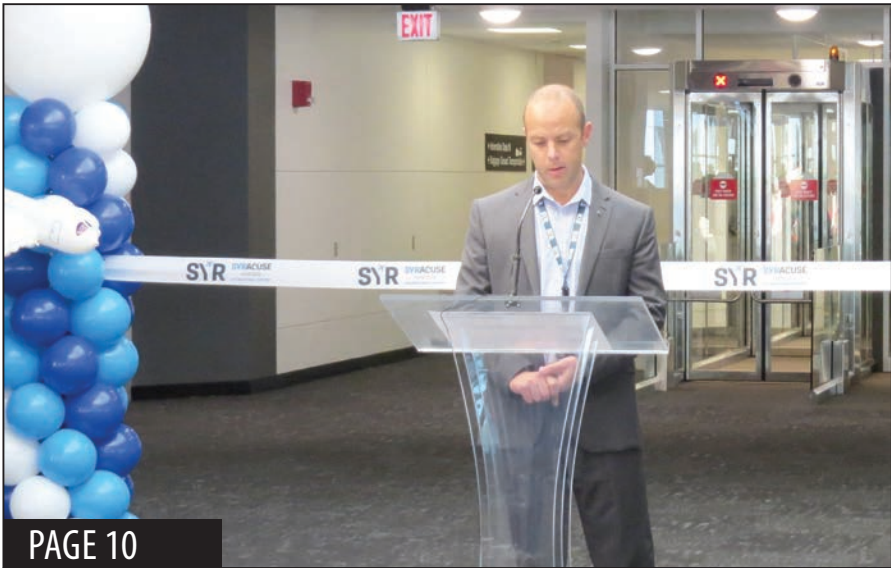




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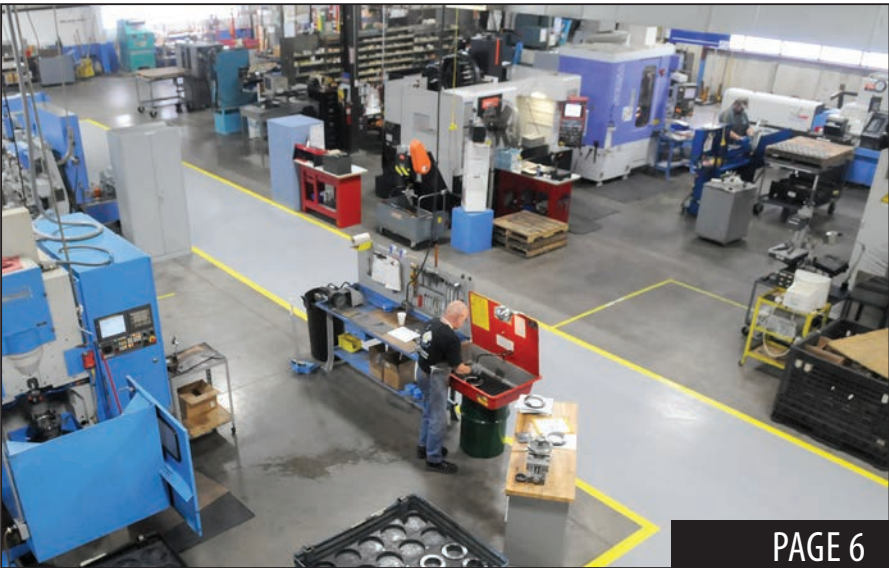
ERIC REINHARDT / CNYBJ



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**SYRACUSE AIRPORT INSTALLS FASTER EXIT PORTALS  
IN \$1.5 MILLION PROJECT**

ERIC REINHARDT / CNYBJ



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**HISTORY FROM OHA: NIXON GEAR'S 100TH ANNIVERSARY  
SHEDS LIGHT ON OUR GEAR MANUFACTURING HISTORY**

PHOTO CREDIT: NIXON GEAR

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# CNYBJ Data & Details

## COMING UP:

**November 9 List:** Nonprofits: Health, Human, Social Services

**November 9 Special Report:** Employee Benefits/HR/Insurance

**November 16 List:** Commercial Builders/Mechanical/HVAC/Electrical Contractors

**November 16 Special Report:** Resources for Small Business/Education

**November 23 List:** Colleges & Universities

**November 23 Special Report:** Innovation/Entrepreneur Resource Directory

**November 30 List:** Chambers of Commerce

**November 30 Special Report:** Manufacturing/High-Tech/Incubators

**December 7 List:** Commercial Real-Estate Firms/Trucking, Equipment, and Logistics Companies

**December 7 Special Report:** Showcase CNY

**December 14 List:** Independent-Living Facilities

**December 14 Special Report:** Energy/Environment/Sustainability

**December 21 List:** Lifestyle List: Ski Resorts

**December 21 Special Report:** Construction/Design/Real Estate

**December 28 Special Report:** CNY Legends *NEW!*

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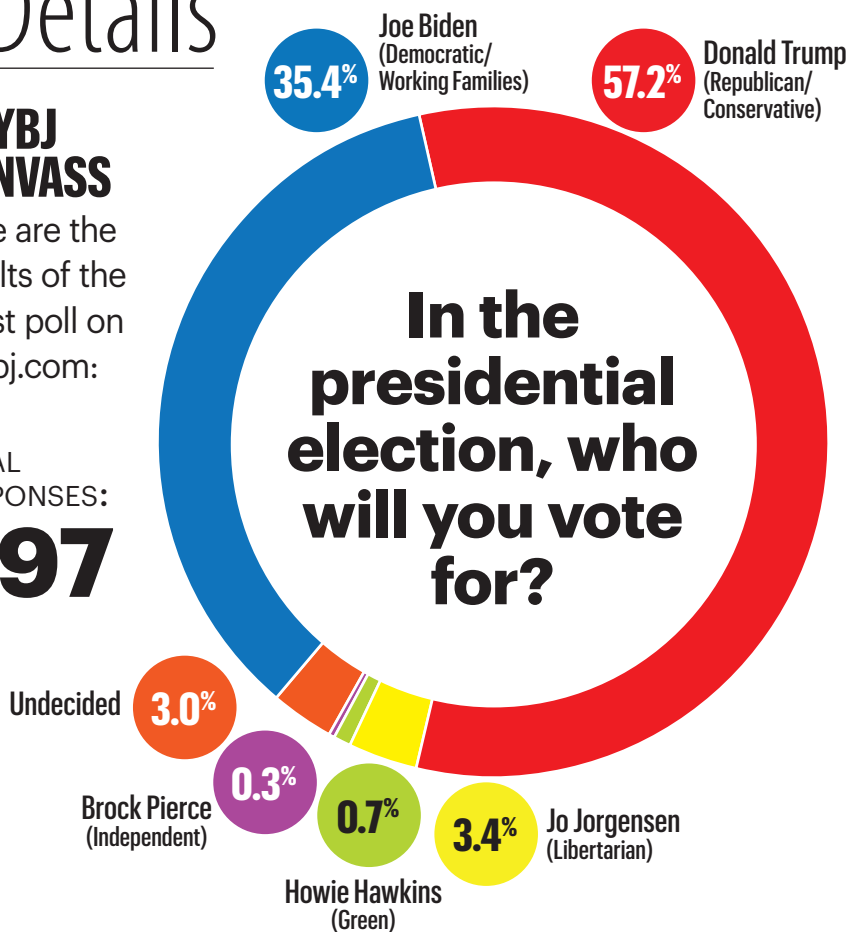
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## CNYBJ CANVASS

Here are the results of the latest poll on [cnybj.com](http://cnybj.com):

TOTAL RESPONSES:

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## CNYBJ Briefs



PHOTO CREDIT: PAWSITIVITEA CNY FACEBOOK PAGE

## Pawsitivitea CNY opens at CNY Regional Market in Syracuse

SYRACUSE — Central New Yorkers have a new spot to grab a coffee, a snack, and relax with a few furry, feline friends.

Pawsitivitea CNY has opened in a 1,200-square-foot space at the CNY Regional Market at 2100 Park St., according to JF Real Estate, which helped arrange the transaction. Matt Funicello and Alec Sessa were the agents.

The concept for the business is simple: coffee and tea, baked goods, and cats. Owner Alisha Reynolds said this is the first of two cat cafés

planned for the Syracuse area.

The dining room and cat-lounge area will be separate. The café will serve as a satellite location for the CNY SPCA and Reynolds said she is also working with the CNY Cat Coalition and other organizations to provide the cats for the café. All the cats, about a dozen or so at a time, will be available for adoption.

Along with the regular café hours, Pawsitivitea CNY will host paint nights, movie nights, cat yoga, and other special events.

## New York state's organic-farm sales grew nearly 40 percent in last three years

Certified-organic farms in New York state sold a total of \$298 million in organic products in 2019, up 38 percent from \$216 million in 2016, according to a new report from the USDA's National Agricultural Statistics Service (NASS). The Empire State had 1,321 certified

organic farms last year.

Nationally, 16,585 certified-organic farms sold a total of \$9.9 billion in organic products in 2019, up 31 percent from \$7.6 billion in 2016, per the NASS report issued on Oct. 22. New York ranked in the top 10 in organic-product sales.

## CNY tweets

Here are some recent tweets that came across the @cnybj Twitter feed, offering small business, COVID-19, HR, leadership, and career tips.

### SBA @SBAgov

Follow us on Instagram and learn about some of the inspiring #WomenInBusiness who help power America's economy! <https://instagram.com/sbagov>

### Inc. @Inc

Here are three reasons why right now is a great time to become an entrepreneur: <https://www.inc.com/heidi-zak/why-yes-you-can-start-a-business-right-now.html?cid=sf01001>

### SCORE Mentors @SCOREmentors

Find out what challenges #blackowned businesses are facing during the pandemic in our recent data report. To learn more visit: [#supportsmallbiz](http://ow.ly/GJrF50C-0dpp)

### AMA @AmerMedicalAssn

In order for #COVID19 vaccines to be successful, the public must have vaccine confidence. Leaders from @US\_FDA discuss the transparency necessary to develop the public's trust in potential vaccinations. <https://bit.ly/2HBB2Xm>

### Bond, Schoeneck & King @BondLawFirm

As a bonus to Bond's October 20 #webinar about the evolving legal implications of #COVID19 for business, we've posted a short video explaining why employers may need to review their retirement plans before the end of the year: <https://bit.ly/2ToiPyQ>.

### Heather Angerer @HeatherAngerer

Interesting article via the Wall Street Journal on how tech companies are redesigning their office space for a more productive environment post-COVID-19. <https://bit.ly/2J0Ww00>

### Nexxt @NexxtHR

The Art of Hiring Remote Workers: [#hiring #remote #hr](http://ow.ly/kgl230rfNfM)

### Engagedly @engagedlyInc

Things To Consider When Recognizing #Remote-Employees: [#EmployeeRecognition #HR](https://hubs.ly/H0yBlwt0)

### Inc. @Inc

Let your employees think for themselves. <https://www.inc.com/jeff-haden/smart-bosses-remote-employees-meetings.html?cid=sf01001>

### Lolly Daskal @LollyDaskal

11 Things Employees Complain Most About Their Leaders — @LollyDaskal — <http://bit.ly/2QCipp0>

### Mark C. Crowley @MarkCCrowley

It's a true #leadership fail to build up & encourage team members only to turn around & stop believing in them when they're underperforming against goals. When people know you #trust & truly believe in them, they'll step up.

### Jac Poindexter @CareerTrend

5 Ways to Get More LinkedIn Profile Views: <http://dlvr.it/Rk9xWN> via @CareerSherpa

### Fast Company @FastCompany

3 simple ways to stop being a perfectionist and become more productive: <https://bit.ly/2HEw77L>

### Peter Smith @smithp11

Prepare for a #jobinterview efficiently with the help of this article: [#careers](http://cpix.me/a/107030252)



# Ithaca firm wins \$500K in 76West clean-energy contest

BY ERIC REINHARDT  
ereinhardt@cnybj.com

Combplex of Ithaca was one of the three companies winning a \$500,000 funding award in the 76West clean-energy competition during the Oct. 19 award announcement.

A company from the Montreal, Quebec area captured the \$1 million grand prize in this year's contest, the office of Gov. Andrew Cuomo said in a news release.

Combplex works to create a "more resilient" farming ecosystem by eliminating pests that threaten the health of honey-bee hives. The firm uses low-power laser technology and sensors to collect data, prioritize hive health, inform crop-yield forecasts, and identify intensive pesticide use, as a described in Cuomo's release.

Finalists are required to move business operations to the area or establish direct connections with the Southern Tier economy, such as enhancing supply-chain opportunities, adding jobs, or establishing other strategic relationships, the state said.

Competition finalists also receive continued mentoring support for up to two years after the awards are made. If a company is already in the Southern Tier, it must "commit to substantially growing" the business and employment in the region.

The winners, along with 19 semifinalists, were paired with regional companies for mentorship and advisement as part of advancing through the competition. The semifinalists, selected from over 183 applicants worldwide, presented final project pitches of the competition to a panel of judges in August and were selected based on how their technology reduces carbon emissions, promotes renewable energy or energy efficiency.

## 2020 76West grand prize winner

The \$1 million grand prize winner — ThermoAI of Montreal, Quebec — is utilizing artificial intelligence and its software helps industrial companies optimize combustion operations with the goal of decreasing greenhouse-gas emissions by



VISUAL CREDIT: NYSDA WEBSITE

up to 50 percent and increasing efficiency by up to 20 percent.

## Other \$500,000 winners

COI Energy Services of New York City offers an end-to-end product that helps utilities and businesses improve building-energy performance and grid optimization. The company has software that helps reduce grid constraints and improve

capacity utilization while decreasing energy spending and increasing operational efficiency, the state said.

AGreatE of Carlsbad, California makes renewable energy, such as solar and wind, "more affordable and accessible to all people by developing and deploying a wide range of artificial intelligence-enabled, safe, and environmentally friendly battery-based energy storage systems." ■

# SUNY trying to prevent virus spread by requiring tests before students leave town

BY ERIC REINHARDT  
ereinhardt@cnybj.com

ALBANY — SUNY has adopted a policy mandating all students "using on-campus facilities in any capacity" to test negative for the coronavirus within the 10 days prior to leaving campus for Thanksgiving break.

Campuses must develop schedules that conduct the test as close to a student's departure date as possible, SUNY Chancellor Jim Malatras announced Oct. 27. In all, SUNY's 64 colleges and universities will test about 140,000 students over a 10-day period preceding Thanksgiving break, SUNY said.

SUNY contends that this testing requirement will help prevent community spread as students return to their hometowns. Colleges and universities must submit a plan to test all of their on-campus students within that 10-day window no later than Nov. 5.

All students who are taking at least one class on campus; utilizing on-campus services such as the gym, library, or dining hall; or working on campus must test negative for COVID-19 within 10 days prior to their college closing on-campus instruction and services.

Antibody tests do not count toward this requirement, SUNY noted.

"As in-person classes and instruction come to a close [in late November], tens of thousands of students will travel across the



SUNY Chancellor Jim Malatras

PHOTO CREDIT: SUNY FACEBOOK PAGE

state and country to be with their families and complete their fall courses remotely," Malatras said in a statement. "By requiring all students to test negative before leaving, we are implementing a smart, sensible policy that protects students' families and hometown communities and drastically reduces the chances of COVID-19 community spread. While we understand there is a lot of focus on plans for the spring semester, we must first finish this semester safely."

Under previously approved, fall-semester plans, most SUNY colleges and universities are set to shift to 100 percent remote learning after Thanksgiving, with residential facilities shutting down, barring exceptions for students "with extenuating circumstances." ■

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# New York home sales climbed 12 percent in September

Pending sales skyrocketed

BY ERIC REINHARDT  
ereinhardt@cnybj.com

ALBANY — New York realtors closed on the sale of 13,322 previously-owned homes in September, up 12.2 percent from the 11,878 homes sold in September 2019, amid strong buyer interest as the market emerged from the worst effects of the pandemic.

Pending home sales jumped 49.3 percent to 16,813 in September from 11,264 a year ago. That’s according to the New York State Association of Realtors (NYSAR)’s September housing-market report issued Oct. 22.

“As cooler weather approaches, the New York State real estate market continues to heat up with strong buyer activity amid continued low inventory,” NYSAR said in the report.

New listings increased as well, rising 13.6 percent from 18,542 homes a year

ago to 21,062 this September.

As buyer demand rose amid limited inventory, it caused house prices to soar. The September 2020 statewide median sale price popped 17.5 percent to nearly \$325,000 from over \$276,000 in September 2019.

The months’ supply of homes for sale at the end of September stood at 4.5 months’ supply, down about 22 percent from 5.8 months a year ago, per NYSAR’s report.

A 6-month to 6.5-month supply is considered to be a balanced market, the association said.

The number of homes for sale fell 21.5 percent from 67,107 units in September 2019 to 52,687 homes this September.

### Central New York data

Realtors in Onondaga County sold 481 previously owned homes in September, down 4 percent from the 501 homes sold in the year-ago month. The median sale price rose 16.7 percent to \$178,000 from \$152,500 a year prior, according to the NYSAR report.

The association also reports that realtors sold 195 homes in Oneida County in September, up 8.9 percent from the 179

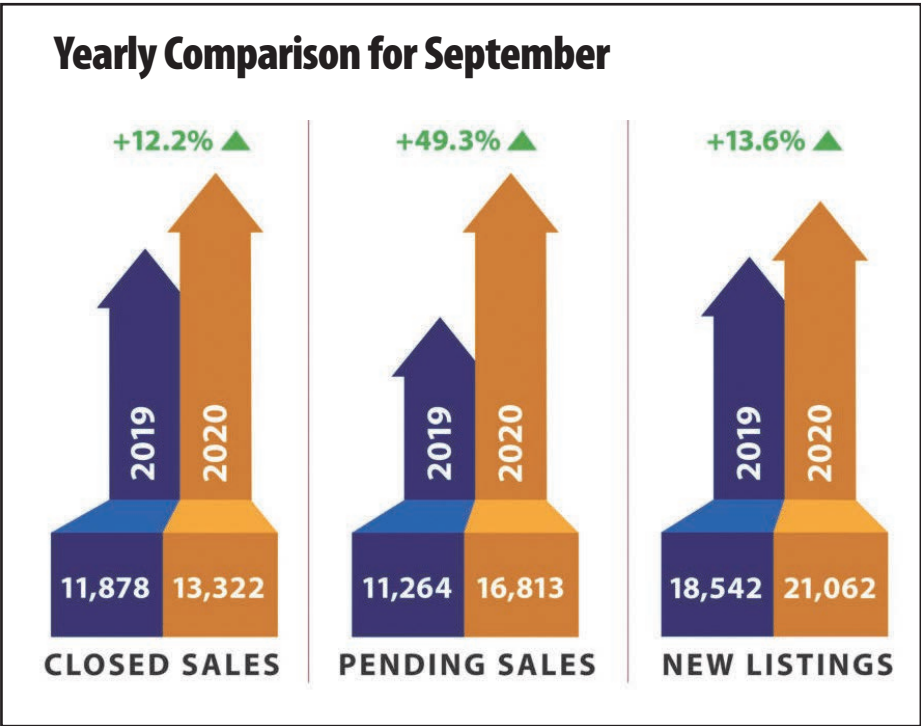


IMAGE CREDIT: NYSAR

homes sold during September 2019. The median sale price increased 14.4 percent to \$152,950 from \$133,700 a year ago.

Realtors in Broome County sold 189 existing homes in September, up 21.9 percent from 155 a year earlier, according to the NYSAR report. The median sale price rose 8.4 percent to \$135,500 from \$125,000 in September 2019.

In Jefferson County, realtors closed

on the sale of 143 homes in September, up 32.4 percent from 108 a year ago. The median sale price rose 5.7 percent to \$161,000 from \$152,350 in September 2019, according to the NYSAR data.

All home-sales data is compiled from multiple-listing services in New York state and it includes townhomes and condominiums in addition to existing single-family homes, according to NYSAR.

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## :: BUSINESS JOURNAL INDEX ::



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# New AMA survey finds physician practices struggling to stay viable financially

Practices see 32% drop in revenue, increased expenses during pandemic

BY JOURNAL STAFF  
news@cnybj.com

Doctors’ practices are in a fight to stay financially viable as they battle against the COVID-19 pandemic. Results of a new nationwide physician survey, issued Oct. 28 by the American Medical Association (AMA) shows medical practices have been economically stressed by the public-health crisis with a 32-percent average decline in revenue.

“Physician practices continue to be under significant financial stress due to reductions in patient volume and revenue, in addition to higher expenses for supplies that are scarce for some physicians,” AMA President Susan R. Bailey, M.D. said in a release about the survey. “More economic relief is needed now from Congress as some medical practices contemplate the brink of viability, particularly smaller practices that are facing a difficult road to recovery,” she contends.

The AMA’s nationally representative survey of 3,500 physicians, administered from mid-July through August 2020, “illustrates precarious trends and realities that physicians face as they continue to respond to the COVID-19 pandemic,” per the release.”

**Financial impact**

- 81 percent of physicians surveyed said revenue was lower than in February. Revenue reductions were 50 percent or more for nearly 1 out of 5 physicians.

**Patient volume**

- 81 percent of doctors were providing fewer in-person patient visits than in February. In-person patient visits fell 50 percent or more for greater than one-third of physicians.
- Despite increased telehealth visits since February, almost 7 out of 10 physicians were providing fewer total visits (in-person plus telehealth). Total patient visits fell 50 percent or more for greater than 1 out of 5 physicians.

**Practice expenses**

- Spending on personal protective equipment (PPE) since February increased 50 percent or more for nearly 2 out of 5 medical-practice owners.
- 36 percent of physicians said that acquiring PPE was very or extremely difficult, especially for smaller practices that lack purchasing power to compete with larger health systems.

According to the AMA survey, most medical-practice owners reported that the federal financial-assistance programs offered early in the pandemic were very or extremely helpful.

You can check out the full AMA survey results at <https://www.ama-assn.org/system/files/2020-10/covid-19-physician-practice-financial-impact-survey-results.pdf>



# Syracuse Stage announces new board president, chair, and treasurer

BY JOURNAL STAFF  
news@cnybj.com

SYRACUSE — Syracuse Stage announced that it has named Herman Frazier, who is senior deputy director of athletics at Syracuse University, as president of its board of trustees.

Frazier has been a member of the Syracuse Stage board since 2017 and served as treasurer during the 2019-2020 season. Before coming to Syracuse in 2011, he held positions at Temple University,

University of Hawaii, University of Alabama at Birmingham (UAB), and Arizona State. Frazier replaces outgoing board president Bethaida (Bea) González, who will remain on the board as a trustee.

Syracuse Stage also announced that Nancy Green, managing member at Edward S. Green & Associates, LLC, has taken the position of Syracuse Stage board chair. Green has been on the Syracuse



Frazier

Stage board since 2008. Prior to her time at Edward S. Green & Associates, she held investment advisory roles at Armory Capital Management, UBS Financial Services, and Dean Witter, and is a past board member of Manlius Pebble Hill School and board president of CazCares.

Syracuse Stage also announced that Amir Rahnamay-Azar — who is senior VP for business, finance, and adminis-



Green

trative services and chief financial officer at Syracuse University — is its new board treasurer. Rahnamay-Azar has been a member of the Syracuse Stage board since 2017. With nearly 25 years of experience in higher education, he has held roles at Carnegie Mellon University, Georgia Institute of Technology, and the University of Southern California. In his current position at Syracuse University, Rahnamay-Azar is responsible for overseeing auxiliary services, campus development and facilities operations, campus safety and emergency management services, financial planning and resource management, internal audit and real estate, and asset management.

Founded in 1974, Syracuse Stage is the nonprofit, professional theatre company in residence at Syracuse University. ■



Rahnamay-Azar

# Onondaga County hotel occupancy falls 31 percent in September compared to a year ago

BY JOURNAL STAFF  
news@cnybj.com

SYRACUSE — Just over four out of 10 hotel rooms in Onondaga County were filled with guests in September, as the

coronavirus pandemic continued to hamper the hospitality industry.

The hotel occupancy rate (rooms sold as a percentage of rooms available) in the county was 43.5 percent in September, down 31.3 percent from September

2019 levels. That's according to STR, a Tennessee-based hotel market data and analytics company. Year to date, hotel occupancy in the county is down more than 39 percent compared to 2019.

Onondaga County's revenue per avail-

able room (RevPar), a key industry gauge that measures how much money hotels are bringing in per available room, was \$35.70 in September, down 47.4 percent from a year prior. RevPar is off nearly 51 percent through the first nine months of 2020, compared to the same period last year.

Average daily rate (or ADR), which represents the average rental rate for a sold room, was \$82.15 in September, down 23.3 percent from September 2019. ADR is down almost 19 percent year to date, from 2019 levels. ■

# Broome County hotels had nearly half their rooms occupied in September

BY JOURNAL STAFF  
news@cnybj.com

BINGHAMTON — Broome County hotels posted an average occupancy rate (rooms sold as a percentage of rooms available) of 49.6 percent in September, the highest mark since the COVID-19 pandemic started.

In comparison, the county's occupancy rate was 46.2 percent in August, 38.1 percent in July, 34.1 percent in June, and 27.3 percent in May, according to STR, a Tennessee-based hotel market data and analytics company. Still, September's occupancy rate was down nearly 17 percent

from a year ago. Also, it's likely hotels will take a significant business hit in October as a surge in coronavirus cases has led to stay-at-home recommendations and parts of the county being declared a "Yellow Zone" by the state, which placed restrictions on gatherings, events, and restaurants.

Broome County's revenue per available room (RevPar), a key industry gauge that measures how much money hotels are bringing in per available room, improved to \$38.87 in September from \$37.36 in August, \$28.97 in July, and \$24.93 in June. However, RevPar was down more than 31 percent from a year earlier. ■



Join us next week (Nov 9th-13th) to congratulate our 2020 National Philanthropy Day winners!

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# – HISTORY FROM OHA –

## Nixon Gear's 100th anniversary sheds light on our amazing gear manufacturing history

BY THOMAS HUNTER

In its manufacturing heyday in the early 20th century, Syracuse certainly deserved the moniker, Gear City. At that time, Syracuse companies such as New Process Gear, Brown-Lipe Gear, Brown-Lipe-Chapin, Durston Gear, Diefendorf Gear, and Nixon Gear, fabricated 25 million gears annually, made \$50 million, and employed thousands of local citizens.

The breadth of finished products that utilized locally made gears was incredibly diverse: bicycles, automobiles, trucks, printing presses, sewing machines, portable and industrial tools. Gear companies located in Syracuse reputedly made about 90 percent of the automotive gears used in the U.S.

This article offers brief synopses of some of the more notable gear manufacturers in Syracuse, culminating with Nixon Gear, which is celebrating its centennial year in 2020.

### New Process Raw Hide Company, New Process Gear Corporation, New Venture Gear, Inc.

Thomas W. Meachem organized the New Process Raw Hide Company on June 25, 1888 in Baldwinsville, with \$30,000 in capital. The company first made leather-covered boats and canoes, utilizing its patented new leather tanning process. By the following year, New Process had expanded its product lines to include solid, noiseless rawhide gears used on high-speed machinery and electric railway cars.

By the early 20th century, New Process Raw Hide complemented its rawhide gears with those made from hardened steel, brass, and cast iron. In 1912, the company introduced the first bevel gear and officially renamed the business New Process Gear Corporation.

Thomas Meachem retired as president in November 1918 and sold the company to auto maker John Willys, president of the Willys-Overland Company. Meachem and his sons, Thomas G. and Joseph F.S., then formed the Meachem Gear Company in 1919. The two sons operated the new company until November 1924, when they suddenly announced without explanation that they were closing the business.

Willys-Overland sold New Process Gear to General Motors in 1921. General Motors then sold the company to Chrysler in 1934, later becoming a Chrysler subsidiary in the 1950s.

New Process Gear made four-wheel drive systems and transmissions for trucks, tractors, and military equipment. During World War II, New Process Gear employed 1,700 workers, earned \$10.75 million in gross sales, and had a payroll of \$80,000 each week. By the 1970s, New Process Gear led the world in making a two-speed transfer case for heavy-duty vehicles.

In 1990, New Process Gear celebrated its 102nd anniversary and was reorganized as New Venture Gear, the first joint venture between Chrysler and General Motors. In February 2002, General Motors sold its company share to DaimlerChrysler. In 2003, New Venture Gear had \$1.5 billion in sales, 4,000 employees, and a \$5 million-a-week local payroll. DaimlerChrysler sold 80 percent of its share of New Venture Gear to Magna International in September 2004. However, by 2007, New Venture Gear was having trouble winning new manufacturing contracts and was losing a great deal of money. In August 2012, the plant stopped production and closed its doors after 124 years.

### Brown-Lipe Gear Company

Two inventors and entrepreneurs, Alexander T. Brown and Charles E. Lipe, formed a business partnership in Syracuse in 1895. Brown, an amazing inventor and engineer, is credited with about 300 inventions.

Charles E. Lipe, a mechanical engineer, opened the C.E. Lipe Machine Shop on South Geddes Street in 1880. At the Lipe Shop, Lipe worked on his own projects while renting space to other budding inventors and entrepreneurs. The shop became an incubator for new inventions and was known

as Syracuse's cradle of industries. The *Syracuse Journal* newspaper credited these men with sowing "the germs that sprouted into major business enterprises in Syracuse and elsewhere."

Together, Brown and Lipe invented and patented the Hy-Lo Bi-Gear for bicycles in 1894, and a year later formed the Brown-Lipe Gear Company. Their gear wasn't well-liked by bicycle makers but soon became popular with automobile manufacturers. In 1895, Charles Lipe died and his brother Willard replaced him, and the company began making three-speed transmissions for Franklin, Ford, and the Yellow Cab Company.

The company's business continued to grow, and in 1907, Brown-Lipe Gear Company built a new five-story factory at the corner of West Fayette and South Geddes Streets at a cost of about \$100,000.

By 1908, Brown-Lipe Gear Company was working to capacity and could have easily employed 1,000 workers to make vehicle-steering gears and differentials but did not have the space or the equipment to take advantage of the sizeable increase in orders.

On Dec. 12, 1928, William Schall & Company bought the Brown-Lipe Gear Company for \$3.4 million. At the time, Brown-Lipe Gear was recognized as the largest independent manufacturer of transmission gears, clutches, and controls for trucks, taxicabs, and buses in the nation. The magnitude of the local gear business caused the *Syracuse Journal* newspaper to credit the Brown-Lipe Gear Company with bestowing upon Syracuse the appellation, Gear City.

William Schall & Company then sold the Brown-Lipe Gear Company to the Spicer Manufacturing Company of Toledo, Ohio, in 1928, which by April 1931, had moved Brown-Lipe Gear's operation to that city, leaving a huge complex of empty buildings along West Fayette and South Geddes Streets.

Today, Cosmo Fanizzi and Rick Destito own two former Brown-Lipe Gear Company buildings on West Fayette and South Geddes Streets. Destito subsequently renamed his building the Gear Factory.

### Brown-Lipe-Chapin Company

In 1910, Charles Mott of General Motors asked if Brown-Lipe Gear Company could make a new bevel gear differential. Making the new differential required more capital and manufacturing space than Brown-Lipe Gear Company could accommodate, so in 1910, Brown, Lipe, and H. Winfield Chapin formed another company — Brown-Lipe-Chapin — to make the bevel differential, along with transmission gears and clutches. The new company constructed a five-story building between West Fayette, Marcellus, and Seneca Streets, one of the largest factories built in Syracuse at that time.

During World War I, the federal government awarded Brown-Lipe-Chapin a \$1.5 million contract to produce rear axle differentials for 17,000 military vehicles.

In January 1923, Brown-Lipe-Chapin formally affiliated itself with General Motors and became one of GM's divisions.

As production waned between 1930 and 1933, General Motors closed the plant and converted



Nixon Gear factory floor.

PHOTO CREDIT: NIXON GEAR

it into an industrial center housing several small businesses. This venture lasted three years until GM resumed production of automobile parts at the factory site in February 1936.

That same year, Brown-Lipe-Chapin became affiliated with the Guide Lamp Division of General Motors and switched from making transmission gears and clutches to making flashier chrome parts: headlamps, tail lamps, hub caps, and bumper guards. The product line soon grew to include steering gears and automobile emblems.

In 1951, Brown-Lipe-Chapin began making parts for the Curtis-Wright J-65 Sapphire jet engine. The following year, Brown-Lipe-Chapin built a new plant in DeWitt to build the jet engine.

In December 1961, General Motors consolidated Brown-Lipe-Chapin into the Ternstedt Division. The Ternstedt Division then merged with the Fisher Body Division in November 1968.

For the next 25 years — 1968 to 1993 — employees at the Fisher Body plant in Syracuse continued to make automotive body parts for GM vehicles. In October 1993, GM closed the plant, known by then as the Fisher Inland Guide Plant, due to major corporate restructuring.

### Durston Gear Corporation

Daniel M. Lefever established the Lefever Arms Company in Syracuse in 1884 to make breech-loading shotguns and rifles. About 1902, Lefever left the company to set up a new fire-arms company. James F. Durston, president of Lefever, had endeavored to make transmissions and jackshafts for motor wagons by 1912. Demand for Lefever Arms' auto gears had amply increased in 1915, and it did not take long for the company to focus more on making auto gears than firearms.

Therefore, in June 1916, Lefever Arms Company sold its fire-arm business and formed Durston Gear Corporation. Immediately, James Durston added onto the Maltbie Street

building to accommodate 500 employees.

During WW I, the U.S. government awarded a large contract to Durston Gear Corp. to make transmissions for U.S. Army trucks, one of only two companies in the entire country to be awarded the contract. By this time, James Durston relinquished the presidency to his older son, Alfred. When James died in 1921, and Alfred died in 1926, James' younger son, Marshall, became company president, holding the position until Durston Gear Corp. closed its doors in 1945.

### Diefendorf Gear Corporation

Willis H. Diefendorf was the chief engineer at the New Process Gear Company until he founded Diefendorf Gear Corporation in 1920 for the purpose of making a variety of specialized non-automotive, industrial metallic and non-metallic gears. In 1923, Diefendorf moved his company to 920 West Belden Avenue.

Willis Diefendorf died on May 25, 1929 at age 59. His widow, Mary, then succeeded her husband as company president and treasurer. Mrs. Diefendorf was one of only a few women business executives at the time and she successfully managed the company until her own death in January 1941. Mrs. Diefendorf's son, Donald, then managed his parents' gear business into the 1970s.

Diefendorf Gear Corp. made gears for machine tools, portable electric and pneumatic tools, packaging machinery, dairy-handling equipment, conveyors, and sewing machines. Employees made spur and spiral bevel gears out of rawhide, iron, steel, and bronze in sizes from less than one inch up to six feet in diameter, with some gears weighing 3,000 lbs.

Diefendorf Gear Corp. operated until the early 2000s when it closed due to stiff overseas competition.

### Nixon Gear

The auto industry's success in the early 20th century had already prompted several gear companies to open in Syracuse by 1920, and it was this burgeoning manufacturing environment that prompted George C. Nixon to join the ever-expanding local gear manufacturing scene. On Nov. 17, 1920, George Nixon founded Nixon Broach and Tool Company at 200 Oxford St. to sell general machining and special tooling.

George Coleman Nixon was born in Marengo County, Alabama in 1882. On June 9, 1909, Nixon married Kate Estelle Shakaw in Alabama. By 1916, George and Kate had moved to Detroit, Michigan where George established the Steel Treating Equipment Company with \$10,000 in capital stock. This company specialized in manufacturing carbonizing compound and milled charcoal.

George and Kate Nixon migrated to Syracuse to establish Nixon Broach and Tool Company while he was still president of the Detroit company. By March 1921, Nixon was advertising that his shop could grind auto cylinders, then fit them with new pistons and rings. He guaranteed his work and provided quick service.

In 1924, Nixon began to manufacture gears and changed the business' name to Nixon Gear and Machine Company. Nixon continued to advertise for experienced toolmakers and machinists in the classified section of the local newspapers throughout the 1920s. The management team operating Nixon Gear and Machine included George as president, Kate as secretary and treasurer, and George's brother-in-law, John E. Shahan as VP. Shahan, also born in Alabama, had moved to Syracuse in 1924 to assist the Nixons with operating the company. In 1930, their positions altered with Shahan becoming company president, Kate becoming VP, and George becoming secretary and treasurer. George and Kate then moved back to Detroit in 1932. Shahan stayed in Syracuse and served as company president for many more years.

George continued managing the Steel Treating Equipment Company in Detroit, and from there, George and Kate Nixon continued their association with Nixon Gear and Machine Company as secretary and treasurer and VP, respectively, until 1941.

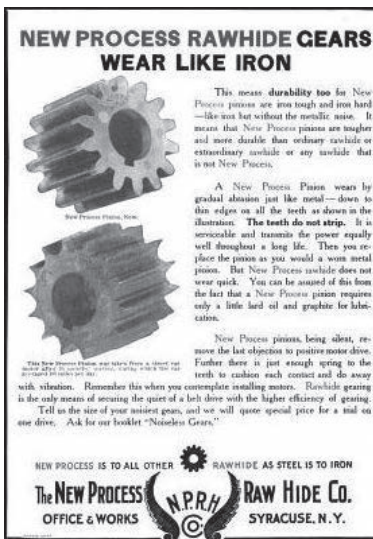
In the mid-1950s, Nixon Gear and Machine Company placed an ad in the *Syracuse Herald-Journal* newspaper touting its growth and success and allying itself with the progress achieved by Central New York. The company expanded and purchased more equipment to meet the demand for its products and services: thread milling, worm wheels, and helical, worm, bevel, and spur gears. The ad also described Nixon Gear and Machine Company as the exclusive Central New York distributor for diamond roller chain and sprockets, as well as asserting that the company was in the "enviable position of being able to fulfill the requirements of any gearing problem regardless of complexity or size of order." In 1955, the company offered "precision flame hardening of all types of gears."

On Jan. 1, 1956, company president, John E. Shahan, Sr., announced that he thought Nixon Gear



Syracuse Gears Ad by First Trust & Deposit Co - January 24, 1932.

PHOTO CREDIT: OHA COLLECTION



1911 Rawhide Gear Ad from Textile World Record.

PHOTO CREDIT: OHA COLLECTION



THIS WEEK'S SPECIAL REPORT:

# CONSTRUCTION/SUB-CONTRACTORS



Construction work continues on the upcoming Salt City Market at 484 S. Salina St. in Syracuse. Its completion and opening are now expected in early January.

ERIC REINHARDT / CNYBJ

## Salt City Market opening pushed back to early 2021 on pandemic-related equipment delay

BY ERIC REINHARDT  
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SYRACUSE — A pandemic-related equipment delay has pushed back the upcoming opening of the Salt City Market, which remains under construction at 484 S. Salina St. in downtown Syracuse.

A factory in Texas, which is assembling the equipment, has been operating at 50 percent capacity, which resulted in the delay, Maarten Jacobs, the project's executive director, tells CNYBJ in an Oct. 27 email.

"As a result, we are about six weeks behind," he adds.

Jacobs also serves as director of community prosperity with the Allyn Family Foundation, which has offices in Syracuse and Skaneateles.

### Construction effort

The Salt City Market — a \$24 million mixed-use project — is a design-build project by Syracuse-based VIP Structures, says Jacobs.

Subcontractors on the project include Rauli & Sons, Inc., which is handling the steel work, and Century Heating & Air Conditioning Inc., which is doing the heating, ventilation, and air-conditioning work on the project.

They also include Paragon Environmental Construction of Brewerton, which is handling the sitework and con-

crete elements; Phoenix Electric of CNY Inc., which is doing the electrical work; and BR Johnson Inc. of DeWitt, which is responsible for the doors on the project, according to Jacobs.

The Salt City Market construction effort continued throughout the state's pandemic restrictions this past spring. The project qualified as an essential construction project because it includes affordable housing, according to Jacobs.

VIP Structures also partnered with Environmental Design & Research, Landscape Architecture, Engineering, & Environmental Services, D.P.C. of Syracuse, along with New York City-based iCRAVE and Minneapolis, Minnesota-based Snow Kreilich to design the interior food hall and the exterior shell, respectively.

The Allyn Family Foundation is financing the effort, using a line of credit against the foundation's endowment, according to Jacobs. Once the project is complete, the foundation will shift to permanent financing, he adds.

"We created a separate nonprofit called the Syracuse Urban Partnership to do the project and manage it and to own the building," says Jacobs.

### About the project

The two anchor tenants in the 78,000-square-foot, four-story building are the Syracuse Cooperative Market and Salt City Coffee. Other tenants in-

clude food entrepreneurs like SOULutions Sley's Southern Cuisine, Big in Burma, Firecracker Thai Kitchen, Pie's The Limit, Cake Bar, Erma's Island providing "Jamaican dining at its best," Mamma Hai, and Miss Prissy's, per the market's website.

In addition, the tenants include Baghdad, a Middle Eastern restaurant, and Farm Girl / Catalpa Flowers, a micro stall serving cold-pressed juices and smoothies and selling flower bouquets.

In addition to the food merchants, the first floor of the Salt City Market will include a 2,100-square-foot grocery store, as well as a coffee shop that transitions to a bar in the afternoon/evenings.

The Allyn Family Foundation wanted to take an "underutilized or blighted" corner of the downtown area and "revitalize it," says Jacobs.

The organization saw progress happening in downtown and wanted to be a "connector" between the revitalization of downtown and some of the neighborhoods that "could be poised for revitalization but haven't been to date," referencing some neighborhoods along South Salina Street and West Onondaga Street.

"That's really why we selected that location," he says.

Besides the food-related tenants, the Salt City Market will also include 26 apartments and space for the Allyn Family Foundation.

"With our apartments, we've been really

intentional to make sure that there's affordable units that will always be affordable to lower-income individuals and we'll also have market-rate apartments as well," says Jacobs.

The main part of the building is the first floor and the food hall, which is intended to "create wealth-building opportunities primarily for entrepreneurs of color."

The Salt City Market allows entrepreneurs to start in a small space, test out their business, build it, and decide if that's what they want to do.

"That's really the focus of the first floor and just creating a space where people can come together and eat and have a new space in Syracuse," says Jacobs.

### Project origin

The Salt City Market is based on a model built by the Neighborhood Development Center (NDC) located in Minneapolis.

The nonprofit NDC has helped start more than 400 businesses in the Twin Cities region. Many of those business launched in the Midtown Global Market, a large public market owned and managed by NDC.

NDC has "long had a connection to Syracuse" through its partnership with the Upstart program, which CenterState CEO operates. Through that existing relationship, the Allyn Family Foundation teamed up with CenterState CEO and NDC to develop a "similar concept" for the food hall that is under construction in Syracuse. ■



# Welliver recognized for preservation work on Cornell fraternity house

BY ERIC REINHARDT  
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ITHACA — Welliver, a construction firm based in Montour Falls, announced that it was recently recognized for its work in the reconstruction and preservation of the Delta Kappa Epsilon (DKE) house on the campus of Cornell University.

Historic Ithaca Inc. presented the 2020 Preservation Award in front of the fraternity house in Ithaca, Welliver announced on Oct. 7.

Welliver, located at 250 North Genesee St. in Montour Falls, is a provider of construction services in New York state and northern Pennsylvania. Welliver describes itself as a fifth-generation, family-owned company, supported by a team of construction professionals, project managers, and subcontractors.

Historic Ithaca annually presents awards for restoration and preservation projects within Tompkins County. Nominations are reviewed by a panel of preservation professionals, and awards

are made based on criteria such as the long-term preservation of the building; adherence to basic preservation principles; and the project's impact on the surrounding community.

"Welliver has been constructing communities for about as long as the Delta Kappa Epsilon House has been around," Anne Welliver-Hartsing, company president, said in a release. "We applaud Historic Ithaca for being champions in preserving buildings and maintaining their historical significance in the community. It's an honor for Welliver to be part of this project and help to preserve the County's history and heritage."

The Delta Kappa Epsilon house was built in 1893 and was listed on the *National Register of Historic Places* in 1991. It was designed by William Henry Miller to serve as a fraternity house, with plans to originally house 16 students.

Two sides of the exterior were clad with marble from the St. Lawrence Marble Company of Gouverneur in northern New York.



PHOTO CREDIT: WELLIVER

Historic Ithaca Inc. presented its 2020 Preservation Award to Welliver of Montour Falls for its work in reconstruction and preservation of the Delta Kappa Epsilon house at Cornell University, pictured above.

Together with Lacey Thaler Reilly Wilson Architecture & Preservation, LLP of Albany, Welliver reconstructed the deteriorated granite stairway, entrance, and front porch of the DKE house. The reconstruction included removing and labeling all existing granite stones and stair treads and storing off site while all back-up walls and existing drainage were demolished and reconstructed. After pouring new backup walls, crews reset all stones and treads, and fabricated and installed new

wood and bronze handrails.

"Leading the construction team and witnessing the revival of this historic structure was a very rewarding experience," Jake Perno, project manager at Welliver, said. "Preserving historic buildings and structures like the Delta Kappa Epsilon house is what gives Ithaca its character and sense of community. Our skilled tradespeople are trusted experts in performing preservation work. We are proud to be recognized for this initiative."

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PHOTO CREDIT: CBRE

## Binghamton University to convert former Gannett printing plant into a library annex

BY JOURNAL STAFF  
news@cnybj.com

JOHNSON CITY — The former Gannett newspaper-printing plant in Johnson City was recently sold to the Binghamton University Foundation for \$4.5 million.

The 97,000-square-foot building, situated on 10 acres at 10 Gannett Drive, was purchased by the foundation, the fundraising arm of the university. Rick Searles and Peter

Finn of the real-estate firm, CBRE, exclusively represented Gannett Satellite Information Network, LLC in the transaction.

Binghamton University plans to use the structure as a library annex.

The building was constructed in 2006 and served as Gannett's Central New York production facility until mid-2018, when the company shifted printing to Rochester. The structure has been vacant since then.



# Earlville Opera House to use grant to renovate storefront for rental income

BY ERIC REINHARDT  
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EARLVILLE — The Earlville Opera House (EOH) will use \$15,000 in grant funding to renovate one of the storefronts in its facility for a tenant that can generate rental income for the organization.

EOH announced on Oct. 23 it had received a \$15,000 capital grant from the Pickert-Hickok Fund of the Community Foundation for South Central New York's (CFSCNY) fall arts cycle.

"The renovation of this historic storefront space began as an incentive to attract a new business to downtown Earlville in an attempt gain rental income to help the future sustainability of the Earlville Opera House, and in addition, act as a catalyst for revitalization of Earlville's downtown business core," Michelle Connelly, executive director of the Earlville Opera House, tells CNYBJ.

The Earlville Opera House is located at 18 E. Main St. in Earlville.

EOH wanted to pursue the renovation work in March but

had to delay the effort with the start of the COVID-19 pandemic, which stopped the organization's operations, Connelly notes.

"However, in early fall, we had a group of three women express interest in renting the space for their collective sales of 'everything you never thought you wanted' in their new commercial venture named The 3 Olde Hags," she adds.

The interest resulted in the EOH's pursuit of the capital grant to finish the renovations.

Connelly credits a group of volunteers who "continue to give their time and expertise to shepherd this project through to completion."

The volunteers include architects, electricians, plumbers, construction contractors, engineers, and community planners, she noted.

"A paid local contractor will be used for an overhaul of the electric system," Connelly tells CNYBJ.

EOH will use the grant funding to restore the storefront to a rentable space. The work will include the installation of an elec-



The Earlville Opera House will use \$15,000 in grant funding to complete renovation work on one of its storefronts for an upcoming tenant to help generate rental income for the performing-arts organization.

PHOTO CREDIT: EARLVILLE OPERA HOUSE

tric heating system, replacing old plumbing, upgrading the electric system and circuits, new lighting, ceiling repair, floor finishing, and painting.

"Arts and cultural organizations are having a tough time during the pandemic. Many have shut their doors entirely, others are seeking new revenue streams after canceling exhibits and performances. So we instituted a \$100,000 arts grants cycle this year," the CFSCNY said. "Earlville Opera House Arts Center just received a \$15,000 grant for renovation of one of their store fronts, bringing much needed rental income to the or-

ganization."

CFSCNY serves a five-county region that includes Broome, Chenango, Delaware, Otsego, and Tioga counties. Since its inception in 1997, CFSCNY has awarded more than \$12 million in grants to nonprofits, schools, and municipalities in its service area.

## About the Earlville Opera House

The EOH was founded in 1972 as a nonprofit, volunteer-based, community-service organization with a dual mission to promote the arts in a rural region of Central New York by offering programs of

cultural, educational, and historical significance, and to preserve and restore the architectural and historic integrity of the EOH, a unique second-story theater constructed in 1892.

EOH programs include a wide range of eclectic, culturally diverse visual and performing-arts programs represented through rotating gallery exhibitions, a live performance series, arts workshops, classes, and arts-education opportunities for all populations.

The EOH was named to the *National Register of Historic Places* in 1974, the organization said.



PHOTO CREDIT: CBRE

# Glacier Creek Office Park to get two new medical tenants

BY JOURNAL STAFF  
news@cnybj.com

DeWITT — The New York Spine & Wellness Center and Syracuse Orthopedic Specialists (SOS) both recently leased space in the Glacier Creek Office Park at 6711 Towpath Road in DeWitt.

Peter Finn, executive VP, and Bill Anninos, senior broker, of CBRE represented the landlord on these two lease transactions, which covered a total of 29,632 square feet of office space. The owner of

the property is listed as Towpath Holding LLC, according to Onondaga County's on-line property records. Len Brown, of JF Real Estate, represented the tenants.

Both the New York Spine & Wellness Center and SOS will jointly utilize the surgery center, providing both pain-management treatment and orthopedic surgical care. Glacier Creek will also serve as the east-side clinical office for New York Spine & Wellness. The two offices are expected to open on or about Dec. 1, according to CBRE.

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# Syracuse airport installs faster exit portals in \$1.5 million project

BY ERIC REINHARDT  
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SYRACUSE — Syracuse Hancock International Airport recently unveiled the first part of a project that installed new high-tech exit portals in terminal B that should make it faster for passengers to leave the terminal.

“What you see here is the first phase of it. Right now, the other side of the airport, the other exit is being worked on. That will be completed before the Thanksgiving rush,” Jason Terreri, executive director of the Syracuse airport, noted in remarks during an Oct. 23 formal-opening ceremony.

The project cost about \$1.5 million, Terreri added.

Hancock purchased the exit lanes from Monroe, North Carolina-based Record-USA.

RJ Ortlieb Construction Co. served as the general contractor on the project, the Syracuse Regional Airport Authority (SRAA) tells CNYBJ. Patricia Electric Inc. of Syracuse was the electrical contractor.

Then, under the contract, Record USA handled its own installation and commissioning of the system, the SRAA said.

As for the purpose of the exit portals, the Syracuse airport

addresses that question on its website in a section with “frequently asked questions” about exit portals.

“The exit portals allow passengers to exit the airport concourse safely and expeditiously, while preventing unauthorized individuals from entering the secure area of the airport. They also eliminate the need for law enforcement or other security personnel to monitor the exit lanes,” per the airport.

In the past, passengers had complained to airport officials that the prior exit tubes were too slow and they saw it as something the facility would have to fix.

“So, we had been planning on doing an exit-portal program replacement and then the pandemic hit, which dramatically reduced all of our traffic here at the airport and put a stop to most of ... our projects,” Terreri said.

The airport had to fix its exit-lane technology “for a couple reasons,” the airport director noted. The facility needed to provide a “more efficient and a safe” option for people traveling out of the airport. And officials at the Syracuse airport wanted to make sure they provide the “best customer experience for everybody.”



Jason Terreri, executive director of Syracuse Hancock International Airport, on Oct. 23 spoke with reporters and others gathered after the airport unveiled the first part of its new exit portal system.

ERIC REINHARDT / CNYBJ

In April, the federal government awarded Syracuse Hancock International Airport a \$13 million grant through the CARES Act.

“[Without that], this project would not have been possible as well as just the normal continued day-to-day operations as our numbers have been down,” Terreri said.

Even as the pandemic continues, passenger traffic “is returning” to the Syracuse airport, he said. Each month, the facility is adding new flights and more capacity back into the market and the airport is “ready to welcome

passengers back in.”

In 2019, the Syracuse airport had about 2.5 million passengers come through the facility, Terreri said. “That’s a three-decade record,” he noted.

The new exit portals have increased capacity at the airport, so as the traveling public returns and “we exceed the 2019 levels that we had, we will not have any delays of passengers coming out of the airport,” Terreri contended.

The new portals use sensors that detect passengers and open the doors automatically to allow them to exit the terminal. An

alarm will sound if anyone tries to enter from the unsecured part of the airport or stops and turns around during the exit process.

The exit portals have “often been a conversation piece,” Jo Anne Gagliano, chair of the SRAA board of directors, said in her remarks.

“Now, we have a way to be secure and also provide convenience for people to move through” the airport more freely and efficiently, she said. “We are extremely appreciative ... of the CARES Act that allowed this project to take place as it was planned this year,” Gagliano added. ■

## Menard Group seeks to boost upstate business with new Syracuse-area hire

BY ERIC REINHARDT  
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SYRACUSE — Menard Group USA says it has hired Nathan McLean as a regional sales engineer for the upstate New York region.

McLean is based in the Syracuse area. The company is still pursuing office space locally, Diana Walsh, marketing coordinator for Menard Group USA, tells CNYBJ in an email.

Menard Group USA is headquartered in Carnegie, Pennsylvania, in the Pittsburgh area.

The company has been working in the upstate New York region “for years” with several field personnel from the area, Walsh notes.

McLean, a professional engineer, is responsible for business development, estimating, and sales on both public and



McLean

private projects throughout the upstate New York region.

“We are excited to have Nathan join our team and look forward to doing more work in upstate New York,” Miranda Slomkowski, regional sales manager in Menard’s Pittsburgh office, said in a statement.

Slomkowski is also a native of the Finger Lakes region and was “actively looking” for a local sales engineer to further build this market for Menard Group,

before eventually hiring McLean, Walsh said.

Prior to Menard Group, McLean spent 15 years as a geotechnical consultant working on a variety of transportation and building projects throughout the eastern portion of the U.S.

He holds a bachelor’s degree from Clarkson University and a master’s degree in civil engineering, focusing on geotechnical engineering from Norwich University in Northfield, Vermont. ■



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# CNY, WNY reps appointed to carpenters union executive board

BY ERIC REINHARDT  
ereinhardt@cnybj.com

The North Atlantic States Regional Council of Carpenters (NASRCC) on Oct. 15 announced the appointment of James Mason, local 277 council representative, and Jomo Akono, local 276 council representative in the Buffalo area, to the executive board.

Local 277 has offices in Syracuse, Utica, Binghamton, and Horseheads, per its website.

The North Atlantic States Regional Council represents more than 28,000 people employed by residential and commercial general contractors and carpentry subcontractors in the region, per its Oct. 15 news release.

## About Mason

Mason holds many positions within the carpenters union, including Central New York team lead, president of local 277, delegate to the NASRCC, trustee and financial committee member on the labor management fund, and trustee to the annuity fund.

Mason began his career as an apprentice for Diment Construction Co. of Oswego, earning the “Golden Hammer” designation when he graduated from his apprenticeship and leaving as a superintendent. He then went on to work for the engineering firm O’Brien & Gear for seven years as the sole superintendent on the Onondaga Lake cleanup project, where he built water treatment plants and installed collection systems. Mason was also part of the emergency communications restoration team at Ground Zero after the 9/11 attacks on the World Trade Center.

In addition to his work with the carpenters, Mason is a facilitator for the workforce-development committee for the Interstate 81 project in Syracuse, as well as a committee member on the City of Syracuse Residency Workforce Committee. He also sits on the OCM BOCES curriculum advisory committee for Onondaga-Cortland-Madison Board of Cooperative Educational Services (OCM BOCES) as well as the curriculum advisory committee for the Center for Instruction, Technology & Innovation (CITI BOCES) for Oswego County in Mexico.

Mason is a third-generation carpenter, a husband, and a father of five boys, two of whom are planning to follow in his

footsteps to pursue a career in carpentry.

“As council representative for Central New York, Jim Mason demonstrates what it means to lead by example, expanding opportunities for others and



North Atlantic States Regional  
COUNCIL of CARPENTERS

showing up for the community,” Bill Banfield, assistant executive secretary-treasurer of NASRCC, said. “Jim exemplifies the values that drive our organization and we are pleased to welcome him to the

executive board. We look forward to working with Jim to strengthen our organization and to empower the next generation of our workforce.”

## About Akono

Akono is a council representative for NASRCC in Western New York. He has played an integral role in outreach efforts for the organization in that part of the state, “especially in the Buffalo community.”

He leads efforts to diversify local 276, to represent local demographics, and to increase the number of women in the trade through special pre-apprenticeship initiatives, such as the Sisters in the Brotherhood program.

Akono has established community relationships by working with organizations such as Juneteenth and the Urban League, to bring visibility to community members about the career opportunities that are provided throughout the organization.

As a second-generation carpenter who grew up in the city of Buffalo, the opportunity for Akono to become a union carpenter “changed his life and now he is giving back to the community and helping others to educate them about a possible life-changing career opportunity.”

In addition, Akono has a local, weekly community radio show called “Access to A-Free-Ka,” per the release.

“As Council Representative for Western New York, Jomo Akono embodies the future of the labor movement and the building trades. Over the years, he has taken on greater leadership roles within the organization and the community and we are pleased to welcome him to the Executive Board. Through his hard work and his commitment to the community, Jomo represents the best of the new generation of union leadership,” said Banfield.

## About NASRCC

NASRCC says work performed by carpenters includes wood framing, concrete, interior metal framing and drywall, ceilings, window installation, flooring, doors and hardware, finish/trim, mill work and furniture installation, pile driving, marine construction, and diving.

The union “prides itself on offering the most comprehensive apprenticeship and life-long skills upgrade training to members at 18 locations,” per the release. Curriculum is developed by the United Brotherhood of Carpenters with industry experts and often shared with vocation-

## ASK THE EXPERT

### Year-End Tax Planning Strategies for Businesses



Mickel Pompeii CPA, CDA,  
Tax Partner, Dannible & McKee, LLP

Amid the chaos of the COVID-19 pandemic, the resulting economic downturn and civil unrest, businesses are on their yearly search for ways to minimize their tax bills—and realizing that some of the typical approaches aren’t necessarily well-suited for this year. Understanding the opportunities that have arisen, thanks to federal tax relief legislation, is key to developing a tax strategy that will put you on the right track as a new year begins.

#### Tax considerations for year-end planning for businesses:

**Accelerate AMT Refunds.** When the Tax Cuts and Jobs Act (TCJA) repealed the corporate alternative minimum tax (AMT), it allowed corporations to claim all their unused AMT credits in the tax years beginning in 2018 and through 2021. The Coronavirus Aid, Relief, and Economic Security (CARES) Act accelerates this timeline, allowing corporations to claim all remaining credits in either 2018 or 2019, opening the door to immediate 100% refunds for excess credits.

**Use Current Losses for Quick Refunds.** The CARES Act resurrected a provision allowing businesses to use current losses against past income for immediate refunds. Net operating losses (NOLs) arising in tax years 2018, 2019 and 2020 can be carried back five years for refunds against prior taxes. These losses can even offset income at the higher tax rates in place before 2018.

#### Retroactive Refund for Bonus Depreciation.

The CARES Act fixed a drafting error in the TCJA that left qualified improvement property (QIP), generally interior improvements to nonresidential real property, ineligible for bonus depreciation. The fix is retroactive, so you can fully deduct qualified improvements dating back to January 1, 2018, which may offer relatively quick refunds.

**Payroll Tax Deduction.** The CARES Act allows employers to defer paying their 6.2% share of Social Security taxes for the rest of 2020. Half of the deferred amount is due by December 31, 2021, with the other half due by December 31, 2022. This provides a great liquidity benefit, but taxpayers should consider the impact on deductions before the end of the year.

These tax-planning considerations are just the start. There are many other important opportunities, and lawmakers are still considering further stimulus and economic recovery legislation. It’s possible some of the benefits above are enhanced, and new benefits may be offered.

Check out the online edition of “Ask the Expert” on *CNY Business Journal’s* website for a more in-depth discussion on these considerations. For additional tax and financial updates, register for **Dannible & McKee’s Virtual Tax & Financial Planning Conference** at [www.dmcipas.com/events](http://www.dmcipas.com/events).

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# Lockheed Martin Owego awarded \$194 million contract modification

BY JOURNAL STAFF  
news@cnybj.com

OWEGO — Lockheed Martin Corp.’s (NYSE: LMT) Owego plant has been awarded a nearly \$194 million contract modification to a previously awarded firm-fixed-price contract.

This modification adds a \$180 million “not-to-exceed, undefined line item for the production and delivery of four MH-60R

aircraft,” according to an Oct. 26 Defense Department contract announcement. It also exercises an almost \$14 million option to procure three airborne low-frequency sonars in support of the government of Greece.

Work on this contract will be performed in Owego (49 percent); Stratford, Connecticut (37 percent); Troy, Alabama (7 percent); Brest, France (6 percent); and Portsmouth, Rhode

Island (1 percent). It’s expected to be completed in February 2025, according to the contract announcement.

Foreign-military sales funds totaling nearly \$44 million will be obligated at the time of award, none of which will expire at the end of the current fiscal year. The Naval Air Systems Command in Patuxent River, Maryland, is the contracting authority.



PHOTO CREDIT: LOCKHEED MARTIN



# CREDIT UNIONS

## Ranked by No. of CNY Branches

Rank	Name Address Phone/Website	No. CNY Branches No. Total Branches	Total Assets: 2020 2019	Total Shares & Deposits Total Loans	Members FT Employees	Top Executive	Year Chartered
1.	<b>Visions Federal Credit Union</b> 24 McKinley Ave. Endicott, NY 13760 (607) 754-7900/visionsfcu.org	27	\$4.95B	\$3.8B	213,005	Tyrone Muse, President & CEO	1966
		51	\$4.24B	\$3.01B	604		
2.	<b>Empower FCU</b> 1 Member Way Syracuse, NY 13212 (315) 477-2200/empowerfcu.com	23	\$2.29B	\$2.05B	213,956	John Wakefield, President & CEO	1939
		28	\$1.88B	\$1.75B	537		
3.	<b>AmeriCU Credit Union</b> 1916 Black River Blvd. Rome, NY 13440 315.356.3000/americu.org	19	\$2.06B	\$1.86B	139,312	Ronald Belle, President/CEO	1950
		20	\$1.67B	\$1.74B	325		
4.	<b>Northern FCU</b> 138 Factory St. Watertown, NY 13601 (315) 782-0155/mynorthern.com	10	\$358.04M	\$324.12M	32,708	Daniel St. Hilaire, President & CEO	1955
		10	\$272.14M	\$311.17M	127		
5.	<b>CFCU Community Credit Union</b> 1030 Craft Road Ithaca, NY 14850 (607) 257-8500/mycfcu.com	10	\$1.2B	\$1.02B	73,439	Lisa Whitaker, President & CEO	1953
		10	\$1.1B	\$831.42M	192		
6.	<b>GPO FCU</b> 4311 Middle Settlement Road New Hartford, NY 13413 (315) 724-1654/gpofcu.com	8	\$353.14M	\$320.12M	32,884	Nicholas Mayhew, President & CEO	1978
		8	\$295.92M	\$196.36M	82		
7.	<b>Syracuse Cooperative FCU</b> 800 N. Salina St., Suite 200 Syracuse, NY 13208 (315) 473-0206/cooperativefederal.org	7	\$30.22M	\$27.83M	5,065	Christina Suave, CEO	1982
		7	\$26.32M	\$21.3M	23		
8.	<b>SEFCU</b> 721 S. Crouse Ave. Syracuse, NY 13210 (800) 727-3328/sefcu.com	6	\$4.68B	\$4.32B	355,059	Michael J. Castellana, President & CEO	1934
		53	\$3.99B	\$2.64B	898		
9.	<b>The Summit FCU</b> 1400 Erie Blvd. E. Syracuse, NY 13210 (315) 478-4325/summitfcu.org	6	\$1.09B	\$989.02M	87,922	Laurie Baker, President & CEO	1941
		17	\$988.95M	\$914.46M	229		
10.	<b>Compass FCU</b> 131 George St. Oswego, NY 13126 (315) 342-5300/compassfcu.com	6	\$73.34M	\$61.89M	7,122	Jennifer Rupert, CEO/Manager	1966
		8	\$60.36M	\$36.64M	12		
11.	<b>Oswego County FCU</b> 90 E. Bridge St. Oswego, NY 13126 (315) 343-7822/oswegofcu.org	6	\$111.73M	\$104.58M	12,478	William Carhart, Manager/CEO	1975
		6	\$95M	\$76.65M	39		
12.	<b>SECNY Federal Credit Union</b> 4727 W. Seneca Turnpike Syracuse, NY 13215 (315) 469-5599/secny.org	5	\$230.37M	\$207.81M	15,627	Walter M. Bobesky, President & CEO	1971
		6	\$201.96M	\$126.94M	55		
13.	<b>Corning Federal Credit Union</b> 1100 Clemens Center Parkway Elmira, NY 14901 (800) 677-8506/corningcu.org	5	\$1.71B	\$1.55B	115,564	Gary Grinnell, President & CEO	1936
		20	\$1.48B	\$1.31B	350		
14.	<b>Access FCU</b> 6 Franklin Ave. Clinton, NY 13323 (315) 557-1000/accessfcu.org	5	\$211.55M	\$193.45M	22,800	Thomas L. Owens, President & CEO	1947
		7	\$183M	\$138.27M	35		
15.	<b>First Source FCU</b> 4451 Commercial Drive New Hartford, NY 13413 (315) 735-8571/fsource.org	5	\$747.92M	\$672.74M	51,672	Thomas Neumann, President/CEO	1938
		5	\$627.07M	\$613.78M	190		
16.	<b>UHS Employees FCU</b> 33-57 Harrison St. Johnson City, NY 13790 (607) 763-6565/cuonlineuhs.org	4	\$21.85M	\$19.83M	3,324	Kay L. Murray, CEO	1974
		4	\$20.27M	\$11.1M	10		
17.	<b>SeaComm Federal Credit Union</b> 30 Stearns St. Massena, NY 13662 (315) 764-0566/seacomm.org	4	\$645.94M	\$537.52M	49,456	Scott Wilson, President & CEO	1963
		7	\$558.14M	\$341.41M	124		
18.	<b>Horizons FCU</b> 120 Main St. Binghamton, NY 13905 (607) 724-5876/horizonsfcu.com	4	\$124.85M	\$112.32M	12,018	Mario DiFulvio, President/CEO	1937
		4	\$112.22M	\$91.84M	30		
19.	<b>St. Lawrence FCU</b> 800 Commerce Park Drive Ogdensburg, NY 13669 (315) 393-3530/stlawrfcu.com	4	\$182.23M	\$158.67M	10,946	Todd R. Mashaw, CEO	1954
		4	\$164.17M	\$130.73M	42		
20.	<b>Auburn Community FCU</b> 65 Wright Circle Auburn, NY 13021 (315) 253-2934/auburnfcu.com	3	\$106.01M	\$93.62M	7,966	Saverio (Sam) A. Scro, Manager/CEO	1936
		3	\$96.13M	\$25.64M	15		
21.	<b>First Heritage Federal Credit Union</b> 1100 Clemens Center Parkway, Suite 6 Elmira, NY 14901 (607) 734-0231/fhfcu.org	3	\$555.16M	\$501.21M	43,961	Thomas J. Pisano, President & CEO	1954
		10	\$488.8M	\$382.78M	130		
22.	<b>Sidney FCU</b> 65 Genesee St. Greene, NY 13778 (877) 642-7328 /sfcuonline.org	3	\$584.84M	\$504.53M	53,730	Jim H. Reynolds, President/CEO	1949
		9	\$521.5M	\$425.19M	158		
23.	<b>Westar FCU</b> 2565 Hambletonian Way Camillus, NY 13031 (315) 672-7827/westarnet.com	3	\$32.43M	\$29.42M	2,713	Karen F. Grabowski, President/CEO	1963
		3	\$29M	\$13.08M	7		

# THE LIST

Research by Vance Marriner  
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## Just Missed the List:

ACMG Federal Credit Union	2
CORE FCU	2
GHS FCU	2
Mohawk Valley FCU	2
Nucor Employees Credit Union	2
Rome Teachers FCU	2
State CS Employees FCU	2

## Upcoming Lists:

- November 9  
Nonprofits – Health, Human,  
Social Services
- November 16  
Commercial Builders & Contractors

## ABOUT THE LIST

Information is from the NCUA 5300 report and credit union websites. Current year financial data is through 9/30/20. Additional data for this list came from previously reported information from other lists. While *The Business Journal* strives to print accurate information, it is not possible to independently verify all data submitted. We reserve the right to edit entries or delete categories for space considerations.

Central New York includes Broome, Cayuga, Chemung, Chenango, Cortland, Herkimer, Jefferson, Lewis, Madison, Oneida, Onondaga, Oswego, St. Lawrence, Seneca, Tioga, and Tompkins counties.

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WANT TO BE ON THE LIST?  
If your company would like to be considered for next year's list, or another list, please email vmarriner@cnybj.com



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# Barrett's confirmation to the Supreme Court is a triumph for the Constitution

Justice Amy Coney Barrett's confirmation to the Supreme Court is a great victory for the U.S. Constitution. It is another great victory for constitutional government. Most Americans agree with Justice Barrett that the Supreme Court should apply the law as it is written and leave the legislating to the people's elected representatives.



TOM FITTON  
*Opinion*

We are grateful that the Senate rejected the leftist attacks on Justice Barrett and moved to solidify a conservative majority on the Supreme Court. As she testified at

her confirmation hearings, Justice Barrett rejected the idea that judges should be political activists, by saying: "I interpret the Constitution as a law, that I interpret its text as text and I understand it to have the meaning that it had at the time people ratified it. So that meaning doesn't change over time. And it's not up to me to update it or infuse my own policy views into it."

As an immediate priority, Justice Barrett and the rest of Supreme Court should reject the Left's desperate efforts to use the courts to undermine election security and rig the elections.

*Tom Fitton is president of Judicial Watch, Inc., which describes itself as a conservative, non-partisan educational foundation, which promotes transparency, accountability, and*

"Most Americans agree with Justice Barrett that the Supreme Court should apply the law as it is written and leave the legislating to the people's elected representatives."

*integrity in government, politics, and the law. This is article is drawn from a news release the organization issued on Oct. 26.*

# The Power of the Minority

As the United States Senate held hearings and debated the nomination of Judge Amy Coney Barrett to the Supreme Court, attention understandably focused on the policy implications of a likely 6th conservative vote. What received less notice was an important political fact: Barrett's confirmation will mean a majority of the Supreme Court will have been put there by senators representing a minority of the American people.



LEE HAMILTON  
*Opinion*

Four justices on the Court already — Clarence Thomas, Samuel Alito, Neil Gorsuch, and Brett Kavanaugh — were confirmed by a Senate "majority" put in office by fewer voters than the senators who opposed them. Barrett is now the fifth.

In fact, the ideal of "majority rule" in the U.S. is mostly window-dressing these days. The people in power as we head toward the November general election increasingly do not represent the will of the American people.

This starts at the top. Of the last three presidents, neither President Trump nor, in his first term, George W. Bush won more votes than their opponents. In a country where ultimate political control is supposed to lie with the majority of citizens, this is an odd result. People in other countries have a hard time grasping how the Electoral College could produce such an outcome.

In the Senate, the Republican senators now in control represent not just a minority of the country's population, but also a minority of its economic activity (as measured by GDP) and of its tax revenues. The Senate has never been democratic,

since small states from the very beginning have had the same number of senators as large states. Yet now we're at the point where the makeup of the Supreme Court for the foreseeable future will be determined by a group of politicians who, as Vox pointed out recently, received 13 million fewer votes than their colleagues across the aisle.

The one federal body that does reflect a majority of the country at the moment is the House of Representatives. Oddly, though, there is an exception to this: If neither Donald Trump nor Joe Biden is able to win an outright majority of the Electoral College, the decision gets thrown to the House. This hasn't happened since 1876. And if it does, the decision will be made by each state's delegation, with each state getting a single vote. Since Republicans control 26 state delegations and Democrats 22 (Pennsylvania is tied; Michigan has seven Democrats, six Republicans, and one independent), it opens the real possibility of a president installed by a House minority.

So the U.S. finds itself in an uncomfortable situation: Our basic institutions no longer reflect majority rule. In the past, when bipartisanship was considered a congressional value and the Senate majority paid greater attention to trying to accommodate the views of the minority, this might not have mattered as much. But politics is fought with bare knuckles these days, and political power is seen as bestowing the ability — and hence, the right — to ram through legislation and court nominees.

The most likely solution to all this is at the ballot box. That is certainly what Americans expect. But there is also increasing talk of alternatives. Some politicians and activists are pushing to eliminate the Electoral College. In fact, a bipartisan majority of the House tried just that in

"The most likely solution to all this is at the ballot box."

1969, only to have it killed by a filibuster of senators from small states. More radically, the late John Dingell of Michigan, the longest-serving House member ever, came to believe that the Senate itself should be abolished; as he would point out, the largest state in the country gets just two seats, while the smallest 20 states, whose combined population is still smaller, get 40 seats.

Daunting procedural obstacles stand in the way of reforming the governing structure of this country so that it better represents the majority of voters. And ensuring attention to the rights and political interests of the political minority is baked into both our Constitution and Americans' enduring sense of political fairness and decency. But if this minority-rule pattern continues and U.S. political and judicial leadership no longer represents a majority, one has to wonder, with Lincoln, how long such a country can endure.

*Lee Hamilton, 89, is a senior advisor for the Indiana University (IU) Center on Representative Government, distinguished scholar at IU Hamilton Lugar School of Global and International Studies, and professor of practice at the IU O'Neill School of Public and Environmental Affairs. Hamilton, a Democrat, was a member of the U.S. House of Representatives for 34 years (1965-1999), representing a district in south central Indiana.*



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# BUSINESS CALENDAR

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## NOVEMBER 4

■ **2020 40 under Forty Awards** virtual event honoring outstanding young professionals in Central New York. Check out the winners and more information at <https://www.cnybj.com/2020-40-under-forty-awards/> or contact Jill Allen at (315) 579-3917 or email: [jallen@bi-zeventz.com](mailto:jallen@bi-zeventz.com)

## NOVEMBER 5

■ **13th Annual CNY BEST Talent Development Awards Virtual Ceremony** from 4-5:30 p.m. The interactive virtual event will offer networking, recognitions, and awards. The keynote speaker will be Robert M. Simpson, president and CEO of CenterState CEO. Cost is \$50. For more information, call (315) 546-2783 or email: [info@cnyatd.org](mailto:info@cnyatd.org).

## NOVEMBER 11

■ **Employee Learning Awareness Virtual Information Session** from 12-1 p.m. CNY ATD will hold an information session to discuss the importance of highlighting employee learning and for sharing ideas on shining the spotlight on employee learning in organizations. No cost to participate. For more information, call (315) 546-2783 or email: [info@cnyatd.org](mailto:info@cnyatd.org).

## NOVEMBER 12

■ **Dannible & McKee's 2020 Tax & Financial Planning Conference (virtual event)** from 12-5 p.m. This year is shaping up to be one of the most interesting tax years in a long time, and with all the changes in legislation, it's critical to stay up to date to avoid unpleasant surprises. Dannible says it will provide valuable insight on recent tax, accounting, and financial changes, along with highlights of the opportunities and challenges that businesses and individuals may face this year. Continuing Professional Education (or CPE) credit will be provided. No charge to participate. For more information and to register, visit: <https://www.dmcpas.com/events/tfpcconference/>

## NOVEMBER 13

■ **GWNC Chamber Nature & Networking** event from 8:30-10 a.m. at Black River Trail in Watertown. Event provides an informal opportunity for Greater Watertown-North Country Chamber of Commerce members and non-members to network while enjoying the fresh, North Country air. Attendance fees have been covered by sponsor, Jefferson County Economic Development. Pre-registration is required and social distancing will be enforced. All participants will be asked to wear a mask. For more information and to register, visit: <https://business.watertownny.com/events/details/nature-networking-black-river-trail-10674>

## NOVEMBER 19

■ **2020 CenterState CEO Economic Champions Celebration** virtual event from 12-1 p.m. Event will celebrate the region's outstanding businesses and organizations as Economic Champions for driving the region's economy amidst the COVID-19 crisis and beyond. Cost is \$15 for members, advance sale before Oct. 15 and \$25 for non-members. After Oct. 15, it's \$20 for members and \$30 for non-members.

Nominate by Oct. 15 at [www.centerstateceo.com/Economic-Champions](http://www.centerstateceo.com/Economic-Champions). Register at: <https://centerstateceonycoc.weblinkconnect.com/events/2020-economic-champions-celebration-5102/register>

■ **Greater Binghamton Chamber Connect Over Lunch** event, sponsored by Southern Tier Veterans Support Group & ServPro Of Broome County, from 11:45 a.m.-1:15 p.m. at McGirk's Irish Pub in Chenango Bridge. Connect Over Lunch is a popular networking event held on the second Thursday of each month at various locations throughout the community. Open to chamber members only. Cost is \$18 in advance by Nov. 13, or \$21 at door after Nov. 13. For more information, call (607) 772-8860, or email: [events@greaterbinghamtonchamber.com](mailto:events@greaterbinghamtonchamber.com), or visit: <https://bit.ly/2G-ka3z3>

■ **M&T Bank Great Big Chamber Auction & Business After Hours virtual event** from 6:30-8 p.m. Join the Tompkins County Chamber of Commerce for this event that combines the Great Big Chamber Auction with its November Business After Hours networking opportunity. For more information and to register, visit: <https://business.tompkinschamber.org/events/details/m-t-bank-great-big-chamber-auction-business-after-hours-2020-190897>

## DECEMBER 3

■ **CNY ATD Orientation** virtual event from 12-1 p.m. Learn about CNY ATD, which is the local affiliate chapter of Association for Talent Development (ATD), and its activities. No charge. Register at [cnyatd.org](http://cnyatd.org). For more information, call (315) 546-2783 or email: [info@cnyatd.org](mailto:info@cnyatd.org).

## DECEMBER 4

■ **2021 Executive Leadership Development Series Information Session** from 9-10 a.m. at CenterState CEO in Syracuse. CenterState CEO offers members a seven-month comprehensive leadership series. The curriculum combines academic expertise from local colleges and universities with real-world insight from some of the region's top business leaders. The series helps executives and rising managers reach the next level by enhancing critical thinking, communication, and empowerment skills. This session lays out all the details on the program. For more information and to register, visit: <https://www.centerstateceo.com/news-events/2021-executive-leadership-development-series-information-session>

## DECEMBER 11

■ **Eggs & Issues: COVID Economic Recovery & Building Resilient Businesses** virtual Zoom event by the Greater Binghamton Chamber of Commerce from 8:30-10 a.m. This event will dive into the impact COVID has had on our local economy and New York state. We will hear from key community leaders who were on the front line of this crisis helping businesses navigate this uncharted landscape and give them the tools to rebuild and come back stronger. Speakers will also share their predictions as we head into 2021. For more information, visit: <https://business.greaterbinghamtonchamber.com/events/details/eggs-issues-covid-economic-recovery-building-resilient-businesses-7822?calendar-Month=2020-12-01>



# PEOPLE ON THE MOVE NEWS

## ACCOUNTING

Fust Charles Chambers LLP has promoted **DESIREE M. BENNETT** to tax manager. She joined the firm in 2010. Bennett received her bachelor's degree in accounting from Le Moyne College. **MICHAEL W. HARTWELL** has been promoted to tax manager. He joined the firm in 2015. Hartwell is a CPA and received his bachelor's degree and MBA in accounting from St. Bonaventure University. Fust Charles Chambers has also promoted **ARIANA C. ANOCETO** to tax supervisor. She joined the firm in 2017. Anoceto is a CPA and received her bachelor's degree and MBA in accounting from Le Moyne College.



Bennett



Hartwell



Anoceto

## ADVERTISING, MARKETING & PR

Pinckney Hugo Group has hired **MICHAEL CALOBRISI** as a junior motion-graphics designer. Prior to joining Pinckney Hugo, he worked as a freelance videographer, and video editor at D.O.F. Media in Brooklyn and Odyssey Visual Media in Buffalo. Calobrisi has a bachelor's degree in broadcasting and mass communication from SUNY Oswego and a dual degree in cinema and screen studies.



Calobrisi

## CHAMBERS OF COMMERCE

**JOANNA CACCIOLA** has joined Commerce Chenango as the economic-development assistant and grant writer. A graduate of Hartwick College in 2007 with a bachelor's degree in art history, she received a master's degree in arts administration and policy in 2010 from the School of the Art Institute of Chicago (SAIC). While at SAIC, Cacciola focused her career development on stew-



Cacciola

ardship and fundraising, and her research on the role of art in public spaces and art's impact on community identity and development. After her studies, she remained in Chicago and worked with a variety of nonprofits, returning to Hartwick in 2016, working in college advancement and focusing primarily on donor stewardship. She also assisted in grant writing, frontline fundraising, and event planning. Since the fall of 2016, Cacciola supported the Community Arts Network of Oneonta, by chairing the organization's annual summer arts and music festival, sitting on the executive committee, and serving as president from 2019-2020.

## EDUCATION

**DENNIS CRAIG** has been appointed to serve as the new acting president for SUNY Oneonta. He recently led SUNY Purchase College's successful fall reopening and handled the campus's response to the first wave of the COVID-19 pandemic last spring as interim president. While interim president for SUNY Purchase, he helped launch pooled-surveillance testing on Aug. 27. His leadership at SUNY Purchase in managing the safe reopening of the campus has served as a model for other campuses across the SUNY system. A search for a permanent president for SUNY Oneonta is expected to begin soon. Craig serves as VP for student affairs and enrollment management, a role he will return to after a search is conducted for SUNY Oneonta's next president. He joined SUNY Purchase in 2006 as the VP for admissions and associate provost for enrollment. Craig also previously served as university director of admissions at Montclair State University for five years. He also served as director of admissions at the Culinary Institute of America, where he directed all aspects of pre-enrollment programs and events for prospective students, and managed a staff responsible for national recruitment, enrollment marketing, new-student orientation, telemarketing, and database management. Craig holds a bachelor's degree in business and economics from SUNY Plattsburgh and a master's degree in history from Fairleigh Dickinson University.

## HEALTH CARE

Cardiologist **DAVID BASS**, DO, has joined Oswego Health's medical team. Board-

certified in cardiovascular disease and internal medicine, Bass earned his medical degree from the New York College of Osteopathic Medicine. In addition, he completed his fellowship in cardiovascular medicine at the Nassau University Medical Center. Bass has extensive cardiovascular experience throughout New York state, including being a non-invasive cardiologist at Canton Potsdam Hospital.

Syracuse Orthopedic Specialists (SOS) recently promoted within the management team of the Specialists' One-Day Surgery Center (SODS). **GEOFFREY SMITH**, a CPA and previously SODS administrator, has been named executive director. Smith joined SODS in October 2018. Under his tenure, SODS has seen growth in both the caseload and complexity of surgical cases in the two surgery centers. Previously he was CEO at APEX Surgery Center in Westmoreland. **MICHELE FLAVIN**, a CPA, has been promoted to chief financial officer of SODS. Flavin has been in the financial services department at SOS for seven years and has continued to grow her role. She supports Jessica Woodruff, CFO of SOS, and the management team at SOS.



Bass

## INSURANCE

**DAN ELLIOTT** has been hired by Lawley Insurance as an employee-benefits sales consultant. He is an experienced adviser with a demonstrated history of working in the insurance and benefits industry. Elliott's specialties include self-funded health-plan architecture, medical stop-loss structuring and negotiation, and advanced health-care delivery research and validation. He holds a bachelor's degree from Columbia College. At Lawley, he will be working with clients to formulate customized health-care plans.



Elliott

## LAW

**KRISTIN L. WALKER** has joined the attorney staff of William Mattar law offices. She will focus her practice on helping individuals injured in motor-vehicle accidents. Walker earned her law degree from Syracuse

University College of Law in 2008, where she served as managing editor of the Syracuse Law Review and as a teaching assistant for the Legal Communications and Research Department. While attending law school, she also clerked for the Hon. David N. Hurd of the U.S. District Court for the Northern District of New York. Walker received her bachelor's degree from Villanova University in 2002. Prior to joining William Mattar law offices, she worked at several civil litigation and personal-injury law firms in upstate New York, and practiced corporate law at McCarter & English LLP in New York City. Walker is admitted to practice law in New York and New Jersey, and she brings more than 12 years of practice experience to the firm. She is also an adjunct professor of law at the Syracuse University College of Law.

## NONPROFITS

**CHRIS IVEN** has been named the new director of philanthropy at Elmcrest Children's Center. He previously has served as executive director of the East Area Family YMCA and director of fund development for the Child Advocacy Center of Oswego. For more than a decade, Iven was a newspaper reporter and editor in Syracuse and New England. Following his journalism positions, he directed communications for the Fayetteville-Manlius school district and the YMCA of Greater Syracuse.



Iven

**DAVID MARIANO** has joined AccessCNY as the agency's new advocacy coordinator. He will be working from the newly named Sally Johnston Advocacy Center and will primarily focus on building new community coalitions. Mariano will help lead the agency's advocacy efforts in Syracuse and in Albany. He brings a wide array of experience, most notably with the Salvation Army of Syracuse. Mariano received his bachelor's degree from Le Moyne College in 2011 and is currently working toward a master's degree in organizational leadership from the University of St. Francis. He is also the founder of Eye Got This, Inc., a nonprofit organization that supports athletes with visual impairments. ■



Mariano

## NIXON GEAR:

*Continued from page 6*

and Machine Company would have its best production and sales year in the company's history. By adding new machinery and enlarging its sales territory to a national extent, Shahan, Sr. predicted that the company would continue to expand and serve its increasing number of customers. At this time, Nixon Gear also made "fine pitch precision gears used on precision measuring and computing equipment for the army."

George C. Nixon remained in Detroit until his death on Sept. 13, 1957 at age 75. His brief obituary in the *Detroit Free Press* newspaper lacked recognition of all that Nixon had achieved, including owning two successful businesses. By the time of George's death, the Shahan family managed Nixon Gear and Machine Company. John E. Shahan, Sr. continued as president, John Sr.'s two sons, John E., Jr. and Robert were dual VPs, and John Sr.'s wife, Justina, was treasurer.

Nixon Gear and Machine Company applied to the Bureau of Building and Rehabilitation to construct a new facility at 185 Ainsley Drive in Syracuse in

1958. The application stated the building would measure 175-by-101 feet and cost \$150,000 to build. The company moved to this address sometime in 1959.

Throughout the 1950s and 1960s, along with donating money to the local community chest, Nixon Gear and Machine Company employees faithfully donated many pints of blood to the American Red Cross. Numerous newspaper articles recognized the employees' generous donations of the much-needed lifesaver. The company also participated in job-training programs for unemployed or underemployed local citizens via grant money provided by the federal government, as well as career opportunity fairs aimed at providing employment for those interested in working in an industrial facility.

John E. Shahan, Sr. died in January 1967 at age 73. John E., Sr.'s sons, Robert and John E., Jr., succeeded their father as company president and VP, respectively.

The following January, Nixon Gear and Machine Company was at the center of a proposed industrial complex to be

created on Onondaga Hill in the Town of Onondaga. The proposal included Nixon Gear constructing a new \$1 million, 60,000-square-foot plant on 80 acres that would accommodate 200 employees. At the time, the facility on Ainsley Drive comprised 21,000 square feet and accommodated 120 employees. The Town of Onondaga, which very much wanted to increase its commercial tax revenue, rezoned the property, and formally approved the plan on March 21, 1968. Construction on the new plant began in May and it opened at 4601 Nixon Park Drive in 1969.

In the late 1960s, a major product shift occurred in the business-machine segment of the gear manufacturing market with powdered metal and plastic gears replacing steel spur and helical gears. By the early 1970s, plastic parts and electronic components were quickly replacing metal gears. These changes forced the company to change its focus and develop new product and sales markets.

After about 20 years of being associated with Nixon Gear and Machine Company, Robert Shahan retired from his position as president in 1976; John Shahan, Jr. stayed with the company. Also that year, Nixon Gear and Machine Company became Nixon Gear, Inc.

Evidently, Nixon Gear, Inc.'s business

faltered and the company declared bankruptcy sometime in 1976. In March 1977, Gear Motions, Inc. of Massachusetts purchased Nixon Gear. Through this acquisition, Gear Motions added precision-ground gearing to its product network and substantially enlarged its sales territory into the Midwest and Mid-Atlantic states. By January 1978, John Shahan, Jr. predicted a 15 percent increase in sales volume for that year. In a *Syracuse Herald-American* article from January 1978, David Edmonds, assistant to John Shahan, Jr. was quoted as saying, "Nixon's long standing reputation for supplying quality gear products in the precision and commercial gear classes has enticed local and national accounts to place their critical needs at Nixon's modern Onondaga Hill facility."

By February 1979, Samuel Haines, president of Gear Motions, declared that the company had surpassed its prediction of a 15-percent sales-volume increase by realizing a 40-percent increase.

Throughout the 1980s, Nixon Gear continued to thrive under the leadership of Gear Motions.

After being associated with Gear Motions for 15 years, Nixon Gear moved from its building in the Town of Onondaga to a new state-of-the-art, climate-controlled building located at 1750

Milton Avenue in Solway in 1992. The 45,000-square-foot structure allowed the company to improve its operations and efficiency while allowing for additional investment in precision gear grinding. It became one of the first ISO 9002-registered gear manufacturers in 1996.

In the 21st century, Nixon Gear, remains a division of Gear Motions, at 1750 Milton Avenue. Employees make high-speed precision gears for commercial and industrial applications. Through the last 100 years, Nixon Gear has remained successful by continuing to grow and adapt during changing times. Today, the company continues to invest in the future, by adding industry-leading robotic automation and super grinding equipment that it purchased in early 2020.

Congratulations to Nixon Gear and Gear Motions for sustaining the 100-year-old gear-manufacturing company in Onondaga County. Celebrating Nixon Gear's centennial in 2020 also is a celebration of Syracuse and Onondaga County's long and diverse history of gear manufacturing that has lasted since the 19th century. ■

Thomas Hunter is the curator of collections at the OHA ([www.cnyhistory.org](http://www.cnyhistory.org)), located at 321 Montgomery St. in Syracuse.





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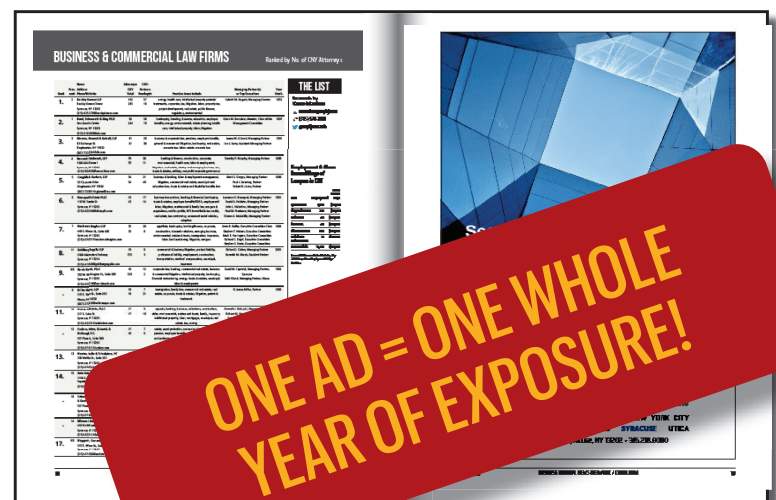


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**T**his year, with the challenges we've faced, we have learned a lot about ourselves, our communities and the importance of leadership. When confronted by crisis, great leaders step up, stand tall and pave the way forward. They also listen and learn and adapt to best serve the needs of others.

The 2020 *40 Under Forty* exemplify this type of leadership. They put in the work necessary, always going above and beyond, to drive positive change here in our community.

These young professionals serve as examples for us all to emulate.

Even during these most challenging of times, their leadership and relentless hard work are making our region stronger and more resilient. I'm proud to congratulate them for the impact they've made and for earning this recognition.

At M&T Bank, our team is driven to make a difference in people's lives. We strive to understand what's important to our customers, our communities and our colleagues, and we empower them with the support, resources and tools they need to reach their full potential.

But as we do this work of understanding and empowering and serving others, we can't lose sight of our need for balance. Now especially, it can be incredibly difficult to juggle everything and find balance with our responsibilities at work, at home and in our communities. With our current work-from-home situation, we've focused on big things like flexible work schedules and additional support programs and smaller-yet-important things like explicit "permission" to turn-off video feeds. We've developed solutions by listening to the needs of employees and by leading with empathy and without judgment.

As we navigate the uncertainty that remains ahead of us, I'll continue to look to the *Central New York Business Journal's* 40 Under Forty for inspiration on how to best serve, lead and find balance, and I encourage others to join me in following their example.



A stylized, handwritten signature in dark ink, appearing to read 'AJN'.

**Allen J. Naples**  
CNY Regional President

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## REBECCA ALEXANDER

Physical Therapist, Artist  
Upstate Medical University,  
Rebecca Stella Art  
**Age: 33**

Dr. Rebecca Alexander is a physical therapist, yoga teacher, and founder of Rebecca Stella Art. She collaborates with the Fitness Inclusion Network and the Syracuse Parks Department resulting in a guidebook about unified yoga and instructional videos on breathing techniques for stress management, optimal health, and inclusive recreation. In the creation and sales of her original artwork, Dr. Alexander engages in activism for elephant conservation via the Sheldrick Wildlife Trust in Kenya.

**One word that describes you best:**  
Conscientious

**Hobbies:**  
Recycling items and making them into artwork, rescuing house plants, & hiking the Adirondack high peaks

**Secret talent:**  
Insect and small-animal identification

**Bucket-list item:**  
Hiking Mount Kilimanjaro



**Best advice ever received:**  
Follow those things that make you feel alive. Live life on your own terms.

**Volunteer activities:**  
I am passionate about community fundraising and activism. In 2020, I developed fundraising events for Food Bank of CNY and New York City Health & Hospital Elmhurst Hospital Center located in Elmhurst, N.Y.

## JENNIFER L. ALFIERI

Chief Fiduciary Officer  
Tompkins Financial Advisors  
**Age: 39**

Jennifer is responsible for overseeing the trust services department and works with clients and their advisors to develop estate planning strategies. Prior to joining Tompkins Financial Advisors, Jennifer practiced law for more than 10 years, specializing in estate planning and trust and estate administration. She received her B.B.A. from St. Bonaventure University; her J.D. from Syracuse University, College of Law; and her LL.M. in estate planning from the University of Miami, School of Law. Jennifer is a member of the New York State Bar Association and the Women's Bar Association of Central New York. She is a leader in both her work and community roles.

**One word that describes you best:**  
Dedicated

**Hobbies:**  
Running and spending time on the water, whether it be fishing, sailing, tubing, or swimming with family

**Secret talent:**  
Decorating birthday cakes for my kids.



**Bucket-list item:**  
Visit various cities in Europe with my husband

**Best advice ever received:**  
"If you think you'll lose, you've lost"

**Volunteer activities:**  
President of the Estate Planning Council of Central New York; chairman for Toomey Residential & Community Services

## ALEXANDER J. BEHM

Executive Director  
Clear Path for Veterans  
**Age: 34**

Alex is a Central New York native who graduated from Le Moyne College. He joined the Clear Path team in 2015 and developed the Warriors Working Program that provides career services support to veterans, military members, and their families. In 2020, Alex transitioned into the role of executive director. In this role, he is charged with ensuring that Clear Path's holistic programs and services are executed effectively across its 23-county coverage area in New York state. Collaborating with local, state, and federal partners, Behm and his team advocate for veteran-centered services to be made available to all communities Clear Path serves. Alex enlisted in the U.S. Marine Corps as an infantryman in 2005. He spent his first three years with the 1st Fleet Anti-Terrorism Security Team Company, deploying to multiple locations worldwide. He then served with the 2nd Battalion, 9th Marine Regiment, completing a deployment to Ramadi, Iraq.

**One word that describes you best:**  
Patriot

**Hobbies:**  
Camping, traveling, boating



**Secret talent:**  
Gardening

**Bucket-list item:**  
Ski the Swiss Alps

**Best advice ever received:**  
Work hard, stay humble, and never forget the sacrifices others made on your behalf

**Volunteer activities:**  
Helping fellow veterans in the Central New York community

## Congratulations to Kara Gemmell— 2020 40 Under Forty Award Winner

*Loretto is proud of Kara, Director of Independent Living, at The Nottingham. Thank you for helping to make our community extraordinary!*



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NICOLE K. CHIDSEY

Marketing, Communications and Relations Manager  
Syracuse Orthopedic Specialists  
Age: 32

Nicole has proudly worked at SOS for 13 years, continuing to cultivate the SOS brand through measurable marketing and business-development strategies. A Syracuse and Baldwinsville enthusiast, she enjoys spreading the good word about her hometown and encouraging active participation to make it an even better place to live and work. She is a graduate of the Leadership Greater Syracuse civic-leadership training program and an outstanding young professional who every day strives to be better than the day before. Nicole is grateful to have supportive family, mentors, and peers enabling her passion for engaging with the community.

- One word that describes you best:**  
Reliable
- Hobbies:**  
Exploring with her husband and two dogs & tackling home-improvement projects.
- Secret talent:**  
Car karaoke



- Bucket-list item:**  
More European travel
- Best advice ever received:**  
“Just do it” – (her dad’s words of encouragement)
- Volunteer activities:**  
Le Moyne College DAA board member, United Way Campaign coordinator, Samaritan Center Breakfast server, On Point for College fundraising volunteer, volunteer coach with the Le Moyne College swim team

GEORGIA G. CRINNIN

Trust and Estate Attorney  
Bousquet Holstein PLLC  
Age: 29

Georgia is a trust and estate attorney at Bousquet Holstein, where she assists families both with estate planning, navigating the court system after the death of a loved one, including in contentious matters. She attended the University at Albany, where she studied political science and criminal justice and then graduated from Washington and Lee University School of Law. She returned to the Syracuse area to be near her large family. Outside of work Georgia enjoys spending time with her fiancé, friends, and family.

- One word that describes you best:**  
Loyal
- Hobbies:**  
Reading, running, watching Syracuse basketball
- Secret talent:**  
It’s a secret
- Bucket-list item:**  
To travel to Australia



- Best advice ever received:**  
Just keep going
- Volunteer activities:**  
Volunteer attorney with the Volunteer Lawyer’s Project Surrogate’s Court Clinic and Eviction Defense Clinic, member of the ARISE, Inc. board of directors

DEKA DANCIL

Manager, Bias Response & Education  
Syracuse University  
Age: 28

- Deka Dancil is a local community activist and advocate. She is a Syracuse University alum and currently works for the university as manager of Bias Response and Education. Deka serves as the president of the Urban Jobs Task Force, a local 501(c)(4) that advocates for equal access to employment opportunities for city residents, especially minorities. She is a founding member and core trainer for RiseUp for Social Action, which provides training, and consultation to activists, organizers, institutions, and organizations to incite social change. Deka is also a TEDx Speaker, and a graduate of Leadership Greater Syracuse. Her personal mission is to use her experience growing up in extreme poverty to empower others living the experience now to overcome.
- One word that describes you best:**  
Change agent
- Hobbies:**  
Reading & traveling



- Secret talent:**  
Singing
- Bucket-list item:**  
Explore the Seven Wonders of the World
- Best advice ever received:**  
“You miss 100 percent of the shots you don’t take”
- Volunteer activities:**  
Urban Jobs Task Force, Boys & Girls Clubs of Syracuse, Syracuse National Action Network

JOHN ECKMAIR

Vice President,  
Chief Underwriting Officer  
Utica National Insurance Group  
Age: 35

- John grew up in Clinton, where he attended and graduated from Clinton Central School District. He spent a lot of his time in the restaurant his parents still run today, which is where he learned a lot about hard work, and business. After graduating from Le Moyne College with a bachelor’s degree in business administration, John took on a role as an underwriting trainee with Utica National Insurance Group. During the next 12 years, he continued to learn and grow both personally and professionally. John is a graduate of the Leadership Mohawk Valley civic-leadership training program. He resides in Utica and enjoys spending time with friends and family, as well as being active in the community.
- One word that describes you best:**  
Versatile
- Hobbies:**  
Cooking and playing volleyball. This year, I have added spin to my list.
- Secret talent:**  
If I told you, it wouldn’t be a secret



- Bucket-list item:**  
Start a bucket list
- Best advice ever received:**  
“You have the mental horsepower to do whatever you want; you just need to start applying yourself.”
- Volunteer activities:**  
Empowered Pathways board of directors, finance committee. United Way of The Mohawk Valley: board of directors, governance committee



KARA J. GEMMELL

Director of Independent Living  
The Nottingham – A Loretto  
Community

Age: 32

Kara graduated from the University of New Hampshire with a bachelor’s degree in recreation management and policy and is a certified therapeutic recreation specialist. She began her career at Loretto, working to engage older adults in meaningful and purposeful leisure activities. Kara’s career has grown as she transitioned into the role of director of therapeutic recreation, and most recently, director of independent living at The Nottingham. These growth opportunities have centered on her commitment to embracing person-centered empathy for residents and staff. Kara and her husband are the proud parents of an energetic 4-year-old son. Her free time is filled with the family gatherings, reading, and enjoying local craft beer.

**One word that describes you best:**  
Determined

**Hobbies:**  
Spending time with my family, cooking, practicing yoga.



**Secret talent:**  
I once took a flying-trapeze class.

**Bucket-list item:**  
Visit all 50 states with my husband and make a trip to Iceland

**Best advice ever received:**  
“You cannot fill someone else’s cup when yours is empty”

**Volunteer activities:**  
Involved annually in the Walk to End Alzheimer’s Campaign and United Way, supporting voter registration and participation in social-justice campaigns

DAVID GRAHAM

Digital Operations and IT/  
Social Media Manager  
CH Insurance

Age: 39

Graduate of international studies from Carroll University, David is a world traveler with a heart all about Syracuse and Central New York. He’s a vital driving force at CH Insurance and is one of the most highly regarded spokespersons by his peers and colleagues throughout the industry. He is the wizard behind the curtain with social media and digital platforms. He has a larger-than-life personality and is loved by everyone he has the opportunity to work with and teach.

**One word that describes you best:**  
Sincere

**Hobbies:**  
Traveling, being in the water, socializing



**Secret talent:**  
Can speak German

**Bucket-list item:**  
Fly an airplane or helicopter

**Best advice ever received:**  
“I’ve learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel”

**Volunteer activities:**  
Believe in Syracuse, Applied Client Network Syracuse chapter president



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NICK GRIMMER

Director of Giving Strategies  
The Community Foundation of  
Herkimer & Oneida Counties

Age: 37

Nick is responsible for managing all aspects of fund development, donor engagement, and planned giving in our community. Prior to joining the Community Foundation, he worked in various roles overseeing the alumni relations and fundraising programs at higher-education institutions, including the assistant VP of development at SUNY Polytechnic Institute in Utica and Albany. Nick was a decorated college athlete in Division III. He has transitioned from competitor to officiant. His presence each season at dozens of regional athletic contests as a referee contributes positively to youth sports and provides a positive example and role model to student-athletes. He lives in New Hartford with his wife and two boys.

**One word that describes you best:**  
Good-natured

**Hobbies:**  
Spending time with my family, exercising in our basement gym, going to Phish concerts



**Secret talent:**  
I can still dunk a basketball

**Bucket-list item:**  
Hiking all of the Adirondack High Peaks

**Best advice ever received:**  
“Don’t miss” — from my father Kevin, my college basketball coach

**Volunteer activities:**  
Prior board member of the Association of Fundraising Professionals – Central New York Chapter and the Greater Utica Chamber of Commerce



Congratulations  
**NICOLE CHIDSEY**

Thank you for your dedication and leadership in our community!





# SUSANNE GRUENING ANGARANO

Founder and Principal

Vaysen Studio

Age: 34

Susanne is a principal at Vaysen Studio and Ashley McGraw Architects. Her extensive experience includes a focus on higher-education projects and holistic sustainable-design work. For every project, Susanne works with stakeholders to transform environments and to cultivate symbiotic relationships between humans and nature. Capturing intangible qualities in a tangible way is why she is an exceptional designer and facilitator — always seeking to dig deeper into culture and context, to uncover and realize project and stakeholder potential. Susanne is the recipient of the 2019 ASID Ones to Watch award, and her interior-design work was awarded the 2019 ASID Design Impacts Lives honorable mention.

**One word that describes you best:** Passionate

**Hobbies:** Cooking & singing



**Secret talent:**

I speak German

**Bucket-list item:**

To see the Aurora Borealis

**Best advice ever received:**

Life is short — seize each day

**Volunteer activities:**

I have been working closely with K-12 and higher-education institutions to navigate responding to the COVID-19 pandemic. Longtime member of the Syracuse Oratorio Society

# BRENDAN HALL

Senior Engineer

CHA Consulting

Age: 36

Brendan is a senior engineer at CHA Consulting in downtown Syracuse. As a part of the Advanced Energy Group, he leads the mechanical-design team that implements energy-efficiency retrofits in commercial and industrial buildings. Brendan has volunteered for the industry professional society his entire career. As the local-government affairs chair, he connects industry technical resources with New York state agencies and local governments, which has created a conduit for timely technical information on building re-opening from COVID-19 and high-performance building systems in support of the state’s climate goals. Brendan and his wife are both Watertown natives and have two daughters.

**One word that describes you best:**

Flexible

**Hobbies:**

Skiing, soccer, DIY projects

**Secret talent:**

Singing

**Bucket-list item:**

Taking my girls hiking in Glacier National Park



**Best advice ever received:**

Always do the right thing, never do the wrong thing

**Volunteer activities:**

American Society of Heating, Refrigeration, and Air Conditioning Engineers (ASHRAE) government affairs chair – Central New York chapter; three technical committees, NYSERDA Buildings of Excellence Competition advisory committee, Getting to Zero 2021 Conference advisory committee.

# KATE HOUCK

Executive Director

David’s Refuge

Age: 39

Kate Houck leads David’s Refuge, a Central New York-based nonprofit organization that provides respite programs and support for caregivers of children with special needs or those with life-threatening illness so that they can return to their families refreshed and refocused. With an undying love for seltzer and the tendency to belt out 1990s lite rock, Kate finds satisfaction in the little things like bonfires, inspirational quotes, and gardening. She’s hungry for life and loves with a fierceness that translates to anyone in her circle. When you get to know Kate, it’s hard to decide if she’s a total contradiction or incredibly consistent. Polished and poised one day, gardening in the mud the next. You will find that whether she’s running a marathon, sharing our mission with potential donors, or volunteering at her kid’s school, Kate is a powerhouse and you can rest assured that whatever the task, she is going after it with all her heart.

**One word that describes you best:** Passionate



**Hobbies:**

Skiing, running, laughing with friends

**Secret talent:**

Sing the ABCs in alphabetical order

**Bucket-list item:**

Give \$50,000 to another person as a surprise

**Best advice ever received:**

Impression is for the now, trust is for the future — always strive to make the best first impression possible

**Volunteer activities:**

Lions Club, former president of the Fayetteville Home School Association, proud member of Women United

# DAVON HUNTER

Program Coordinator

Syracuse Community Connections

Age: 38

Davon Hunter is a lifelong Syracuse native and devoted employee of Syracuse Community Connections (SCC). Davon joined SCC’s staff in 2016 due to his own personal involvement with at-risk youth. Davon is the founder of BLAK Entrepreneurs, a grassroots organization developed to bring awareness, education, and inspiration to the youth in the City of Syracuse. BLAK Entrepreneurs started in 2015, with the initiation of its first youth trip to the 20th anniversary of the Million Man March in Washington, D.C. The trip propelled Davon to continue youth development by reinforcing the importance of not only education, but also positive representation for our youth and challenge them to reach their greatest potential. Davon is also the owner of the realty-investment company, ProLux LLC. He aspires to combat the city’s housing crisis by renovating and revitalizing homes within the city.

**One word that describes you best:**

Resilient



**Hobbies:**

Reading books and looking at things I cannot afford

**Secret talent:**

Great with math

**Bucket-list item:**

Visit Africa

**Best advice ever received:**

If you can see it in your mind, you can hold it in your hand

**Volunteer activities:**

Food giveaways, summer youth program, college tours for inner-city youth



**JASMIN JONES**  
*Licensed Psychologist*  
**ADHD & Autism Psychological Services and Advocacy**  
**Age: 35**

Jasmin is a licensed trauma-informed psychologist. She studied psychology at Spelman College in Atlanta, Georgia and earned master's and doctorate degrees from the University of Georgia. She was the recipient of the Gates Millennium Scholarship and is an alumna of the HEPP/Upward Bound Program. Her areas of interest include working with underrepresented populations, race-based stress, psychological assessment, identity development, and culturally relevant and trauma-focused interventions. Jasmin was previously recognized for her commitment to serving marginalized college students and addressing mental-health stigma through outreach efforts in the Syracuse community. She places social justice/advocacy at the center of her professional identity. Jasmin was born and raised in Syracuse, where she currently resides with her three energetic and spirited children.

**One word that describes you best:**  
Compassionate

**Hobbies:**  
Creative writing and anything related to music



**Secret talent:**  
Impersonating characters from 1990s movies

**Bucket-list item:**  
See Lion King or The Color Purple on Broadway

**Best advice ever received:**  
“Beware of Destination Addiction — a preoccupation with the idea that happiness is in the next place, the next job and with the next partner. Until you give up the idea that happiness is somewhere else, it will never be where you are.” Robert Holden, Ph.D.

**Volunteer activities:**  
Mental-health outreach for various groups and organizations

**DIANA LAMATTINA ABDELLA**  
*Communications Coordinator*  
**NYS Assembly, Assemblyman Magnarelli**  
**Age: 39**

Communications coordinator for Assemblyman Bill Magnarelli since 2008. Diana is a constant reassuring presence in a field that does not offer much recognition. As Assemblyman Magnarelli's aide, she has interacted with the majority of important civil and governmental groups on a routine basis to gather information for pending legislation. She is motivated to help the local community by organizing civic events like blood drives, CNY Volunteer Fair, and recyclable and shredding events. Diana is at the heart of the CNY Veterans Parade and Expo which features more than 100 local organizations that provide services to veterans. Diana was named to the “Women Who Make America” list by WCNY in 2017.

**One word that describes you best:**  
Resourceful

**Hobbies:**  
Hiking, cooking/baking, reading biographies



**Secret talent:**  
Using a glue gun to fix just about anything

**Bucket-list item:**  
Travel to every inhabited continent — only South America remains

**Best advice ever received:**  
Give it a try

**Volunteer activities:**  
Girl Scout troop leader, elementary yearbook coordinator

**KATELYN M. KRIESEL**  
*Financial Advisor, President and Founder, Town Councilor*  
**Hansen's Advisory Services, the Sustainable Economies Alliance, the Town of Manlius**  
**Age: 33**

Katelyn graduated from the University at Buffalo with degrees in political science and psychology. She built her professional career around her long-held passion for sustainability and urban revitalization. As a financial advisor, Katelyn focuses on socially responsible and environmental, social, and corporate-governance investing. Through this role she grew her expertise in sustainable finance, leading her to start the Sustainable Economies Alliance (SEA). SEA's mission to raise community awareness on economic sustainability is being met through its current initiatives; SustainaFi: The Sustainable Finance Podcast and Financial Empowerment, Live! In 2019 Katelyn was elected to the Manlius town board, and she is currently serving her first term as town councilor. Katelyn resides in Manlius with her two daughters and their famous dog Henry.

**One word that describes you best:**  
Resilient

**Hobbies:**  
Spending time with my daughters and working on my house



**Secret talent:**  
Explaining complex subjects in an understandable and impactful way, one on one and while public speaking. Also, I can recite the Lion King in all of the characters' voices.

**Bucket-list item:**  
Travel to the Great Bear Rainforest with my daughters

**Best advice ever received:**  
“Prove them wrong,” when people underestimated me. Advice from my mom

**Volunteer activities:**  
Sustainable Economies Alliance, Financial Empowerment, Live! Divest NY campaign, and Greater Manlius Chamber of Commerce

Congratulations to our colleague,

**NICK SHIRES, CPA**

for receiving the “40 under Forty” Award.

*We commend you for your outstanding accomplishments in the workplace, your contributions to the community and your devotion to your family. Having leaders like you is what makes us a leader.*

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## JAIME LAWLOR WAGER

Local Sales Manager

Cumulus Media

Age: 32

Jaime graduated from Boston College with a bachelor's degree in communications and classical studies. She has been with Cumulus for eight years. She loves working with Central New York businesses and helping them build a plan for growth. She is the platinum standard for marketing creativity, execution, and hard work. Her leadership extends to a stellar sales team and which have exceeded goals and budgets throughout her management career. She understands the importance of continued personal and professional training and is an advocate for all team members to have the tools they need to be successful. Jaime lives with her husband, Dan, in the Sedgwick neighborhood with her two rambunctious cat-twins.

**One word that describes you best:**  
Practical

**Hobbies:**  
SCUBA diving & golf



**Secret talent:**  
I can read Latin

**Bucket-list item:**  
Dive in blue water and discover Atlantis

**Best advice ever received:**  
Always refill the ice trays

**Volunteer activities:**  
CNY Sales & Marketing Executives,  
CNY Cat Coalition, Leadership  
Greater Syracuse

## BRIAN LEYDET, JR.

Assistant Professor

SUNY-College of Environmental  
Science and Forestry

Age: 38

Brian is an assistant professor of epidemiology and disease ecology at SUNY-ESF. He was born and raised in Virginia Beach, Virginia, where prior to his academic career he worked as an EMT-paramedic and spent his summers as an oceanfront lifeguard. He holds a doctoral degree from Louisiana State University's School of Veterinary Medicine, a Master of Public Health degree from the University of North Florida, and a bachelor's degree from Old Dominion University. Brian maintains an internationally recognized research program focused on ticks and tick-borne diseases. He regularly serves as a regional expert in public-health issues regarding tick-borne diseases and more recently COVID-19. Brian enjoys exploring new bourbons, fishing, snowboarding, and spending most of his free time outdoors with his wife and son.



**One word that describes you best:**  
Outgoing

**Hobbies:**  
Fishing and snowboarding

**Secret talent:**  
I am a pretty good surfer and competed in high school. Also, good at backing a trailer

**Bucket-list item:**  
To see the northern lights

**Best advice ever received:**  
No matter your job title, do it better than everyone else

**Volunteer activities:**  
Annually, I give over a dozen community educational talks on ticks and associated diseases. Founding board member for CNY Lyme and tick-borne disease alliance.

## ADAM MASTROLEO

Attorney

Bond, Schoeneck & King, PLLC

Age: 38

A native son of Solway, Adam earned his bachelor's degree (summa cum laude) and law degree (magna cum laude) from Syracuse University and built his law practice here in Central New York. An attorney in Bond, Schoeneck & King's labor and employment practice, Mastroleo has extensive experience representing employers in a variety of labor-litigation matters involving discrimination, harassment, and retaliation under state and federal law. Most recently, he has assumed a lead role in the firm's COVID-19 Recovery for Business practice, facilitating webinars and writing articles on issues for businesses to consider as they emerge from New York State's pandemic pause. Adam and his wife live in Manlius with their four children.

**One word that describes you best:**  
Determined

**Hobbies:**  
Golf, playing with my kids, and taking care of my yard



**Bucket-list item:**  
Travel through Europe

**Best advice ever received:**  
From my grandfather – "No matter how good you are at something, you can always work harder"

**Volunteer activities:**  
President of the board of directors for David's Refuge

## TRAVIS MAUS

Managing Partner

S.E.E.D. Planning Group, LLC

Age: 39

Travis has an incredible ability to build a vision for a more creative and engaging way to help people. His inclusive leadership has created a culture of sharing ideas and always improving the experience for clients and the community. At S.E.E.D Planning Group, he has the honor of leading an amazing team of professionals in their mission to help people and their communities find financial freedom. Travis and his wife live in Conklin, with their four dogs —Scrappy Doo (just like the one from the cartoon), Cosmo Batman (the sweetest super hero in the world), Dusty (who likes adventure sports such as playing with tarantulas), and Luna Moon (who might be part wolf, dingo, goat, and kangaroo).

**One word that describes you best:**  
Originator

**Hobbies:**  
Gardening, woodworking, listening to e-books

**Secret talent:**  
Cooking



**Bucket-list item:**  
To see people who I have mentored become more successful than myself

**Best advice ever received:**  
"You are never the smartest person in the room"

**Volunteer activities:**  
Board chair for S.E.E.D.s of Hope of Binghamton Inc, and board member of the Tioga Downs Regional Community Foundation



COURTNEY M.  
MERRIMAN

Partner and Co-Chair of  
Women's Forum

Barclay Damon LLP

Age: 39

Courtney is a proud Marcellus Mustang and spent her undergraduate years playing soccer for Le Moyne College. She returned to Central New York and joined Barclay Damon in 2008 after practicing law in Manhattan. Courtney's practice primarily concentrates on commercial real-estate matters involving conventional mortgage loans, commercial mortgage-backed securities, and construction loans. Courtney has an extensive background representing landlords and tenants in commercial-leasing negotiations for retail, office, manufacturing, and shopping-center transactions. She also provides real estate and finance counsel to clients on the sale, acquisition, and financing of big-box shopping centers throughout the East Coast. In addition to her own practice, Courtney serves as co-chair of the firm's Women's Forum, which was established to create an environment that fosters meaningful interaction and mentoring opportunities for women attorneys.

**One word that describes you best:**  
Compassionate



**Hobbies:**  
Spending time at Otisco Lake with my family and all things HGTV

**Secret talent:**  
My secret weapon is beginning each day with a grateful heart

**Bucket-list item:**  
Vacation in Italy's wine country

**Best advice ever received:**  
It's nice to be important, but it's more important to be nice

**Volunteer activities:**  
Weekly meal server at Samaritan Center, board member at Baltimore Woods Nature Center and Catholic Charities of Onondaga County

LAUREN M.  
MONFORTE

Partner, Owner

Hennessy and Monforte Law  
Office, Beer Belly Deli

Age: 38

Lauren is a founding partner of the Hennessy and Monforte Law Office. She is an adjunct professor at Syracuse University College of law, where she teaches client interviewing and counseling. She is also the owner of Beer Belly Deli. Lauren enjoys helping clients, students, and her staff solve problems, pursue their dreams, and improve their lives.

**One word that describes you best:**  
Persistent

**Hobbies:**  
Purple Belt in Jiu Jitsu

**Secret talent:**  
Positive thinking

**Bucket-list item:**  
Homesteading



**Best advice ever received:**  
It is better to stay silent than say something you will regret

**Volunteer activities:**  
During the COVID shutdown, I organized a movement called "Community Plates," which served more than 12,000 free home-cooked meals to the community over the course of eight weeks

BETH MEYER

Director of Group Benefits

M&T Insurance Agency

Age: 37

Elizabeth (Beth) Meyer has spent the last 15 years working mostly in the benefits-insurance industry throughout upstate New York. She finds her current position with M&T Bank to be the perfect step to combine her passion for insurance and business. In every aspect of her life, she mentors and educates those she encounters. During her free time, Beth teaches entrepreneurship to students at University of Rochester and volunteers with Big Brothers Big Sisters.

**One word that describes you best:**  
Leader

**Hobbies:**  
Rescuing animals, cooking, and creating new recipes

**Secret talent:**  
Singing



**Bucket-list item:**  
Visit Iceland

**Best advice ever received:**  
Your perspective

**Volunteer activities:**  
Big Brothers Big Sisters, United Way

2020 JUDGES



BETH COUGHLIN  
Cumulus Media



GEORGE KUHN  
Drive Research



VANCE MARRINER  
CNY Business Journal

CNY BUSINESS  
JOURNAL  
40 Under  
Forty

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Congratulations  
Dr. Juhanna Rogers

and all of this year's  
40 Under Forty Honorees!

Thank you for bringing expertise,  
passion and vision to your work in  
the community.



## JANE NICHOLSON

Senior Planning Associate

MRB Group

Age: 38

As a certified urban planner and certified floodplain manager, Jane Nicholson brings expertise in comprehensive planning and zoning, environmental and regulatory compliance, concept design, and grant writing. Her unique approach to master planning has received recognition locally and nationally. Jane received her bachelor's degree in geography and international relations from Syracuse University, as well as a master's degree in urban planning from the University of Virginia, a master's in natural resources management from SUNY-ESF, and an MPA degree from Syracuse University. She was recently selected as a Next City Vanguard in the Class of 2020. Jane resides in Cazenovia, where she is actively involved in the community.

**One word that describes you best:**  
Engaging

**Hobbies:**  
Gardening/landscaping, piano, Adirondacks enthusiast

**Secret talent:**  
Music composition



**Bucket-list item:**  
Travel across Canada by train

**Best advice ever received:**  
Don't sacrifice your integrity for anything

**Volunteer activities:**  
SUNY-College of Environmental Science & Forestry College Foundation board of directors; Chair of the SUNY-ESF Foundation fund development committee; Village of Cazenovia zoning board of appeals member; American Planning Association (APA) National Conference proposal reviewer; Cazenovia Preservation Foundation board of directors (former)

## JIMMY L. OLIVER, JR.

Deputy Commissioner

City of Syracuse/  
Syracuse Parks and Recreation  
& Youth Programs

Age: 39

Jimmy Oliver was born and raised in Syracuse. He calls his mother his most memorable teacher. Jimmy cultivated his talents at the Syracuse Boys & Girls Clubs as a front desk associate and working through various titles such as games room director, assistant gym director, teen director, unit director, and director of baseball operations. There, he founded the Syracuse Chapter of Reviving Baseball in Inner Cities baseball program (Syracuse R.B.I.). His talent afforded him opportunities to develop programs and work in senior-leadership roles for Boys & Girls Clubs of Greater Lynchburg, and Metro Richmond in Virginia. He continued onto leadership roles at City of Lynchburg Parks & Recreation before returning home. In returning, Jimmy says mentoring youth and continuing to support organizations like Boys & Girls Club, which holds a special place in his heart, is less like work and more like a way of life.

**One word that describes you best:**  
Resilient



**Hobbies:**  
Tennis, reading, and golf

**Secret talent:**  
I throw with both hands

**Bucket-list item:**  
Visit a restaurant in Spain, called El Buli

**Best advice ever received:**  
Never forget where you came from

**Volunteer activities:**  
OnTech Charter High School (board of directors), Near Westside Initiative (board of directors), and community food giveaways

## BRIAN RAPHAEL

Founder/President/Physician

Empire Dermatology

Age: 39

Dr. Brian Raphael is a native of Fayetteville. He completed his medical training at the Perelman School of Medicine at the University of Pennsylvania in Philadelphia. After his internal-medicine internship, he completed his residency in dermatology at Emory University. Brian is a board-certified dermatologist and fellowship-trained dermatologic surgeon. Upon completing his fellowships in Boston, he now specializes in Mohs micrographic surgery for skin cancers and facial reconstruction as well as cosmetic dermatology. He moved back to Syracuse four years ago to open Empire Dermatology. Dr. Raphael lives with his wife and their awesome husky.

**One word that describes you best:**  
Extrovert

**Hobbies:**  
Golf, following Syracuse sports, and making cheese



**Secret talent:**  
Able to fall asleep in any environment

**Bucket-list item:**  
Attending the Masters golf tournament

**Best advice ever received:**  
Don't get hung up on failures

**Volunteer activities:**  
Numerous speaking engagements on skin cancer throughout the community

## BRIAN RAPP

Co-Owner and VP

Bill Rapp Buick GMC Subaru

Age: 39

After graduating from Christian Brothers Academy, Brian moved south to attend the University of Miami in Florida, where he received his BBA and MBA. Since 2009, Brian has worked at Bill Rapp Super Store in various roles, learning the "ins and outs" of the automotive retail business. In 2012, Brian attended the National Auto Dealers Dealer Academy, where he learned each aspect of dealership operations. Now Brian is co-owner and the VP of the dealerships. Brian is an example of a young professional with a strong commitment to the community. He has quietly helped many charitable organizations and the Rapp dealership has an outstanding reputation in our community for giving back.

**One word that describes you best:**  
Ambitious

**Hobbies:**  
Golf, watching college football, boating



**Secret talent:**  
I cook a really good steak

**Bucket-list item:**  
Take a trip to Ireland to play golf

**Best advice ever received:**  
Treat others the way you want to be treated

**Volunteer activities:**  
Board of directors for Ronald McDonald House of Central New York, COVID-19 Food Drive for the Food Bank of CNY, and strong affiliation with David's Refuge



JUHANNA N. ROGERS

VP of Racial Equity  
and Social Impact

CenterState CEO

Age: 38

Rogers, Ph.D., is the VP for racial equity and social impact at CenterState CEO. Prior to this role, she worked for economic inclusion at CenterState CEO and as director of health services at Southwest Community Center. Dr. Rogers is the creator, executive producer, and host of “Behind The Woman” a web series that shares personal stories from diverse women leaders, with the goal of empowering women to pursue their dreams. Dr. Rogers earned a bachelor’s degree in integrative arts from Penn State University – Altoona. She went on to earn a master’s degree and doctorate in higher education and student affairs from Indiana University. Dr. Rogers has traveled the world exploring ways to document and highlight the narratives of Black women through theater and television. Today, in addition to professional and creative work, she is a mother and avid seeker of laughter.

**One word that describes you best:**  
Dynamic



**Hobbies:**  
Dance, performing, and traveling with friends

**Secret talent:**  
I am a great cook when time permits

**Bucket-list item:**  
Spend a year traveling through Africa

**Best advice ever received:**  
Don’t worry about how good you are; just keep delivering your gifts to the world

**Volunteer activities:**  
Auburn Public Theater Harriet Tubman Troupe

PATRICK E. ROHE

CEO

Rockbridge Investment  
Management

Age: 34

Patrick’s outstanding performance at Rockbridge has led to his appointment as CEO. He is an inspiring leader to a fast-growing wealth-management firm located in Syracuse. He is passionate about downtown Syracuse and is committed to keeping the firm in its downtown location. Patrick and his wife live on his family’s farm in Marcellus with their two sons. In his free time, Patrick enjoys being outdoors (especially the Adirondacks), attending local sporting events, golfing, and spending time with his family on their dairy farm.

**One word that describes you best:**  
Driven

**Hobbies:**  
Running/biking, hiking the Adirondacks, golfing

**Secret talent:**  
I was an Irish step dancer as a child and won many national events

**Bucket-list item:**  
Traveling internationally with my



wife. I would also love to play golf at Augusta National and St. Andrews

**Best advice ever received:**  
Your work ethic is one of the few things you have full control over — advice provided by my parents

**Volunteer activities:**  
Board member for YMCA, Meals on Wheels, and NAPFA, a national association of fee-only financial advisors

CHRISTINA SAUVE

CEO

Cooperative Federal

Age: 38

Christina Sauve is the CEO of Cooperative Federal, a low-income designated community-development credit union founded in Syracuse in 1982. She has served on the board of Home HeadQuarters, Syracuse Model Neighborhood Facility, the Credit Union National Association - Hispanic Outreach Committee, the Credit Union Association of New York - Young Professionals Commission, Women Business Opportunities Connection, and as a volunteer for the Two Row Wampum Festival on Onondaga Lake and the East Side Neighborhood Farmers Market in Syracuse. She graduated with a bachelor’s degree in psychology from Stanford University. Christina is actively learning kanien’kéha, the Mohawk language, again after starting over 20 years ago, and she also enjoys speaking Spanish with members at Cooperative Federal’s four branches. She is driven by the desire to build a more just world for her son, and a brighter future for our community.

**One word that describes you best:**  
Resilient



**Hobbies:**  
Learning kanien’kéha (Mohawk language), exploring the outdoors with my son, and gardening

**Secret talent:**  
Baking

**Bucket-list item:**  
To see the Northern Lights in person

**Best advice ever received:**  
You can do anything, not everything

**Volunteer activities:**  
Board member, Home HeadQuarters; trustee, New York Credit Union Foundation

Congratulations,  
Jennifer Alfieri!  
*on being named*  
40 Under 40  
and for excelling in both your workplace  
as well as the community.



We’re honored to have  
you on our team!

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## ERICH A. SCHEPP

President

Schepp Family Funeral Homes/  
Peaceful Pets

Age: 38

Erich resides in Fayetteville and enjoys his greatest accomplishment, father to his three children. Schepp Family Funeral Homes' roots can be traced back to 1845. As a fourth-generation funeral director, he takes great pride in serving the families of Central New York. He continues to grow the family business on the foundation that his grandfather and father laid. In 2014, Erich expanded the family business to serve all of the family by establishing Peaceful Pets. Peaceful Pets filled a void by giving dignity to end-of-life services and allow families to celebrate the life of their pets. It continues to grow and has become the premier pet-cremation service of Central New York. Outside of the funeral industry, Erich has a passion for emergency services, having been a volunteer firefighter for more than 20 years. Most recently, he accepted a position as a deputy coordinator for Onondaga County Emergency Management. During the COVID-19 response, he spent many hours in the Emergency Operations Center, aiding in the county's response and developing plans for the pandemic. In his down time, he can be found at the family camp on Cazenovia Lake. This is where he finds relaxation.

**One word that describes you best:**  
Dedicated



**Hobbies:**

Traveling, rooting for the New York Yankees and Dallas Cowboys, and serving as a volunteer firefighter

**Secret talent:**

Still secret

**Bucket-list item:**

Get stunned by the Great Pyramid of Giza

**Best advice ever received:**

Take care of the community around you, and they will take care of you

**Volunteer activities:**

Volunteer firefighter for over 20 years. Served as the fire chief of Minoa Fire Department and president of Fayetteville Fire Department

## NICK SHIRES

Partner-in-Charge of  
Tax Services

Dannible & McKee, LLP

Age: 38

Nick joined Dannible & McKee in 2004 after graduating from Syracuse University with a bachelor's degree in accounting and finance. Nick has met all the challenges in his career head-on and was admitted to the partnership at Dannible & McKee in 2015. As a partner in the firm, he has continued to be a leader among his peers and on July 2020, Nick was named partner-in-charge of tax services. While he is proud of his career accomplishments, he is most proud of his family. Nick and his wife have two boys and he spends much of his time as a volunteer coach of youth soccer. Nick brings his expertise in a financial-resource capacity for organizations that need it. He volunteers regularly as a presenter and adviser for small business startups through the Fast Track program.

**One word that describes you best:**

Loyal

**Hobbies:**

Golf with my wife and two boys, playing rugby

**Secret talent:**

I can make 3 loops with my tongue



**Bucket-list item:**

Golf trip to Scotland and see a game at every MLB stadium (9 down, 21 to go)

**Best advice ever received:**

You only get out of something what you put into it

**Volunteer activities:**

Treasurer of rugby club and youth rugby club, treasurer of Hopeprint, board member of Music for the Mission, and various events to support the Rescue Mission

*"The ones who are crazy enough to think they can change the world, are the ones that do."*  
- Anonymous

Congratulations on being a part of the highly coveted, unique group of individuals who are 40 Under Forty alumni. With the first class recognized in 1998, there are more than 900 people who have received this award. You are in good company to make the world a better place.

On behalf of the Central New York Business Journal, BizEventz, and presenting sponsor M&T Bank, we are proud of you for doing the work that you do.

Being part of 40 under Forty does not stop today. You are each tasked with paying it forward and helping others succeed. The 40 under Forty Community Alumni Project does just that. Under normal circumstances you would be asked to join your colleagues and volunteer together at an organization you voted on. Even though COVID-19 has us limiting our social interactions, it does not mean that helping others must stop. PLEASE get involved, stay involved, be involved. Our community is depending on you.

Once again congratulations - you deserve this!



Jill Allen, Director, BizEventz



EMILY TAYLOR

Senior Research Analyst  
Drive Research  
Age: 27

As a market-research professional, Emily does more than wrangle data. She is approaching a decade of experience in the market-research industry and loves to challenge the status quo. Her work includes executing every step of the market-research process. Using new technologies and processes, Emily challenges industry standards by conducting market research faster and more accurately. Her day-to-day goal is to empower others to make smarter decisions using insights gained from market research. She also has a passion for storytelling and breaking down data in a way that allows clients to take-action quickly. Outside of work, you will find Emily giving in to her caffeine needs at a local coffee shop with her husband. Emily's family will tell you she gets fixated on little details, so she can determine whether her coffee was ordered correctly in just one sip.

**One word that describes you best:**  
Purposeful

**Hobbies:**  
True crime podcasts and exploring local hidden gems

**Secret talent:**  
Creative writing



**Bucket-list item:**  
I want to learn how to sew clothing

**Best advice ever received:**  
If you truly listen you can learn something from everyone, but don't let the weight of other's opinions stop you from progressing

**Volunteer activities:**  
Board member of CNY Sales & Marketing Executives (CNYSME), member of the Ronald McDonald House Red Shoe Society, member of the United Way of Central New York & Emerging Leaders United, volunteer for the Salvation Army Syracuse Christmas Bureau, volunteer for the CNYSPCA, volunteer for the Downtown Committee of Syracuse, and volunteer speaker for Syracuse University

NICOLE TESKA

Partner  
Bowers and Company CPAs, PLLC  
Age: 38

Originally from Hudson, N.Y., Nicole graduated from SUNY Cortland. She is a licensed New York State Certified Public Accountant (CPA) and Certified Fraud Examiner (CFE). Nicole began her accounting career with Bowers and Company CPAs in 2004. In 2016 she was named an audit partner, and in 2019 was named the firm's quality control director. Nicole's clients are in the transportation industry, banking industry, and not-for-profit sector. Nicole is involved in her clients' industries which is shown through her work with the American Short Line & Regional Railroad Association (ASLRRA). She is a member of the ASLRRA and serves on its numerous committees including as the chair of the ASLRRA finance and administration committee, a member of the legislative policy committee, and a member of the young professionals committee.

**One word that describes you best:**  
Organized

**Hobbies:**  
Running, hiking, traveling

**Secret talent:**  
Cooking



**Bucket-list item:**  
To visit all 50 states

**Best advice ever received:**  
"Make the other person feel important — and do it sincerely." My dad taught me early in the life the golden rules of Dale Carnegie

**Volunteer activities:**  
I volunteer on various boards, most currently with the ASLRRA trade association. Participate in running races that support local communities, provide donations to various charitable organizations

Congratulations to Brian Rapp on being named to the Central New York Business Journal's 40 Under 40!



Brian, we are all so incredibly proud of your accomplishments! Your hard work and dedication are inspiring to those around you. All of us at Bill Rapp Super Store wish you many more years of success.



Bill Rapp Subaru  
3446 Burnet Avenue  
Syracuse, NY 13206  
BillRappSubaru.com

Bill Rapp Subaru of Norwich  
4814 State Highway 23  
Norwich, NY 13815  
BillRappSubaruofNorwich.com

Bill Rapp Buick | GMC  
3449 Burnet Avenue  
Syracuse, NY 13206  
BillRappBuickGMC.com

Bill Rapp Pre-Owned Super Store  
3449 Burnet Avenue  
Syracuse, NY 13206  
BillRappUsedCars.com



## ASALIM A. THABET

Clinical Assistant Professor  
of Emergency Medicine &  
Pediatrics

Upstate Medical University  
**Age: 36**

As a native Syracusan, and the proud daughter of two immigrants, Dr. Asalim Thabet has had a life full of blessed opportunities. After completing her early childhood education as part of the Syracuse City public schools, she went to Le Moyne College for a bachelor's degree and then to Upstate Medical University to complete her medical degree. She stayed at Upstate University Hospital to complete a residency in pediatrics and further training specifically in pediatric emergency medicine. She is now a dual board-certified pediatric emergency medicine physician. When not in the hospital, she spends her time caring for her three sons and hanging out with extended family. Dr. Thabet says she is granted the privilege of caring for the sick children of the area and is always looking for ways to give back. She is an example that there are no limits in life except the ones you set for yourself.

**One word that describes you best:**  
Meticulous



**Hobbies:**

Spending time with my sons and family & helping others

**Secret talent:**

Amazing basketball player

**Bucket-list item:**

To visit all 50 states of the USA

**Best advice ever received:**

Time is the most valuable asset you have

**Volunteer activities:**

Community outreach on pediatric preventive health and safety, mentoring local young girls, tutoring local children struggling in school, and donating goods to the local shelters

## ERIN WEIMAN

Owner, CEO

Nunn's Home Medical  
Equipment

**Age: 39**

Erin Weiman is the owner and CEO of Nunn's Home Medical Equipment a full-service respiratory and durable medical-equipment company located in Rome and Syracuse. She is the 3rd generation to own and operate this family-owned business that was founded by her grandfather Martin J. Nunn in 1942 and she has been involved since 2006. Erin has spearheaded the acquisition of two other companies, numerous contracts, and more than tripled the number of employees the company has since she first joined the organization. Her focus is to improve the health of those they serve with a commitment to excellence in all that they do. Her goal is to offer quality care and programs that set community standards, exceed patients' expectations, and are provided in a caring, convenient, cost-effective, and accessible manner. Erin is not only a tremendous business leader, but also a leader in her community.

**One word that describes you best:**  
Determined



**Hobbies:**

I love to spend time with my family, decorate and work around my home, and spend time in the Adirondacks

**Secret talent:**

Shh, it is a secret

**Bucket-list item:**

Island hop around Greece

**Best advice ever received:**

The past is behind, learn from it. The future is ahead, prepare for it. The present is here, live it

**Volunteer activities:**

Director, Griffiss Local Development Corporation (GLDC), director Northeast Medical Equipment Providers (NEMEP), Delta Omega Sorority, Rome Rescue Mission

*Thank You*



**Tammy Palmer, Anchor, Spectrum News and 40 Under Forty class of 2007 and Steve Gorczynski, Administrative Vice President, Commercial Banking M&T Bank**

*for presenting this year's  
40 Under Forty honorees!*

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## KATIE WOJDYLA

VP and Director of Marketing

Water Safari Resort

**Age: 38**

Katie Wojdyla is the VP and director of marketing for Water Safari Resort, which includes Enchanted Forest Water Safari (water park), Calypso's Cove (FEC), Old Forge Camping Resort (campground), and the Water's Edge Inn (hotel). She started her career in the amusement industry growing up in the family business. She has worked in many different departments such as food service, games, photo, HR, admissions, administration, and the campground, all of which have provided a backdrop for industry knowledge and expertise. She returned to the company in 2004 after completing a bachelor's degree in speech communication with minors in linguistics and French from Syracuse University. She and her sister Kelly now run the resort, overseeing all operations. Katie specifically manages all marketing for Water Safari Resort's four properties. Katie lives with her husband and their beloved golden retriever Marcy in Old Forge and Saratoga Springs.

**One word that describes you best:**  
Forward-thinker



**Hobbies:**

Adirondacks lake activities, camping, home decorating

**Secret talent:**

Reading between the lines

**Bucket-list item:**

Travel outside of the U.S. again

**Best advice ever received:**

Keep it simple and do the best you can

**Volunteer activities:**

View Arts Center, Calypso's Cove Charity Go Kart Race, World Waterpark Association, various community projects



KIMBERLY J. ZACCARIA

Toxicologist  
SRC, Inc.  
Age: 39

Kim Zaccaria strives to maintain a balance between her work as a toxicologist at SRC, her family, and her community. At SRC, her primary role is writing and contributing to government-sponsored toxicological risk assessments. She is active in several SRC volunteer committees, including the SRC Cares Council, which organizes corporate-sponsored volunteer events, and the STEM Volunteer Group, which mentor local students. Outside SRC, Kim is active volunteer for Scout Troop 117. Recently, she has sewn and donated more than 500 cloth masks for SRC colleagues, camp staff at Camp Talooli and Woodland, the Samaritan Center, and neighbors. She received SRC-sponsored volunteer awards in 2016, 2017, and 2019 and the BSA Longhouse Council Distinguished Service Award in 2017. In her spare time, Kim enjoys playing games with her family or curling up with a good book — preferably at a cabin in the Adirondacks.

One word that describes you best: Perseverant



**Hobbies:** Sewing, reading, card/board games with family  
**Secret talent:** Baking and cake decorating  
**Bucket-list item:** Visit Europe with my husband  
**Best advice ever received:** Life is too short to be ordinary  
**Volunteer activities:** Scouts BSA- various leadership positions in troop 117, SRC STEM volunteer group, Society of Toxicology mentor and volunteer and Clear Path for Veterans Volunteer

JORDAN ZAPISEK

Founder & Executive Director  
On My Team16  
JZ Agency3  
Age: 25

Jordan is a graduate of St. Lawrence University where she majored in business and communications. Jordan was inspired to create On My Team16 by her younger brother, Jack Sheridan, and his battle with Leukemia. OMT16’s mission is to comfort and support pediatric-oncology patients, families, and caregivers by raising money through athletics. Jordan is determined to impact the life of at least one child or family, and provide a glimpse at a world without cancer, and she hopes On My Team16 is going to help her do just that. In addition to On My Team16, Jordan is the founder of a boutique digital marketing agency called JZ Agency3 and is currently living in Syracuse with her husband and two dogs Oakley and Ernie.  
**One word that describes you best:** Committed  
**Hobbies:** Paddle boarding and running



**Secret talent:** Photography. Not sure if I am any good but I love to do it  
**Bucket-list item:** Run the Boston Marathon  
**Best advice ever received:** Never compare your 5th day to someone’s 5,000th day  
**Volunteer activities:** On My Team16, and part of the CNY Cystic Fibrosis Finest Group

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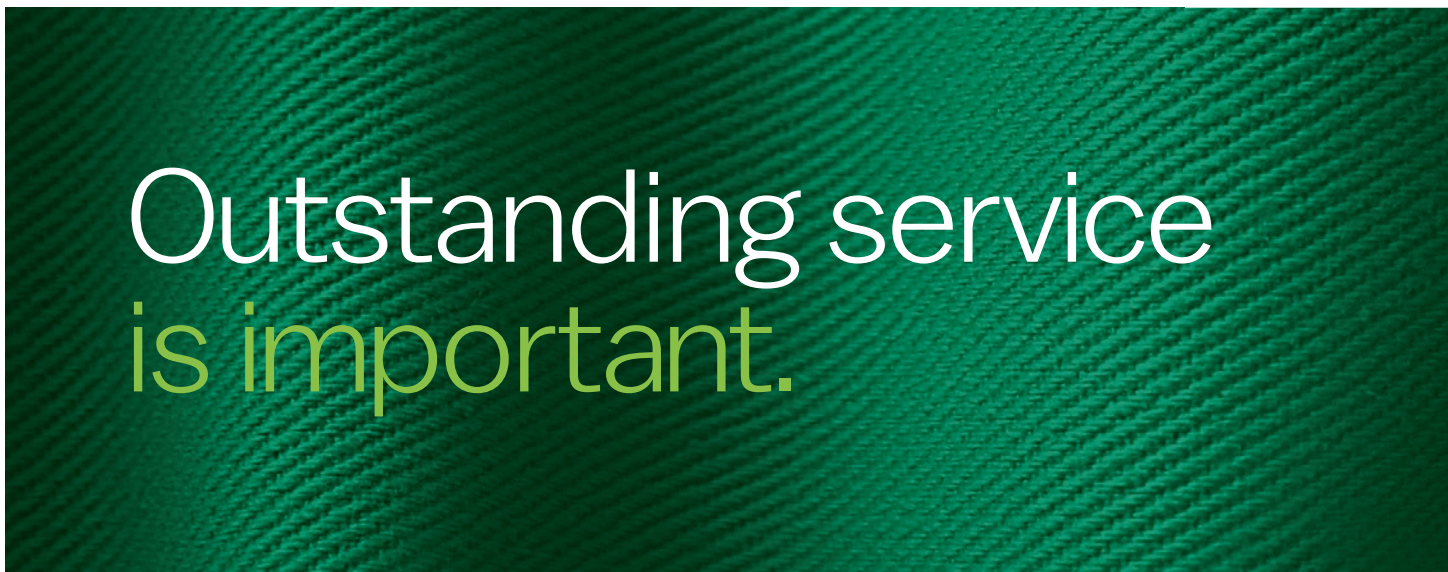
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