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WHO'S WHO

in Women in Professional Services

This Who's Who in Women in Professional Services celebrates Long Island's influential business-women who take a lead role in their companies. Inside this section, some of the region's top women professionals from various industries discuss current trends/issues they are focusing on in order to provide top quality service.

— *Written by Lisa Morris Josefak*

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WHO'S WHO in Women in Professional Services



Elizabeth "Liz" Aboulaflia is a partner in the banking department of Cullen and Dykman, LLP in Garden City. Aboulaflia practices in the areas of bankruptcy and creditors' rights, as well as construction litigation.

Aboulaflia represents corporations as debtors in Chapter 11 bankruptcy cases in the bankruptcy courts of New York and New Jersey in a wide range of industries with a focus on the construction industry. She also represents financial institutions on matters relating to the enforcement of rights of secured lenders in bankruptcy cases and out-of-court restructurings, as well as unsecured creditors and other parties in interest in Chapter 11 reorganizations, liquidations and asset sales. In addition, Aboulaflia has developed a specialty of providing legal opinions in connection with a wide variety of commercial real estate and structure finance transactions.

Aboulaflia has extensive experience representing construction contractors pursue recovery of claims against public agencies in the bankruptcy courts, as well as the state courts in the State of New York. She is also experienced in a variety of construction law issues outside of bankruptcy on behalf of general contractors and subcontractors, including contract compliance, M/WBE certification and claims preparation, negotiation and resolution.

Aboulaflia's construction bankruptcy practice includes assisting in representing a concrete contractor obtain a multi-million dollar recovery in the bankruptcy court through mediation of a damages claim arising out of a public construction contract with the Port Authority of New York and New Jersey. She also has experience assisting in representing a heavy construction company in multi-million dollar claims litigation in the bankruptcy court arising out of a public construction contract with the State of New York. Outside of bankruptcy, she has assisted a heavy civil contractor in an out-of-court restructuring through forming a partnership with another construction firm.

While Aboulaflia's legal practice has traditionally covered all aspects of corporate reorganization, in recent years she has focused on representing general contractors, subcontractors and suppliers in the construction industry, both in and out of bankruptcy.

"It has become increasingly difficult for middle-market construction firms in the New York metropolitan area to remain competitive when faced with pressures caused by rising insurance costs and inevitable payment delays on public works projects," she said. "I have helped clients combat these financial pressures by utilizing the bankruptcy process to obtain a more expedient recovery on claims against public project owners."

"In other cases, I have advised contractors to use an out-of-court restructuring through partnering with another construction firm to obtain greater access to working capital and continue operations," Aboulaflia noted. "Given the current focus in the public sector on awarding contracts to minority and women owned business enterprises, I have also assisted clients in forming partnerships that will enable them to obtain the certification necessary to perform this type of work and achieve greater access to contracting opportunities. I believe that this is a field with a great deal of potential growth given the current volume of public works construction projects in the New York metropolitan area."

"It has been very rewarding to help construction companies find solutions to address their financial needs so that they can remain active in a very competitive space," Aboulaflia said.

Aboulaflia is admitted to practice in New York and before the New York United States District Court, Eastern District of New York and the United States District Court, Southern District of New York.

She earned a juris doctor, magna cum laude, from St. John's University School of Law and a bachelor's degree, magna cum laude, from University of Delaware.

She is a member of the American Bankruptcy Institute; New York State Bar Association, Business Law Section; Professional Women in Construction, New York Chapter; and Nassau County Bar Association – Bankruptcy and Construction Committees.

Aboulaflia has been selected to the Super Lawyers Rising Stars List, New York Metro Region in 2015 and 2016 by the Super Lawyer legal rating service issued by Thomson Reuters.

Cullen and Dykman LLP has been providing legal services to individual and institutional clients since 1850 and represents a wide range of clients including banks and other financial institutions; energy, telecommunications and water companies; large and small businesses; educational institutions; religious organizations; insurance companies; municipalities and not-for-profits; as well as individuals.

The firm's practice areas include banking finance and lending; corporate; energy and utilities; telecommunications; public utility regulation; environmental and land use; tax certiorari and eminent domain; real estate; regulatory and compliance; loan restructuring and foreclosure; bankruptcy and creditors' rights; tort and commercial litigation; labor and employment law; municipal law; construction law; and trusts and estates.



Esta Algava-Czik is a partner in the law firm of Meltzer, Lippe, Goldstein & Breitstone, LLP with offices in

Mineola and Manhattan. Algava-Czik concentrates her practice in real estate law, banking and financing.

She has a broad range of experience in real estate and commercial matters and represents institutional lenders in commercial transactions including real estate financing, construction financing, asset-based and corporate lending, equipment financing, mezzanine financing, debt restructurings and the purchase and sale of bank assets. Algava-Czik also represents developers and investors in the purchase, sale, construction, development and financing of commercial buildings, industrial facilities, shopping centers, hotels, 1031 properties and multi-family housing located throughout the United States.

Well versed in leasing, Algava-Czik represents both landlords and tenants in negotiating leases, net leases and ground leases for retail, commercial and industrial space. Recently, she represented a prominent owner in negotiating some of the largest per square foot leases of office space on Long Island. She also represents a national proprietary trade school for all of its leasing needs in the North East.

Algava-Czik has a distinguished and well-versed practice.

"I've been a 'dirt' lawyer for more than 30 years, handling all aspects of real estate transactions from purchases and sales to financing, leasing and development, focusing primarily in commercial real estate," Algava-Czik said. "I represent real estate owners, lenders and investors. My firm has one of the most sophisticated tax practices in the tri-state area and I work closely with my colleagues in creating the most tax-advantageous structures for my clients using various methods such as 1031-exchanges, ground leasing, trusts and debt restructuring."

"My years of experience have enabled me to anticipate market trends and to insulate my clients from any potential downturns," she noted. "In servicing my clients, I work efficiently and practically by taking a complicated situation and breaking it down to a simple, elegant solution."

Algava-Czik has earned an "AV-Preeminent" rating from her peers, the highest legal rating awarded by the legal rating publisher Martindale-Hubbell.

Prior to joining the firm, Algava-Czik was vice president and associate general counsel at both First Nationwide Bank and Atlantic Bank and practiced in New York City with Schulte Roth & Zabel, LLP, Friedman Krauss & Zlotolow and Ellenoff Grossman & Schole LLP.

She earned a juris doctor and bachelor's degree from New York University, where she was a University Scholar and graduated with honors.

Algava-Czik is admitted to practice law in the State of New York. She is a member of the New York Bar Association, Long Island Real Estate Group and Moxxie Network, a long Island women's professional group. Through Moxxie and LIREG, she serves as a mentor to college students seeking professional careers and recently won an award for her outstanding mentoring work. Algava-Czik fundraises for the Making Headway Foundation and

the American Cancer Society and is a supporter of the Nassau County Museum of Art.

Meltzer Lippe is one of the largest law firms on Long Island. The firm's practice encompasses all aspects of corporate and business law, tax law, employment and labor law, partnerships, limited liability companies and joint ventures, litigation, real estate, tax-exempt organizations, wills & trusts, estate planning & administration, construction law, employee benefits and executive compensation and government relations and regulatory affairs.



Leora Ardizzone serves as of counsel to Ruskin Moscou Faltischek P.C. in Uniondale where she is a member of the firm's Health Law Regulatory and Transactional Departments, Healthcare Professionals Practice Group and Cybersecurity Group.

Ardizzone's practice focuses on healthcare, representing hospitals, physician practice groups, practice management companies and other entities providing ancillary services to the healthcare industry. She handles a wide variety of business and transactional matters and has successfully negotiated complex transactions with multiple parties with many requiring governmental consent.

Ardizzone is an adviser to healthcare clients in a variety of general corporate matters including formation or dissolution of professional entities, employment matters, financing, and acquisition and sale of professional practices, she also counsels healthcare clients in connection with federal and state regulatory issues that affect their businesses, as well as licensure and professional conduct matters.

Other experience includes assisting in criminal investigations related to healthcare fraud, hospital privileging and professional misconduct, and serving as counsel to incident response teams of healthcare clients in connection with data breaches. She has headed the investigations, reporting to government agencies, patient notifications, and remediation plans on behalf of healthcare clients who have experienced data breaches of varying magnitudes.

Cyber security is among Ardizzone's top priorities.

"I find that healthcare providers who have been over regulated for decades, and have been dutifully 'checking the box' for HIPAA compliance and meaningful use, have become numb to cyber security," Ardizzone said.

"The failure to assess risk is even greater among providers who utilize paper charts but employ practice management software for scheduling and billing," she said. "They assume that the use of paper charts makes them immune to HIPAA breaches or other

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cyber security incidents.”

“The reality, however, is that all healthcare providers are privy to and retain all kinds of data including protected health information, personally identifiable information and payment card information, all or part of which may be stored and transmitted electronically,” Ardizzone noted.

“The risks increase with the prevalence of ransom ware,” Ardizzone said. “While not all ransom ware attacks are reportable breaches, if the records become corrupted, the provider may not be able to prove care in cases of malpractice, payor audits or professional discipline.”

“While it is impossible to prevent all breaches, to mitigate risks and liability, we recommend, among other things, that our clients conduct regular risk assessments to identify vulnerabilities and risks to the integrity of their data and maintain regular, secure back-ups of patient data,” Ardizzone said.

From 1998–2008, Ardizzone was a member of the firm’s Healthcare Practice representing hospitals, HMOs, nursing homes, home care agencies, MSOs, multispecialty physician groups and physicians in a wide variety of transactional and regulatory matters. Prior to 1998, she served as senior associate counsel to the Catholic Health System of Long Island.

For more than 49 years, Ruskin Moscou Faltischek P.C. has built a

reputation as one of the region’s leading providers of innovative legal services. Its attorneys are experienced advocates who measure their success by their clients’ success. Cornerstone groups in all major practice areas of the law are represented at the firm, including corporate and securities, financial services, commercial litigation, intellectual property, health care, real estate, employment, not-for-profit, cybersecurity and data privacy, energy, and trusts and estates. Clients include large and mid-sized corporations, privately held businesses, institutions and individuals.



Annamarie Bondi-Stoddard is managing partner of the law firm Pegalis & Erickson, LLC in Lake Success. She has 30 years of experience representing plaintiffs in medical negligence cases including women’s health issues, birth injuries, surgical, neurosurgical, cardiac, cancers, and other medical specialty cases where negligence is involved.

Bondi-Stoddard believes the most important goals in medical malpractice litigation are helping secure the financial future of significantly injured individuals so they may have a better quality of life, to relieve some part of the financial burden of overwhelmed family members, and helping make medical care safer for others.

The implementation of digital technology in the NYS Court System and the healthcare industry changed our business significantly, Bondi-Stoddard said.

“Although electronic filing at the Federal level has been in existence for a number of years, the New York Court State System began integrating e-filing on a focused level in the last decade,” she said. “A large portion of legal work revolves around filing documents with the courts. While not mandatory for all New York Courts or all types of cases, all courts we work with now require electronic filing.”

This has led to many benefits, Bondi-Stoddard noted.

“E-filing allows us to remain mindful of deadlines without having to physically rush to court to file documents,” she said. “It has reduced our need of multiple copies of documents, and allowed us to receive filed documents shortly after they are entered into the system, alleviating the need to send personnel to the courthouse to retrieve documents. As a medical malpractice firm representing patients, we are prone to having vast files of medi-

cal records. The reduction in the need for paper is helpful, because e-health records and radiological images can now be accessed quickly, easily obtained from medical care providers and shared with medical experts and defense counsel through encryption technology. The digitalization lessens our vast need for file space, and reduces copying and forwarding costs, as well as personnel costs.”

“In addition, we are decreasing our carbon footprint and our team has become even more electronically efficient via scanning more documents into our system to place information within a click rather than a hunt in the file room,” she said.

Bondi-Stoddard is an advocate of being a proactive patient and devotes significant time to community services on health related matters. She recently served on the executive board of directors of the New York State Trial Attorneys and as dean of the New York State Trial Lawyers Institute. In 2016, she was named a Top Women in Law by Hofstra University School of Law’s Center for Children, Families and the Law. In 2013, she was awarded the Corporate Leadership Recognition Award from United Cerebral Palsy of Nassau. Bondi-Stoddard has been listed in Best Lawyers® every year since 2007, and continues to be voted by her peers for inclusion in the New York Super Lawyers®, every year.

She has written extensively on

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medical malpractice in publications such as the Spring 2017 issue of *The Corridor Journal of Strategic Alliances*, *The New York Law Journal*, and lectures on patient safety and medical malpractice for lay audiences and law industry professionals.

Bondi-Stoddard is a member of New York State Trial Lawyers Association, Nassau-Suffolk Trial Lawyers Association, Nassau County Bar Association, American Association for Justice, New York State Bar Association, Nassau County Women's Bar Association, and New York County Bar Association.

She is admitted to practice law in New York, and New Jersey, in the United States District Courts for the Eastern and Southern Districts of New York, in the United States District Court of New Jersey, in the United States Supreme Court, and the United States Court of Federal Claims. Bondi-Stoddard earned a law degree from Boston University School of Law and an undergraduate degree from Seton Hall University where she graduated summa cum laude, with departmental honors.

Pegalis & Erickson is a personal injury law firm representing seriously injured people that suffered avoidable medical negligence. The firm is an advocate for patient safety and medical accountability to ensure safer medical practices for better patient care. The firm has won some of the largest verdicts in New York State history for birth trauma, misdiagnosed cancers and surgical errors, and has obtained justice for serious construction and vehicle accident victims. In more than 40 years of practice, Pegalis & Erickson has helped some 2,000 people obtain funds for services they need to survive day-to-day.



Jacqueline M. Brown is senior vice president of treasury management services at People's United Bank, N.A. in Bohemia.

Brown manages the cash management sales team of four in the Long Island Market. She plans and executes sales budget, develops strong relationships with line partners and actively assists in managing portfolio of commercial customers. Among her many accomplishments, she has successfully led the sales team and more than 300 cash management customers through the merger and conversion of Suffolk County National Bank to People's United Bank.

Brown also develops and implements annual strategic plan to achieve sales, cross-sell and retention goals; and serves as primary contact and expert, representing the Long Island market for commercial and business banking. She educates and updates commercial teams to cross-sell cash management services and manages the Request for Proposal process

where she determines acceptable requests, negotiates rates and fees and ensures the response is accurate, timely, comprehensive and will optimize profitability.

She also participates in treasury, payments and business services forums, conferences and networking events to remain informed of current industry developments; and inspires, develops and coaches the sales team to maximize potential and ensure success.

Prior to this position, Brown was director of cash management and deposit services at Suffolk County National Bank, where she worked from 2007 to 2017. She began her career at the Bank of New York in 1993 and worked there until 2007 where she progressed from management trainee to regional sales manager.

Brown earned a bachelor's degree in sociology from SUNY College at Old Westbury. She has also obtained Strobel Credit Training.

She is active in the community and is affiliated with the Rotary International, Riverhead Community Awareness Program and Flanders Northampton Civic Association.

People's United Bank is a subsidiary of People's United Financial, Inc., a diversified financial services company with over \$43 billion in assets. People's United Bank, founded in 1842, is a premier, community-based, regional bank in the Northeast offering commercial and retail banking, as well as wealth management services through a network of over 400 retail locations in Connecticut, New York, Massachusetts, Vermont, New Hampshire and Maine.

The bank's over 5,000 employees focus on providing an extraordinary customer experience through a network of branches located in Connecticut, New York, Massachusetts, Vermont, New Hampshire and Maine. In addition, seven-day banking is available at more than 140 convenient People's United Bank Stop & Shop locations in Connecticut and New York.



Nancy Burner, Esq. is founder and managing partner of Burner Law Group, P.C. with offices in New York City, Setauket and Westhampton Beach. Established in 1995, the firm concentrates in the areas of estate planning, elder law and guardianships.

Burner holds the designation of a Certified Elder Law Attorney (CELA), awarded by the National Elder Law Foundation as accredited by the American Bar Association. She is a member of the Elder Law and Trust and Estates sections of the New York State Bar Association, the Suffolk County Bar Association and the Real Property, Trust and Probate Committee of the American Bar Association.

Human resources is the most valuable asset of any business and law firms are no different, Burner said.

"A huge focus in my practice is making sure that my attorneys and staff are supported both in the workplace and at home," she said. "Millennials make up a large portion of the employees now and will continue to do so in the future. They are a different type of employee with unique needs and desires. These young workers need and want responsibility and autonomy in what they do. They want to believe in their company and believe that what they do makes a difference. "Having a strong mission statement, which sets forth your company values is an absolute must, Burner noted. "Just having a stated mission is not enough, it is imperative that the company embrace those values and live by them," she explained. "Having quality of life perks is important to Millennials as well, which is why we implemented a paid 12-week maternity leave, extra personal days, health memberships and flexible schedules for full and part time employees."

Burner also believes connecting the firm to the community it serves and backing one's employees are core company values. "Encourage firm activities that give back to the community and which are consistent with your firm's mission," she said. "Supporting your employees at work, at home, encouraging good health and giving back to the community are foremost on my mind when managing the day-to-day human resources. It makes for a happier workplace culture and enforces the integrity of the firm."

Burner is a former trustee for the Lawyers' Fund for Client Protection, a state administered agency that was created to protect law clients from the misuse of their money by dishonest attorneys and to promote public confidence in the administration of justice in New York State.

For 10 consecutive years, Burner has been named as a Super Lawyer in the field of Elder Law. Super Lawyers, part of Thomson Reuters, is a rating service of outstanding lawyers from more than 70 practice areas who have attained a high degree of peer recognition and professional achievement. The annual selections are made using a patented multiphase process that includes a statewide survey of lawyers, an independent research evaluation of candidates and peer reviews by practice area. As a Super Lawyer, she has also received this award in the Top Women Attorney category.

Burner lectures on the legislative changes, financial implications and governmental benefits affecting the elderly and special needs population. In 2016, she was named an "Outstanding Woman in Law" by Hofstra University School of Law Center for Children Families and the Law. She was also named as a 2016 Big Apple Entrepreneur winner by Manhattan magazine.

Burner earned a bachelor's degree, magna cum laude, from Stony Brook University. She is a graduate of Hofstra University School of Law and returned to her alma mater as an adjunct professor, where she created their first law school course in elder law. She is admitted to practice law in the State of New York.

The attorneys at Burner Law Group, P.C. (formerly Nancy Burner

& Associates, P.C.) represent clients in Nassau and Suffolk counties, including Eastern Long Island, as well as throughout New York City. With 9 attorneys and more than 25 in support staff, its team is dedicated to the highest level of service and is known for providing personal care and attention to each client.



Myrna A. Cadet-Osse is an attorney at the law firm of Koeppel Martone & Leistman, L.L.P. in Mineola.

Cadet-Osse focuses her practice on state taxation, local taxation, tax certiorari, eminent domain, municipal zoning and real property litigation.

"My office represents property owners in challenging their property's tax assessments throughout New York," Cadet-Osse said. "Nassau County enacted a rule requiring that commercial property owners with income producing properties file with the Department of Assessment an annual statement of all income and expenses (ASIE) attributable to their property. Failure to file this ASIE results in the imposition of monetary penalties."

"The county recently began imposing and seeking the collections of these penalties and advising property owners that these penalties would become a lien on their property if they remained unpaid," she noted. "The problem that we have found with the implementation of this rule is that many property owners still received a penalty notice although they were in compliance and had in fact timely filed their ASIE. Furthermore, the county imposed these penalties without providing property owners with the opportunity to cure or a right to a hearing."

"Accordingly, as the implementation and enforcement of this rule has been severely flawed, our office commenced a lawsuit on behalf of our clients, arguing that the imposition of these penalties is unconstitutional and should be declared null and void," Cadet-Osse said. "The lawsuit is currently pending before the court and we are optimistic for a favorable outcome."

Cadet-Osse earned a juris doctor from Columbia Law School and a bachelor's degree from Barnard College. She is admitted to the New York State Bar and the Georgia State Bar. She is admitted to practice before the U.S. Court, Southern District of New York and the District of Columbia.

Cadet-Osse is a member of the Nassau County Bar Association (Condemnation Law and Tax Certiorari Committee); a member of the Suffolk County Bar Association; and a member of the New York State Bar Association. She is also an editor of the West McKinney's Forms Real Property Tax Law.

Founded in 1963, Koeppel Martone & Leistman, L.L.P. is one of the largest New York State law firms devoted exclusively to tax certiorari and con-

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demnation. Its attorneys are admitted to numerous jurisdictions including New York, New Jersey, Connecticut, District of Columbia, Florida and Georgia. The firm has provided tax reduction and condemnation services for clients in all of these states. In the state of New York alone, the firm has represented clients from Buffalo to Montauk Point and has handled every type of property from residential homes, multi-family residentials, condominiums, cooperatives, industrials, manufacturing plants, shopping centers, nursing homes, golf and country clubs, office buildings and hotels.



Ann S. Cella, MA, MEd, RN, NEA-BC is senior vice president, patient care services - CNO at St. Francis Hospital, The Heart Center® in Roslyn. Cella joined the hospital in 1979 and was named to this position in 1999.

Cella has contributed to the Master

Facilities Plan for the design and the expansion of the surgical suite capacity by 50 percent, critical care unit capacity by 25 percent and medical surgical telemetry unit capacity by 15 percent; facilitated planning and implementation and ongoing optimization of electronic medical record; participated in the development of an in-patient hospice program; established an out-patient infusion unit as a major component to the Cancer Institute; and established the hospital as stroke center and achieved Gold Plus Award from AHA/ASA for three consecutive years.

"It is a great honor to work with a topnotch team of nurses who have been pivotal in helping St. Francis Hospital receive so many accolades for excellence in patient care," Cella said. "From our consistent national rankings in U.S. News & World Report to receiving Magnet recognition three times in a row, each and every recognition is a testament to the work we do on a daily basis."

Patient safety has always been a top priority at St. Francis, Cella noted. "We recently received another "A" from the Leapfrog group, a nonprofit organization that ranks hospitals nationwide," she said. "It's the tenth time St. Francis has received a grade "A" rating since the national patient safety score's debut in 2012. A large part of the reason is our commitment to treating every patient as if he or she was a member of our own family

while constantly adhering to the best practices in nursing."

"St. Francis was also top-ranked among Long Island and select New York City hospitals in the federal government's most recent Patient Satisfaction survey," Cella said. "In one of the highest compliments a consumer can give, patients ranked the St. Francis Hospital #1 in a national standardized survey of how they rated their hospital experience."

Under her leadership, the hospital has also established a Dedicated Education Unit in collaboration with Adelphi University to broaden the undergraduate student nurses' clinical experience.

Among Cella's many community and professional activities, she is founder of the Tomorrow's Nurses Program, which introduces individuals to consider nursing as a professional career and Tomorrow's Nurse Leaders Program to develop future nurse leaders. She is also a board member of Nursing Spectrum, a publication of Gannett Healthcare Group. She is also a board member and volunteer at St. Brigid's Roman Catholic Church Outreach Program and volunteer at Healthy Sundays - Catholic Health Services of Long Island.

Cella earned a diploma, Legal Nurse Consulting from Kaplan College, School of Legal Nurse Consulting; a Master of Education in Nursing Administration from Teachers College, Columbia University; Master of Arts

in Nursing Education from Teachers College, Columbia University; a Bachelor of Science in Nursing from C.W. Post College; a Bachelor of Arts in Psychology from Marymount Manhattan College; and a Graduate Nurse Diploma from Queens Hospital Center, School of Nursing.

St. Francis Hospital, The Heart Center® is New York State's is a nationally recognized leader in the diagnosis, treatment, and prevention of cardiac disease. St. Francis, which is a member of Catholic Health Services of Long Island, is ranked one of the best hospitals in America by U.S. News & World Report and has earned the prestigious Magnet designation for nursing excellence three times in a row. A leader in cardiovascular care for more than 50 years, St. Francis Hospital also offers an outstanding program in vascular, prostate, ear-nose-throat (ENT), abdominal, oncologic, gastrointestinal, and orthopedic surgery.



Joanna Chikwe MD, FRCS, is profes-

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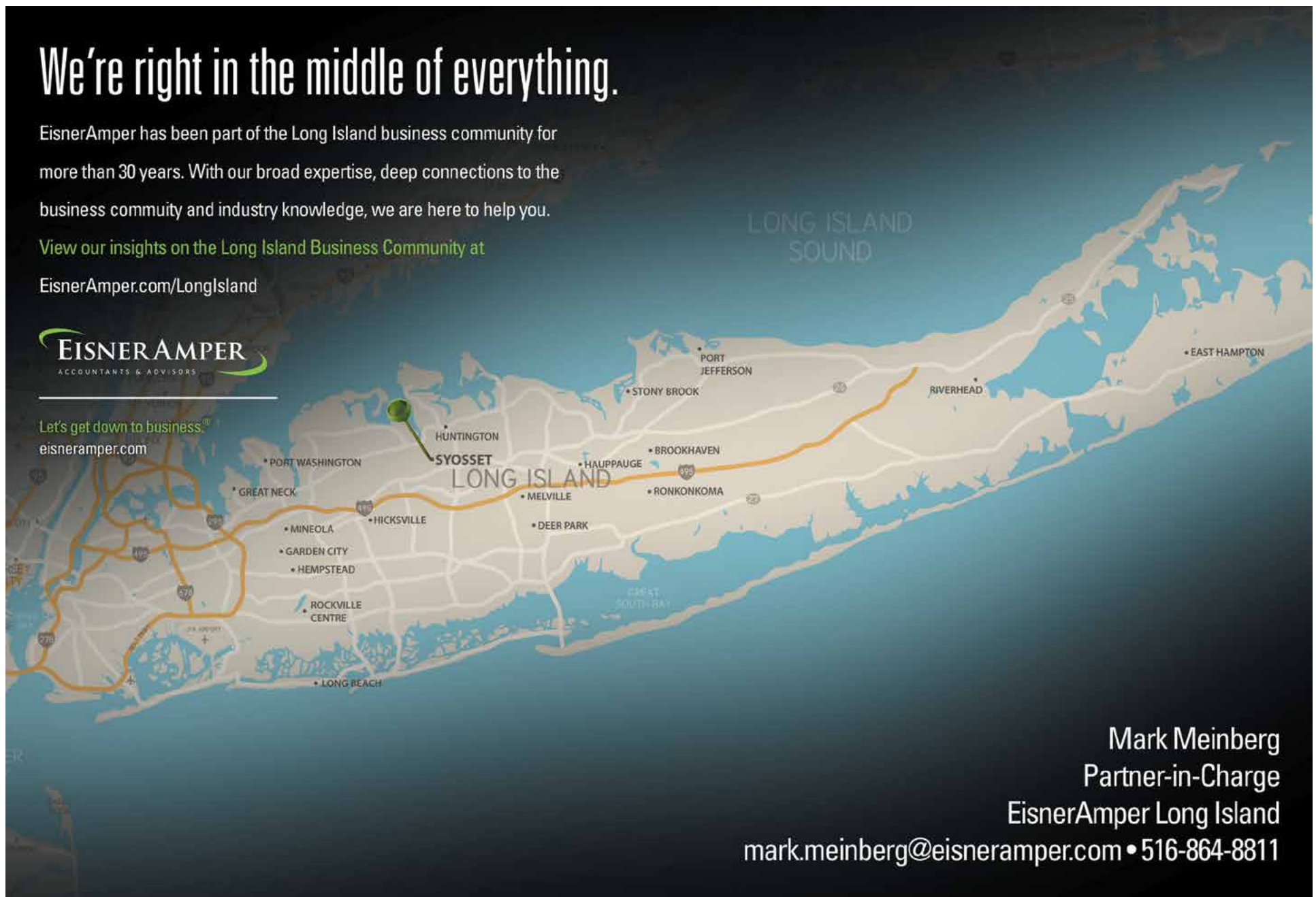
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WHO'S WHO in Women in Professional Services

sor of surgery at Stony Brook University School of Medicine; co-director of Stony Brook University Heart Institute; division chief of cardiothoracic surgery at Stony Brook Medicine; and professor of cardiovascular surgery at the Icahn School of Medicine at Mount Sinai.

Exciting new technology allows us to treat heart valve disease with non-surgical and less invasive approaches, Dr. Chikwe said.

"My specific area of expertise is in mitral valve repair, where instead of replacing the diseased valve with an artificial substitute, we can reconstruct it with the patient's own tissue," she said. "These options allow us to treat a wider range of patients, including older and sicker patients, with much greater safety and quicker recovery."

"Quality of life is often better after a successful valve repair compared to a valve replacement for most people, as there is less need for medications such as blood thinners, and less likelihood that they will need repeat surgery," Dr. Chikwe noted. "Very few other centers have a similar level of expertise in these advanced techniques, and our research has shown that this is very important — because choosing a surgeon with expertise in valve repair is one of the key factors in successful valve surgery, both for short-term recovery and long-term quality of life."

"It's incredibly rewarding to see patients get back to their lives, and it's also rewarding to share the latest valve reconstruction techniques with other surgeons and physicians," Dr. Chikwe said.

Prior to joining Stony Brook, she served as chair of the Department of Cardiovascular Surgery at Mount Sinai Roosevelt and St. Luke's in Manhattan; and program director of the Thoracic Surgery Residency Program at the Icahn School of Medicine at Mount Sinai.

Dr. Chikwe is the author of over 100 publications, including landmark research focused on cardiac surgery and cardiovascular health. She currently serves on the editorial boards of several leading scientific medical journals, including the *Journal of the American College of Cardiology*, *The Annals of Thoracic Surgery*, and the *Journal of Cardiothoracic and Vascular Anesthesia*, as well as state and national boards, including the Scientific Affairs and Government Relations Committee of the American Association for Thoracic Surgery and the New York State Cardiac Advisory Committee. She is the author of five textbooks, a fellow of the Royal College of Surgeons and is cited as one of America's Top Doctors by Castle Connolly.

Dr. Chikwe completed her medical school training at Oxford University, and her cardiac surgery training in London at the Royal Brompton and Harefield Hospitals, and in New York at Mount Sinai Hospital.

Stony Brook Medicine integrates and elevates all of Stony Brook University's health-related initiatives: education, research and patient care. It includes six Health Sciences schools — Dental Medicine, Health Technology and Management, Medicine, Nursing, Social Welfare, and Pharmacy &

Pharmaceutical Sciences — as well as Stony Brook University Hospital, Stony Brook Southampton Hospital, Stony Brook Children's Hospital and more than 90 community-based healthcare settings throughout Suffolk County.

Stony Brook University Hospital serves as the region's only tertiary care center and Regional Trauma Center, and is home to the Stony Brook University Heart Institute, Stony Brook University Cancer Center, Stony Brook Children's Hospital and Stony Brook University Neurosciences Institute.



Associate Professor Beth A. Christensen, Ph.D., is director of the Environmental Studies Program at Adelphi University in Garden City.

Christensen joined Adelphi University in 2005 and under her direction the Environmental Studies Program has grown and in its 22nd year providing marketable job skills in fields such as environmental health and safety, environmental management and green energy. Through Christensen's efforts and support, faculty members in her department are well-regarded and include active researchers in coastal geology, climate and sea-level change, southern ocean paleoceanography, environmental archaeology, human ecology, energy utilization, public policy and other areas of study. She also offers guided research opportunities for students and under her leadership students receive jobs upon graduation.

Christensen is an expert on global warming and sustainability issues and has written several papers on geosciences and climate change for significant journals. She has conducted numerous research projects to boost climate change research and understand the alterations in marshland area within the South Shore estuary reserve on Long Island, impact on our shores after Hurricane Sandy, and advantages of scientific drilling to give a glimpse into Earth's development and response to climatic and tectonic forces.

Christensen offers her expertise at the university and in the scientific community as a whole.

"As chair of the Environmental Studies Program, I expanded our program's focus to include marine sciences, which has united our environmental mission with our island location," she said. "I led the revision of our undergraduate curriculum to better reflect 21st century environmental issues, and aligned it to regional employment opportunities."

"One major area of innovation included development of a Geographic Information Systems (GIS) program," Christensen said. "I expanded our graduate program curriculum to include a gateway course for our graduate students, involving public health graduate students, and developed pro-

gramming to maintain a strong relationship with alumni."

"I currently serve as chair of the U.S. Advisory Council to scientific ocean drilling," Christensen noted. "The International Ocean Discovery Program drills the seafloor to better understand plate tectonics and ocean history over millions of years. We advise the U.S. Science Support Program which facilitates the US involvement in this heavily international (26 nations), peer-run program by developing policy, selecting scientists to participate on expeditions and on panels, and implementing workshops and projects developed by the scientific community, among other tasks. I am nearing the end of my 2-year term, which will culminate in my co-leading a national meeting to document the successes of our drilling vessel."

Christensen earned a Ph.D. in geology from the University of South Carolina, a master's degree in geology from Rutgers University, and a bachelor's degree in geology from Cook College at Rutgers University. Adelphi University is a highly awarded, nationally ranked, powerfully connected doctoral research university offering liberal arts and sciences programs and professional training with particular strength in its Core Four—Arts and Humanities, STEM and Social Sciences, the Business and Education Professions, and Health and Wellness. Adelphi is dedicated to transforming students' lives through small classes, hands-on learning and innovative ways to support student success.

Founded in Brooklyn in 1896, Adelphi serves over 7,600 students at its main campus in Garden City. More than 100,000 Adelphi graduates have gained the skills to thrive professionally as active, caring citizens, making their mark on the university, their communities and the world.



Elaine M. Colavito is an associate with the law firm of Sahn Ward Coschignano, PLLC in Uniondale. Colavito concentrates her practice in matrimonial and family law, civil litigation and immigration matters.

Over the years, various trends in matrimonial and family law have developed, Colavito said.

"The trend in recent years has been Millennials not getting married," she said. "Given this, I have more family court cases dealing with custody, visitation and child support and fewer matrimonial law and divorce cases."

"Resolving the dissolution of a family for unmarried parties is handled generally on an issue-by-issue basis," she noted. "For example, generally, an unmarried Millennial with a child will have to file for support, custody and visitation in family court and will have to file a proceeding to separate joint property or to dissolve a joint business

in another court. At times, there are even more issues to resolve, depending on the circumstances of the case. However, the bottom line is that the issues are typically adjudicated separately, whereas, with married couples, all issues are resolved by the same adjudicator."

"Although the trends change year to year, my advice is basically the same in that, after I explain the law to my clients, I give them practical advice and urge them to make their decisions based on business sense, not emotion."

Prior to joining Sahn Ward Coschignano, Colavito was previously associated with a civil litigation law firm on Long Island.

Colavito is a member of the Suffolk County Bar Association, the Nassau County Bar Association and the Nassau County Women's Bar Association; for the latter group, she presently serves as its president-elect. She currently writes a monthly column for *The Suffolk Lawyer*, entitled "Bench Briefs."

In 2013, Colavito received the Nassau County Women's Bar Association's Bessie Ray Geffner, Esq. Memorial Award for her demonstrated interest in improving the justice system, professionalism of the bar and service to the community at large.

In 2014, she presented "I Want A Divorce! How to Advise Your Clients in Matrimonial Proceedings" before the New York State Bar Association's Young Lawyers Section at the NYSBA's "Bridging The Gap" program. Colavito discussed child support under the New York State Domestic Relations Law.

Colavito is recognized as a 2014, 2015 and 2016 Super Lawyers "Rising Star," in the area of Family Law, and is among the 2015 Super Lawyers "Top Women Lawyers in New York."

In 2017, she was named a Trailblazer in Divorce and Trusts and Estates by the *New York Law Journal*. This award honors the "movers and shakers" in the legal industry who have made an impact in the divorce, trusts and estates sector through new types of strategies or innovative court cases.

Colavito earned a juris doctor, magna cum laude, from Touro College Jacob D. Fuchsberg Law Center and a bachelor's degree, summa cum laude, from the State University of New York at Stony Brook. She is admitted to practice before the United States Supreme Court.

Sahn Ward Coschignano, PLLC is one of the region's highly regarded and recognized law firms. Its practice areas include zoning and land use planning; real estate law and transactions; litigation and appeals; municipal law and legislative practice; cellular and telecommunications law; environmental, corporate, labor and employment law; tax certiorari and condemnation; matrimonial practice; and estate planning. The firm strives to assist its clients in a wide array of issues, serving them with skill and experience, resourcefulness and responsibility.

WHO'S WHO in Women in Professional Services

**NANCY
CONNORS**
*Farmingdale State
College*



Nancy Connors is vice president of development and philanthropy at Farmingdale State College where her role is to build a comprehensive, data-driven fundraising and alumni engagement program.

Connors and her team are currently developing a fundraising program to expand support for the college. "Although Farmingdale is a state institution, the state covers only 30 percent of the operating budget," Connors noted. "Private and public partnerships provide the critical difference."

"Farmingdale State College is inviting alumni and Long Island corporations to become partners as we add new academic programs and build new facilities, especially a state-of-the-art building for Applied Social Sciences, which is currently in the planning phase," Connors said. "There are so many opportunities to connect or reconnect with Farmingdale State College and be a part of this extraordinary growth."

"Dr. John Nader has a vision for

Farmingdale that is both inspirational and practical," she said. "Together with faculty and staff, he has drafted a student-centered strategic plan to educate the leaders of tomorrow. I am honored to be part of his team as we map out the exciting future for Farmingdale State College."

Prior to joining Farmingdale in June 2017, Connors was vice president for institutional advancement at St. Joseph's College in Patchogue and Brooklyn. Before her time at St. Joseph's, where she raised \$40 million in gifts and grants, Connors was executive director of development and alumni relations at Adelphi University.

Connors is also a partner at Brainstorm Creative Group, a fundraising, communications and marketing firm.

Her entire fundraising career has centered on education. She began that aspect of her career as a fundraising consultant to inner city all-girls' high schools. "The experience was as transformational for me as it was for the students," Connors said. "I learned quickly to never underestimate the power of motivated young women."

Connors earned a master's degree in public relations management from the Newhouse School of Public Communications at Syracuse University and a bachelor's degree in English from LeMoyne College.

Farmingdale State College in Farmingdale is among the fastest growing colleges on Long Island with

39 academic programs and new graduate programs on the horizon. With more than 80,000 alumni, recent graduates and student interns providing the fuel for the Long Island economy, the college has been a vital player in the region for more than 100 years.

**CARA P.
CRONIN**
*Cronin & Cronin
Law Firm, PLLC*



Cara P. Cronin is a partner at Cronin & Cronin Law Firm, PLLC, (Cronin & Cronin) a law firm in Mineola specializing in tax certiorari, protesting the real property tax assessments and condemnation for commercial properties throughout New York State. Cronin has extensive experience representing commercial property owners in tax certiorari matters in Nassau County, Suffolk County, New York City and upstate New York, including Orange, Rockland, Dutchess, Putnam and Westchester counties. Cronin is the head of the firm's New York City practice.

Cronin & Cronin represents a wide array of property types and must stay up-to-date on trends occurring in multiple market sectors, Cronin said.

"The great deal of inventory in the office market has impacted rental rates as the need for space has declined," she noted. "Some downtowns have begun to change with the desirability of transit oriented growth and influx of apartments near train stations, while others are still facing challenges. Even properties such as golf courses have had to adjust to declines in membership while expenses remain high."

"The most profound transformation is occurring in the retail market," Cronin said. "While service providers such as urgent care centers and gyms are renting some of the vacant retail space, the overhead associated with storefronts are making brick and mortar locations less desirable to many retail companies. Consequently, shopping center owners have found themselves negotiating reduced rental rates for anchor tenants to avoid huge vacancies."

"In many tax certiorari cases, an income approach to value is utilized when negotiating the proper assessed value," Cronin said. "In analyzing the value, both the return at that particular property as well market rates of the overall real estate market must be considered."

"As different sectors of the market evolve, adjustments must be made to take into consideration all market factors in order to achieve the maximum reduction in taxes," she said.

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WHO'S WHO in Women in Professional Services

Prior to joining Cronin & Cronin in 2011, she worked in Washington, DC at the National Republican Congressional Committee. She continues to be involved in politics and has acted as a consultant to several State Senate campaigns on Long Island.

Cara is on the executive board of the Long Island Real Estate Group and is a co-chair of LIREG W, created in 2014 to bring together professional women in the real estate industry and the allied trades who live or work on Long Island.

Cronin is also a long-standing committee member for The Safe Center Long Island Gala. She was a member of the Long Island Association Women's Collaborative Rising Professionals Group and acted on the board of the Nassau County Woman's Bar Association where she served as the Nassau Chapter Delegate and representative for the Domestic Violence Committee at WBASNY.

Cara P. Cronin was honored by the Nassau County Women's Bar Association (NCWBA) with the 2016 Bessie Ray Geffner, Esq. Memorial Award. The award is presented annually to an attorney who possesses a demonstrated interest in improving the justice system, the professionalism of the bar and serving the community at large.

Cara is a member of the New York State Bar Association, the New York City Bar Association, the Nassau County Bar Association and the Suffolk County Bar Association. She earned a bachelor's degree from Washington and Lee University and a juris doctor from the Maurice A. Dean School of Law at Hofstra University.

Cronin & Cronin has more than 75 years of legal experience in New York State.

Its success in the field of tax certification is due to its respected reputation and its extensive knowledge and years of experience in property matters. The firm has established a positive relationship with various municipalities and aggressively negotiates cases through pre-trial negotiations and if necessary trial, in order to achieve maximum reductions in real estate taxes and substantial reductions in future tax burdens.



Judi Abbott Curry, an attorney practicing law for 31 years, is a member of Harris Beach PLLC, which has offices in New York City, Uniondale and Melville. Curry was recently elected to the 220-lawyer firm's Management Committee and co-leads the Medical and Life Science Industry Team.

Curry practices in the mass torts and industry-wide litigation, as well as the construction and surety practice groups and serves on the nanotechnology industry team. Curry is also a member of the firm's e-discovery practice. She concentrates in areas of mass

tort and complex product liability litigation involving pharmaceuticals, medical devices, implants, infusion pumps, compounded medicines, biologics, over-the-counter drugs, solvents and other chemicals, mold, Legionella, pesticides, cosmetics, food, commercial and consumer household goods. She represents hospitals, physicians, medical practices, nurses, physical therapists, pharmacists and other health-care providers in claims of negligence, medical malpractice, hospital-based toxic exposures and medical device malfunctions.

Curry represents manufacturers, distributors, contract manufacturing organizations (CMO), retailers, chemical and raw ingredient suppliers and company or independent sales representatives in the life science industry.

Among Curry's top priorities is diversity and inclusion within the firm.

"As a practice group leader and the hiring partner for associate attorneys in my office, I know the benefits of diversity and inclusion and I strive to build a diverse team of attorneys and an inclusive work environment I am honored to have been the first woman attorney elected to the firm's Management Committee, in 2016, and was delighted when a second woman partner was elected to the Management Committee in 2017," Curry said. "My firm's commitment to the recruitment and retention of women attorneys and aggressive pursuit of strategies to retain, promote and develop our women attorneys led us to establish a women's initiative, known as HB Women Connect, which promotes and supports the Harris Beach women attorneys, as well as women attorneys in the profession."

"I appreciate the many men and women who mentored me over my career and I enjoy the opportunity to pay it forward to young women entering the profession of law," Curry noted.

Curry earned a juris doctor from Fordham University School of Law and a bachelor's degree from State University of New York at Stony Brook.

She is admitted to practice in New York and before the United States District Court

Southern District of New York, Eastern District of New York, Northern District of New York, Western District of New York; and before the United States Court of Appeals Second Circuit.

Founded in 1856, Harris Beach and its subsidiaries provide a full range of legal and professional services for clients across New York State, as well as nationally and internationally. Harris Beach is among the country's top law firms as ranked by The National Law Journal and is among the 2017 BTI Elite law firms based on in-depth interviews of more than 600 corporate counsel at the world's largest and most influential companies.

Clients include Fortune 100 corporations, privately-held companies, emerging businesses, public sector entities, not-for-profit organizations and individuals. Principal industries Harris Beach represents include education, energy, financial, food and beverage, health care, insurance, manufacturing, medical and life sciences, real estate developers, veterinary medicine, and state and local governments and authorities. The

firm's more than 200 lawyers practice among offices throughout New York state in Albany, Buffalo, Ithaca, Melville, New York City, Rochester, Saratoga Springs, Syracuse, Uniondale and White Plains, as well as in New Haven, Connecticut and Newark, New Jersey.



Irene D'Antonio is a senior tax manager at Friedman LLP in Uniondale. D'Antonio has more than 25 years of experience in public accounting. She specializes in providing tax services for an array of industries including real estate, apparel, advertising, professional service organizations and manufacturers. Her extensive experience extends to working with high net-worth individuals and their families.

D'Antonio's expertise includes reviewing individual, corporate, partnership, trust, gift and estate tax returns; fostering long-standing client relationships; performing income and business tax planning; and assisting with notices and audits from federal and state taxing authorities. She earned a bachelor's degree in business administration from Pace University and she is also a certified public accountant.

Earlier this year, Friedman LLP spearheaded a market study based on a survey that analyzed business leaders' sentiments surrounding proposed tax changes under the Trump administration. "An interesting finding demonstrated that the majority of respondents who were subject to the employer mandate of the Affordable Care Act (ACA) indicated they would offer the same or more health benefits should the mandate be repealed," D'Antonio said. "These results conflict with the GOP's efforts to repeal and replace the ACA, claiming employers are suffering under it."

Other key findings include that business leaders favor sweeping tax reform proposals, with some hesitancy toward international proposals; companies using independent contractors may be at risk for taxes and penalties; and businesses would likely alter their entity structure and finance models based upon tax changes, D'Antonio noted. "As Washington takes up the mantle of tax reform, Friedman will continue to closely monitor the tax landscape to ensure clients are aware of potential changes that may impact them," she said.

To download the complete exclusive report developed by Friedman entitled, "Tax Reform in the Trump Era," visit the firm's website, D'Antonio said.

D'Antonio is an active member of several organizations including the New York State Society of Certified Public Accountants, American Institute of Certified Public Accountants and Friedman LLP's Women's Development Network. She currently serves as president of the Port Washington

Children's Center, serving previously as treasurer and head of the finance committee. She also provided pro bono tax services to the John J. Daly Elementary School HSA for a number of years. Her community involvement extends to participating in the Memorial Sloan Kettering Cycle for Survival and American Cancer Society's Relay for Life.

Friedman LLP has been serving the accounting, tax and business consulting needs of public and private companies since 1924. Its industry focused practice features concentrated areas of expertise and understanding of the economic environment. The firm has the ability to be innovative in its approach, act quickly in its decision-making and be flexible in its delivery of services. Clients benefit from hands-on contact with the firm's partners, cutting-edge technical expertise who have an understanding of their industry and their business.



Dawn Dardzinski is CEO of D2D Consulting, a management consultancy firm in East Meadow. With more than 25 years of experience, Dardzinski excels in directing complex technology programs and leading diverse teams to success. Her consistent, repeatable delivery model and quality control process has provided organizations with the ability to implement cost effective, application development projects of diverse scale and complexity. Through her extensive training in various project management standards such as PMI, CMM, Six Sigma, and ITIL as well as various delivery approaches such as SDLC, Waterfall, Agile, and SCRUM, Dardzinski has helped organizations achieve their technology goals and digital vision.

At JPMorgan Chase, Dardzinski led delivery teams associated with their strategic consumer facing applications such as Chase Online Banking, Morgan Online and the JPMorgan Access Portal. While at Related Companies, one of her many successes was achieved with the Related rebranding effort and the custom development of the first end to end, online leasing application for luxury renters. Now through her own consultancy, she takes pride in sharing her skills and expertise with organizations across various industries, making them more efficient and helping them implement process improvements and technology solutions which drive down costs and increase revenue.

Appreciating her journey to achieve a work-life balance, Dardzinski aims to help others meet this same goal.

"I am extremely proud to be a minority female business owner and I count my blessings every day for the opportunities my hard work and support from colleagues and friends has led me to," Dardzinski said. "By opening D2D Con-

WHO'S WHO in Women in Professional Services

sulting, I'm now able to achieve work-life balance while doing what I love and do best — leading and driving organizations to achieve success.”

“As the leader of my organization, the path to success starts with me and so I make it a point to focus my efforts in working with each of my team members and clients by guiding them to achieving their goals, business or personal, and how to break through the barriers blocking them from success while maintaining their integrity and kindness towards others,” she explained. “As they grow, I encourage them to mentor others to do the same and help those who may not know how to get started down the path of achieving their goals.”

Dardzinski earned a bachelor's degree in professional studies from Hofstra University. In her spare time, she donates her time to charitable organizations such as a board member for the Michael Magro Foundation, which is dedicated to supporting children with cancer and other chronic illnesses; and as a mentor with Aspire, a global network that advocates for the advancement of women.

D2D Consulting is a management consultancy that specializes in helping organizations define and implement their strategic technological and business oriented goals while driving process improvements that will make them more efficient and cost effective. The company's consultants are skilled

in project management, custom development, report writing and technical delivery with niche software applications such as Yardi, RealPage, MRI and JDEdwards.



For more than 16 years, Cathy DeAngelo has worked with people in transition, and has the expertise and understanding of core issues to listen to each individual situation and make recommendations to suit their means and lifestyle. As director of sales and marketing at Jefferson's Ferry Life Plan Community in South Setauket, DeAngelo works closely with prospective residents to counsel and guide them throughout the process to help them be confident in their decisions. She also plays an active role in designing programs that educate residents and members of the outside community about issues that are pertinent to older adults and their families.

DeAngelo has spent most of her career working with older adults in varied roles from director of recreation to

director of adult day services before moving into sales and marketing roles.

“I really want to make sure that people are making a well-informed decision that meets their needs, whether it's making a home at Jefferson's Ferry or elsewhere,” DeAngelo said. “The most important consideration for anyone looking for a retirement community is what kind of environment and services will allow them to live life to its fullest potential and keep control over their future.”

“I've been a helping professional throughout my career, from recreation director for special needs clients, psychiatric patients and geriatric residents, to a director of adult day care services,” DeAngelo noted. “In all my positions, I've been most concerned with trying to get people to spend the day in ways that are enjoyable and stimulating.”

“My overall experience in health care has given me a particular, deep understanding and connection to people that allows me to guide them to make the decision that will positively affect their lives,” DeAngelo explained. “Social interaction is the key to a happy, fully-lived, purposeful life. I've found that in my current position, I make a bigger impact than in any direct care position that I've held in the past.”

DeAngelo joined Jefferson's Ferry in 2012 after eight years with Covenant Village of Cromwell, one of Connecticut's top continuing care retire-

ment communities. DeAngelo spent six years with the Mary Wade Home in New Haven, which provides assisted living, residential care and skilled nursing.

DeAngelo earned an M.E.D. in Human Service Administration from Antioch University. She is a member of the National Association of Business and Professional Women, the Stony Brook Rotary.

The Jefferson's Ferry lifestyle successfully integrates all the elements of an active retirement with a mix of recreation and activities, readily available health care and peace of mind. Residents pay a one-time entry fee and thereafter, a predictable monthly fee.

Over 400 residents, aged 62 years and older, live in either independent living residences (248 units include cottages and apartments); enhanced assisted living apartments (60 units); or skilled nursing (60 private suites, 20 of which are memory care).

The Vincent Bove Health Center at Jefferson's Ferry offers comfort and compassionate care with spacious private enhanced assisted living studio and one-bedroom apartments and state-of-the-art-private nursing and rehabilitation suites. Whether a resident requires short-term rehabilitation, or long-term nursing care, personalized health care plans or memory support, every resident receives the assistance they need.

Amenities at the Vincent Bove

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Real estate taxes are a cost of doing business which can be the difference between a profit or a loss. Hiring experienced counsel, capable of both negotiating extremely favorable resolutions and also litigating these matters is absolutely critical in keeping taxes as low as possible. The partners of Herman Katz Cangemi & Clyne have spent decades developing reputations for vigilant advocacy throughout the State, including New York City, Long Island, the Hudson Valley, the Capital Region and western New York. Our clients benefit from our superior representation to consistently ensure that they pay only a fair and equitable share of the collective tax burden. This reputation transcends New York State, as clients rely on us to manage their national real estate tax portfolios.

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**KATHLEEN
DEEGAN
DICKSON**

*Forchelli, Curto,
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LLP*

Kathleen Deegan Dickson is a partner in the Land Use and Zoning Department of Forchelli, Curto, Deegan, Schwartz, Mineo & Terrana, LLP in Uniondale where she concentrates her practice in the areas of real estate development matters, especially land use and zoning law.

Deegan Dickson has an extensive track record of success with and before municipal boards and agencies on significant projects throughout Long Island. She has a reputation for effectiveness and integrity in the pre-hearing meetings and outreach to municipal planning staffs and civic groups that are now a must in Long Island's current development climate. She is former counsel to the City of Glen Cove Planning and Zoning Boards, and currently represents many developers, property owners, corporations and private individuals in all types of matters involving real property transactions, zoning and land use.

Deegan Dickson finds that many of the projects she has recently been working on involve housing and businesses that are designed to keep our young people on Long Island.

"Most of the residential projects I handle are Workforce Housing, Downtown Developments or Transit Oriented Development, or a combination of all of the above," she said. "These projects provide a diversity of housing choices and opportunities for Millennials and empty nesters alike to remain on Long Island and not flee to other traditionally less expensive or 'cooler' places. By keeping and attracting this educated workforce locally, businesses are motivated to relocate here and stay here. This is the engine that fuels our economy and spurs the growth that will keep our region from becoming obsolete. It is very exciting to be a part of this."

Deegan Dickson has been awarded an "AV" legal ability and ethics rating by Martindale-Hubbell Law Directory – the very highest rating this nationally recognized publication has established. This rating is based upon extensive confidential peer review surveys.

She is admitted to practice before the courts of the states of New York and Connecticut. A graduate of St. John's University School of Law, she is a member of the American and the New York State Bar Associations, as well as the Nassau County Women's

Bar Association, WEDLI (Women Economic Developers of Long Island), the Nassau County Catholic Lawyer's Guild and the New York Democratic Lawyers Council.

She also serves as a member of the All Saints Regional School Board, on the Advisory Council of the North Shore University Hospital at Glen Cove, and the Board of Tomorrow's Hope Foundation.

A frequent lecturer at seminars, Deegan Dickson has published various articles on land subdivision in the New York Real Estate Journal. Named and a New York SuperLawyer and was honored by the John J. Byrne Community Center Uniondale™ at its inaugural Long Island Outstanding Advocate for Children and Youth Awards and Molloy College at its Annual Golf Classic. Most recently, she was voted as a Legal Eagle in Real Estate by Long Island Pulse Magazine.

Forchelli, Curto, Deegan, Schwartz, Mineo & Terrana, one of Long Island's leading full-service law firms represents clients in real estate, land use and zoning, tax, trusts and estates, tax certiorari, corporate and commercial and litigation matters.

Formed in 1976, under the helm of Managing Partner Jeffrey D. Forchelli, the firm's areas of expertise have expanded to include banking, bankruptcy, employment and labor, municipal incentives/IDA, entertainment, construction law and more.

The firm employs over 60 attorneys who handle complex matters for a broad client base including national, regional and local businesses, major real estate developers and organizations, banks, insurance companies, municipalities, educational institutions, contractors, architects/engineers and individuals.



**JENNIFER
ECKER**

*Moritt Hock &
Hamroff LLP*

Jennifer Ecker is a partner at Moritt Hock & Hamroff LLP in Garden City. Ecker has more than 18 years of experience in litigating complex commercial disputes. She regularly litigates in the Supreme Court, the Civil Court, the District Court, and before various administrative agencies. The scope of her practice is diversified, and also includes all types of real estate related litigation, construction law, drafting, analyzing and negotiating commercial leases, counseling clients on landlord/tenant legal issues, as well as New York condominium and cooperative law.

As a recognized leader in her field, Ecker serves as a frequent speaker and author on various topics relating to her area of practice.

Ecker earned a juris doctor from New York Law School and a bachelor's degree, cum laude, from State University of New York at Binghamton. She is admitted to practice in New York, as well as before the United States

District Court for the Eastern and Southern Districts of New York.

Ecker is a member of the Association of Arbitrators of the Civil Court of the City of New York and the Nassau County Bar Association. She is also a member of the Commercial Real Estate Women of New York and the Long Island Real Estate Group. Ecker is also a founding member of the LIREG W Committee.

Moritt Hock & Hamroff LLP, established in 1980, is a full-service, AV-rated commercial law firm with 20 areas of practice and 65+ attorneys based in New York with offices on Long Island and in Manhattan. The firm's practice areas include: alternative dispute resolution, commercial foreclosure, commercial lending & finance, construction & surety, copyrights, trademarks & licensing, corporate & securities, creditors' rights & bankruptcy, cybersecurity, employment, equipment & transportation leasing and finance, healthcare, landlord & tenant, litigation, marketing, advertising & promotions, mergers, acquisitions & private equity, not-for-profit, patents, real estate, tax and trusts & estates.



**LORI ANN
EDELMAN,
RN, CEN,
NE-BC**

*South Nassau
Communities
Hospital*

Lori Edelman, RN, CEN, NE-BC, is director of emergency and patient care services at South Nassau Communities Hospital in Oceanside.

Edelman's leadership is essential in the daily operations of one of the busiest community hospital emergency rooms in Nassau County. The department is a New York State Department of Health regional Stroke Center and is southern Nassau County's only Level II Trauma Center. The department has more than 35 large independent treatment bays, specialty treatment areas, as well as its own dedicated Computerized Radiology Suite for rapid access for testing and results.

Throughout her 40-year career in nursing and hospital emergency department and critical care services, Edelman has proven through leadership, teams and departments can innovate and achieve incomparable excellence.

After graduating from Molloy College in 1977 with a Bachelor of Science in Nursing, Edelman joined South Nassau's nursing staff, serving in the Emergency Department Critical Care Unit and as a member of the IV Team. In 1983, she moved on to St. Joseph's Hospital in Queens to serve as nurse manager of its Emergency Department (ED). She returned to South Nassau Communities Hospital in 1987 and forged a career with compassionate, patient-centered care. She emerged as a mentor for staff and as an innovator in the delivery of emergency medical and critical care services.

After a 15-year stint as an ED nurse she was promoted to assistant nurse manager of the ED in 2002, and was soon named nurse manager of the ED and in 2009 named director of nursing. Edelman was instrumental in the transformation and growth of the hospital's ED and was involved in all aspects of a 25,000 sq. ft. multiple phase renovation of the ED.

Edelman also coordinated the development of the Pediatric ED; developed the foundation for an ED nurse Fellowship Program; designed the procedures facilitating the attainment of "Stroke Center" and STEMI (ST elevation myocardial infarction designation or heart attack) designation; and engineered the process that decreased the length of time to triage ED patients by more than 90 minutes.

She was also essential in guiding South Nassau to open a hospital-grade Urgent Care Center in 2014, marking the first time since the day before Super Storm Sandy struck in 2012 that residents of Long Beach could access hospital-grade medical care on the campus of the former Long Beach Medical Center. Within months, her leadership and innovation in ED services were called on again as South Nassau started the upgrade of the urgent care center to Long Island's first a free-standing, off-campus hospital-based emergency department. In 2015, the Long Beach ED opened restoring around-the-clock emergency medical care to the residents of Long Beach and the barrier island.

Edelman's leadership will continue to be called upon as South Nassau pursues an aggressive, incremental expansion project of its Oceanside ED, which will nearly double in size. South Nassau will also call her to help in the planning of its proposed \$45 million, two-story Medical Arts Pavilion in Long Beach, which will serve as the permanent home of the Long Beach ED. The expanded emergency department will have an estimated 15 exam rooms while also incorporating primary care medicine and radiology, as well as other subspecialties on a rotating basis.

Designated a Magnet® hospital by the American Nurses Credentialing Center for outstanding nursing care, South Nassau® Communities Hospital is one of the region's largest hospitals with 455 beds, more than 900 physicians and 3,500 employees. The hospital is an acute-care, not-for-profit teaching hospital that provides state-of-the-art care in cardiac, oncologic, orthopedic, bariatric, pain management, mental health and emergency services.

In addition to its outpatient specialty centers, South Nassau provides emergency and elective angioplasty and offers Novalis Tx™ and Gamma Knife® radiosurgery technologies. South Nassau is the only Trauma Center on the South Shore of Nassau County verified by the American College of Surgeons. South Nassau also is a designated Stroke Center by the New York State Department of Health and Comprehensive Community Cancer Center by the American College of Surgeons, and is an accredited center of the Metabolic and Bariatric Surgery Association and Quality Improvement Program.

South Nassau has been awarded the Joint Commission's gold seal of

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approval as a Top Performer on Key Quality Measures, including heart attack, heart failure, pneumonia and surgical care; and disease-specific care for hip and joint replacement, wound care and end-stage renal disease.

**GARA
EDELSTEIN,
RN, MSN**
*Good Samaritan
Hospital Medical
Center*



Gara Edelstein, RN, MSN is senior vice president of care and chief nursing officer at Good Samaritan Hospital Medical Center in West Islip.

Edelstein, who began her career with St. John's Episcopal Hospital in Far Rockaway as assistant director of nursing, joined St. Francis Hospital as director for performance improvement, quality management in the Heart Center in 2000. In 2002, she joined St. Catherine of Siena Medical Center as assistant vice president for nursing and, in 2004, was promoted to senior vice president, patient care services/chief nursing office (CNO). She spent the next six years in that position, until being promoted to chief operating officer/CNO in 2010. That is where she remained until being tapped for the CNO position at Good

Samaritan in January 2016.

Edelstein is responsible for bringing the hospital's professionals together to solve problems and improve patient care. She accomplishes this by participating in interdisciplinary committees, working with nurse managers and nursing directors, resolving human resources issues and dealing with budget issues and equipment needs.

Under Edelstein's guidance and leadership, there have been a number of initiatives at Good Samaritan, with a focus on patient safety and efficiency. One of those projects, Aim 4 Excellence, is a care coordination model that introduces Care Logistics, a new system designed to improve patient flow throughout the hospital system. Using new clinical technology software, nurses and staff will be able to monitor the status of patients from the time they are admitted to the hospital, through the scheduling of tests and treatments, to preparation for discharge.

"We've already started to implement Aim 4 Excellence and Care Logistics throughout the Medical Center and we've been extremely pleased with the results," Edelstein said. "This new process allows us to increase efficiency, effectiveness and communications, fulfilling our mission that patients are the priority and excellence is our goal."

A member of the Senior Leadership Team, Edelstein has a "seat at the table" where important issues are

discussed. "I am at the table where critical decisions are being made," she said. "I've been welcomed at that table so my voice for nursing is heard. Whether it's getting more staff, getting more equipment or working on a strategic plan in the organization, I'm part of that team."

Edelstein noted that her favorite part of the job is making rounds, meeting staff, getting to know them and actually helping them to get what they need to provide the best patient care, whatever that entails. "A lot of times, I say to myself I've got to get up and walk out that administrative door so I remember why I'm here," Edelstein explained. "When you are a staff nurse you take care of patients so you get immediate gratification of helping them get well. The further you get on the nursing career ladder, the further away you get from the bedside. You have to constantly remind yourself of that patient, how do you get back to that patient? That's why I love making rounds. That's my favorite part and it always will be."

Good Samaritan Hospital Medical Center, which is a member of Catholic Health Services, is a 537-bed (including 100 nursing home beds), voluntary, not-for-profit hospital located in West Islip.

A stellar reputation exists for Good Samaritan's first-rate oncology, cardiology, orthopedic, women's, respiratory, neurosurgical and surgical care. All are complemented by an array of state-

of-the-art diagnostic imaging capabilities that includes a Positron Emission Tomography/Computed Tomography (PET/CT) scanner and a sophisticated Department of Imaging Services. Good Samaritan is one of the largest providers of emergency services on Long Island. The Ambulatory Surgery Department, where patients have same day procedures, treats an average of almost 300 patients each week. The Medical Center has more than 3,438 employees and 900 physicians and more than 26,000 patients a year are admitted for inpatient services.

**MAUREEN
EVERS-
WILLOX**
KPMG LLP



Maureen Evers-Wilcox is a partner at the tax and advisory firm KPMG LLP in New York City. Evers-Wilcox has been with KPMG for 20 years. She currently works in KPMG's Risk Management Independence Group where here responsibilities include establishing policies on auditor independence, responding to technical inquiries on independence and responding to regulators on independence matters.

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WHO'S WHO in Women in Professional Services

Evers-Wilcox previously worked in KPMG's NY Financial Services practice for 11 years. She has worked on a range of SEC audit clients in real estate, banking and asset management. In addition, she spent two years on an international assignment in Germany where she worked on a US GAAP conversion project for a large multinational bank. Her audit experience ranges from SEC filings, PCAOB audits and large global audit coordination.

Earlier in her career, Evers-Wilcox worked for two years in KPMG's Center for Learning and Development where she assisted in the development of national training programs for audit and advisory professionals.

Evers-Wilcox remains focused on current trends and regulations to better assist her clients.

"KPMG's recent U.S. CEO Outlook 2017 survey showed that leaders are building strategies around speed-to-market, technology transformation, and scaling up their business processes and operations," Evers-Wilcox said. "The goal is a more direct integration of design, product development and manufacturing — from drawing board to delivery."

"From an accounting perspective, leaders seek answers around technical issues like potential changes in tax laws, other regulations, and accounting standards," she said. "Given the complexities of today's every changing business environment, it is more important than ever to have a robust compliance program to ensure we can meet our regulatory requirements. Our public company auditing profession is dedicated and committed to providing high quality, independent audit and attest services."

"My role in the firm is to ensure we can adhere to our regulatory obligations and ensure we maintain the public trust," Evers-Wilcox noted. "Additionally, from an industry perspective, I serve on an industry task force with the goal of reviewing existing regulation and propose changes to regulations to clarify existing rules and/or issue additional guidance to help align the overall regulatory approach with current business structures, benefit companies, enhance investor confidence and facilitate capital formation."

A Certified Public Accountant in New York, Evers-Wilcox earned a bachelor's degree in accounting from Manhattan College. She is a member of the American Institute of Certified Public Accountants and

KPMG LLP, the audit, tax and advisory firm is the independent U.S. member firm of KPMG International Cooperative (KPMG International). KPMG International's independent member firms have 189,000 professionals, including more than 9,000 partners, in 152 countries.



Monica Foote is president of Long

Island Business Institute (LIBI), which has campuses in Flushing, Queens; Commack, Long Island; and recently opened a Manhattan location.

Named president in 2008, Foote, along with 150 employees ensure the success of 1,000 students enrolled in fields of accounting, business management, hospitality, elder care, homeland security and court reporting.

Prior to joining LIBI, Foote spent seven years managing the Manhattan Campus, and later the Bronx Campus, at Mercy College, a regionally-accredited 4,000 student urban institution in New York City. At Mercy College she was responsible for various academic fields, including the health sciences and digital arts. Her prior positions have also included academic dean and program director at for-profit institutions in New York.

Foote earned an ED.M in Human Development from Columbia University, an MA from Columbia University and a BA in Political Science from Fordham University.

Foote supports LIBI's mission to provide a culturally diverse student body with current and relevant career and technical training that leads to new employment opportunities.

LIBI's main campus, serving Flushing, Queens, has recently been joined by LIBI's new Manhattan location, right in Tribeca. Its Commack campus in Suffolk County offers LIBI's renowned court-reporting program. LIBI, which is nationally accredited by the ACICS, offers both associates degree and certificate level programs.

LIBI's academic programs are tailored for students who wish to gain real-world skills that employers desire; its academic faculty brings vast experience from the field into the classroom, so its graduates can enter the job market with confidence. LIBI's alumni can be found in all areas of their chosen fields.

LIBI was launched in 1968 as a business school. Most recent figures show that LIBI Commack has approximately 120 enrolled students and LIBI Flushing has about 758 students. Average class size is small, allowing for attention to the needs of individual students. LIBI offers convenient and flexible day and evening schedules to meet the needs of adults with family and work obligations.



Melissa Gonzalez, CPA, AEP® is senior tax manager at Mazars USA LLP in Woodbury.

Gonzalez is a member of the firm's Trust & Estate's Group where she specializes in the areas of trusts, estates, gift tax and high net worth individuals.

In April 2017, Gonzalez was awarded the Accredited Estate Planner (AEP®) designation by the National Association of Estate Planners & Councils, which recognizes estate

planning professionals who meet special requirements of education, experience, knowledge, professional reputation, and character.

She has more than 19 years of public accounting experience and is currently the youngest member to sit as treasurer of the Board of the Estate Planning Council of Nassau County.

Gonzalez is also a member of the American Institute of Certified Public Accountants, the New York State Society of Certified Public Accountants and Financial Women's Association. As a member of the Moxie Mentoring Foundation, which supports and fosters the career advancement and leadership development of young women, she received the 2013 Purple Pump Award for outstanding mentoring.

Gonzalez earned a bachelor's degree in Bentley University.

As a two-time Hodgkin's Lymphoma survivor, Gonzalez is very active with the Leukemia and Lymphoma Society (LLS), which helps to cure leukemia, lymphoma, Hodgkin's disease and myeloma. In 2012, she and her sister raised over \$176,000 for LLS. In 2014, she helped launch Mom's in Training on Long Island for LLS. The kick-off season raised over \$100,000 for the cause.

Mazars USA LLP is an accounting, tax and consulting firm with significant national presence in strategic U.S. geographies. Since 1921, its professionals have leveraged technical industry expertise to develop customized solutions for clients, create value and optimize their performance. The firm offers a broad array of industry specialists providing services to growth-oriented enterprises and individuals.

As the independent U.S. member firm of Mazars Group, the firm delivers seamless access to the expertise of 18,000 professionals in 79 countries. At local and global levels, the firm is proud of building lasting relationships with its clients and communities.



Candace J. Gomez is senior counsel at the law firm of Bond, Schoeneck & King (Bond) in Garden City. Gomez represents school districts, colleges, universities and corporations and has provided general counsel services and litigation services to some of the largest school districts and universities in New York State.

Her experience includes policy development, contracts, school board elections, employee disciplinary proceedings, student residency requirements, special education and student disciplinary hearings. Gomez also has extensive experience defending clients in a variety of civil litigation matters.

Gomez has successfully represented clients in the courts of New York State, federal court, New York State Education Department impartial hearings, New York State Commissioner

of Education appeals and U. S. Department of Education, Office for Civil Rights investigations.

"In my practice, I focus on providing reliable, prompt and practical legal advice to clients," Gomez said. "My goal is to help clients take measures to prevent situations that may result in litigation by helping them to develop effective policies, practices and contracts. However, when litigation is necessary, I am a zealous advocate and have successfully represented clients in the courts of New York State and before various state and federal agencies."

"One of the hallmarks of my practice is unpacking the complexities of the law into straightforward terms, which my clients often appreciate," Gomez said. "That approach has prompted numerous bar associations and clients to invite me to conduct seminars, workshops and presentations."

"I strive to remain on the cutting-edge of legal developments, and continually sharpen my skills by regularly writing legal articles for publications such as the Suffolk Lawyer and the Nassau Lawyer. It is a privilege and an honor to know that clients rely upon me for legal counsel — I take that responsibility very seriously and enjoy my profession."

Gomez has been appointed to the New York State Bar Association President's Committee on Access to Justice and she is vice-chair of the Nassau County Bar Association Education Law Committee.

Admitted to practice in New York State, Gomez earned a juris doctor from American University, Washington College of Law and a bachelor's degree, with honors, from Tufts University.

With 265 lawyers and 11 offices, Bond is a full-service law firm counseling individuals, companies, not-for-profits and public sector entities in a wide spectrum of practice areas. The Garden City office is one of nine in New York State.

Bond's Garden City office opened in 2004 with a contingent of well-respected labor and employment attorneys primarily representing public sector clients. Today, the office has grown to represent professionals, small and large businesses, banking and finance, real estate and construction, health care, higher education, high-tech, hospitality, manufacturing, municipalities, retail and transportation, as well as numerous school districts and special districts in labor matters.

The firm also represents long-term care providers in contract, commercial matters, employment law and guardianships.

It also helps clients address general business and transactional issues, education and health care law, labor and employment, employee benefits, OSHA and immigration, intellectual property, regulatory compliance, along with estate planning and probate proceedings.

Bond's attorneys appear in state and federal courts and before administrative agencies on a wide range of commercial issues, personal injury defense litigation, including Labor Law 240 construction cases, and numerous land use matters.

The 2017 U.S. News — Best Lawyers "Best Law Firms" recognized Bond with three National First-Tier

WHO'S WHO in Women in Professional Services

Rankings in Employment Law – Management; Labor Law – Management; and Litigation - Labor & Employment.



Lauren B. Grassotti is Of Counsel to the Litigation & Dispute Resolution and Employment Law practice groups at Meyer, Suozzi, English & Klein, P.C. in Garden City. Grassotti regularly counsels clients of all levels on labor and employment matters including family and medical leave, disability questions, employee handbooks, employee discharge and discipline, wage and hour issues, employment contracts and severance agreements.

Grassotti's litigation practice includes contract disputes, commercial paper, business torts, shareholder and partnership disputes, intellectual property litigation, and various employment-related issues and statutes, along with regulatory investigations and enforcement proceedings. She represents clients in a wide range of industries, including financial services, legal, accounting, hospitality, real es-

tate development and management, manufacturing, recycling and waste management.

She is experienced in all aspects of litigation, including pre-litigation investigation and claim assessment, development of litigation strategy, pleadings, depositions, discovery (including electronic discovery), expert discovery, motions, preparing cases for trial, trial and appeals, and regularly practices before state and federal trial and appellate courts. Grassotti also has substantial experience conducting internal investigations and responding to regulatory subpoenas and inquires.

As a member of Meyer Suozzi's Employment Law practice group, Grassotti regularly advises employers on a variety of workplace and employment law issues, including employee hiring, promotion, compensation, discipline and termination, employment agreements, wage and hour compliance, internal investigations, performance management, leaves of absence, and developing policies, practices and employee handbooks.

"Our clients operate across a broad range of industries, including hospitality, fashion, retail and manufacturing, and government contracting," Grassotti said. "Given this wide scope of issues and industries, and the constantly changing employment law landscape, I focus on staying on top of federal, state and local employment law developments and trends. This al-

lows me to help our clients stay ahead of the curve by proactively preparing for and addressing compliance challenges before they become compliance headaches."

"As a member of Meyer Suozzi's Litigation & Dispute Resolution practice group, I also regularly advise clients in a wide range of industries on a variety of business and commercial disputes, including contract disputes, business torts, shareholder and partnership disputes, and intellectual property disputes and brand protection issues," she said. "In this capacity, I focus on developing strategies specifically tailored to help our clients strategically resolve disputes while maintaining and achieving their overall business objectives."

From 2015-2016, Grassotti was named to the New York Super Lawyers - Rising Star list. She earned a juris doctor, magna cum laude, from St. John's University School of Law and a bachelor's degree, magna cum laude, from Binghamton University.

Grassotti is admitted to practice in New York State and before the U.S. District Court, Southern District of New York and the U.S. District Court, Eastern District of New York. She is a member of the New York State Bar Association and the Theodore Roosevelt American Inn of Courts.

Founded in 1960, Meyer, Suozzi, English & Klein, P.C. is a provider of legal services, with a reputation for

integrity, insight and excellent client service. The firm's attorneys are committed to their clients, community, public affairs and diversity. With offices in Albany, Garden City, Manhattan and Washington, D.C., the firm provides legal advice in 18 practice areas.



Marcy Greenfield is an audit principal at Berdon LLP, a CPA and advisory firm with offices in Jericho and New York City. With more than 15 years of experience in public accounting, Greenfield specializes in providing audit and tax services to clients in the real estate arena and in the distribution sector, including wine businesses.

Greenfield's expertise extends to areas that include planning and carrying out audits of financial statements; assessing whether the statements present a company's financial situation, operations and cash flows in accord with GAAP or another basis of accounting; spotlighting questionable areas and practices and offering suggestions to remediate the concerns; reviewing oper-

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ations and internal controls to identify areas of exposure and develop ways to strengthen controls and increase efficiency; auditing 401(k) plans; helping ensure compliance with Internal Revenue Code, the Employee Retirement Income Security Act and Department of Labor requirements; assuring that contributions are reasonable and paid into the plan on time; providing corporate tax planning and preparation services; identifying tax savings opportunities and ways to reduce exposure; and alerting clients to current and pending credits and advising on how to qualify. Greenfield focuses on building business relationships for the firm's Long Island office. "I've joined local networking groups such as Middle Market Alliance of Long Island, where I am currently the treasurer and the Institute of Management Accountants where I am on the education committee," Greenfield said. "This gets me deeper into my community. These groups enable me to meet middle market professionals and build relationships."

"My goal is to listen, ask questions, identify needs and demonstrate how we can help businesses meet them," Greenfield noted. "I concentrate on real estate, as well as manufacturing, distribution and retail industries in both the audit and tax area."

Greenfield also provides technical training on an array of topics for new staff and is active in on-campus recruiting for the firm. She offered insights on the auditing process and identifying questionable practices in *The Trusted Professional*, a publication of the NYSSCPA.

Greenfield earned a bachelor's degree in accounting at City University of New York — Brooklyn College and received a license as a certified public accountant in New York State.

Celebrating its centennial, Berdon LLP is consistently ranked among the nation's top CPA and advisory firms. With more than 400 professionals and staff, clients can access a comprehensive array of accounting, tax, financial, and management advisory services.

Berdon advises on almost every aspect of a business at any stage of development — from startup through growth, diversification, and succession. Berdon is a recognized leader in advising the real estate industry and works with numerous businesses in the manufacturing and distribution sector as well as high net worth individuals. If needs cross international borders, Berdon service extends worldwide through membership in TIAG, a global alliance of more than 115 independent accounting firms in over 65 countries.



Dr. Stacy Jaffee Gropack, PT., Ph.D., FASAHP is dean of the School

of Health Professions and Nursing at LIU Post in Brookville.

Dr. Gropack came to LIU as acting dean in July 2015 after previously serving as associate dean of the LIU Brooklyn School of Health Professions.

Dr. Gropack has worked with the LIU Post faculty to design and implement several new programs, including the four-year Bachelor of Science in Nursing program. She led the development of a nationally recognized Inter-Professional Education program at LIU Brooklyn — incorporating the School of Nursing, the College of Pharmacy and the College of Liberal Arts and Sciences in addition to the School of Health Professions. In 2016, she was appointed the Association of Schools of Allied Health Professions' representative to the Inter-Professional Education Collaborative.

Dr. Gropack has also directed the accreditation efforts for two 10-year cycles for LIU Brooklyn's nationally renowned doctoral program in Physical Therapy during her 25-year tenure. She earned a bachelor's degree and master's degree in physical therapy from LIU and a Ph.D. in higher education from New York University.

With LIU's new Inter-Professional Simulation Center students learn to become future health leaders, Dr. Gropack noted.

"As dean of the School of Health Professions and Nursing, my goal is to promote education, which will empower students to address the evolving health and social needs of the 21st century," Dr. Gropack said. "As graduates of accredited programs that demand the highest performance and ethical standards, our students will become leaders in their areas of clinical practice, top administrators in health and social service organizations, cutting edge researchers, collaborative members of Inter-Professional teams and providers of relationship-centered care."

"With the introduction of LIU Post's new Inter-Professional Simulation Center, we promote collaboration among future nurses and health professionals in order to prepare them to enter their roles in today's complex interdisciplinary health care environment," she said. "All the curricula include case-based learning scenarios that highlight the values, ethics and communication skills necessary to provide safe, effective, patient-centered care."

"We pay careful attention to the evolving health care workforce," Dr. Gropack said. "When looking at the future workforce, it is important to focus the education required to meet the demands of shifting job opportunities. Our programs are designed to meet the demands of how care should be provided, the needs of vulnerable populations, and the development of change agents in their fields."

LIU is one of the nation's largest private universities. It has campuses in Brookville, NY and Brooklyn, NY. Since 1926, LIU has provided high quality academic programs taught by world-class faculty. LIU offers 500 accredited programs to more than 20,000 students and has a network of over 200,000 alumni, including leaders in industries across the globe.



Stacey L. Gulick is a partner at Garfunkel Wild, P.C. in Great Neck. Gulick is also co-chair of the firm's HIPAA Compliance Practice Group and a member of the Health Care, Health Care Information and Technology and Compliance and White Collar Crime Defense Practice Groups.

Gulick joined the Garfunkel Wild in 2001 and has extensive experience in health care administration, having worked as a medical staff coordinator, risk manager and compliance officer for several years prior to becoming an attorney. Her practice includes representation of healthcare providers and their business associates in implementation of HIPAA compliance programs, OCR investigations and HIPAA Breach responses.

Gulick also provides guidance to various healthcare entities on federal and state regulatory requirements and accreditation standards. She frequently speaks and publishes on HIPAA-related issues, cyber security, risk management and medical staff bylaws.

Gulick earned a B.A, Masters in Business Administration and Masters in Health Administration from the University of Pittsburgh and a J.D. from St. John's University School of Law.

She is admitted to practice in New York, New Jersey and Pennsylvania and before the New York Supreme Court, Appellate Division and New Jersey Supreme Court. Among her affiliations include the New York Bar Association (Health Law Section), American Bar Association and the American Health Lawyers Association.

Garfunkel Wild was founded more than 30 years ago with a single purpose in mind — to attend to the specific business and legal needs of its clients in the healthcare industry. The firm represents one of the largest and most diverse groups of healthcare clients in the tri-state area. At the same time, Garfunkel Wild has grown to meet the demands and challenges facing clients in many other industries, by adding complementary practice groups, as well as individual attorneys with a wide range of experience, many of whom also bring a unique perspective to the firm based on prior professional lives — including nurses, former prosecutors and in-house counsel.



Mary Hauptman is founder and CEO of Hauptman Realty Corp., a real estate organization in Melville.

For more than two decades, Hauptman has specialized in commercial property leasing, acquisition, and management. Her expertise and experience includes overseeing the daily operations of Hauptman Realty, which exclusively leases the holdings of MRL Realty Corp, Hauptman's management and ownership entity, on Long Island and in southwest Florida. The firm's properties include Harbourview Shoppes in Roslyn, 535 Broad Hollow Road in Melville, and several luxury condominiums in Panama City Beach, Florida.

A respected member of the real estate community, Hauptman has devoted her career to creating centers of excellence in multiple markets. Prior to Hauptman's purchase of Harbourview Shoppes, an upscale retail center in Roslyn's historic district, the property's developers were in danger of losing the center due to financial stress. Convinced that Harbourview Shoppes, which was nearly vacant, offered significant financial upside, Hauptman acquired Harbourview Shoppes, in 1992, and attracted tenants including renowned restaurants, spas, and other upscale establishments to the property. Today, Harbourview Shoppes is among the most sought after location in Roslyn's historic district.

In 1997, Hauptman acquired 535 Broad Hollow Road in Melville. She undertook a series of remodeling projects that transformed the industrial complex into a Class A office building. Today, the property has a reputation for being a "go-to" professional office building for starting or growing a business in the Melville area.

Hauptman has recently expanded her holdings to include several condominiums at Aqua in Panama City Beach, Florida. The newly-developed tourist spot includes a private beach and many other luxury amenities. Aqua is located directly adjacent to Pier Park, a new shopping and entertainment destination developed and owned by Simon Property Group, L.P.

Hauptman continues to distinguish herself through innovative solutions that not only respond to market demands but also anticipates change. She is presently developing a strategy for acquiring additional commercial space and plans to pursue new opportunities in the future.

Hauptman keeps well-informed with trends in the industry.

"The declining allocation in square feet per employee is transforming the layout and overall space requirements of the typical workplace," Hauptman said. "Traditionally, tenants leased office space averaging 250 square feet per person when calculating their requirements. Over time, this allocation has decreased significantly, with the average allocation declining by more than 100 square feet to an average 100-150 square feet per employee. Open floor plans, hoteling and other shared work space strategies are trends contributing to the reduction in tenants' space demands."

"In the retail landscape, consumers are gravitating towards 'lifestyle centers' or destination facilities that offer more than just the traditional shopping experience," Hauptman noted. "These centers usually feel like a 'city within a city' offering patrons not only upscale national-chain specialty

WHO'S WHO in Women in Professional Services

stores, but additional leisure amenities such as restaurants, entertainment and an upgraded architectural ambiance including street furniture conducive to casual browsing.”

Hauptman is president of the Long Island Center for Business and Professional Women (LICBPW). LICBPW is a non-profit organization devoted to advancing women's equal participation, leadership and employment in business, industry and the professions. She is also one of 1,800 members of the Women Presidents' Organization, a nonprofit membership organization for women presidents of multimillion-dollar companies.

Hauptman Realty Corp. is a Long Island based commercial real estate brokerage firm. The company specializes in the leasing of both retail and office spaces. Hauptman Realty Corp. is the exclusive real estate brokerage company for all of Hauptman's holdings.



Lisa Holland is the retail market president for TD Bank's Suburban

New York market, which is comprised of Long Island, Westchester and the Lower Hudson Valley. Holland is responsible for all retail banking activities for a 97-branch network including business development, service delivery, customer & employee experience, operations, new branch development and training.

Holland has more than 25 years of banking experience, which started at EAB/Citibank where she held numerous positions. She joined TD Bank (formerly Commerce Bank) in 2002 and has played an instrumental role in driving the growth of the Long Island market by building out strong retail teams and creating an outstanding sales and service culture. This strong service model contributed to multiple JD Power service awards for TD Bank.

Holland was promoted to senior retail officer for Long Island in 2005. In 2009, she was promoted to senior vice president, and was given the additional responsibilities for managing retail in the Westchester and Lower Hudson Valley Regions.

Under Holland's leadership and strategic partnerships with her business partners, the Suburban New York Market continues to be a high performing growth market for the bank with strong growth results in deposits, wealth, commercial, consumer and small business loans.

As one of the 10 largest banks in

the United States, TD Bank demonstrates responsible leadership by collaborating with community members and organizations, as well as public and private entities, in support of local community development initiatives, Holland said. "And for us, community means much more than sharing a zip code," she noted. "It's lending a helping hand and donating our time to local causes. And we're happy to do it."

"Throughout the bank, and locally, we strive to create a unique, inclusive, creative and fun workplace for our team members," Holland said. "We continue to invest in our Long Island community with events, programs, projects and activities that make a positive local impact."

"We understand that our customers want the convenience of banking whenever, wherever and however they choose," she said. "So we deliver the whole bank to their fingertips, without ever forgetting the importance of caring, personal service. We continue to make significant investments in developing and enhancing our offerings in this digital economy. That includes online, mobile, phone and ATM channels because customers value these convenient ways to bank with us. Our strategy is distinctly human. We put the customers and our community at the center of everything we do, focusing on optimizing their experience and addressing their needs."

Holland is a member of several

bank-wide committees including the Employee Experience Committee, and was previously on People with Disabilities and the US Green Council dedicated to increasing awareness and improving bank processes as it relates to "Green and Environmental" issues. She is also active in the community and works closely with many not-for-profit organizations including American Heart Association, United Way, Special Olympics, LI Cares, Island Harvest and LGBT Network.

TD Bank, America's Most Convenient Bank, one of the 10 largest banks in the United States, provides more than 9 million customers with a full range of retail, small business and commercial banking products and services at more than 1,200 convenient locations throughout the Northeast, Mid-Atlantic, Metro D.C., the Carolinas and Florida. In addition, TD Bank and its subsidiaries offer customized private banking and wealth management services through TD Wealth®, and vehicle financing and dealer commercial services through TD Auto Finance. TD Bank, which is headquartered in Cherry Hill, NJ, is a member of TD Bank Group and a subsidiary of The Toronto-Dominion Bank of Toronto, Canada, a top 10 financial services company in North America.



Koeppel Martone & Leistman, LLP

Property Tax & Condemnation Attorneys



**Michael R.
Martone**



**Donald F.
Leistman**

Koeppel Martone & Leistman, LLP is the largest New York State law firm devoted exclusively to the field of real property valuation review and condemnation. With over 50 years of experience in tax assessment review and condemnation law, our firm consists of nine attorneys and a large staff of paralegals with extensive experience in tax certiorari and condemnation law. Our attorneys are admitted to practice law in New York, New Jersey, Connecticut, District of Columbia, Florida, and Georgia.



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JENNIFER D. HOWER
Herman Katz Cangemi & Clyne, LLP



Jennifer D. Hower is a partner in the law firm of Herman Katz Cangemi & Clyne, LLP, which has offices in Melville and New York City. Hower joined the firm in 2013 and concentrates her practice in the area of tax certiorari and condemnation. She has a diverse background and 11 years of experience in the prosecution of real estate tax appeals. She has participated in valuation trials of both commercial and residential properties, as well as condemnation proceedings against New York State.

One of the biggest issues facing Nassau County commercial property owners is the county's new Disputed Assessment Fund (DAF) law, Hower said.

"The legislation, which became effective with the 2016/17 assessment roll, applies to all Class 4 commercial properties where an assessment challenge was filed," she said. "The law requires a portion of the taxes paid on those properties be set aside in a special fund. If the taxpayer's assessment challenge is successful, any refund due will first be paid out of the property's DAF fund. The amount of money set aside from the taxpayer's payment is determined by the Department of Assessment, and is within the discretion of the assessor."

"The DAF law was enacted as a result of the Nassau County Interim Finance Agency's (NIFA's) directive that the county cease borrowing money to pay tax refunds," Hower said. "The county needed a financing mechanism that would enable them to both meet their financial obligations and set aside money to pay any tax refunds that may become due."

"Upon implementation of the DAF law, the county, town and school districts artificially increased their tax rates, resulting in much higher tax bills for commercial property owners," Hower noted. "The 2016/17 rate increases were anywhere from 8 percent to over 12 percent. Those increases applied to all commercial properties whether or not an appeal was filed."

"At a minimum, the validity of the DAF law is questionable," she said. "However, asking commercial taxpayers to pre-pay their own refunds, which may become due as a result of erroneous assessments, is illogical. Even more problematic is that any excess DAF funds are not returned to the taxpayer, but distributed to each of the taxing jurisdictions pro-rata, despite the fact that they have already collected all of their tax dollars."

"The DAF law may be a solution to Nassau County's refund problem, but any success will likely come at the sole expense of commercial property owners," Hower said. "If these large, artificial rate increases become the norm, commercial property owners will have little choice but to abandon Nassau County."

Prior to concentrating in tax certiorari, Hower served as an assistant staff judge advocate with the United States Air Force both on active duty and as a reserve officer. There, she prosecuted criminal matters on behalf of the United States and handled military justice and environmental issues.

Hower is a member of the Nassau County Bar Association (member, Committee on Tax Certiorari and Condemnation); Suffolk County Bar Association; New York State Bar Association; New Hampshire Bar Association; and Long Island Builders Institute. She also serves as adjutant of the American Legion Robert H. Spittel Post 1285, Bayville NY.

She earned a juris doctor from Franklin Pierce Law Center, where she wrote for the Annual Survey of New Hampshire Law, and a bachelor's degree in political science from the State University of New York at Buffalo.

The partners of Herman Katz Cangemi & Clyne, LLP (HKCC) have more than 150 years of property tax experience. HKCC's industry-wide reputation for integrity provides the firm's clients with the confidence that they will receive skilled and trusted counsel through the multi-faceted and highly complex property tax valuation process.

The firm represents clients at both the administrative and judicial levels throughout New York State, as well as providing additional assistance by overseeing properties throughout the country. The firm has been called upon to assist in negotiating Industrial Development Agency Payment in Lieu of Tax Agreements for many different property types as well as providing tax projections for potential development sites.

HKCC combines its trial and transactional expertise in both real estate tax and eminent domain proceedings with a pragmatic and flexible approach to meet and exceed its clients' needs and expectations.

Property taxes are a major expense for most companies and a reduction in these taxes flows directly to a company's bottom line. Herman Katz Cangemi & Clyne has successfully obtained outstanding real estate tax refunds and savings for its clients, which include local, regional, and national property owners and tenants.

THERESA KELLY
Flushing Bank



Theresa Kelly is executive vice president, director of business banking at Flushing Bank® where she is responsible for growth and profitability of the business banking division.

Kelly supervises the credit center, cash management and business banking functions, including establishment of policies, guidelines and procedures for credit and risk. She manages all aspects of the C&I loan business for the bank, including business development, underwriting, credit approval, servicing, operations, portfolio man-

agement and asset recovery. Terri also oversees the suite of financing options the bank offers to serve small business, middle market, and large corporate customers.

Flushing Bank has recently expanded its line of business lending options, Kelly noted.

"Through our partnership with Fundation®, a leading non-bank lender, we provide conventional term loans up to \$1 million with terms of 1-5 years and lines of credit up to \$100,000 with an unconventionally simple process," she said. "Customers can apply online in minutes for funds delivered in as little as one business day after completing the application."

"For loans under \$100,000, Flushing Bank has partnered with Excelior Growth Fund (EGF) to provide businesses with quick and easy access to microloans," Kelly said. "As a Preferred SBA lender, we offer long-term, low-rate, and low-down-payment financing on SBA loans."

"For a loan up to \$15 million, our Business Term Loan is available," Kelly explained. "We provide working capital lines of credit ranging from \$500,000 to \$15 million and offer a variety of owner-occupied commercial mortgage financing options for business operations and professional practices that occupy at least 51 percent of the property."

"We also lend to a wide array of industries and equipment classes through our Equipment Finance program," she said. "From small business lending to middle market and commercial lending to large commercial loans, our spectrum of products is designed to help businesses of all types and sizes flourish."

Prior to joining Flushing Bank, Kelly had 22 years of experience working in commercial banking where she held numerous senior positions at large commercial banks, such as senior vice president in commercial banking for Bank of America managing business banking and middle market teams, and as a senior relationship manager at Citibank overseeing a team of commercial bankers.

Kelly is involved with a variety of charitable and community organizations including the American Heart Association, American Cancer Society, National Association of Women Business Owners, Long Island Forum for Technology, New York Business Development Corp., Long Island Center for Business & Professional Women, and Risk Management Association. She is also a board member of the Queens Museum and BancAlliance.

Flushing Financial Corporation is the holding company for Flushing Bank, a New York State-chartered commercial bank insured by the Federal Deposit Insurance Corporation. The bank serves consumers, businesses, professionals, corporate clients and public entities by offering a full complement of deposit, loan, and cash management services through its 19 banking offices located in Queens, Brooklyn, Manhattan and Nassau County. Flushing Bank's Business Banking Team is composed of a group of experienced bankers who work to provide a personalized and professional level of service.

CHERYL F. KORMAN
Rivkin Radler LLP



Cheryl F. Korman is a partner in partner in Rivkin Radler LLP's Appeals Practice Group in Uniondale. Korman is an appellate lawyer who has represented clients in hundreds of appeals involving substantive and procedural issues relating to diverse areas of the law, including attorney and accountant malpractice, civil procedure, commercial litigation, insurance law, labor law, municipal liability, no-fault law, medical malpractice and premises liability.

With over two decades of experience, Korman regularly prosecutes and defends appeals before New York appellate courts and the U.S. Court of Appeals for the Second Circuit.

Prior to joining the firm, she served as senior court attorney for the New York State Appellate Division, Second Department.

Korman began her career as a court attorney in the Appellate Division, Second Department 27 years ago.

"My area of practice has always focused on appeals," she said. "In New York, there are four departments of the Appellate Division. One department is located in Manhattan, one in Brooklyn, one in Rochester and one in Albany. Each department has its own set of rules of practice and procedure, which often present traps for practitioners not familiar with the specific rules of each Appellate Division."

"The differences in the rules of the departments have been a subject of commentary for years," Korman noted. "In fact, I wrote an article that outlined the differences among the courts that was published in the New York Law Journal almost 20 years ago."

"In June 2017, I became co-chair of the Committee on Courts of Appellate Jurisdiction for the New York State Bar Association," Korman said. "One of the projects the committee has undertaken is to prepare a report to comment on proposed statewide rules of the Appellate Division. By gathering a group of seasoned appellate practitioners we are able to offer practical insight into the proposed rules that will hopefully assist in bringing uniformity to appellate practice in New York."

Korman currently serves as co-chair of the New York State Bar Association Committee on Courts of Appellate Jurisdiction. Additionally, she co-chairs the Long Island Women's Collaborative and is active in the American Heart Association for the Long Island region. Korman has been named a Super Lawyer in the Metro New York Area in Appellate Law for 2014-2016.

Korman is admitted to practice in New York and before the United States District Courts for the Eastern and Southern Districts of New York and the United States Court of Appeals, Second, Fourth and Sixth Circuits.

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She earned a juris doctor from St. John University and a bachelor's degree in business administration from State University of New York at Albany.

Through five offices, 180 lawyers and 19 practice groups, Rivkin Radler's attorneys are noted to be the advisors-of-choice to successful individuals, middle-market companies and large corporations. Many clients have been placing their trust in the firm for more than 25 years, experiencing the firm's commitment to total client satisfaction.



KELLY MAUDE LEUNG
New York Community Bancorp/New York Community Bank

Kelly Maude Leung is senior vice president of corporate communications at New York Community Bancorp, one of the largest bank holding companies in the nation, with assets of \$50.3 billion. Leung, who works out of the company's Westbury corporate headquarters, is responsible for internal

and external communications for the publicly listed company. Over the last 10 years, Leung has expanded the organizations communication tools, and has added sponsorship management, special events and corporate giving to the department's responsibilities.

Leung established New York Community Bank's Corporate Communications Department in 2013 to ensure that both the organization's mission "To excel in all we do for all we serve" and the work it does to support that mission is communicated to all its key audiences. As a corporation with a 150+ year history on Long Island and New York City, it has been part of the local landscape for some time.

In addition to sharing the company's message, the Corporate Communications Department oversees the organization's major sponsorship programs and charitable giving activities.

"The vital role that business plays in supporting the non-profits that communities rely on and the entertainment and arts programs people come to expect is often not understood," Leung said. "Having the opportunity to let our employees and the public know about all that we do to support and serve the neighborhoods where we work and live is a privilege and having a great team to work with when doing so, is a gift."

Leung represents NYCB in its relationships with NYCB Live — The Nassau Veterans Memorial Coliseum

presented by New York Community Bank, Live Nation, The NYCB Theatre at Westbury, The Barclays Center, The Long Island Ducks, NYCB presents the Cradle of Aviation and The Kupferberg Center at Queens College. She has also developed expanded programs between the bank and over 30 non-profits, combining her interest in giving back to the community with the ability to share NYCB's commitment to making a difference in a more formalized, accountable manner. During her tenure, NYCB and its foundations have committed more than \$20 million to non-profits within the five states that NYCB serves.

Her belief that communicators could benefit from understanding the public markets led her to work with NIRI (The National Investor Relations Institute) to develop and then teach the first college accredited introductory course in investor relations and financial communications to communications and marketing majors.

She sits on the board of The Long Island Music Hall of Fame and is on Island Harvest's Operation Hope Veterans advisory board. She also works with Habitat For Humanity and New Ground.

New York Community Bancorp, Inc. is one of the 25 largest bank holding companies in the nation, with assets of \$48.3 billion and a market cap of \$6.4 billion at June 30, 2017. With deposits of \$28.9 billion and 255

branches in Metro New York, New Jersey, Florida, Arizona, and Ohio, NYCB also rank among the largest depositories in the United States.

NYCB operates through two banks with eight local divisions - New York Community Bank - a savings bank with 225 branches throughout its five-state franchise; and New York Commercial Bank, which has 30 branches. With a longstanding reputation for strength, stability and service, NYCB is proud to be committed to the communities it serves.



CHRISTINE MALAFI
Campolo, Middleton & McCormick, LLP

Christine Malafi is a partner at Campolo, Middleton & McCormick, LLP, which has offices in Ronkonkoma and Bridgehampton. Malafi, who chairs the firm's corporate department, focuses her practice on mergers and acquisitions, corporate governance, routine and complex transactions, labor and employment issues, and other business matters, as well as municipal, insurance coverage, and fraud issues. She routinely represents

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buyers and sellers in multimillion-dollar transactions — from technology companies to manufacturers to health-care businesses — and serves in a general counsel role for many of the firm's internationally-based clients.

In her role leading CMM's busy Corporate and Labor & Employment practices, Malafi has seen her fair share of non-compete agreements.

"Traditionally, these type of agreements have been used to protect an employer's interests with respect to specialized matters, trade and business secrets, and highly valuable information (such as customer lists), prohibiting certain employees from working for a rival company for a specific amount of time after leaving employment," Malafi said. "However, the role of these agreements has evolved, and the New York State Attorney General's office is pushing back."

"Over the past year, AG Schneiderman's office has pursued numerous investigations into the use of non-competes by New York employers, and the findings have shown that an increasing number of employers are requiring low-wage, unskilled workers to sign such agreements, often restricting the employee's ability to find work after leaving the company," she said.

"Enforceability of non-compete agreements in New York State has been highly litigated, with courts declining to enforce them unless they are narrowly tailored and reasonable in terms of the length of time, geographic scope, restricted activities, and employer's industry," Malafi noted. "The focus of a non-compete should be to protect the employer's business, not to unnecessarily and unreasonably restrict an employee from earning a living after leaving employment."

"Against this changing landscape, I tell my clients to take this as an opportunity to review their existing agreements and update their hiring policies," advised Malafi. "I encourage them to do away with blanket policies requiring all employees, regardless of skill and pay level, to sign non-competes. Instead, employers should assess each employee and position individually, considering possible access to proprietary information, whether specialized skills are needed in a specific job, and whether there is a legitimate business interest in barring an employee from working for a competing company after he or she departs."

Malafi is earned a Martindale-Hubbell AV Preeminent Rating. Among her many recognitions she was named a 2016 Top Outstanding Women in Law from Hofstra University School of Law's Center for Children, Families and a 2016 Law and Butterfly Award winner from Girls Inc. of Long Island.

She is admitted to practice in New York, Connecticut and before the United States Court of Appeals, Second Circuit; United States District Court, Southern District of New York; and the United States District Court, Eastern District of New York.

Malafi earned a bachelor's degree from Dowling College and a juris doctor, magna cum laude, from Touro College, Jacob D. Fuchsberg Law Center.

She is on the Board of Directors for the Girl Scouts of Suffolk County; Board of Governors for Touro Law

School and the Board of Directors for Natasha's Justice Project.

A premier law firm, Campolo, Middleton & McCormick, LLP does not seek to be the largest law firm as measured by number of lawyers or offices. Instead, it strives to be the firm of choice for clients with respect to their most challenging legal issues, most significant business transactions, and most critical disputes. The firm is committed to handle each of its client's legal matter with the same blend of dedication, skill and drive.



Alyson Mathews is a partner in the law firm of Lamb & Barnosky, LLP in Melville. Mathews represents employers and school districts in education, labor and employment law matters. She has assisted municipal clients with grievance arbitrations, improper practice charges before PERB, disciplinary charges, contract negotiations, compulsory and voluntary interest arbitrations, fact finding proceedings and legislative determinations.

Mathews has comprehensive knowledge of the impact of the Affordable Care Act on employers, including implementation strategies and best personnel practices and procedures. She has frequently lectured on these topics. Mathews also has experience with student disciplinary hearings, appeals to the Commissioner of Education and special education law.

Success in any profession depends on effective communication, Mathews said.

"We are inundated every day with communications that range from interactions with our coworkers, news blasts, emails, or, in my field of labor and employment law, face-to-face negotiations," she said. "For some, like me, who do not produce a tangible product, communication can make or break our careers."

"In labor and employment law, your ability to communicate is everything," Mathews explained. "Effective communication enables you to take hardline positions while maintaining the fidelity of the labor-management relationship. It also allows you to persuade others to accept your position."

"Over the years, I have learned that effective communication is not a 'one size fits all' proposition," Mathews said. "It must be adapted to the person with whom you are communicating so that the message you intend to convey is the one that is actually received."

Mathews is actively involved in the NYSBA and currently serves on the Executive Committee of the Labor and Employment Law Section as co-chair of the Continuing Legal Education Committee. She is a co-editor of NYSBA's second edition of Impasse Resolution under the Taylor Law. Mathews is also a member of the American Bar Association and the Suffolk County Bar Association.

Mathews earned a law degree from Brooklyn Law School and an undergraduate degree, cum laude, from Boston College. While at Brooklyn Law School, she was a member of the Moot Court Honor Society and the Journal of Law and Policy. She participated in the 2003 National First Amendment Moot Court Competition where she placed as a semifinalist. Mathews also served as the coach of the 2004 First Amendment Moot Court team, Notes and Comments Editor for the Journal of Law and Policy, and editor of the Brooklyn Law School News.

Lamb & Barnosky, LLP is one of Long Island's largest law firms representing a wide variety of corporate, municipal and individual clients. As a full-service law firm, Lamb & Barnosky, LLP is comprised of numerous practice areas, including banking; real estate; taxation; corporate, mergers and acquisitions; education; labor and employment; municipal; health care; intellectual property, land use, planning, environmental and zoning; and trusts and estates.

Founded in 1981, the firm has an AV rating from Martindale-Hubbell, the nationally recognized legal directory, for the highest standard of legal ability and professional standards of conduct and ethics. It has also been named to the National Register of Preeminent Lawyers. The firm also honors its commitment to pro bono and bar association work by having several partners who have served/currently serve on New York State and local bar association boards.



Allison E. Maue is of counsel in the Melville office of Jackson Lewis P.C. Maue regularly litigates and advises clients with respect to a variety of labor and employment matters. In addition to acting as lead counsel in all aspects of court and agency proceedings, mediations and arbitrations, Maue advises clients regarding the development and implementation of effective employment policies, handbooks and contracts.

Maue has prepared and presented training programs on investigations, harassment and non-discrimination, as well as conducted and supervised internal investigations of employee misconduct. Additionally, she has counseled clients through reductions in force and organizational changes. Maue also has provided counsel regarding collective bargaining strategy and related labor union matters.

Jackson Lewis, a law firm that focuses on representing management in labor and employment matters, is witnessing a great deal of legislation regarding parental leave and pay equity, some of which will affect a majority of employers on Long Island and the surrounding area, Maue said.

"For example, as of January 1,

2018, New York employers will be required to provide to their employees new paid family leave benefits under New York's Paid Family Leave Benefits Law (PFL)," she said. "The PFL provides for FMLA-type leave for parental bonding, family caregiving and military exigencies, but there are key differences from the FMLA with respect to coverage and benefits — most obviously, that it provides for paid leave."

"On the pay equity front, New York City has enacted a law prohibiting pre-employment inquiries into salary history, which will become effective on October 31, 2017," Maue explained. "While the law applies to New York City employers, pay equity laws like New York City's are laws are being passed in states and municipalities throughout the country, and the trend may very well continue. In fact, earlier this year Governor Andrew Cuomo signed two executive orders related to pay equity. One requires state contractors to regularly disclose employee job title and salary data, and the other prohibits state agencies from evaluating candidates based on their prior salary or asking prospective employees their wage history."

Prior to joining Jackson Lewis, Maue worked as in-house counsel for one of New York City's largest unions. Maue began her legal career as an employment litigator with the law firm Sidley Austin.

She attended Villanova University earning a bachelor's degree, cum laude, in its Honors Program; earned a master's degree from Western Kentucky University; and a juris doctor, with distinction, from Hofstra University School of Law.

While attending law school, Maue was an articles editor for the Hofstra Labor and Employment Law Journal. While in law school, Maue earned the Labor & Employment Award for Highest GPA in Labor & Employment Classes, and she was awarded both the Jonathan Falk Memorial Scholarship for Excellence in Labor & Employment Law, and the ABA-BNA Award for Excellence in the Study of Labor & Employment Law.

She is admitted to practice in New York and before the United States District Court for the Eastern and Southern Districts of New York and the District of Columbia.

Maue is a member of the Society for Human Resource Management and is a coach in the Northport Cow Harbor United Soccer League and Northport Youth Center Soccer League.

Jackson Lewis P.C. is a law firm with more than 800 attorneys in major cities nationwide serving clients across a wide range of practices and industries. Having built its reputation on providing premier workplace law representation to management, the firm has grown to include leading practices in the areas of government relations, health care and sports law. The firm's commitment to client service, depth of expertise and innovation draws clients to Jackson Lewis for excellent value-driven legal advice.

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Silvana Merlino serves as of counsel in the full-service IP law firm of Hoffmann & Baron in Syosset. Merlino focuses on patent and trademark prosecution, multi-party licensing programs, due diligence, transactional matters and client counseling.

She has broad experience in various areas of intellectual property (IP) practice with more than 20 years of experience. Merlino has represented numerous clients on patent and trademark prosecution matters before the United States Patent and Trademark Office and has advised clients in other areas of intellectual property practice, including complex and high-technology multi-party licensing programs, patent prosecution, patent litigation, transactional and IP due diligence, patent counseling, opinion work, licensing, trademark prosecution and copyright matters. Her fields of technology include medical devices, electrophysiology, software, circuits, electronic program guides, fiber optics, signal processing, wireless technology,

semiconductors including laser diodes and LEDs, and various high compression technologies including DVD, MPEG-2, MPEG-4, VC-1, and AVC.

More recently, Merlino has assisted with strategizing a patent portfolio for a start-up medical device company, subsequently acquired by the electrophysiology division of a major pharmaceutical corporation. She has also been involved with IP due diligence and advising clients on various intellectual property transactional matters including mergers and acquisitions involving Fortune 500 companies.

Merlino has also been working at developing and strategizing various clients' patent portfolios.

"We look beyond just drafting patent and trademark applications for our clients and determine what makes most business sense for various clients based on what their particular goals are in a certain industry or field of technology," Merlino said. "We also study the trends in the particular industry well enough to assist our clients with making sound decisions on obtaining the strongest IP portfolio that is not only cutting edge to that industry but, additionally enhances the market with a unique contribution. I personally have really enjoyed working with inventors in the field of medical technology."

"Often, I work with my colleagues to deliver high quality services to our clients," Merlino noted. "I personally

believe that every attorney, male or female, in our firm delivers a unique contribution to our firm, and it is invaluable to recognize that in order to achieve the best knowledge base in a particular area and ultimately deliver the best quality services for your clients. The ability to recognize other's talents outside of your own helps build the right team for every client matter. Collaborating adds to our firm's synergy and makes our day-to-day operations more enjoyable too."

"As a woman working in a male-dominated technology/legal field, I must admit that many male attorneys have helped me become the lawyer I am today, Merlino said. "They have enriched my knowledge base and have always kept me challenged. I am thankful to all the men and women that I have collaborated with and worked with throughout the years, both attorneys and assistants that have all contributed to my growth and pedigree today as a skilled intellectual property attorney — so I can rewardingly and productively contribute to the success of our clients, and our Long Island community, as well."

Prior to joining Hoffmann & Baron, LLP, Merlino worked at major New York City law firms including Proskauer Rose, LLP and Weil, Gotshal & Manges, LLP.

She is admitted to practice in the State of New York and before the United States District Court for the

Eastern and Southern Districts of New York; United States Court of Appeals for the Federal Circuit; Supreme Court of the United States; and is registered to practice before the United States Patent and Trademark Office. Merlino is a member of the New York Intellectual Property Law Association.

Merlino earned a juris doctor from Fordham Law and a B.S.E.E. in electrical engineering and computer science from Polytechnic University.

For more than 30 years, Hoffmann & Baron has been working to protect ideas and transform those ideas into intellectual property assets that drive economic growth, innovation and commercial success.

The firm specializes in all areas of intellectual property, in the scientific and engineering fields including medical devices, pharmaceutical and biotechnology, mechanical, electrical, telecommunications, software and computer science technology areas. The firm develops IP portfolios for clients both domestically and internationally, with the aim of delivering high-quality services to its clients.

Established in 1984 by co-founders and partners Charles R. Hoffmann and Ronald J. Baron, the firm has offices in New York and New Jersey and services global clients in all scientific and engineering fields.

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WHO'S WHO in Women in Professional Services

INGRID MITTENDORF

Collard & Roe, P.C.



Ingrid Mittendorf is a senior patent administrator at the law firm of Collard & Roe, P.C. in Roslyn. Mittendorf has been involved in patent law for more than 30 years. She is a specialist in processing the intricacies of United States Patent and Trademark Office patent prosecution.

Mittendorf has witnessed the evolution of patent prosecution from a paper intensive process to a computerized process. Notwithstanding the changes in process, experience is key to interacting with the United States Patent and Trademark Office.

The patent prosecution process is highly complex and the firm's clients benefit from Mittendorf's years of experience. She believes that being extremely responsive to client's needs and providing careful attention to detail and deadlines has been and will continue to be the key to successful patent prosecution.

As the patent process in the United States becomes more harmonized with the patent processes in other countries, Mittendorf realizes how paramount it is to keep in mind the cultural and historical contexts of each country — as well as the United States — in order to understand the spirit of the laws and regulations that implement this harmonization.

A skilled translator of technical German, Ingrid earned a B.A., cum laude, in Education from Hunter College.

Collard & Roe, P.C. is a boutique intellectual property law that specializes in patent, trademark, and copyright law. Founded in 1966, the firm has obtained more than 10,000 patents and 17,000 trademarks.

Collard & Roe, P.C. assists clients in prosecuting patent, trademark, and copyright applications as well as in litigating patent, trademark, and copyright infringement cases. It also handles patent, trademark, and copyright licensing and protecting domain names and trade secrets. The firm's vast experience in intellectual property law informs its opinions regarding freedom to operate opinions and its guidance of clients when intellectual property rights are infringed.

Collard & Roe, P.C. supports innovation by filing patents and trademarks for clients ranging from local inventors to international corporations. The firm serves clients in the United States and throughout the world in all aspects of intellectual property in areas such as engineering, chemistry, computer programming, and biotechnology. From its historic involvement in the patenting of PVC (polyvinyl chloride) nearly 50 years ago, to its current involvement in advanced technologies, Collard & Roe, P.C. is prepared to handle any intellectual property law issue.

JOTHY NARENDRAN

*Jaspan Schlesinger
LLP*



Jothy Narendran is a partner Jaspan Schlesinger LLP's Banking and Financial Services Practice Group in Garden City. Narendran represents institutional lenders in financing commercial properties in a wide variety of transactions including acquisition loans, construction loans, note purchases and sales, equipment financing, leasehold financing and multi-lender participation/syndicated financing.

Among the many issues Narendran is currently focusing on includes the increasing number of borrowers who have turned to the Israeli market for financing through the issuance of publicly traded bonds on the Tel Aviv Stock Exchange (TASE).

"By pooling its real estate properties into one real estate holding company, a borrower has more equity against which it may be able to borrow from the Israeli market," Narendran said. "The benefits provided by this market include the ability to raise corporate grade debt at a much lower interest rate than that available with traditional mezzanine financing in the United States, and ability to borrow against a larger pool of assets as opposed to any single asset. In order to obtain the low rates, a borrower must secure a good credit rating from an Israeli rating agency, which requires that the borrower have sufficient income-producing assets to support a decent cash flow ratio."

"These requirements make multi-family housing a very attractive asset," she said. "In representing lenders where the borrower is looking to raise funds through an issuance on the TASE, we advise our clients of any perceived risks and diligently review the organizational documents to ensure that management control of the borrower remains unchanged in the event of a default under the bond issuance."

Prior to joining the firm, Narendran was a partner at a prominent law firm on Long Island where she was a partner in the lending division.

Narendran is a board member of the Board of Review for the New York State Board of Review of the Building Code for the Southern Region. She is also an adjunct professor at Touro Law College.

She earned a Bachelor of Science Degree from the New York Institute of Technology, a Master of Business Education from Hofstra University and a Juris Doctor from The Jacob D. Fuschberg Law Center of Touro College. She is now involved in the Touro Alumni Association where she has been able to assist those young adults who are currently in law school.

Narendran is a member of the Nassau County Bar Association and serves on its Real Property Law Committee and volunteers her time to its

mentoring program and the pro bono clinic for seniors. She is also a member of the New York State and American Bar Associations.

She has been an active supporter of Big Brothers Big Sisters of Long Island for more than 10 years and was the recipient of its Presidential Award at their 2007 Presidential Gala. She recently was appointed a member of the board of directors and board president of Spectrum Designs Foundation Ltd., a not-for-profit corporation that provides employment and training for individuals with autism.

Jaspan Schlesinger LLP is a premier full-service law firm with offices in Garden City and Suffern, New York. Founded in 1946, the firm's 60 attorneys provide quality legal services in virtually every area of practice.

The firm's practice areas include complex commercial litigation, banking and financial services, education and library matters, real estate, corporate and commercial transactions, tax certiorari and condemnation matters, land use and zoning, labor, estates and trusts, taxation, municipal matters and creditors' rights.

Jaspan Schlesinger LLP serves clients that operate locally, nationally and globally. Its clients range from start-up companies to multinational public companies, as well as individuals, school districts, municipalities and not-for-profit organizations.

HILLARY NEEDLE

*Hillary Needle
Events Inc.*



Hillary Needle is president of Hillary Needle Events Inc. in Dix Hills. With more than 20 years of experience in event planning, Needle is successful in developing and implementing strategies that help organizations brand and grow existing events, in addition to building an event from concept to celebration.

Needle has more than 20 years of senior management expertise in event planning.

"I bring organizational skills and staffing knowledge for a broad spectrum of corporate and not-for-profit special events that include large galas, golf outings, networking receptions, food tastings, fashion shows, art auctions and educational symposiums," Needle said. "For the not-for-profit clients, my experience as a former director of development working with volunteers, donors and board members enables me to create exciting opportunities to generate revenue and gain recognition."

Needle is successful in developing and implementing strategies that help organizations brand and grow existing events in addition to building an event from concept to celebration. "Relationship building between corporations and not-for-profit organizations is an important factor in the overall success of events and my experience in networking and developing good matches

ensures business community involvement to support the events," she said. "In fact, I consider it one of the most satisfying parts of the assignment."

"Whether it is planning a special event or public relations, creativity is what distinguishes a great event from a good event," Needle noted. "I also organize publicity, write speeches and newsletter articles, and create published materials and event journals. In addition to my not-for-profit background, I am accomplished in medical marketing and public relations."

Prior to launching Hilary Needle Events in 2009, Needle's event experience includes serving as director of development for the American Heart Association and as an executive vice president for eight years at a prominent event planning corporation active in fundraising event management for not-for-profit organizations.

Among her many recognitions, Needle was selected as a 2015 "Long Island Power Woman in Business" by the Queens Courier Newspaper and Schneps Communications. Among the highlights of her professional career is the production of the Annual Long Island Imagine Awards, now in its sixth year — an awards gala recognizing innovation and leadership in the not-for-profit sector where \$25,000 in grants was distributed to top Long Island charities.

She is Chairperson for Membership of the Nassau County Museum of Art's Corporate Committee, an active member of the Executive Women's Golf Association of Long Island as well as the Long Island Association. Hillary is member of the 2016 class of Molloy College's The Energeia Partnership, a leadership academy dedicated to identifying and addressing the serious, complex and multi-dimensional issues challenging the Long Island region.

Needle is a cum laude graduate of Hofstra University, receiving a bachelor's degree in communications/journalism. She is proud to give back by serving as President of the Lawrence Herbert School of Communications Alumni Association. In 2014, Hofstra University presented Hillary and her mother, a past alumni organization President, with the Marjorie and James M. Shuart Alumni Family Award honoring a family where two or more members have been active alumni, donors and volunteers in their service to Hofstra.

Hillary Needle Events, Inc. is an event planning company offering a broad range of services to corporations and not-for-profit organizations. The company understands it is not just about planning a function — it is about creating a memorable, impressive, seamless event that represents the strength of a client's image and mission. Among the company's myriad of services includes audio/visual components; budgeting; décor; design and production; entertainment; invitations; location; marketing and public relations; not-for-profit event management; and printed and electronic marketing materials.

WHO'S WHO in Women in Professional Services



Karen L. O'Connor is a director in Marcum LLP's Tax & Business Services Department in its Long Island office located in Melville. O'Connor works closely with large, multistate and multi-national companies, as well as family-owned businesses. She provides tax consulting, planning, financial statement disclosure and ongoing compliance services to both public and private entities.

O'Connor has 18 years of professional experience serving companies in the consumer business, manufacturing, retail, distribution and financial services industries. Her responsibilities include tax consulting on various C and S corporation issues, review of consolidated corporate and partnership tax returns and review of income tax provisions.

O'Connor has been focusing her attention on the firm's entrepreneurial clients.

"In some instances, accountants are

brought to the table late in the game and my role is to spread the word that early discussions from a trusted tax advisor can eliminate unnecessary tax liabilities and increase opportunities to take advantage of eligible deductions and credits," O'Connor said.

"Many entrepreneurs need assistance through all phases of their business lifecycle," O'Connor noted. "I assist them with navigating the often onerous and confusing tax laws. I focus on gaining an understanding of client and target business goals and objectives in order to strategize with them on important tax decisions."

"At the beginning phases of an entrepreneurs' lifecycle, we discuss the right legal entity type that is in line with their business goals and objectives, as well as the tax ramifications of such decisions," she said. "We also identify tax credits and incentives that align with business objectives. Quarterly discussions also allow me to appropriately consult on acquisitions, financial statement compliance and disclosures and initial public offerings."

"My focus is always on keeping the lines of communication open, to achieve the goals of my client," O'Connor said.

O'Connor spent the majority of her earlier career in the Corporate Tax Services Group at "Big 4" accounting firms.

She earned a bachelor's degree in accounting from State University of New York at Geneseo and a master's degree in taxation from State University of New York at Albany.

O'Connor is a member of American Institute of Certified Public Accountants, New York State Society of Certified Public Accountants and Executive Woman's Golf Association of Long Island.

Marcum LLP is one of the largest independent public accounting and advisory services firms in the United States. Headquartered in New York City, Marcum LLP offers the resources of 1,500 professionals, including more than 200 partners, in offices in major business markets throughout the U.S., Grand Cayman and China. Marcum is a member of the Marcum Group, an organization providing a comprehensive range of professional services spanning accounting and advisory, technology solutions, wealth management, and executive and professional recruiting. The Marcum Group companies include Marcum LLP, Marcum Technology LLC, Marcum Search LLC, Marcum Staffing LLC, Marcum Financial Services LLC, and Marcum Bernstein & Pinchuk LLP.



Raffaella Palazzo is senior vice president and co-chief credit officer at Empire National Bank in Islandia. A longstanding employee at Empire National Bank and contributor to the bank's growth, Palazzo was promoted to this position in 2016, after serving as Empire National Bank's vice president/deputy chief credit officer.

During the course of her community banking career, Palazzo said there has been a dramatic increase in regulatory requirements.

"Adhering to the demands of government oversight and effectively servicing the needs of customers is a daily challenge for credit professionals like myself," Palazzo noted. "These constantly evolving industry issues call for creating innovative strategies to manage that balance and to also have a sound risk management program in place."

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comply with requested industry stipulations," Palazzo said.

Prior to joining Empire National Bank, Palazzo was commercial loan officer at State Bank of Long Island. She earned a bachelor's degree in business administration (finance) from LIU Post.

Dedicated to helping small to mid-sized privately-owned businesses, professional practices, not-for-profit organizations, municipalities and real estate professionals grow and prosper, Empire National Bank is committed to bringing the personal touch back to customer service while providing a "neighborhood" banking experience.

Headquartered in Islandia, Empire National Bank has locations in Port Jefferson Station, Shirley and Mineola. A private banking-style, full-service branch is also located in Manhattan.



Janine Payton joined Molloy College in 2011 as director of campus life. Following the completion of her Ed.D., she was promoted to dean of students and was recently named interim vice president for student affairs, becoming the youngest vice president at Molloy. In her new position, Payton will continue her work with Molloy's students, while also providing her expertise to the college's senior leadership team.

Payton is focused on the continued growth of Molloy's Student Life program.

"Over the last 10 years, we have developed an extensive program that includes more than 60 clubs, sports, and much, much more," Payton said. "We have earned a reputation with our students that there is always something happening on campus, and I just want to continue the great work of Bob Houlihan, my mentor and the former vice president of student affairs, who recently announced his retirement from Molloy."

"I did my dissertation on military veterans who return to college campuses and their perception of support from campus services," Payton said. "I have presented on this topic at multiple national and regional conferences, in an effort to give the military student population a voice, and also to provide colleges and universities with recommendations on how to best serve this demographic. I am pleased that we were able to recently start a veterans club at Molloy, which helps these students adapt to college life and also provides them with regular interaction with other students that have had similar military experiences."

Payton earned a Bachelor's Degree in English and American Literature and a Master's Degree in Educational Administration and Policy Studies from Hofstra University. She earned a doctorate in Educational Leadership and Technology from Dowling College.

Payton spent her undergraduate years working as a resident assistant,

orientation leader and judicial board member and went on to become a resident director at Hofstra. After earning a master's degree, she became an assistant dean of admissions at Hofstra.

Molloy College is an independent Catholic college in Rockville Centre that was founded in 1955 by the Sisters of Saint Dominic in Amityville. The college serves a student population of approximately 4,900 undergraduate and graduate students, and has been named one of the nation's top-three value colleges for two consecutive years by Money magazine. Molloy students can earn degrees in a variety of academic programs including nursing, business, education, social work, music therapy, criminal justice, computer studies and more.



Jaclyn R. Peranteau, P.E. is co-founder and president of Prime Engineering, P.C., in Holtsville, which provides civil engineering and consulting services throughout the Northeast. A licensed Professional Engineer with over 18 years of experience in the civil engineering field,

Peranteau's areas of expertise include site planning, zoning analysis, sanitary design, grading & drainage design, storm water analysis, and municipal hearing testimony. Her project experience includes design and permitting work on a wide range of commercial projects throughout Long Island, New York City, Westchester, Connecticut and New Jersey.

In addition, Peranteau manages the firm's operations including staffing, marketing, business development and accounting.

Peranteau has noticed recent trends in the site development industry, most notably the focus on Innovative and Alternative Onsite Wastewater Treatment Systems (I/A OWTS).

"These systems have been proposed on site primarily in areas near open bodies of water," Peranteau said. "Suffolk County Department of Health Services (SCDHS) adopted residential standards for these systems earlier this year and are working toward adopting commercial standards by early next year."

"Since the change, Prime Engineering has worked on several I/A OWTS for residential applications, acting as the consultant between the municipality and the owner and have seen the benefits and the concerns," Peranteau noted. "The additional cost to the home owner and/or the developer to design, install, operate, and maintain these systems is causing much concern and discussion amongst the industry."

"These systems still require further review and modifications to utilize them in a commercial application and specifically to be located below paved areas," she said. "Additionally, there are also operational expenses to be

considered that are generated by the need for electric and the possibility for a generator, as well."

"On the other side, protecting the waters that we swim in and the fishing industry that has been so prominent on Long Island is important and necessary," Peranteau explained. "It also provides new business opportunities for product manufacturers and installers to drive revenue."

Prior to launching the company in 2010, Peranteau was a senior project manager/business unit manager at Bohler Engineering where she led internal business unit of engineers, CAD drafters, municipal coordinators and administrative personal; supervised and delegated assignments to engineering staff, CAD technicians and administrative staff; prepared site investigation and feasibility reports for various commercial sites throughout New York State.

Peranteau earned a Bachelors of Science in Civil Engineering with a Minor in Architecture from Carnegie Mellon University. She attended Dale Carnegie for Communication Skills & Leadership Development Training.

She is licensed Professional Engineer in New York, Connecticut, New Jersey, Pennsylvania, New Hampshire, Virginia, Maryland and Massachusetts. She is the immediate past president for New York State Society of Professional Engineers (NYSSPE), Suffolk County Chapter; president of Woman Economic Developer's of Long Island; member of NYSSPE Foundation for Engineering Education; member of National Society of Professional Engineers; member of Long Island Builders Institute; and member Long Island Real Estate Group. Peranteau also assists and participates in fundraising for various charity walks and events.

Among her many recognitions, Peranteau was named the Town of Brookhaven Women's Recognition Design Honoree in 2016.

Prime Engineering is a multi-disciplinary civil engineering design and consulting firm with over 30 years of combined experience in engineering, land development and regulatory approvals. Its mission is to provide the highest standards of professional service and to assist its clients in the development and construction of quality projects. Prime Engineering is licensed in over seven states and maintains an active presence in many local engineering and industry related organizations. In addition, Prime Engineering is a New York State and New York City Certified Woman-Owned Business Enterprise (WBE).

Prime Engineering has a wide range of engineering services including code compliance and plan review, land development/site planning, public space and park design, urban renewal & community housing development projects, parking field design, ADA accessibility design and compliance review, lighting analysis and design, roadway rehabilitation/maintenance & protection of traffic plans and building department management.



Maria Perbellini is dean at New York Institute of Technology's (NYIT) School of Architecture and Design.

The NYIT School of Architecture and Design is celebrating several recent initiatives aimed at preparing students for leadership both in the profession and in the community, Perbellini said.

"Coinciding with the 50th anniversary of its Interior Design Bachelor of Fine Arts program, the school has expanded the interior design program to the NYIT Manhattan campus, allowing more future designers to explore the creative possibilities and potential of well-designed interior space in an intimate, high-powered and nurturing environment," she said.

"The school also plans to advance its degree offerings to include another professional program with the new Master of Architecture," Perbellini noted. "Based at the Manhattan campus, this professional degree will provide a pathway for licensure and encourage students to develop an individual interest in a specialized course of study supported by a research-based learning experience. Through the Master of Architecture's specialized study plan, students will have the option to participate in the Integrated Path to Architectural Licensure (IPAL), a unique initiative that will focus on integrative design education models, fusing technology and sustainability with the intricacies of architectural practice."

"The school plans to take advantage of its large alumni network for all IPAL externship opportunities," Perbellini noted.

Prior to joining NYIT, Perbellini served as associate dean for graduate programs in the College of Architecture at Texas Tech University (TTU), where she developed a Master of Architecture curriculum with four graduate certificates, as well as a post-professional Master of Science in Architecture program with specializations in digital design and fabrication, urban and community design, and design and health. She also coordinated

the interdisciplinary Ph.D. program in Land-Use Planning, Management, and Design.

Perbellini earned her Master of Architecture from the Pratt Institute. She also holds a Bachelor of Architecture from Istituto Universitario di Architettura di Venezia in Italy.

Perbellini has taught multiple levels of architectural design studios and graduate advanced technology courses. At TTU, she co-founded the graduate digital design and fabrication program. For several summers, she directed the study abroad program

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in Verona, Italy. She also implemented an undergraduate digital media sequence and graduate digital workshops to support and supplement design studios and construction courses; the initiative significantly impacted the College of Architecture's pedagogical direction. Previously, Perbellini taught at the University of Texas in Austin and at Yeungjin Jr. College in Taegu, South Korea.

Perbellini's research interests include parametric surface structures, design process, digital design and fabrication, and intermedial architecture. She is also a principal at Pongratz Perbellini, an internationally recognized multidisciplinary firm.

She is co-author of numerous publications including the books *Natural Born CaaDesigners* (about young American architects involved with a digital practice); and *Cyberstone*, which provides an overview on stone design, engineering, and manufacturing processes; as well as the textbook *Digital Media for Design*.

In 2015, Perbellini participated in the Harvard Management Development Program on Higher Education Leadership. While at TTU, she received the 2015-2016 Integrated Scholar Award; the 2012 and 2016 Outstanding Researcher Award; the 2012 Alumni Association New Faculty Award; and the 2011 and 2012 Global

Vision Award for Outstanding Study Abroad Faculty-Led Leader.

New York Institute of Technology (NYIT) offers 90 degree programs including undergraduate, graduate and professional degrees in more than 50 fields of study including architecture and design; arts and sciences; education; engineering and computing sciences; health professions; management; and osteopathic medicine. A non-profit independent, private institution of higher education, NYIT has 10,000 students in programs and campuses in New York (Manhattan and Old Westbury, Long Island) and Arkansas, as well as China, Canada, and the United Arab Emirates. NYIT sponsors 13 NCAA Division II programs.



Lisa Rispoli, CPA, AEP is partner-in-charge of Trust & Estate Services at Grassi & Co. in Jericho. Rispoli has 30 years of experience as a CPA with acclaimed success in the areas of es-

tate and trust administration, individual taxation, income taxation of estates and trusts, and estate and gift tax. Her knowledge in these areas is complemented by her attention to detail of the individual needs and unique financial circumstances of each of her clients.

Rispoli is concentrating on expanding her reach both inside and outside of the firm.

"My biggest areas of focus as the partner-in-charge of the trust & estates practice is to continue to grow the practice so that Grassi & Co. is known as the go-to firm for estate and trust administration," Rispoli said.

"I have also recently become involved in helping to spearhead the Women's Initiatives of the firm to help grow and develop all of the women and professionals of our firm."

Prior to joining Grassi & Co. in 2015, Rispoli was president and founder of her own firm named Rispoli & Co. CPAs. She started her own firm in 2000 after working as a senior audit accountant at a Big 4 Firm and as a senior tax manager at Grassi & Co.

Rispoli is a recognized estate accounting expert at the Nassau County Surrogate Court and works closely with many of Long Island's leading attorneys and judges. She is eligible to receive appointments pursuant to Part 36 of the Rules of the chief judge to provide accounting services in the

counties of Nassau, Suffolk, Queens, New York, Kings and Westchester.

She earned a bachelor's degree in accounting from Adelphi University and a master's degree in taxation from CW Post. She is a member of the New York State Society of CPAs, AICPA, Estate Planning Council of Nassau County, Columbian Lawyers, CIAO (Congress of Italian Americans), Girl Scouts of Nassau County. She has written for several Long Island periodicals on topics relating to estate and trust administration.

Grassi & Co., the 70th largest accounting firm in the U.S. according to INSIDE Public Accounting, is a premier professional service organization specializing in auditing, tax, technology, and business consulting services. Grassi & Co. has offices in New York City, Long Island, White Plains, NY, and Park Ridge, NJ as well as internationally through its association with Moore Stephens International. Grassi & Co. specializes in professional services for the Not-for-Profit, Construction, Architecture & Engineering, Financial Services, Private Equity, Life Sciences, Manufacturing & Distribution, Retail, Technology, Media & Telecommunication, Transportation, Energy & Natural Resources, and Healthcare industries, among others.

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At Grassi & Co., we are much more than just your accounting firm: we are specialists specifically trained in a diverse range of industries to help your business succeed. Whether your company is large or small, established or just starting up, we can provide a broad range of professional services concentrating on the challenges unique to your organization. Our client-centered approach towards positive business improvements will help you reach the next level of success. Grassi & Co. We are the company you keep.

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JENNIFER N. SANTANIELLO

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Fensterman,
Fensterman,
Eisman, Formato,
Ferrara, Wolf &
Carone, LLP*



Jennifer N. Santaniello is a partner at Abrams, Fensterman, Fensterman, Eisman, Formato, Ferrara, Wolf & Carone, LLP in Lake Success. Santaniello's practice consists of private wealth preservation, private wealth transfer, and trust and estate administration. This encompasses complex estate planning, transfer taxation planning, estate and business succession planning, and asset protection planning.

Among the many issues Santaniello is currently focused are matters surrounding transfer tax, which is a tax on the passing of title to property from one person/or entity to another.

"The future of transfer taxation is being deliberated once again," Santaniello said. "Congress is currently considering tax reforms that include the elimination of the estate tax. Under the current transfer tax regime, a single individual can transfer up to \$5.49 million to his/her heirs free of an estate tax, and a married couple up to \$10.98 million."

"Statistics have shown that there are very few families that pay an actual estate tax under the current laws," she said. "The families that would be impacted by the proposed elimination of the estate tax are subject to several other interrelated taxes, such as the generation skipping transfer tax, the gift tax and the capital gains tax, which may or may not be impacted by the potential tax reform."

Santaniello is a co-author of the published book entitled *For New York Doctors*, a guide to asset protection, tax reduction, practice and wealth management. She has also co-authored the article entitled "There's a Reason It's the POWER of Attorney," which was published in the *New York State Bar Association Journal*.

She was awarded a scholarship to St. John's University School of Law where she served on the *New York International Law Review* and earned a juris doctor as a Dean's List graduate. She earned a bachelor's degree in political science, magna cum laude, from the State University at Albany.

Santaniello has been designated a 2012 "Rising Star - 40 Under 40" awarded by the *Queens Courier Newspapers*. In addition, Santaniello has been selected since 2013 to the *New York Rising Stars* list. Each year, no more than 2.5 percent of the lawyers in the state are selected by the research team at *Super Lawyers* to receive this honor.

Santaniello frequently provides lectures to numerous groups and professional associations on topics such as transfer tax planning and asset protection planning.

Abrams, Fensterman, Fensterman,

Eisman, Formato, Ferrara, Wolf & Carone, LLP is one of the largest full service law firms on Long Island. The firm is a leader in representing health care providers in all aspects of health care law. Its clients include nursing homes hospitals, home care companies, physicians, ambulatory surgery centers, dentists, podiatrists and chiropractors.

The firm serves clients throughout the New York metropolitan area from offices in Long Island, Manhattan, Brooklyn, and serve upstate New York from our Rochester office.

In addition to its health law practice, the firm has law departments chaired by recognized leaders in their fields in areas such as matrimonial and family law, mental health law, corporate and securities, estate planning and administration, commercial litigation, guardianship law, employment law, real estate elder law and white collar criminal defense.

ELLEN SAVINO

*Lewis Johs
Avallone Aviles,
LLP*



Ellen Savino is a partner at the law firm of Lewis Johs Avallone Aviles, LLP, which has offices in Islandia and New York City. Savino concentrates her practice in the area of real estate and banking law. Savino supervises the firm's real estate group. She represents major institutional lenders and credit unions, as well as real estate investors and business owners. Savino has extensive experience handling all aspects of real property law, including institutional financing, real estate sale, acquisition and leasing transactions; as well as foreclosure and real estate related litigation.

Savino enjoys working with and mentoring young female attorneys at the firm.

"I believe that women have unlimited opportunities to succeed and advance in business and particularly in the legal profession," Savino said. "Modern technology allows flexibility to practice and keep abreast of your cases at all times. This is critical to maintaining work life balance especially in the years when women are raising a family."

"I enjoy being in the legal field, especially the real estate practice," Savino noted. "I am passionate about what I do and I believe that has contributed to my success. I enjoy the challenge of negotiating and closing on real estate transaction. I emphasize and encourage client interaction throughout the process. I believe it is very important to keep the client well informed and engaged throughout the entire transaction, whether it is a small residential closing or a major commercial transaction."

"I endeavor to instill my work ethic and values to the young talented attorneys that I am fortunate to practice with," Savino noted.

Savino has earned high recogni-

tions, most recently by Hofstra Law as an Outstanding Woman in Law in 2017. Schneps Communications and Star Network both honored her as a Power Woman in Business in 2016.

Savino also serves as counsel to NYS Senator Carl Marcellino of the Fifth Senate District.

She is active in a wide range of professional and community activities. She is a trustee and past president of the Glen Cove Library Board.

Savino earned a Bachelor of Arts, cum laude, from Hofstra University in 1985. She was a member of Phi Beta Kappa and Psi Chi. She graduated from Hofstra Law School in 1988 and was admitted to the New York State Bar, Second Judicial Department, in 1989. In 1994, she was admitted to practice in the United States District Courts for the Southern and Eastern Districts of New York.

Founded by four attorneys focused on solving client problems with an emphasis on quality and excellence, that vision continues at Lewis Johs Avallone Aviles, LLP (LJAA) 24 years later.

Whether counseling to avoid litigation or aggressively preparing a case for trial, LJAA's experienced attorneys work with clients to develop plans that meet their needs. From Montauk to Manhattan, LJAA successfully handles cases that range from straightforward legal matters to the most complicated cases imaginable. Commercial litigation, real estate, insurance defense, trust and estates, elder law are among its areas of expertise.

The firm handles cases that range from routine automobile negligence to complex product, medical, nursing home and environmental litigation, as well as the purchase and sale of both privately- and publicly-traded corporations.

Private clients, insurers, third-party administrators, hospitals, nursing homes and other healthcare providers; banks, corporations, manufacturers, construction companies and municipalities turn to LJAA for guidance. An active member of the communities it serves, giving back is an essential part of LJAA's culture.

RENNI SCHIOppo, CPA

*Gettry Marcus
CPA, P.C.*



Renni Schioppo, CPA is a manager at Gettry Marcus CPA, P.C., which has offices in Woodbury and New York City. Schioppo is a certified public accountant with more than 20 years of public accounting experience. She provides accounting, auditing, consulting and tax services to clients in various industries and focuses on closely-held companies, family-owned businesses and real estate entities.

Schioppo's real estate experience includes providing a broad range of accounting; auditing; tax planning; and consulting services related to acquisitions, dispositions and cost segregation studies for commercial real estate entities. She provides real estate funds

and private equity funds with accounting, consulting and tax support.

"I have been working in the real estate accounting industry for 20 years and over that time I have been able to work on some extremely challenging transactions, such as GAAP audits requiring fair value assessments of mezzanine loans, foreclosure acquisitions and repurchase financing," she said. "Many of our real estate clients are involved in complex tax situations involving 1031 exchanges with multiple properties, tangible property regulations and family succession planning. In this industry tax rules can be complex for small family operations that invest locally as well as for large multi-million dollar entities, investing across the country and in some cases internationally."

"In many situations, our real estate clients don't have their own in-house accountants — we are their accounting department," Schioppo noted. "So having access to their systems online has made for more efficient and effective involvement, enabling us to look deeper into the client's day to day operations and give them more meaningful advice and answers to their questions."

A graduate of Binghamton University, Schioppo is a member of the American Institute of Certified Public Accountants and the New York State Society of Certified Public Accountants.

Gettry Marcus CPA, P.C. is a Top 200 firm nationally with offices in Long Island and New York City. The firm provides accounting, tax, and consulting services to commercial businesses, high net worth individuals and various industries which include real estate and health care. Gettry Marcus has one of the premier and most credentialed Business Valuation and Litigation Groups in the New York area.

The firm credits its experience in diverse industries and its talented and experienced professional staff for the firm's ability to share valuable insights into its clients' businesses, to better understand their goals and problems and to help them attain the vision they have for their company.

SUSAN SOMERVILLE, RN, MA

*Peconic Bay
Medical Center*



Susan Somerville, RN, MA, is vice president of clinical transformation at Peconic Bay Medical Center in Riverhead. Somerville is leading the hospital's efforts to bring a comprehensive range of advanced cardiology services to Long Island's East End.

Somerville served as president of New York City's Mount Sinai Beth Israel Hospital before accepting the post at Peconic Bay Medical Center.

Somerville's past positions have included serving as executive director of North Shore University Hospital and as vice president of Cardiovascular Services for the North Shore LIJ Health System (now Northwell Health), with oversight for cardiac

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care through the health system's 15 hospitals. She also served as director of cardiac patient care services and administrative director of the division of pediatric and adult cardiology.

She began her career as a registered nurse, specializing in cardiac and critical care nursing. She earned a bachelor's degree from St. Joseph's College, an RN degree from Catholic Medical Center of Brooklyn and Queens, and a master's degree from Hofstra University. She also attended the Wharton Fellows Program in Management for Nurse Executives at the University of Pennsylvania.

"As a longtime resident of Southold, I have a deep love for the East End, but also a deep concern about the geographic barriers that have prevented our region's access to advanced life-saving health care services, especially in critical situations when every second saved can make the difference between life and death," Somerville said. "That's why my priority in my leadership role at Peconic Bay Medical Center is addressing our residents' most time-sensitive medical needs for emergency services and cardiac care."

"Right now, my focus is on expanding our emergency department as both a Level III trauma center and the region's designated stroke center, and also building a new critical care tower to house the Kanas Regional Heart Center, which will include advanced interventional cardiac catheterization services," Somerville said. "Patients experiencing a heart attack will no longer have to travel out of the region for life saving care. We will provide it here."

"As the region's largest hospital, we have a responsibility to the East End's 200,000 residents to provide the most up-to-date medical technology along with a comprehensive range of health care services," she noted. "As a member of the community, I don't want my family to have to leave the area for access to advanced care."

"In addition to expanding emergency services, we've already developed leading-edge centers of excellence in orthopedic joint replacement and bariatric surgery, and we're on the way to building out a comprehensive center for women's health services, all supported by a growing network of urgent care centers and the region's leading family medicine and specialist physician practices," Somerville explained.

"I am very excited to serve as a member of the Peconic Bay Medical Center team," she said. "The hospital staff is embracing a new and innovative future. We want Peconic Bay Medical Center to be a true regional medical center the entire East End can depend on and be proud of."

Peconic Bay Medical Center is a non-profit hospital committed to providing exceptional care and improving the health of the communities it serves. Peconic Bay Medical Center offers wide-ranging, full-scope services and programs along with state-of-art technology. Peconic Bay Medical Center joined Northwell Health (formerly North Shore-LIJ) in 2016.



**YANA
SQUERI,**
CPA
BDO

Yana Squeri is an assurance partner at the professional services firm of BDO in Melville. Squeri provides financial statement and internal controls audit services, as well as performance improvement and other related audit services for middle market commercial, retail and international banking clients and other financial services entities. Her experience includes providing audits in accordance with US GAAP, IFRS, PCAOB and other reporting standards. Yana has significant experience in a broad range of technical accounting matters such as valuation, impairment, consolidation and financial instruments. Additionally, she has significant SEC experience, including initial public offerings, mergers and acquisitions, private placements and other security offerings.

BDO offers numerous industry-specific practices, world-class resources and a commitment to meeting our clients' needs, Squeri said.

"Over the past several years, regulatory changes, technology and market conditions have transformed our community banking clients into more complex financial organizations," Squeri noted. "The focus of our practice is to continuously adopt to the changes experienced by our clients and to find innovative ways to effectively and efficiently deliver our services."

Squeri has more than 26 years of experience in public accounting. Prior to joining BDO in 2013, she spent five years as a partner with a Big Four public accounting firm, providing audit services to community and large, global diversified banking companies, investment banks, broker-dealers, mortgage companies, trust vehicles, commercial paper conduits and credit unions; and two years as a partner with a large regional public accounting firm where her time was primarily focused on middle-market community banking entities.

BDO is the brand name for BDO USA, LLP, a U.S. professional services firm providing assurance, tax, financial advisory and consulting services to a wide range of publicly traded and privately held companies. For more than 100 years, BDO has provided quality service through the active involvement of experienced and committed professionals. The firm serves clients through 60+ offices and more than 500 independent alliance firm locations nationwide. As an independent member firm of BDO International Limited, BDO serves multinational clients through a global network of 1,401 offices in 158 countries.

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CARMELLA STEPHENS, PH.D.

*Carter DeLuca
Farrell & Schmidt
LLP*



Carmella Stephens, PhD is a partner at the intellectual property law firm of Carter DeLuca Farrell & Schmidt LLP in Melville. A patent attorney with more than 25 years experience, Dr. Stephens counsels a wide range of clients including biotechnology and pharmaceutical corporations, as well as academic institutions on issues relating to biotech and pharmaceutical patents. Her experience includes development and management of complex U.S. and foreign patent portfolios based on assessment of the client's business interests. The majority of Dr. Stephen's patent practice focuses on patent prosecution, IP due diligence and preparation of opinions relating to patent eligibility, validity, infringement and freedom-to-operate.

Dr. Stephens' patent practice covers an array of different life science technologies including those relating to endonuclease based genome editing systems; immunobiology; diagnostic and prognostic tests based on gene expression profiles; and viral based expression systems for use in gene therapy and stem cell based therapies.

One of the most exciting areas of growth in today's economy is related to the biotechnology/life sciences sector, Dr. Stephens said.

"This is especially true in the New York region where there is such a density of outstanding research institutes, as well as individuals having entrepreneurial skills, she said. "The presence of these groups has resulted in a continued transformation of novel innovations into successful health care products. The goal of Carter, DeLuca, Farrell and Schmidt's life sciences group is to provide legal services to this industry sector as it continues to develop and grow."

"Having received my Ph.D. and transitioned from science to law through a law clerk program, where I worked in an intellectual property law firm during the day while attending law school at night, I'm excited about the prospect of developing such a program at the firm as our life science practice grows," Dr. Stephens explained. "The advantage to the firm is that we're able to retain scientists current in the latest technologies who are then trained by the firm to apply their technical expertise to the law."

Dr. Stephens earned a Ph.D. from Cold Spring Harbor Laboratory/SUNY Stony Brook; a juris doctor from Fordham University School of Law; and a bachelor's degree from Adelphi University.

She is admitted to practice in New York and before the U.S. Patent and Trademark Office and the U.S. District Court for the Southern District of New York.

She is a member of the New York Intellectual Property Law Association, Women in Licensing and the Association of University Technology Managers.

Carter, DeLuca, Farrell & Schmidt LLP is an intellectual property boutique firm founded in 2002. As its client base has expanded and diversified, the firm has grown to meet those increasing needs, adding skilled colleagues to its ranks, many with previous experience in industry, government, large national law firms, or at companies as in-house attorneys. Carter DeLuca serves the chemical, consumer products, electrical/computer, industrial systems, life sciences, and medical devices industries.

To fully service its U.S. and international clients, Carter DeLuca attorneys practice before the United States Patent and Trademark Office and have developed an extensive, trusted, world-wide network of foreign associates. The firm's creative solutions help clients obtain the broadest possible intellectual property rights and provide clarity with respect to risks when introducing new products and proceeding with their business plans.

DONNA J. TURETSKY

*Certilman Balin
Adler & Hyman,
LLP*



Donna J. Turetsky is a partner in the Trusts and Estates and Elder Law Practice Groups at Certilman Balin Adler & Hyman, LLP, which has offices in East Meadow and Hauppauge. Since 1992, Turetsky has concentrated her practice on trust and estate administration, elder law, estate planning, special needs planning and guardianships.

In the area of estate administration, she assists clients in the preparation of probate and administration petitions, federal and New York State estate tax returns, and gift tax returns. Turetsky also assists the executors and administrators in construction and reformation proceedings, discovery proceedings and accounting proceedings. In addition, she has served on a number of appointments as Guardian Ad Litem through the Surrogate's Court.

Turetsky counsels clients on estate and tax planning and prepares legal documents including wills, revocable trusts, irrevocable trusts, supplemental needs trusts, powers of attorney, health care proxies and living wills.

In her elder law practice, Turetsky counsels and assists seniors and their families in connection with a broad range of issues, including planning to preserve assets in the face of possible long-term care needs, and Medicaid planning. Her work in this area includes the preparation of Medicaid applications for both home care and nursing home care.

Turetsky understands the emotional and financial demands that long term care planning commands.

"I am focusing on long term care planning for my clients, as the cost of home care and nursing home care are high and can create financial and emotional hardship upon the aging population and their families," Turetsky said. "I also work on ensuring that my clients' estate planning documents are in order, including their wills, power of attorneys, health care proxies and other related trust documents that might be appropriate for their individual needs."

Turetsky earned a Bachelor of Business Administration from the University of Miami, a Juris Doctor from Thomas M. Cooley Law School and a Master of Laws in Taxation from the University of Miami School of Law. She is a member of the New York State Bar Association, the Nassau County Bar Association and the National Academy of Elder Law Attorneys.

Turetsky was named one of the Top 10 Legal Eagles by Long Island Pulse magazine in 2016, and she also was selected as one of the Top Women in Law for 2016 by the Hofstra University School of Law, Center for Children, Families and the Law.

Certilman Balin Adler & Hyman, LLP is Long Island's second largest full-service law firm with offices in Nassau and Suffolk Counties and New Jersey. Its 15 practice areas include: real estate, real property tax certiorari and condemnation, cooperative and condominium, land use/environmental law, corporate/securities, litigation, commercial lending, labor relations/employment law, bankruptcy and debtor/creditor rights, nonprofit/tax exempt/religious organizations law, trusts and estates, elder law, telecommunications law, and criminal law.

VIRGINIA A. UMBREIT

*First Long Island
Investors, LLC*



Virginia A. Umbreit is vice president of portfolio administration at First Long Island Investors, LLC (FLI) in Jericho and is a member of its Investment Committee. Umbreit has been an integral part of First Long Investors' portfolio administration department since 2000, and currently heads the team. She is responsible for all aspects of client service, as she is the main point of contact for a client's day-to-day needs, including account opening, managing all cash flows and quarterly client reporting.

Umbreit facilitates the flow of information between FLI and a client's other advisors, primarily accountants and attorneys. She is also the liaison with both the firm's outside investment managers and the custodians, which hold client assets. As part of FLI's Investment Committee she is involved in developing asset allocation recommendations for clients.

"FLI was built on a culture of putting the client at the center of everything we do and providing them with

confidence that we understand their needs and are looking out for their best interests," Umbreit said. "In addition to providing clients with solid investment advice and asset management, we are very focused on ensuring that their wealth management experience provides them with a life of wealth and a wealth of life."

"We want clients to know that we are there for them on every step of their financial journey," she noted. "We recently launched FLI-On-Call which is a wealth management hotline so clients can reach us after hours if needed. Transparency and communication are key and to better support this we are currently enhancing our reporting and client access features."

"We know that high-net-worth individuals and families each have their own unique circumstances and are able to tailor our asset-allocation and services to best meet their needs," Umbreit said. "Whether they are new to the responsibility of managing wealth, through an inheritance, the sale of a business, or divorce or are simply looking for a new advisor, our 34 years of experience provides us with a unique perspective on wealth that clients appreciate."

Prior to joining FLI, Umbreit held investment management positions at Schroder's Investment Management Services and American Express Financial Advisors.

Umbreit earned a Bachelor of Science degree from the University of Rhode Island.

She serves on the board of directors of United Way of Long Island and on the board of directors of Melville House.

First Long Island Investors, LLC is an employee-owned independent wealth management firm dedicated to providing individualized advice and counseling in the preservation, growth, and administration of liquid and illiquid wealth for high-net-worth individuals, families and select institutions. With more than 30 years of experience, a set of core values which puts the client at the center of its focus and \$1.3 billion in assets overseen, FLI has a unique perspective on wealth, which provides its clients with the confidence that their investments are being managed by a team they can trust.

FLI clients receive private wealth management services that span the entire spectrum of their financial needs. In addition to providing investment guidance, FLI supports its clients' overall financial and wealth administration needs with numerous services that include estate planning, tax planning, insurance evaluation and acquisition and family office services.

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CARTER, DELUCA, FARRELL & SCHMIDT, LLP *Intellectual Property Counsel*

Your expertise creates new ideas, inventions and processes. Our expertise assures that your innovations get the protection they deserve. Let our team of experienced professionals safeguard your intellectual property assets. Put us to work for you and your ideas today.

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Wendy Valentino, CPA/CFF, CFE is a partner of Prager Metis CPAs, LLC, which is a member of Prager Metis International. Valentino works out of Prager Metis' Woodbury office and has more than 30 years of experience in the accounting industry.

Valentino works closely with her clients to handle all aspects of their business life including preparation of business and personal tax returns, tax projections, financial statements and corporate returns. She works with several industries including real estate, manufacturing, and distribution. She has also been involved with business valuations, forensic accounting, fraud investigation and matrimonial accounting. Valentino's experience also includes forensic valuations for matrimonial and shareholder disputes.

Among Valentino's top priorities includes mentoring young women.

"In the field of public accounting the ratio of men to women at succession planning meetings was usually about 5 to 1," Valentino said. "This led me to focus in mentoring young women in the business world, starting in my own firm – to have a feeling of empowerment – to know that the glass ceiling is breaking. There is still a bit of an imbalance but young female staff are now seeing that becoming a partner is attainable, my hope is that they will stay in the field for the long haul. I know that I owed my career advancement to a mentor and am therefore committed to being there to help direct young women in the development of their career."

It is a well-known fact that not just women, but young people in general are leaving public accounting for careers in other, less "taxing" areas, Valentino noted.

"At Prager Metis, we are aware of this phenomena and I am involved in the Culture Committee, charged with the task of developing a firm-wide culture that recognizes the evolution of the profession, a redefinition of this career that will attract young accountants back to the public accounting arena," she said.

Valentino regularly attends and participates in seminars relating to such areas as divorce taxation, quantitative analyses in litigation, fraud detection, the valuation of professional practices and damages. Prior to joining Prager Metis, Valentino was a partner of Cohen Greve & Company CPA, P.C., who merged with Prager Metis in 2017.

Valentino earned a bachelor's degree in accounting from Adelphi University. She is affiliated with the American Institute of Certified Public Accountants; New York State Society of Certified Public Accountants;

Association of Certified Fraud Examiners; Accountants and Attorneys Networking Groups; NYSSCPA Forensic and Valuation Services Committee – Suffolk Chapter; and NYSSCPA Litigation Services Committee – Nassau Chapter.

Prager Metis is a Top 100 accounting firm with over 50 partners and principals, more than 300 team members, and 10 offices worldwide including New York, New Jersey, Los Angeles and London. Prager Metis CPAs, LLC has become a trusted advisor for a full range of accounting, audit, tax, advisory and international services. The firm has a level of expertise and a global presence that is unique, and serves a diverse domestic and international clientele in a wide range of industries.

The firm consists of other entities including PM Business Advisors, which is an advisory firm offering specialized State & Local Tax Advisory, Federal Tax Advisory and Business Advisory Services; Acctrack Computer Consultants, a hands-on computer consulting company comprised of a unique combination of certified public accountants and IT professionals; Prager Metis Wealth Management, which is a private wealth advisory practice of LPL Financial; PMHG Insurance, a full-service insurance brokerage firm; and Prager Metis Technology, which is a technology company specializing in cybersecurity, risk intelligence, regulatory compliance and technology solutions.



Michele C. M. Walters, CPA is a manager at Albrecht, Viggiano, Zureck & Company, P.C. (AVZ), which has offices in Hauppauge and New York City. A seasoned professional, Walters has been with the firm since 1994.

Walters offers business, accounting, and tax advice among many client sectors which include manufacturing, real estate, engineering and financial institutions. She also manages homeowners associations in various accounting and tax services. She assists clients with other value added services as well, such as strategic plans, business valuations, business and tax personal planning, projections, and accounting systems and controls. Walters also provides guidance to business owners regarding retirement issues and benefits, particularly pensions and 401(K) plan audits and compliance and also specializes in special projects and consultation and management services. She also works in other compliance arenas as well, such as FAR Audits for our engineering clients and Single Audits for our governmental clients.

Walters has valued experience managing the firm as a claims audi-

tor for its school district clients. She has also taken an integral role in assisting clients in the preparation of Research and Development and Qualified Emerging Technology Credits. Her tax knowledge is extensive and serves as a complimentary combination to all her clientele.

One of the biggest challenges in business today, which directly affects the accounting industry, is the succession and/or sale of businesses that have been in existence even prior to the beginning of my accounting career, Walters said.

"I have been involved with many aging businesses that, for a variety of reasons, are not able to remain viable," she said. "Their viability is challenged in many ways. For example, perhaps the product or service that was once profitable and unique has since been replaced with lower profit margins due to increased production and payroll costs; or maybe it simply became available in other markets at a lower price, thereby lending itself to extinction; and lets not minimize the impact technology has had on a variety of jobs and industries. Perhaps the 'family business' does not have a succession plan and there is little interest from family successors to commit to and continue a business that once provided financial strength and security for generations."

"My career has evolved into so much more than simply being the provider of the financial statements at year end, or preparer of tax returns," Walters noted. "Rather, I am the force that stands beside you before, during and after these pivotal life-altering turning points."

"My role continues to evolve into being a consultant who helps guide our clients in the right direction and in most cases allows them to stay ahead of the curve while providing great peace of mind when faced with making tough decisions," Walters said.

Walters received a bachelor's degree, magna cum laude, from C.W. Post School of Professional Accountancy and is currently pursuing a master's degree in taxation. She is a member of the Tax and Accounting Institute at Long Island University, C.W. Post. She is an active member of her community and offers her assistance to many organizations including volunteering for St. Lawrence Church where she serves as financial secretary of the Columbiettes. She is also treasurer of the Society of Saint Vincent DePaul, coaches Little League and is a member of the Executive Women's Golf Association.

AVZ is located in Hauppauge and is one of the largest certified public accounting firms on Long Island providing a wide range of financial, accounting, auditing, tax and consulting services to a variety of businesses and industries. AVZ serves a myriad of clients primarily on Long Island — and has been doing so for more than 60 years.

The firm considers itself a partner in growth for privately held businesses, not-for-profit organizations and government agencies AVZ is also an independent member of BKR International, a leading global association of independent accounting and business advisory firms representing the exper-

tise of more than 130 member firms with over 300 offices in over 70 countries around the world.



Kristina M. Wesch is a partner in the law firm of Farrell Fritz, P.C., with New York offices in Uniondale, Hauppauge, New York City and Water Mill. Wesch concentrates her practice in the areas of general corporate matters; mergers and acquisitions, including those in and out of bankruptcy; and corporate reorganizations, with a specific focus on the healthcare industry.

She represents hospitals, physicians, retirement communities and other healthcare providers in connection with their business transactions and regulatory matters. Wesch has represented major hospitals and healthcare facilities on Long Island and in Westchester in strategic transactions. She is also a regular contributor to Farrell Fritz's New York Health Law blog.

With the complex transactions and ever-changing regulations in the healthcare industry, Wesch's has been focusing her practice in this area.

"As a transactional attorney, I have always been exposed to a wide variety of industries but over the last several years, my practice has become more and more concentrated in the healthcare arena," she said. "Part of this has to do with an increased demand for healthcare law services arising from the obvious changes surrounding us – most notably, the emphasis of consolidation under the Affordable Care Act and the resulting changes to the way hospital systems, physician practices and other healthcare providers organize and operate. But much of it also has to do with the subtle changes occurring in the demographics of the New York region. There is a growing need for senior care services, as well as for community housing for young adults with challenges that may prevent them from achieving independent living. In this constantly evolving area of law, it is both challenging and fulfilling to make an impact related to the quality of, and access to, healthcare for citizens of Long Island and the surrounding region."

Earlier in her career, Wesch clerked for Honorable Elizabeth S. Stong in the U.S. Bankruptcy Court for the Eastern District of New York. She earned a bachelor's degree, magna cum laude, from Queens College, CUNY and a juris doctor, with honors, from St. John's University School of Law, where she was a St. Thomas More Scholar and an article and notes editor on the St. John's Law Review.

Wesch is a member of the New York and California State bars and is admitted to practice before the U.S. District Courts for the Southern and Eastern Districts of New York. She is an active member of the American

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Bankruptcy Institute and of International Women's Insolvency and Restructuring Confederation, and is a member of the Turnaround Management Association, the American Bar Association's Health Law Section and the New York State Bar Association's Health Law Section.

With 85 attorneys, the law firm of Farrell Fritz handles legal matters in the areas of arbitration and mediation; bankruptcy and restructuring; business divorce; commercial litigation; construction; corporate and finance; eDiscovery; emerging companies and venture capital; eminent domain; environmental law; estate litigation; health law; labor and employment; land use, municipal and zoning; not-for-profit law; real estate; tax planning and controversy; tax certiorari, and trusts and estates for corporations, not-for-profit organizations and individuals.

Farrell Fritz is known for providing high quality legal services, practical advice and responsiveness. The firm is also widely recognized for its commitment to the local community.



Melissa Z.Y. Woo, PhD is senior vice president for information technology and chief information officer (CIO) at Stony Brook University in Stony Brook. Dr. Woo oversees the Division of Information Technology (DoIT) and the provision of IT services to faculty, staff and students. She collaborates with the CIO of Stony Brook University Hospital in the ongoing development of information systems between the main academic campus and the Stony Brook Medicine campus. Dr. Woo is also a member of Stony Brook University President Samuel L. Stanley's Senior University Leadership team.

Today's consumers have a choice, Dr. Woo noted.

"There are apps to suit nearly every need, and if one doesn't exist, there are tools that can give consumers the power to create their own," she said. "The days in which a central IT organization was the sole source of technology services are long gone. Disintermediation is the rule of the present and future of technology services."

"IT organizations must adapt to this change by shifting towards a culture of facilitating connections between consumers and appropriate

technology services, independent of how the service is sourced," Dr. Woo said. "This flexibility needs to be supported while protecting privacy and mitigating risk to data assets, and providing an environment that enables the analysis of data from the many disparate sources for enterprise decision-making."

"To support this change, we are concentrating our efforts on four strategic priorities: improving customer experience and engagement, developing and deepening enterprise analytics capabilities, implementing a more reliable and agile infrastructure, and protecting the university's data assets with enhanced cybersecurity capabilities," Dr. Woo explained. "We feel that these priorities not only position us well to support Stony Brook University's goals, but are also the direction in which IT organizations such as ours need to head."

Prior to joining Stony Brook University in 2016, Dr. Woo served as Vice Provost for Information Services and CIO at the University of Oregon. She has also worked for the central IT organizations at the University of Wisconsin-Milwaukee; and the University of Illinois at Urbana-Champaign, where she earned a PhD in biophysics. She earned a bachelor's degree in biophysics from the University of California, Berkeley.

A graduate of the EDUCAUSE Institute Management and Leadership Programs and a Frye Leadership Institute Fellow, Dr. Woo received the EDUCAUSE 2012 Rising Star Award, which recognizes an emerging leader in higher education IT. She is strongly engaged with the higher education IT community through serving on numerous committees and advisory boards, authoring articles and giving presentations. Her professional interests include supporting aspiring IT leaders, and diversity, equity, and inclusion in IT.

Since its founding in 1957, Stony Brook University has grown to become one of only four University Center campuses in the State University of New York (SUNY) system with more than 25,700 students, 2,500 faculty members, and 18 NCAA Division I athletic programs. Its faculty have earned numerous prestigious awards, including the Nobel Prize, Pulitzer Prize, Indianapolis Prize for animal conservation, Abel Prize and the inaugural Breakthrough Prize in Mathematics.

The university has a reputation for offering students an elite education with an outstanding return on investment: U.S. News & World Report ranks Stony Brook among the top 40 public universities in the nation; and its membership in the Association of American Universities places Stony Brook among the top 62 research institutions in North America.

As part of the management team of Brookhaven National Laboratory, the university also joins a prestigious group of universities that have a role in running federal R&D labs. Stony Brook University is a driving force in the region's economy, generating nearly 60,000 jobs and an annual economic impact of \$4.65 billion.



Donna Zincone, CNE, CFBA, is a senior manager in the Private Business Services Group at EisnerAmper LLP, a premier full-service accounting and advisory firm. Zincone has more than 25 years of professional experience in employee benefit plan audits, accounting services, tax planning and return preparation, payroll and sales tax reporting, insurance analysis and preparation and review of financial statements. Her clients range from startups through mature companies across a wide array of industries including real estate, retail and wholesale, e-commerce, financial services, health care, hospitality, and education.

Zincone plays an active role in EisnerAmper's Virtual Business Services (VBS) initiative, helping both clients and the firm in integrating technology to improve their organizations.

"The goal of this group is to help our clients and our firm grow and become more efficient by accommodating and utilizing new technologies, whether cloud-based, online, and/or through third-party providers," Zincone said. "Streamlining data, all the way through financial statements and tax returns, has the potential to be incredibly beneficial to anyone. Instantaneous access to that knowledge is paramount to success in today's fast-paced world."

She comes to the project with more than a little background. "I formerly served as an IT manager, and the technology side is still a passion for me — along with my love for accounting," she noted. "With my history in and knowledge of managing software and hardware, I have a leg up on helping our clients implement step-by-step plans to implement the 'next level' technology that can really help them enhance their organization and build new and meaningful efficiencies."

Zincone has been awarded the Certified Financial Business Advisor designation by the Galliard Institute, signi-

fying her expertise in issues as diverse as assistance with transition issues, succession and strategic planning, financial planning and management, growing business value, and dealing with challenging family dynamics.

Her tax experience includes business (S corp, C corp and partnership), individual, and trust work, and assisting clients with federal and state tax audits. Zincone also has experience serving as a controller and IT manager. Her IT management capabilities encompass all computer software and hardware, user training, implementing and maintaining client portals, proficiency in industry-specific software, and providing essential disaster recovery information and advice to clients. Certified for Novell Netware 3.11 through 5.1, she has worked extensively with Microsoft and Citrix platforms and operating systems.

Zincone is a member of the American Institute of Certified Public Accountants, New York State Society of Certified Public Accountants, Galliard Institute, Women Economic Developers of Long Island and Long Island Hospitality and Leisure Association. She also provides accounting office hours for tenants at LaunchPad Huntington, a business accelerator and co-working community. In addition, she's very active with EisnerAmper Cares, the firm's community volunteer organization. Zincone, a breast cancer survivor, is also recognized as a Pacesetter for the American Cancer Society's Making Strides Against Breast Cancer organization, raising funds year-after-year — to date, she's personally raised more than \$42,000.

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