the years, Pavelko held a variety of roles at Penn State Public Broadcasting, including one as chief operating officer. She was executive producer for public affairs for West Virginia Public Broadcasting and a freelance print and broadcast journalist working in Athens and London.

Pavelko also shared her expertise in broadcast/cable history and broadcast management as an assistant professor of communications at Penn State.

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Congratulations
Rocco A. Ortenzio

It is an honor to join you in the celebration of this ICON award.

You have inspired our family to pursue a lifetime of learning, leadership and philanthropic endeavors.

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ROBERT W. PULLO

COB & CEO

Waypoint/York Federal Foundation, Inc



Robert W. Pullo describes himself as a retired, life-long career banker, who found his way into banking as a profession after dropping out of high school. It wasn't long before he was working full-time in a variety of jobs and quickly realized his opportunity for promotion was limited.

"So refocusing on a white collar career with multiple paths of different specialties seemed a

worthwhile focus," he says. "An interview with a large bank by an unforgettably impressive professional woman resulted in a job offer as a messenger."

It was a job Pullo loved. "I dedicated my efforts to learning every day for the rest of my life," he says. "I dedicated my low pressure time to helping other employees do their work and thus observe and absorb considerable

knowledge of their job, thus self-learning what they do. It worked well for me and I soon earned reassignments within the bank using the 'helping others do their job' acquired reputation.

"I quickly came to love banking and recognized it as a privileged business, housing America's wealth and financing America's dreams," he says. "A privileged career embedded in integrity and confidentiality."

"Everybody works hard so you must also focus on working harder and working smarter."

Pullo says the best career advice he ever received came from a mentor in his home town of Somerville, Mass who was a senior manager at the bank where he worked.

"I admired his professionalism in business and his high achievement in our community both socially and politically," Pullo recalls. "His words continue to motivate me. He advised, 'Work hard but that alone is not good enough.' Everybody works hard so you must also focus on working harder and working smarter. Amongst other things he cautioned and coached me to recognize 'you are who you associate with.'"

Pullo says he is already entrenched in his "next life," having dedicated himself to working as a pro-bono consultant and philanthropist advocating for minorities, women and non profit executives since retiring from banking. "Having maintained a personal office since the next business day after retirement, advocating has become my everyday life and passion," he says.

Honored as Philanthropist of the Year in 2009, The Pullo Family Performing Arts Center at Penn State York is named for him. The Pullo Family Fund encourages Penn State York faculty to collaborate with high school teachers on technology based projects. The Pullo Family Technology Center supports teaching and research.

VELMA A. REDMOND

*Cargas Systems
retired vice president, general counsel Pennsylvania American Water*



Velma A. Redmond says she is a very different leader today than she was when she started her career.

"I used to view business leadership through the prism of solving problems, executing goals and meeting deadlines. I was good at it. But, I aspired for something more," says Redmond, who, for much of her professional career, practiced corporate and utility law at American Water, the largest publicly traded water and wastewater utility company in the United States.

"Today, my essential premise of leadership is that great leaders are those who inspire others to live up to their full potential."

"I took a critical look at myself as a leader and challenged myself to step outside of my comfort zone. In doing so, I developed a

profound appreciation for the personal aspects of leadership," she adds. "Today, my essential premise of leadership is that great leaders are those who inspire others to live up to their full potential. The missing link for me had been the enormous power and satisfaction of mentoring and unlocking the potential in others to achieve beyond even their own expectations. For me, effective leadership means encouraging others to live up to their full potential."

Before retiring in 2014, Redmond was the divisional general counsel, leading American Waters' legal department in four states, and working on such issues as assuring the necessary utility infrastructure was in place to support current and future water and wastewater needs across communities, and the practical and economic challenges of reaching underserved populations with potable drinking water service.

Over the years, Redmond has served on the boards of a variety of professional, civic, and not-for-profit organizations, including the Foundation for Enhancing Communities and the

Greater Harrisburg Area YWCA. She also was named a Distinguished Daughter of Pennsylvania by Gov. Tom Wolf

Looking to what's next for her, she says she will continue to be inspired to "pay it forward," something her parents instilled in her from an early age.

"The unexpected benefit to my career in law and business," she says, "is that it has led me to incredibly fulfilling experiences working with a number of community service, philanthropic and not-for-profit organizations in central Pennsylvania.

"As the first person in my family to go to college, I am passionate about education and the opportunities that education can open up for people at all stages of life. I have had the honor and privilege of chairing both the HACC board and the Milton Hershey School board, and I currently serve as a trustee of Elizabethtown College. I will continue to be an advocate and supporter of educational opportunity," she says.

MICHAEL E. RICE

*Former CEO
Utz Quality Foods*



Michael E. Rice has led Utz Quality Foods through an impressive period of growth and expansion since taking the helm as president and CEO in 1978, according to a company timeline on the Utz website.

Before taking over the business his grandparents William and Sallie Utz started in their kitchen in Hanover, York County, Rice did everything from shovelling potatoes and unloading trucks to hiring employees and public relations,

according to an article in Central Pennsylvania Business Journal (CPBJ).

He went to college in 1960 and studied accounting. "I didn't like it so I dropped out of school," Rice told CPBJ. "My father put me to work in the cellar shoveling potatoes. But I realized I didn't want to do that forever, so I went back to school to get my law degree. I never intended to practice law, but I later found it helpful on the business side."

In the beginning, Rice's grandparents produced 50 pounds of potatoes per day, selling them around Hanover and Baltimore. Today, the company produces about 2 million pounds of snack foods each week in four factories.

"I enjoy the challenge of competing against the big and small companies successfully. And that's still a big part of the drive."

In a recent article, Rice told the CPBJ that the best part of his job is the people he works with. "Both the people here and the suppliers we interact with, as well as the customers and the supermarket people. It's always a joy to get to know them," he said.

The worst part of his job? The things that are out of his control.

"The last 10 years or so there's been a steady increase in fuel costs," he said. "Several years ago, commodities went up, and then cooking oils went up. You can't make instant changes to cover those increases. Government energy policies that needlessly and arbitrarily throw the markets out of whack because they drive demand for products like corn that is needed for food supply."

In 1992, Rice became chairman of the board, and in 1993, Utz expanded its sales distribution to serve national customers throughout the United States. In 1995, Dylan Lissette, son-in-law of Mike and Jane Rice, joined the company, marking a fourth generation of the Utz family to join the business.

Izzy Schwab has dedicated his professional life to D&H Distributing. In fact, he celebrated his 60th anniversary of working for D&H in 2018.

The company, originally known as Economy Tire and Rubber, was founded by Schwab's father in 1918. Schwab joined D&H in the 1950s in a sales position after leaving the Army. In 1981, he was named Vice President of Sales for Pennsylvania. Today, Schwab is D&H CEO, a role he took on in January 1999, after having served as company president for a decade.

"I have two spectator sports I love: football and distribution. And I love distribution better because I get to sit in on the huddles."

"When I got out of the Army they put me on the sales desk. I took every order. I posted it in Kardex forms. I hand-wrote the invoices and that was our business. Today we can do 100,000 invoices a day," said Schwab in an August 2018 story about the 60th anniversary.

His sons, Dan and Michael Schwab took over the day-to-day operations as co-presidents about ten years ago.

"It was like a hot potato. I told them – 'It's up to you now.' I also gave them a book – 'You Can't Fire Me. I'm Your Father,'" said Schwab in the 60th anniversary story. "We run it as a business, not as a family. We have had two non-family presidents over the years. Believe me, we keep family out of the mentality other than the culture of a family business."

Over the years, Schwab helped evolve D&H beyond electronics and appliances, to include merchandise such as records and tapes, Whirlpool appliances, housewares, security equipment and TV parts. Diversification into computer products helped strengthen the company through the shrinking margins of the '80s.

In his anniversary story, Schwab recalls the biggest change he experienced over the past 60 years, "I go back to the period when we were a county-by-county, landlocked distributor

with exclusive franchises. We had a vendor that every time the rep came in he looked around to make sure we weren't selling something competitive. The business amazes me. It has changed. It changes every year. It changes every week. And change keeps me young.

Today D & H Distributing Company operates as a technology distributor of information technology and electronics. The company offers servers, mobile applications, consumer electronics, and gaming products, as well as provides threat management and data protection software solutions.

Schwab has said his proudest accomplishment at D&H is a decision he made 20 years to start the employee stock ownership plan (ESOP). He said it took 3-5 years before employees or co-owners recognized the value of the ESOP.

"The best thing I ever did was start the ESOP 20 years ago. It is a people business. We can have all the warehouse equipment, computers and everything else, but people make the business go. Now that employees share in the success of the company it has really meant a great deal to the morale and the people here," said Schwab is the anniversary story.

The culture at D&H also changed when the employees were financially vested in the company. Schwab reports that it's given the company a great edge and created a better camaraderie between employees.

"All of a sudden if the guy working on the desk next to you makes a mistake, it used to be no big deal, that was his problem. Today you are affecting my ESOP. Employees take it very personal and put forth the extra effort," Schwab said.



SCOTT SECHLER, SR.

**President
Bell & Evans**



When it comes to raising chickens, Scott Sechler, Sr. began questioning the status quo from a very early age.

The president of Bell & Evans, Sechler grew up on a family farm where he helped his dad with the chickens, according to the Bell & Evans website. He started raising his own flocks when he was about seven years old.

Sechler remembers getting packs of vaccines every time they purchased chickens, the website says. He used to question his father as to why the vaccines were necessary and if they could raise the chickens without them. His father used to tell him that he'd never be able to make money selling chickens the way he wanted to raise them.

Sechler decided that if he couldn't raise chickens the way he wanted, he wouldn't raise them at all.

Less than a decade later, Sechler's father put him in charge of the family chicken business. As business grew, Scott reinvented everything from

the chicken's housing and feed to processing and packaging. Today it is known as the oldest branded chicken company in America.

In the mid-80s Sechler purchased a processing facility and the Bell & Evans brand. His approach to poultry farming brought about the elimination of antibiotics in 100 percent of Bell & Evans chickens in 1998. Now processing over 1 million chickens per week (with plans to add an additional 3.6 million), Sechler continues to promote animal welfare and the highest product quality through innovation, including the August 2017 opening of the world's first Organic Welfare-Focused Chick Hatchery in Fredericksburg, PA. Plans are in place to add 3.6 million

In January, 2019 Sechler made his commitment to organic farming official as one of the private sector signers of the High Performance Farms Initiative (HPFI). The initiative promotes innovative, sustainable and organic farming practices that protect and improve soil and water quality health within the Chesapeake

Bay Watershed. By signing, Sechler commits to support grain and poultry growers that adopt organic and sustainable best practices as recommended by the HPFI by establishing long-term contracts and premium pricing during the transitions. In addition, Bell & Evans commits to do its part to improve its agricultural waste recycling program, participate in data collection and assessments, and promote workforce development through education and training.

"You shouldn't compromise on what you feed your family, That's why we've refused to compromise on our standards for over a century. We've pioneered many industry firsts, and our standards are simply the best." - The Bell and Evans promise

In February 2019, LancasterFarming.com reported that Sechler announced his company settled on a property near the processing plant for a company medical center. "Affiliated with Johns Hopkins Medicine, the building will also serve as a hiring center." The farming publication also reported that with "1,700 full-time employees — including a number of Puerto Ricans displaced by Hurricane Maria — Bell & Evans is the largest private employer in Lebanon County."

"When a company is that big, everybody's looking to steal your truck drivers, your secretaries, chicken catchers, your mechanics, and all the other hundreds of jobs that we have," Sechler said. He said he believes workers stay because of the company's fairly generous health benefits and long track record.

Sechler also makes time to give back to the community. As of August, 2019, Bell & Evans has raised a combined \$2.1 million for Lebanon County cancer care services. In Berks County, he orchestrated and funded the renovation of a vacant school into a Community Campus. The facility is now the home to a Penn State Health/St. Joseph urgent care facility, a Senior Center of Berks County Encore, as well as training facilities for local Fire Company volunteers.

GREGORY SUTLIFF

*Owner
Sutliff Auto Group*

Gregory Sutliff began working for his family's business, Sutliff Chevrolet, in 1947 before he'd even graduated from high school.

He graduated from Brown University in 1953 with his BA in Economics, serving in the U.S. Navy for three years after graduation. In the fall of 1956 he enrolled in The Dickinson School of Law in Carlisle.

After finishing law school in 1959 he worked full time at Sutliff, becoming general manager of the company by 1962. Soon after, he attended the Chevrolet School of Modern Merchandizing and Management in Detroit, graduating at the top of his class.

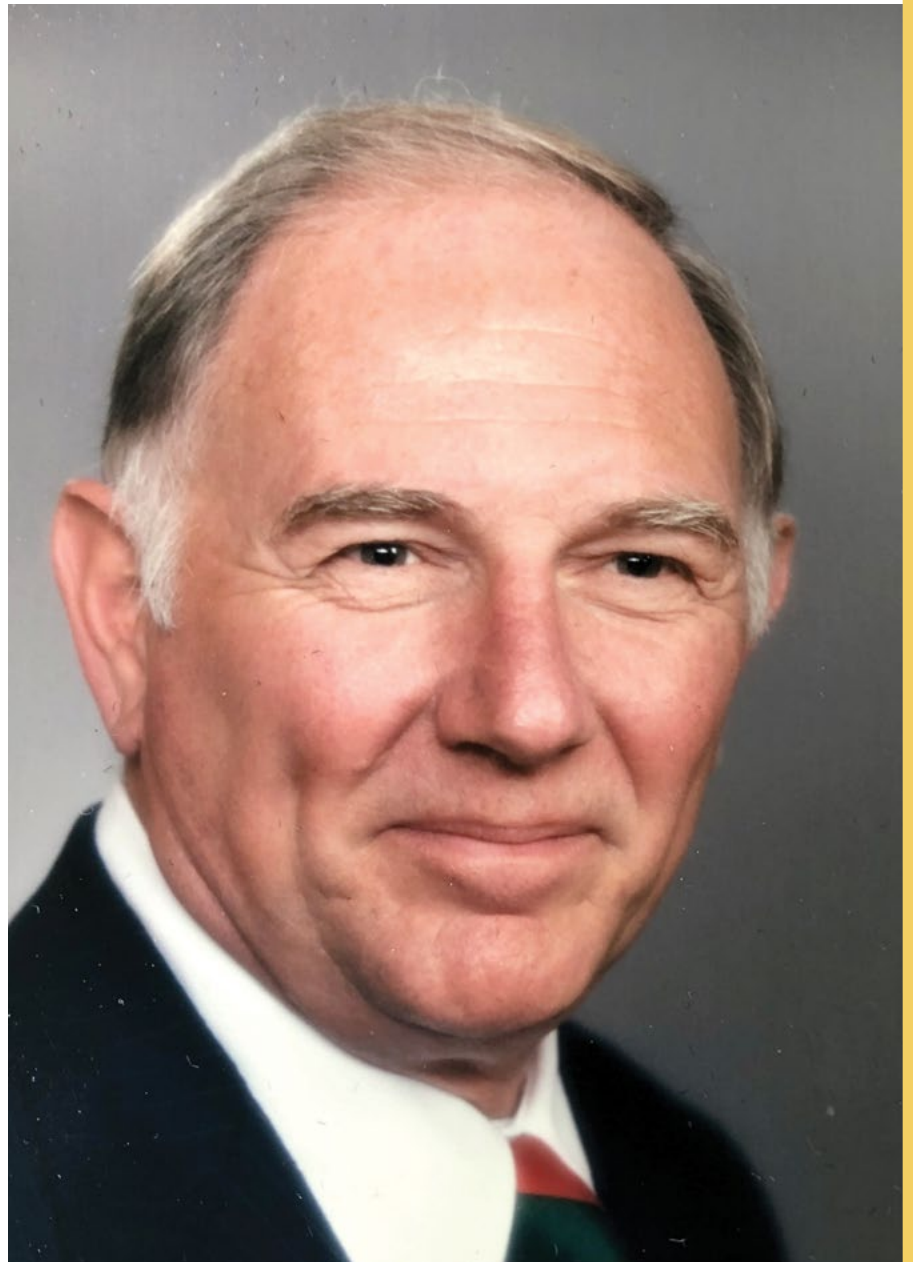
In 1964 Sutliff was a founding member of the Chevy Profit Council, a 20 member National dealer group studying best practices and methods in auto marketing. He was a member until 1996.

"The first thing you need to know about is who you are," says Sutliff in an interview after being named Entrepreneur of the Month by the Penn State Dickinson Law.

Sutliff is particularly proud of computerizing Sutliff Chevrolet and recalls when the company acquired its first IBM computer equipment in 1969. He says when IBM determined not to offer preprogramming, he got the book and did the programming himself. "A year later everything was fine," he says, "but IBM launched a more sophisticated system called System 3 and Sutliff Chevrolet became one of the first businesses nationally to receive this equipment." Again, Sutliff read the book, and did the programming.

In 1973 Sutliff decided to institute LIFO (Last in First out) inventory accounting at the Chevrolet store, using the company's computer system.

Sutliff was elected to the National Chevrolet Dealer Council in 1976 and became Chairman in 1977. In 1978 he was elected National Automobile Dealer Association (NADA) Director for Eastern Pennsylvania. NADA was then creat-



ing a "how to" handbook for LIFO. Sutliff helped persuade them to price aggressively, and, today, thousands of dealers benefit from LIFO.

In 1985 Sutliff was asked by General Motors to participate in a small dealer group (11 out of 15,000) to join GM and the United Auto Workers in creating the new Saturn Brand, which in many ways, was to emulate Sutliff Chevrolet

practices. The group determined dealer vetting, dealer agreement, facilities planning, marketing, manufacturing, etc. Sutliff became the first Saturn dealer. Eventually the dealership had five stores in Central PA, selling 48,000+ new Saturns, ranking second in the nation.

JONATHAN VIPOND, III

Of counsel

Buchanan Ingersoll & Rooney PC



Attorney Jonathan Vipond, III says he got into health care law by “blind luck.” His law practice focuses on behavioral health law, policy and advocacy.

“As a brash young elected state legislator in the 1970s,” he recalls, “I wanted to make the world a slightly better place and among other goals I have strived to reduce stigma and improve access to quality, well-funded, community mental health services. Lawyers are supposed to daily support a just society and to use the law to help people. I have daily tried to do so.”

Vipond counts his time as a state legislator among his proudest achievements.

“The privilege of serving in an elective office, that is a high honor from the people who elected me and the other people I met and worked with. It’s a high honor, a high privilege and a pretty humbling one,” he says. “These days it is hard with all the peculiar things that are going on (in politics) but it is something that each of us should think about doing, serving in the public arena.”

Vipond has a message for young people entering the legal profession today.

“It’s a daunting time to be a lawyer because there are so many lawyers,” he says. “There has been a great proliferation of law schools in the past 20 years and perhaps there are too many lawyers for too few well paying jobs. The real challenge is you need to be tremendously capable.

“There is nothing better than helping people. It is about justice. It is about fairness. It is about the rule of law. That is what a lawyer is. He or she is a helper. You are awful lucky to be doing this but you have got a heck of a lot of competition.”

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Looking to what’s next for him, Vipond says he would expect to retire in the next year or so, becoming “a happy engaged volunteer” and advocate for behavioral health organizations and causes.

“My career time is nearly over,” he says. “It is time to step away and let those able younger generations take on the heavy lifting. But in these current times of moral, political and racial upheaval here and worldwide, we older leaders must be vigilant advocates of diversity, civility and the rule of law. That is my mission.”

Vipond and his husband, Tim Bunner received the Humanitarian Award from the United Way of the Capital Region. He also served on the board of the foundation for Enhancing Communities and on the Governor’s Advisory Committee for Mental Health.

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