



ASK A CEO

Interview Series

Presented by Greg Demetriou

CEO Class of 2017

Volume 1 | 2017

www.gregscorneroffice.com

The Ask A CEO Interview Series

Presented by Greg Demetriou

For 25 years, as the founder and CEO of Lorraine Gregory Communications, I concentrated on growing this company by mentoring, advising and helping hundreds of companies and organizations go to market, spread their message and be successful. I have been impressed by the wealth of executive talent resident in many of the CEO's I have met.

In the course of my work, I asked many CEO's about their journeys to success.

With the launch of GregsCornerOffice.com "Ask A CEO Interview Series" I have created a vehicle that will allow the CEO's to share their experience with everyone.

CEO's are very generous people and have been highly enthusiastic in participating in the "Ask A CEO Interview Series." Some of the names you will recognize right away, others maybe not so readily, but be assured that each occupies a position at the top of their industry and are all leaders in their own right.



Table of Contents

Page 3 John F. Collins

Page 4 Assaunta Howard

Page 5 Jaci Clement

Page 6 Marie Zere

Page 7 David Okorn

Page 8 Rob Greenberger

Page 9 Joseph Campolo

Page 10 Paule Pachter

Page 11 Terri Alessi-Miceli

Page 12 Gregory Garritano

Page 13 Gregg Schor

Page 14 Corinne Hammons

Page 15 Beth Meixner

Page 16 Jeffrey Bass

Page 17 James Webster

Page 18 Jennifer Cona

Page 19 Rich Humann

Page 20 Roslyn Goldmacher

Page 21 Rob Basso

Page 22 David Hunt

Page 23 John Miller

Page 24 John Kominicki

Meet the Class of 2017



John F. Collins



Assuanta Howard



Jaci Clement



Marie Zere



David Okorn



Rob Greenberger



Joseph Campolo



Paule Pachter



Terri Alessi-Miceli



Gregory Garritano



Gregg Schor



Corinne Hammons



Beth Meixner



Jeffrey Bass



James Webster



Jennifer Cona



Rich Humann



Roslyn Goldmacher



Rob Basso



David Hunt



John Miller



John Kominicki



John F. Collins

CEO & President NYU Winthrop Hospital

In terms of style describe the way you manage.

I think I have a very transparent management style. I share a great deal with my top management staff, as well as with the entire organization because I believe that establishing goals, and cascading them down throughout the whole organization is the best way to get everyone engaged and working toward the same objectives. It's also the best way to establish performance metrics and hold people accountable for what they are expected to achieve. At the same time, I know I don't have all the answers, so I encourage feedback from key staff, which often sheds important light that helps me when making certain decisions that will impact the organization as a whole. I value honesty, and I want the people I trust to give me honest opinions. As long as those opinions are delivered with conviction and with the good of the organization in mind, I value that. My job is to establish a vision and then make clear decisions.

Do you see yourself as a strategic or operational leader?

Strategic or operational leader – I am a strategic leader. I focus ON the business, not IN the business. Healthcare is a constantly changing field. We are heavily regulated, and the rules change frequently, so it is important to set a strategy that will place the hospital on solid footing regardless of what new regulations may be promulgated or payment models change. We needed to decide, for example, how to remain vibrant and grow to meet the needs of the communities we serve whether the push toward population health grows stronger, or whether the fee-for-service model remains in effect. We made the strategic decision that partnering with NYU Langone Medical Center was the best way to ensure that, regardless of what happened, we will be around as an institution to continue to meet the health needs of the Long Island market. We are very excited about this decision and we grow more optimistic every day that it was absolutely the right decision.

In the overall scheme of things how important would company culture be and why?

For better or worse, culture is part of an organization's DNA. I think a culture that doesn't help define an organization, that doesn't help set it apart, isn't very useful or isn't being managed well by the chief executive. At Winthrop, we have a very distinctive and somewhat unique culture of caring and compassion that is actually palpable when you come here. It sounds almost obvious for a hospital to say that, but it is not true everywhere. Patients feel it, and new employees, who come here from other places, begin to sense it almost immediately. It is "family." People care about one another; they "have each other's back," as they say, and they care very much for the patients they treat. That culture has been around here for decades and decades, and it is what sets Winthrop apart in terms of healthcare organizations in our region. One of my greatest responsibilities is making sure that we are able to maintain that culture, even as we grow – from the community hospital, we were just a few decades ago, into the major academic medical center we are today, with over 8,500 employees and sites all over Long Island. One of the key reasons we chose to partner with NYU Langone is that we saw in them a culture that was very similar to our own. Like us, they are very patient-centered, and they focus on people to drive quality and to collaborate with one another to ensure that they provide the very best care every single day.

Because we don't operate in a vacuum and must have skilled people help build on our company vision, what are the key elements you look for in a person and what does it take to get the right team in place?

Key elements to look for in a person. – Obviously, we must have people who are highly qualified to satisfy their job requirements. That goes without saying. But in my senior team, I look for individuals with integrity, loyalty and the ability to work together in a collaborative environment. The healthcare industry has so many diverse factors that are constantly changing, and it would be impossible for one single person to do everything on their own. You must rely on others who have expertise and skills to complement your own, and together, as a team, great things can happen. Yet if people's mindsets are solely focused on themselves, and not for the overall greater good, they are destined to fail. People who "don't play well in the sandbox" do not last here at Winthrop. I want to promote an environment where there is mutual respect, a polite and free exchange of ideas, and a constant awareness that the patient comes first.

About John Collins

John F. Collins is President and Chief Executive Officer (CEO) of Winthrop-University Hospital. With 40 years of experience in the healthcare industry, Mr. Collins has had an illustrious career at some of the leading healthcare institutions on Long Island. An expert on healthcare policy and funding who is often invited to speak to his peers on such topics, Mr. Collins has been actively involved with several healthcare organizations to shape and improve quality healthcare in our region. He currently serves on the Board of Directors for the Greater New York Hospital Association, where he is Chair of the Investment Committee. In addition, he is an active member of the Region 2 Planning Council of the American Hospital Association. Mr. Collins is a past-president of the Healthcare Financial Management Association (HFMA) Metropolitan New York Chapter, and is a past-Chairman of the Nassau-Suffolk Hospital Council Committee on Finance. On several occasions, he has been honored with awards from the HFMA, and in 2013, was among eight men honored by Networking Magazine with a prestigious David Award for performing generous and unselfish acts for the greater good.

At Winthrop-University hospital, Mr. Collins has been an integral member of the Winthrop leadership team for 20 years, working closely with members of the Hospital's Board of Directors, medical staff and senior administration to provide expert management of all aspects of the Hospital's operations. Under his leadership, Winthrop became the first hospital on Long Island to qualify for a financial incentive for the meaningful use of certified electronic health record technology to achieve its health and efficiency goals, and was recognized in the first-ever edition of U.S. News & World Report's Best Hospitals Metro Area Rankings for 10 high performing specialties. Most recently, his vision and strategic leadership have been instrumental in helping Winthrop enter into an affiliation agreement with NYU Langone Medical Center that will bring the two organizations together to expand, enhance and clinically integrate its healthcare networks on Long Island. Board member of the Girl Scouts of Suffolk County, past board member of the Long Island Association (LIA), a standing member of the Planning Board for the Village of the Branch in Smithtown and an active member of the Board of Directors for the Long Island Business Development Corporation (LIBDC). She has received the Distinguished Achievement in the Field of Business Award by the Town of Islip, and the Long Island Distinguished Leadership Award, Suffolk County Republican Women of which she is a founder, honored by the Kidney & Urology Foundation, honored by the Long Island Museums of Antiquities & Carriages at Old Stony Brook (A Smithsonian Museum), honored by the Nassau Conservancy.



Assuanta Howard

CEO & President Asta Publications, LLC

What was the best business book you have read?

As an avid reader, it's hard to select the best business book. There are three books that I have read that impacted the way I view and conduct business. My father introduced me to "The Art of War," by Sun Tzu when I was a teenager, and I have found it to be the best book on strategy, period. Entrepreneurs are always in search of the next opportunity to take their business forward. However, not all ideas are good business opportunities and cause you to invest in projects and or products that can be detrimental to your business. Sun Tzu states, "If it is to your advantage, make a forward move; if not, stay where you are." Simple but, yet a compelling quote. "Think and Grow Rich," by Napoleon Hill was the second business book I was introduced to in undergraduate school. The concept of belief and attainment resonated with me the most. I believe that if you can visualize what you want, you will be able to receive it.

The third book that helped me in the mid-stages of entrepreneurship is, "E-Myth Revisited." When I started Asta Publications thirteen years ago, I performed every role, from the editor, graphic designer, typesetter, marketer, and strategist. I enjoyed being the technician. I felt connected to my authors, and I took pride in the finished product. However, as the CEO of the company, it is was necessary for me to hire qualified people to do technical parts of the business if I wanted to grow. I did not start my business to create a job for myself.

Regarding style describe the way you manage?

I am a transformational or inspirational leader. I believe that every person I work with has the potential and ability to realize their purpose. I trust the people I hire to do the best job possible. I provide guidance as necessary; I feel it is more important for an employee to be able to problem solve and be able to manage them.

Words to live by...

To be successful in business and life, it is important to remove the word "can't" from your vocabulary. The word "can't" is a self-defeating word that gets in the way of accomplishing one's goal. I honestly believe everyone can succeed if they want to. My favorite book as a child was, "The Little Red Engine that Could." "I think I can; I think I can, I think I can, I know I can."

What do you wish your legacy to be?

My legacy will show that I cared about the development of people. I have helped numerous people progress in their careers, realize their dreams of becoming a published author, start and grow their business, and strive for greatness. It is important for me to uplift everyone that in my presence.

About Assuanta Howard

Assuanta Howard is the CEO and President of Asta Publications, LLC, a publishing company located in Atlanta, Georgia, and New York, New York. She started the company in 2004 and has helped hundreds of authors turn their manuscripts into published books. Ms. Howard is also the CEO of the Institute for Entrepreneurial thought, and educational and training company that works with start-up, early-stage, and high growth businesses. The Institute was established in 2015. In addition, to running the day-to-day operations of Asta Publications and the Institute for Entrepreneurial Thought she serves as the Educational Services Director of the Goldman Sachs 10,000 Small Businesses program located at LaGuardia Community College, in New York. She is responsible for the implementation and delivery of the curriculum, business support services, and alumni services. Ms. Howard has worked for over 20 years in the City University of New York system with the Adult Continuing Education Division. Prior to starting her business, Ms. Howard was the Director of Continuing Education at Clayton State University in Morrow, Georgia and was the Director of Corporate Education and Workforce Development at The City College of New York. Mes. Howard is a published author of several books. She has a Master of Science degree in Adult Education and Human Resources Development from Fordham University and currently pursuing a doctoral degree in Leadership and Organizational Change.



Jaci Clement

*CEO & Executive Director
Fair Media Council*

What would you tell an up and coming executive about the difficulties in running a successful company?

Wake up focused on what needs to be fixed, changed or demolished. Celebrate what's working well before you leave for the night.

Name one person who influenced your life and why (could be family, mentors, historical figures, etc.)?

My dad. One day after school, he told me he wanted me to be whatever I wanted to be when I grew up – but it was important to him that I be good at what I do. Then, he said to be good at anything, I would have to understand business. That's when he asked me to start reading a newspaper every day, and he handed me a copy of the Wall Street Journal. I was in the fourth grade. Best advice. Ever.

What advice would you give to an aspiring leader of tomorrow?

To benchmark everything you're doing. Not only will it allow you to compare yourself to your competitors, it will enable you discover your own strengths and help you build an authentic personal brand.

Words to live by?

"You are braver than you believe, stronger than you seem, and smarter than you think," said Christopher Robin to Pooh.

About Jaci Clement

Jaci Clement earned her first byline in a daily newspaper when she was in the fourth grade. She's been working for and with media ever since. Today she runs the Fair Media Council, a 501c3 nonprofit organization that advocates for quality news and works to create a media savvy society in a media driven world. She drives a small car, owns a large dog and lives on the North Shore of Long Island.



Marie Zere

CEO & President Zere Real Estate Services

Do you see yourself as a strategic or operational leader and why?

I am a strategic leader, ready at all times to endure the recessions and down turns in the economy by being flexible, tapping into my creative juices; reinventing what I do, expanding my knowledge of my industry, focusing on new opportunities and staying on the cutting edge. A new niche has been born many times by Zere Real Estate.

What is a core passion or peeve of yours – in life or in business?

The key to success in the commercial real estate business is directly related to the “feast or famine” Modus Operandi”. It is called “staying power”. In other words how long can you last without making money? Everything I do is commission based. And in the larger deals I have waited 10 years and more to close them. Then I have to be prepared to fight for my commission, and it is not unusual to wind up in court. The New York way is for developers and landlords to use litigation as a tool to “screw the broker”, using it as a wedge to reduce the sum owed and eventually settle for less. It is very costly costing anywhere from \$20k minimum to \$400k for a jury trial.

What is your outlook for the economy?

In my business, I have concerns about the economy in Suffolk County and Long Island, in general. The low vacancy factor of 3% at first blush seems like a good thing. But it is not. And the depleted inventory of land is a real problem. Without inventory, there are literally no deals to be made. Just think about it. The deal starts with the commercial broker. Then we retain the attorneys, surveyors, engineers, carpenters, painters, spacklers, salespeople for furniture, phones, equipment, and so forth. With these two scenarios of depleted inventories and land, will put a dent in our economy and we will have to rely on redevelopment, which is a lengthy process only to be completed by experts in the business, leaving the less experienced without opportunities.

What do you wish your legacy to be?

Key elements to look for in a person. – Obviously, we must have people who are highly qualified to satisfy their job requirements. That goes without saying. But in my senior team, I look for individuals with integrity, loyalty and the ability to work together in a collaborative environment. The healthcare industry has so many diverse factors that are constantly changing, and it would be impossible for one single person to do everything on their own. You must rely on others who have expertise and skills to complement your own, and together, as a team, great things can happen. Yet if people’s mindsets are solely focused on themselves, and not for the overall greater good, they are destined to fail. People who “don’t play well in the sandbox” do not last here at Winthrop. I want to promote an environment where there is mutual respect, a polite and free exchange of ideas, and a constant awareness that the patient comes first.

About Marie Zere

Marie is a Certified New York State Woman Business Enterprise (WBE) through New York State Empire State Development. She is approved for all aspects of solar installations and other Renewable Energy related sources such as gas facilities, wind turbines and fuel cells.

Marie is a dynamic and very involved business professional. She is the former President of Commercial Industrial Brokers Society of Long Island (CIBS) She is a former member of the Board of Governors of the New York State Commercial Association of Realtors, past president of Long Island Transportation Management, former Executive Board member of the Girl Scouts of Suffolk County, past board member of the Long Island Association (LIA), a standing member of the Planning Board for the Village of the Branch in Smithtown and an active member of the Board of Directors for the Long Island Business Development Corporation (LIBDC). She has received the Distinguished Achievement in the Field of Business Award by the Town of Islip, and the Long Island Distinguished Leadership Award, Suffolk County Republican Women of which she is a founder, honored by the Kidney & Urology Foundation, honored by the Long Island Museums of Antiquities & Carriages at Old Stony Brook (A Smithsonian Museum), honored by the Nassau Conservancy.



David M. Okorn

Director Long Island Community Foundation

Because we don't operate in a vacuum and must have skilled people help build on our company vision, what are the key elements you look for in a person and what does it take to get the right team in place?

Having a team that can help to build upon and carry out a vision is key to success. Although certain skills and knowledge are required for different jobs, I'm a true believer that skills can be learned. Therefore, one of the most important things I look for is a positive attitude and someone who will do whatever it takes to get the job done. Taking the initiative and striving to exceed expectations are work traits that I look for in my employees and reward accordingly.

In terms of style describe the way you manage?

Effectively managing others is probably one of the hardest jobs we have to do on a daily basis. My management style is to lead by example. By rolling up my sleeves and doing whatever it takes I believe that I set an example for that which I expect from all of my employees. I also empower my staff which provides real ownership in both projects and the organization. With the appropriate support, empowerment is a great tool to both challenge and build an individual's skill sets and confidence in their own abilities. Employees that feel good about themselves and their contributions toward the mission typically are more loyal to the organization and produce higher quality outcomes.

When it's all over how do you want to be remembered?

I would like to be remembered as a person who gave back way more than I took out. As such, I hope the through my actions and the lives I have touched that I will be an inspiration for others to follow. A little more selflessness in this world would be a great thing and each and every one of us can make a difference in this regard.

Words to live by?

Every day provides another chance to do something great!

About David M. Okorn

David M. Okorn is executive director of the Long Island Community Foundation (LICF), a charitable nonprofit organization that enables individuals, families and businesses to effectively and efficiently achieve their philanthropic and charitable goals. He previously served as senior vice president of development and external relations at Abilities, a nonprofit organization dedicated to improving the lives of adults and children with disabilities. Prior to that he held positions as director of community relations at KeySpan and executive director of the KeySpan Foundation. He is a member of the board of directors of the Long Island Volunteer Center and the Better Business Bureau Foundation. Mr. Okorn and his wife Martina live in Hauppauge with their two teenage children.



Rob Greenberger

CEO

The Suffolk Y Jewish Community Center

What was the best advice you ever received and how did it shape the way you manage?

I had an “a-ha moment” when Evelyn Roth, one of my earliest mentors, said to me “don’t bleed before you’re cut” as I was playing out every crisis response to a scenario that was possible but had not yet happened. Suffice to say, I spent a lot of time worrying about and planning for something that ultimately never happened. This advice has remained with me for more than 20 years and reminds me to stay in the moment even when faced with challenges, and many have heard me repeat this advice over the years.

Do you see yourself as a strategic or operational leader and why?

I think of myself as a staterational leader because I tend to keep a foot on both sides of the line. I try to make sure to recognize when the organization needs me to shift from strategic to operational thinking (or vice versa) so we’re better positioned to achieve performance objectives rather than being in the wrong mindset at the wrong time and getting in the way of my staff and progress.

What was the best business book you have read?

Our Iceberg Is Melting, by John Kotter, is a spectacular fable that illustrates Kotter’s theory of change management and leadership. In 30 minutes, you’ll understand a semester’s worth of information from this Harvard Business School professor.

Tell us something most people don’t know about you.

A Humpback whale sneezed on me. It was disgusting and exhilarating at the same time.

Do current events influence how your company conducts business?

As the leader of a non-profit organization, it is important to consider current events, demographic trends and impacts of changes to governmental and philanthropic sectors. Since non-profit organizations are first focused on mission rather than profit, we must always be aware of community needs and be able to bring new cost effective, innovative and efficient ideas that bring value and fill gaps in services.

In terms of style, describe the way you manage.

I would consider my style to be calm, firm and fair. I aspire to be the perfect combination of Jed Barlett and Michael Corleone.

Significant change in a company can be problematic. How would you handle such change in your company?

The effects of change can certainly be problematic for an organization however it is also important to recognize that change often becomes necessary over time to maintain relevance and continue to bring value to your community, customers or other stakeholders. Sometimes change can be incremental or comprehensive and transformative. At SYJCC, we are in the process of transforming our entire organization and while this has sometimes been disruptive, we are experiencing a new level of excitement. I don’t think change can be handled but I do think it can be managed and encouraged by defining and setting a course for the future state of the organization, honoring the past, and counseling stakeholders through the daily process. A good sense of humor helps.

What advice would you give to an aspiring leader of tomorrow?

You may just need to get accustomed to that feeling of low-level nausea.

Words to live by?

From my father who passed down this line from Davy Crockett – “Be sure you’re right then go ahead”.

What does retirement mean for you?

I’m probably dead.

About Rob Greenberger

Rob Greenberger has been Chief Executive Officer of The Suffolk Y Jewish Community Center (SYJCC) since March 2015. Prior to this appointment, he had a successful 22 year career developing, implementing and administering programs as Vice President of Family Services and Long Island Regional Operations for FECS Health & Human Services. He is regarded as a regional leader in the Jewish community and around disaster relief and welfare reform issues and has served on governmental commissions, task forces and regional coordinating entities. Rob is a NYS licensed clinical social worker. He received a Bachelor’s degree in Psychology from Albright College in Reading, Pennsylvania, a Master’s degree in Social Work from Adelphi University in Garden City, New York and a Master’s degree in Business Administration from Dowling College in Oakdale, New York. Rob and his family live in Smithtown.



Joseph Campolo

Managing Partner Campolo, Middleton & McCormick, LLP

Name one person who influenced your life and why.

My grandmother, Antoinette, who's still with us today at 97. Everyone loves to complain about how hard they work and how much tougher things are today. I tell them to look at my grandmother, who really embodies the spirit of the Greatest Generation. She raised my father as a single mother in the 1940s, working in a sweatshop every day until her fingers were raw and bleeding. She never asked "why me?" or complained. Instead, she went to work every day and eventually saved enough money to buy a brownstone in Brooklyn. Her work ethic has absolutely influenced the way I see the world.

What is a core passion or peeve of yours – in life or in business?

One of my greatest passions intertwines both life and business. I am passionate about improving myself and helping others to do the same. I never fool myself into thinking I'm an expert in anything – there's always more to learn. On the flip side, one of my biggest pet peeves is a smug, know-it-all attitude. The minute you think you know it all, you're dead.

What was the best business book you have read?

I'm a big reader – there are so many. In terms of how to be an effective manager, I'm always referring to *Winning* by Jack Welch. *Beyond Winning* by Robert H. Mnookin is one of the best negotiation books out there (one of my favorite subjects). But lately, I've been revisiting *Never Eat Alone* by Keith Ferrazzi, which was the first book I bought 10 years ago when I was about to launch the law firm that became CMM. I had recently left the very niche tech space and realized I needed to build a network if I wanted my career to go anywhere. The book shares really smart strategies about being a connector for others – it's not all about you. I'm such a fan of the book's message that it inspired me to give a presentation about networking recently that drew over 250 people. The topic couldn't be more relevant.

When you create strategic plans, how would you characterize the timelines you are most likely to use and why?

Of course, we plan for the next year, but we're also planning ten years out. We always have more people than we need, more space than we need, more advanced technology than we need at that moment because we're betting on growth. If you just worry about the here and now, that's where you'll get stuck. I tend to follow the advice of Wayne Gretzky, the greatest hockey player that ever lived, who famously said he skates to where the puck is going to be, not where it has been. I think about where we want to be in ten years and plan accordingly.

About Joseph N. Campolo

Joe Campolo serves as the Managing Partner of Campolo, Middleton & McCormick, LLP, a premier law firm with offices in Ronkonkoma and Bridgehampton, New York. Under Joe's leadership, the firm has grown from two lawyers to a robust and highly respected team of over 30 lawyers servicing clients in a wide range of practice areas—and continues to grow—with a deep commitment to the Long Island community. Clients and the news media have described CMM's lawyers as "fearless" and "exceptionally talented," possessing "deep knowledge" with a "first-rate intellect," and having the unique ability to "effectively partner with clients." This commitment to excellence has earned the firm many accolades from the business community. In 2017, CMM was again voted the Best Law Firm on Long Island, prevailing over a field that included many larger and long-established firms. The firm has also been awarded the prestigious Business Achievement Award from HIA-LI and Corporate Citizenship Awards from Long Island Business News and Child Abuse Prevention Services (CAPS), as well as a spot on the U.S. News & World Report list of Best Law Firms. In addition to his legal work and community involvement, Joe is also an Executive Producer of "Tribute," an award-winning short film.



Paule Pachter CEO Long Island Cares, Inc.

What would you tell an up and coming executives about the difficulties in running a successful business?

Make sure you hire staff that have great skills and a passion for the both the mission of your organization or business, and be realistic about your goals and objectives for your business.

How would you describe your company's culture to a new employee?

Long Island Cares' culture is one of caring, understanding, innovation and collaboration. We have no interest or time in being competitive with anyone else.

Do current events influence how your company conducts business?

Absolutely, we're in the business of providing food, companion services and support to people experiencing food insecurity so events such as unemployment, poverty, catastrophic illness, natural disasters, and a poor economy can affect how we are able to respond to the needs of our communities.

In terms of style describe how you manage?

I have an inclusive style of management where I seek input from my administrative staff and others when formulating a decision. However, I also realize that the buck stops with me as CEO and sometimes that's not always the correct way to manage. I allow and encourage staff to be creative, innovative and take risks to do the best work they can.

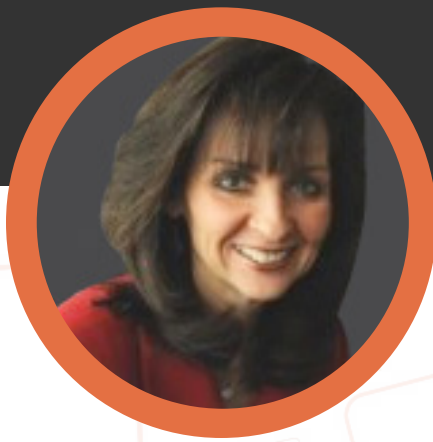
In the overall scheme of things how important would company culture be and why?

Understanding your company culture is critical to success because people develop their impression of your company by the way they're treated and will decide to support you or not based upon their impressions. As I said earlier, Long Island Cares is a caring, innovative and results oriented organization. We collaborate very well with organizations whose culture is similar to ours and right now that includes more than 575 other organizations.

About Paule Pachter

Paule T. Pachter is Chief Executive Officer of Long Island Cares, Inc., The Harry Chapin Food Bank. Founded by the late singer, Grammy Award winning songwriter, and social activist Harry Chapin, Long Island Cares brings together all available resources for the benefit of the hungry and food insecure on Long Island, and provides to the best of their ability for the humanitarian needs of our communities. Mr. Pachter is also on the faculty of St. Joseph's College in Patchogue where he teaches a second-year graduate course on executive leadership and models of innovation.

Long Island Business News has described Paule Pachter as a leader "who has transformed the work of a food bank to focus on the root causes of hunger and food insecurity by developing some of the most innovative approaches to helping people in need." As part of his vision, Pachter has redefined the role of a food bank to offer more direct services bringing Long Island Cares in closer contact with people in need, expanding mobile operations and building a network of community resources to increase distribution and capacity, which resulted in the organization receiving Feeding America's prestigious Hunger's Hope Award in 2011.



Terri Alessi-Miceli

President HIA-LI

What activities and initiatives are at the top of your daily list?

One of the things that I ask myself every morning as I prepare for the day is, “Who can I reach out to? Who should I collaborate with today?” I think about our internal team and external support teams, volunteers, members and our board of directors. My goal is to make a conscious effort to connect, collaborate and provide some value to others during my day. It starts with setting accountability – for me and others. It’s not just about responsibility. We all have things that we are responsible to accomplish each day. But responsibilities can be shared among multiple people. Accountability is about being engaged, involved and responding directly to others. You are only accountable when you are fully responsible for the initiative and the outcome. I am accountable to the people I collaborate with for my actions and activities, and they in turn, are accountable to me. That’s how we benefit in our interactions.

What is your management style?

My management style is to put the people who I manage in positions to make the best use of their talents as possible. I look to uncover and recognize each person’s strengths and direct them to the job where they can contribute to the best of their abilities. For example, since we are constantly taking the pulse of our association through emails and surveys to build better programming, I put team and volunteers who thrive at working with research and data into those roles. Since the Hauppauge Industrial Association of Long Island is a member-first, high-touch organization in service to others, I try to make sure that everyone involved is in a place where they can use their specific talents while serving the overall association. In that way, each person can be fulfilled while helping the association thrive.

Speaking of different skills, how does the Millennial workforce affect your membership and organization?

That’s a great question. It’s easy to say that, “Millennials are more technology-oriented and have different cultural norms.” But I think that misses the point. If we want to understand and stem the exodus of Long Island’s talented young workforce, we need to look past the obvious differences in age and technology prowess. We need to start with mutual respect for one another’s talents and expectations. HIA-LI supports an active young professionals committee that encourages involvement and engagement to bring different people together to solve the issues facing Millennials, like affordable housing, job satisfaction and career growth. One of our members, Sal Ferro [CEO of Alure Home Improvements] says that he tries to “Get on the customer’s agenda.” I like that. I think that Long Island organizations need to “Get on the Millennial Agenda” if we want to build a successful future together.

About Terri Alessi-Miceli

Terri Alessi-Miceli is president of the Hauppauge Industrial Association of Long Island, an association that acts as one of the voices for business on Long Island. For over a dozen years she has directed the staff, worked with the board of directors and engaged tens of thousands of members in meeting the HIA-LI’s mission to become a powerful force and economic engine for regional development on Long Island. Terri drives initiatives that directly address the challenges affecting the Hauppauge Industrial Park and its workforce, including infrastructure issues such as sewer capacity, roads and transportation. Additionally, since her members come from throughout Long Island and beyond, Terri works with the organization to enhance the economic climate and overall quality of life of the Long Island business region for the benefit of all the association’s members.



Gregory Garritano

Founder & Owner Garritano CPAs CFOs

How do you see the importance of goal setting?

Early in my career, I understood the value of setting realistic and achievable goals. Typically goals are set on a short-term, mid-term and long-term basis. It was important to me that my long term goals incorporate my vision of success rather than just a list of tasks to check off. Success to me could never be measured in dollars. My reason for building my own business was focused on having the freedom and ability to enjoy life.

Because we don't operate in a vacuum and must have skilled people help build on our company vision, what are the key elements you look for in a person and what does it take to get the right team in place?

Many times in businesses, you are forced to deal with customers, vendors and employees who would not otherwise be your friend. Due to financial and situational circumstances, we can often find ourselves under great amounts of stress because of the people we surround ourselves with. The early highlights of my career involved the firing of clients, vendors and staff who were not pleasant for me to deal with. Being surrounded by people I like and respect makes it easy to perform for the long hours often required by our profession.

Tell us about how you handled an unforeseen event or circumstance?

It took many years to build a team and culture that had the pride, competence, work ethic and personality to care for the clients and staff in the way that I would. I had planned to test the ability of my managers to handle the business in a slow and systematic manner. God had other plans! While walking home from a neighbor's house in 2009, I became very ill. Nine months, five surgeries and many hospital stays later, I came back to a business that did not miss a beat. I will forever be grateful for the performance of the team during this difficult time.

Our readers come from every industry and every stage in their careers. What would you like to say to them that will assist them in their journeys to success?

There is an inclination early on in the business to be intimidated by people who know more, have better skills and are more experienced than you. I have always reached out for different perspectives when facing challenges, but I have gotten better at knowing who to reach out to. I learn from clients, vendors, staff and a network of contacts on a continuous basis. This is an area of business that I continually strive to improve and expand. There are so many talented people who are willing to work together and share those skills. I like to think that I have been a valuable resource to others.

What advice would you give to an aspiring leader of tomorrow?

My early years in business were fraught with stress, anxiety and endless challenges. I have learned to separate what's truly important from what is a distraction; and my quality of life now is truly beyond what I had hoped and dreamed it would be. In the end, Family, Health and Happiness...that is all that really matters.

About Gregory Garritano

Gregory S. Garritano, CPA is the founder and owner of GARRITANO CPAs CFOs since its inception in 1983. Mr. Garritano has been the inspiration behind a different type of accounting firm. Focus has always been on being more than accountants who make sure the numbers are accurate and in compliance. In fact, a rapidly growing segment of the company is their Diamond CFO™ Service, which allows them to provide Chief Financial Officer level advice and support at a fraction of the cost of a company having an internal CFO. Diamond CFO™ focuses on helping clients experience financial stability, increased growth and profitability using the advantages of technology. His education includes a Business Degree at Suffolk County Community College, a BA in Economics from Stony Brook University and an MBA in Accounting from Hofstra University. He recently added Chartered Global Management Accountant to his resume. Mr. Garritano is also a principal and CFO of The Lauro Group, a land use company that provides consulting services for national companies planning expansions into the northeast region. Long a believer in the connection of family and community, he supports students and faculty at SCCC, as well as various other charities and organizations.



Gregg Schor

CEO

Protegrity Advisors

Tell us something that people don't know about you?

During college I studied Russian and while in law school I spent a semester taking classes in the former Soviet Union and Poland. This was in 1989, a time of great change and the beginning of end of the USSR. After graduating from law school the following year, I applied for positions with every American corporation and law firm that I could find that was doing business in Russia, and in return, received probably close to 200 rejection letters. Later on I was lucky enough to become director of European operations for a software company and a senior executive of multinational technology companies that ended up being acquired by corporations like Microsoft and IBM.

In terms of style describe the way you manage.

My goal when it comes to managing is to make my role obsolete. I try to surround myself with people who are smarter than I am, and to trust that anyone who reports to me knows what they are doing, and is comfortable enough to come to me if they make a mistake or face a challenge for which they don't know an appropriate solution. Over time, they will see how I handle situations and what principles the company values, and take that into account when making their own decisions. Not that my decisions are always correct of course!

Name one person who influenced your life and why?

Alex Pinchev taught me that the best way to succeed in business is to develop trusting and strong relationships with customers, regardless of the product or service you are selling. If you can demonstrate to customers that you genuinely care about their professional – and personal – success, that you will never let them down, and that you will proactively identify ways to help them grow their business (especially in ways completely unrelated to the product or service you are selling), then they will be customers – and many times, friends – for life.

I reported to Alex in several capacities over the years, and Protegrity is fortunate to have him as a member of our distinguished advisory board. He has many accomplishments, but probably the most succinct testimony to his business acumen is when he was President of Worldwide Sales and Marketing for Red Hat [NYSE: RHT]. During his tenure from 2003 to 2012, he took them from about \$50 million to over \$1.2 billion in revenue, selling “free” software to large enterprise companies whose executives previously never would have been willing to embrace open source, but for their trust in Alex and the relationships he was able to develop.

How do you see the economy over the next few years and how will that guide your business decision making?

I believe that sectors of the economy which can leverage technology will continue to grow over the next several years, and that individual businesses within those sectors which can best adapt and exploit technology will be the winners. The fact that the business environment is changing so rapidly and in such an unprecedented manner, combined with an aging business owner population in the middle market, and with there being substantially more qualified buyers searching for business to acquire than there are qualified companies to sell, means that the M&A market will continue to be very busy. As a leading M&A advisory firm, Protegrity Advisors is well positioned to play a key role in helping business owners achieve maximum purchase prices for their companies, and our decision making will be geared toward making sure we can capitalize on this growth opportunity.

About Gregg Schor

Gregg Schor is the chief executive officer of Protegrity Advisors (<http://protegrityadvisors.com/>), which is a leading provider of M&A advisory services to family run and closely held companies, as well as the chairman of CMM International (www.cmmlp.com/international), which acts as a single point of contact for managing the US and international legal services needs of corporations. He has over 20 years of experience managing legal, corporate development, mergers and acquisitions, human resources, and related services for organizations of all sizes. Gregg has previously held senior management positions at technology companies that have been acquired by IBM, Microsoft, and EMC, including Deputy and General Counsel, Senior Vice President of Corporate Development, Senior Vice President of Human Resources, and Director of European Operations.



Corinne Hammons

CEO

Little Flower Children and Family Services of New York

Do you see yourself as a strategic or operational leader and why?

Strategic! I've enjoyed strategy since I was a kid (a necessity while playing hours of board games with my smart and competitive younger brother). It has been a pleasure to grow that skill as I've taken on larger leadership roles throughout my career. Every day, I am deeply involved in strategic conversations with stakeholders and partners throughout the region about the evolution of work in child welfare and services for the disabled. We must be ahead of the changes in the field, for the good of our organization and those we serve. I try to be disciplined, too, in ensuring that each decision I make for the organization fits into a larger context. I am always concerned about fairness, and understanding historical precedent, and making sure we are sustainable. It is important to me that I don't make one-off decisions but instead ensure my choices are part of a continuum of good strategic decisions throughout Little Flower's history – and future. This is a difficult question, though – I must confess I'll always also be a non-profit "operations nerd," but I see that as a foundational knowledge and interest to making strategic decisions.

Keeping up on best practices and current trends is a never-ending process in every industry. How do you keep up with all the information that is available?

I am an avid reader and constantly monitoring non-profit trends and best practices. I sit on many boards and actively participate in several industry membership organizations. I am also surrounded by a strong group of colleagues who keep me abreast of the trends in their particular areas of expertise. Our senior staff, most of whom have decades of experience, share information regularly with each other and me about their area of expertise and we are always committed to learning from others in the field. I also have many friends outside of the organization who have come up through the ranks of very innovative non-profits throughout the country, and we love to "talk shop" about the non-profit field – when we're not talking about pop culture or our kids.

When it is all over how would you want to be remembered?

I like to believe that my legacy will be best seen through others – through the lives of my children and through those I've served in my career. But when people think of me, I'd like to be remembered as someone who tried to live a life in which work and living were fully integrated with each other. I love the poem *For Heaven and the future's sakes*.

Name one person who influenced your life and why (could be family, mentors, historical figures, etc.)?

I grew up in a household with two very conscientious and hard working parents, and they have both been the greatest influences on my life. But I have been thinking about my father a lot lately, particularly in the nearly two years since I became the leader of Little Flower. My father and I are a lot alike, even though our professions are very different – he is an attorney in Maryland who founded a law firm 20 years ago. However, we enjoy talking about work and life because our perspectives are very similar – we even usually order the same menu items in restaurants! My leadership style is similar to my father's – he is also quiet and deliberate – not always the common profile of a leader. He lost his own father at a very young age, so being a consistent, present, and dependable father have been his guiding principles, though it is not something he discusses a lot. This consistency is something I try to emulate as a parent myself. When I was a child, he was always very open with me and my sister and brother about when we were getting in our own way. His advice to me, whether it is to be more patient or to use reason rather than emotion in decision-making, has proven correct time and time again. I try to follow these examples as a parent, leader, and mentor myself.

What advice would you give to an aspiring leader of tomorrow?

My advice is not very glamorous, but is always the same: work as hard as you can, day after day, week after week. Learn all you can about your field, and if you don't like your field – change! Be known as dependable and trustworthy. If you're not invited to a meeting or event, ask to come – and ask to help out. Seek out mentors and ask them specific advice – they love to give it! If you have a problem, don't hide it. Daylight helps most problems and the person worrying about them, which is usually you. Be direct about your concerns, but be constructive, not petty or dramatic. But most importantly, as I said first, work hard!

By the way, I love aspiring leaders, ever since I was mentored through the Women's Leadership Project when I was an undergraduate at Harvard. I love to mentor leaders, especially those who are driven and community-minded. Reach out to me!

About Corinne Hammons

Corinne Hammons is the Chief Executive Officer of Little Flower Children and Family Services of New York. She is responsible for the overall administration, financial viability and effectiveness of Little Flower's services for children, families, youth and developmentally disabled adults in New York City and Long Island.

Before joining Little Flower, she oversaw operations at Community Development Corporation of Long Island (CDCLI). While at CDCLI, she implemented several innovative programs, including the organization's multi-faceted response to Superstorm Sandy and the expansion of its voucher program and green initiatives. Before CDCLI, she worked at Safe Horizon in a variety of capacities, including the implementation of the organization's 9/11 response, the expansion of its 24-hour victim assistance hotlines and the Streetwork Project for homeless and street-involved youth.

Corinne holds a BA in Economics from Harvard University and a Master's degree in Public Administration from the Wagner School of Public Service at New York University. She is an active member of the Energeia Partnership at Molloy College and was a 2014 recipient of a Long Island Business News "40 Under 40" award. As a volunteer, she sits on several boards including the Health and Welfare Council of Long Island (HWCLI), Little Flower Union Free School District Board of Education, and Harbor Country Day School, an independent PK-8 school in Suffolk County. As a proud Harvard alum, she conducts admission interviews for Harvard applicants each year and is currently co-chairing her 20th reunion committee.



Beth Meixner

Founder & CEO Moxxie Network LLC

What was the best business book you have read?

“Start with Why” by Simon Sinek. Whenever I begin to consider new avenues for Moxxie I always go back to the ideals in this book which are Why am I doing this? and What is my greater purpose? Continually keeping my mission in focus is key to producing a consistent brand, establishing credibility and being recognized as an expert and leader in my field.

What is a core passion or peeve of yours – in life or in business?

I have always been passionate about women’s rights and leadership. My mother served as a strong role model. She was born in 1927 and went to college when this was very uncommon for women. My mother always stood her ground and got what she wanted from people without ever criticizing them or their work. I put that philosophy into practice and try to instill this into the young women we mentor. There is no reason to back down from what you deserve and aspire to – but it must be done correctly and with respect for others.

If you could have one do over on your road to success what would it be?

I would be more involved at a younger age – with lots of things. I was very naïve when I went away to college and didn’t take advantage of opportunities that were afforded me. I realized late in life that I could have accomplished more by taking part in different activities and opening up to things that were not in my comfort zone.

In terms of style describe the way you manage?

I always describe Moxxie as a women’s business community. It is not a monarchy with myself as the sole commander. People want to feel connected, that they matter and that their opinions count. As the leader, it is up to me to set the tone and direction of Moxxie while offering our members, mentors and mentees the ability to participate in decisions that affect them.

I always remember a piece of advice I received as a young mother regarding decision-making and self-esteem for young children. Select three clothing choices for your child and allow them to make the final choice. It results in an appropriate outfit for the occasion and allows the child to feel that they are deciding something for themselves. This basic concept can be applied to any organization.

As companies grow or mature how would you keep things from becoming “institutionalized”, mechanical or stale?

I believe that Moxxie must continually strive to develop and progress. Our world is so different than it was ten, five or even two years ago. We will never be done because the world, business and society is ever evolving. The young women we mentor are so advanced in technology – it really is second nature to them. I may be getting older but our mentees will always be ages 20-33 so it is necessary to stay connected and relevant to this generation.

In the overall scheme of things how important would company culture be and why.

Company culture is the reason people stay and leave jobs. It is also the way companies interview these days. Having the credentials is not enough to get a job or succeed in it. You need to fit into the culture authentically without losing yourself.

About Beth Meixner

Beth Meixner is the Founder & CEO of Moxxie Network LLC - an innovative women’s business community launched in 2008. As an avid networker with a passion for people, Beth’s vision was to create a unique women’s organization that promotes generations of women in business. Moxxie Network’s original and distinctive events attract some of the most sophisticated, senior-level business women in the corporate, nonprofit, academic and entrepreneurial fields.

In 2012, Beth established Moxxie Mentoring Foundation, Inc - a 501(c)3 nonprofit corporation whose mission is to support and develop the career advancement and leadership development of young women through mentoring.

Prior to Moxxie Network, Beth was the Director of Sales & Marketing for Target Group Media, Beth was pivotal in developing successful branding strategies and cooperative marketing campaigns for an extensive list of notable clients including Donald Trump. After presenting in the infamous Trump Boardroom, Beth and her team were awarded the contract to design TrumpOnTheOcean.com.

After receiving a BS from SUNY Oneonta and an MBA from Adelphi University, Beth’s career in sales, marketing and management has crossed-over multiple business sectors. Her distinctive branding, broad networking expanse and high-energy have established Beth as one of the area’s most respected and dynamic business leaders. She has been profiled in various publications, been a guest on numerous radio stations and internet TV shows, been a speaker or panelist for numerous events and received awards for leadership from several organizations.



Jeffrey Bass

CEO

Executive Strategies Group, LLC

What was the best advice you ever received and how did it shape the way you manage?

The best advice I ever received came from my father who taught me the ethics of honesty, hard work, and responsibility. I manage my professional, business and personal relationships in a manner perfectly consistent with these standards. At the end of the day, I bear my father's name as do my children and grandchildren. I will always comport myself in a manner that continues bringing honor to that name.

How do you use your years of experience to influence not only those around you but the world and other leaders?

My training and years of experience along with my high ethical standards enable me to provide professional advice in an open and unfettered fashion. My clients are people first and foremost, whose respective businesses are there to facilitate the preservation and growth of family wealth. I speak openly and objectively with my clients and guide them on a path to understanding and resolving the problems and seizing opportunities before them in a manner that respects the family but also separates the Board room from the dining room.

Outside of my practice, I believe my experience has enabled me to participate in defining the direction of several Long Island business organizations and charitable institutions.

Do you see yourself as a strategic or operational thinker and why?

I think strategically because that is what I am trained to do. That said, strategies must be grounded in reality. As such, I always utilize, among other tools, a "Task/Output Workplan" to identify the operational requirements necessary to achieving successful strategy implementation.

One word that describes you?

MENTSCH

About Jeffrey Bass

Mr. Bass has a long and distinguished career in executive advisory services, education and management. He is currently CEO of Executive Strategies Group LLC, a strategic business advisory firm serving corporate executives and boards of directors. He a Nassau County Planning Commissioner, a former Trustee of the Incorporated Village of Great Neck, New York and also served on the Planning Board and Board of Zoning Appeals. Mr. Bass was Principal in Charge of the Strategic Business Planning and Advisory Services practice at Margolin, Winer & Evens LLP with offices in Garden City and Manhattan. He was also associated with PriceWaterhouseCoopers. He is Chairman Emeritus of the Long Island Capital Alliance and founder of the Long Island Capital Forum. Connecting capital to companies for 32 years. He was called upon to lead major business conferences for the Securities and Exchange Commission, United States Department of Commerce, New York Chamber of Commerce, Hauppauge Industrial Association, American Society for Public Administration, International City Management Association, New York Council of Mayors and Inc. Magazine to name a few. In 1995 he was named to the White House Conference on Small Business; Chaired the Committees on Capital Formation for the New York State and Northeast Region. Mr. Bass has also been a Director of the Long Island City Business Development Corporation.

He was an Associate Trustee of the North Shore-LIJ Health System (Now Northwell) and a Board member of the Feinstein Medical Research Institute. A past President of the Board of Governors of the American Jewish Committee Long Island Chapter, a member of the Long Island Cabinet of the State of Israel Bonds and a founder of the Great Neck Arts Center.

Mr. Bass is the author of numerous articles and sections of books on strategic planning and budgeting. He is frequently quoted in local and national business media. He has taught Public Administration and Public Finance at Queens College as well as Entrepreneurial Management. He holds a Masters in Public Administration from New York University and a Masters in Urban Studies/Planning from the City University of New York.



James Webster

CEO & Partner

National Business Capital

What was the best advice you ever received and how did it shape the way you manage?

I'm always trying to learn from other business owners/CEO's/Etc. Besides books, life experiences and asking questions is the best way to learn in my opinion. We were speaking to another business owner some 7 or so years ago, and he told me that people are everything in your business. If you care about your business and clients, you must put effort into hiring the right employees. His advice to me was "Hire Tough", and I've tried to live by that every day since. I can say it's made a big difference in the way I manage as we put people through the ringer before coming on board at the firm – three to four interviews, personality tests, 50+ interview questions, and so on. If anyone who reads this should take one thing out of this, it's "Hire Tough".

What was the best business book you have read?

I've read a ton but one of the first business books I ever read is probably my all-time favorite. It's called, "The E-Myth Revisited" by Michael Gerber. It really breaks down the different components a business owner must possess if they want to be successful at it. Every business owner must be a technician, entrepreneur and a manager. If you lack any of those three you better have someone on your team that your employees respect and listen to as much as you or you'll never make it.

How would you describe your company's culture to a new employee?

At National Business Capital, we heavily invest in the company culture. My Partner Joe and I believe a great deal in company culture, we always have. Two years ago, we attended a seminar about company culture. Feeling as though we already had a great culture in our organization, we were curious to see how we were stacking up against others. We spoke with Jenn Lim – CEO & Co Founder of "Delivering Happiness", and ended up retaining them to make NBC's culture even that much better. Delivering Happiness was based on a book written by Tony Hsieh (CEO of Zappos) who then took his Chief Happiness Officer, Jenn Lim and started Delivering Happiness. One of the best investments we've made in the firm.

Name one person who influenced your life and why?

One person who influenced me is hard because I think I've been influenced by many, but I'd have to say my parents have both influenced me in a considerable way. Although not business owners, my parents were and still are very hard workers who taught me that anything I want in life I'm going to have to work hard for it. My father who is in the construction industry would work his full-time job and then nights and weekends doing side jobs. I remember him working 40-50 days in a row with no days off. My mother was a stay at home mother for most of my childhood, raising 3 boys is no easy task (with the exception of me who was always an angel) As I got a little older, she wanted to become a nurse. She started as a CNA then went for her LPN. While working full time, taking care of 3 boys and Dad, she put herself back through school to get her RN. I haven't been more proud of someone to date than I am of my mother for achieving that. Both my parents were true inspirations. As a parent myself, and running a company, I can only hope to be as "successful" as they were with me.

Words to live by?

Work hard, be humble, and dream big.

About James Webster

James Webster, CEO and partner at National Business Capital, brings innovation and passion to business finance. An interest in business was fostered at a young age for James. He studied Business Management in school and has managed various sales floors starting at a young age. He has years of experience in finance, with a focus on business finance and payment processing.

In 2009, James co-founded National Business Capital, One of the nation's leading sources for business financing. National Business Capital provides working capital to businesses nationwide regardless of credit background. James has a skill for identifying the strengths and needs of a business and enjoys investing and watching the business grow successfully. Through networking and building professional relationships, James is able to provide education and support to businesses on both a national and local level.

James was born and raised on Long Island where he currently lives with his wife, Melissa, and daughter, Lilyanna. He is an active member of the Long Island community and feels a special commitment to local businesses. James personally donates time and money to various charities as well as facilitates charitable endeavors by National Business Capital.

Along with his passion for business, James has an intense passion for his family. He enjoys the outdoors, skiing, boating, traveling and sports events, but most especially, he loves spending time with his daughter.



Jennifer Cona

Managing Partner Genser Dubow Genser & Cona LLP

Do you see yourself as a strategic or operational leader and why?

I see myself as both. I am very hands-on operationally. I run a tight ship, which has allowed our firm to grow and prosper. At the same time, I plan strategically and focus on the bigger picture, always looking to innovate, improve and move the needle on client services. We have launched various programs in response to our clients' expressed needs and input, such as our Elder Care Employee Benefit Program called TAWC: Tools and Advice for Working Caregivers. Elder care is the new child care and businesses are losing top talent as well as billions of dollars in lost productivity as working elder caregivers struggle to meet the demands of work while caring for aging loved ones. We heard so many stories from our clients who had to take a leave of absence, pass on a promotion or even quit their job to care for elderly family members that we knew we needed to address this problem. TAWC helps employers by reducing absenteeism, downtime and turnover and promotes job security for employees.

What would you tell an up and coming executive about the difficulties in running a successful company?

Young leaders need to understand that growing and leading a successful business takes 24/7 dedication and 150% effort all the time. There is no resting on your laurels. If you are standing still, you are actually moving backward. You have to constantly seek to raise the bar. This is especially true in the crowded Long Island marketplace, which is increasingly competitive.

How do you use your years of experience to influence other leaders and the world around you?

I lead by example, which impacts not just my firm but the leaders and businesses around me. I have created a culture at my firm that prioritizes corporate social responsibility, charitable giving and community outreach. That is the fabric of our firm and underscores all that we do. As a team, our attorneys and staff have raised money and awareness for Alzheimer's disease, MS and heart disease, served meals and stocked shelves at food pantries, brought food and clothing to the homeless and more. Ten years ago, we launched our own charitable program, Senior Dreams Come True, which grants wishes to low income seniors – from helping a senior meet basic needs to fulfilling a lifelong dream. Our actions encourage other local businesses to find creative ways to become engaged for the greater good. Long Island has seen a significant uptick in businesses of all sizes devoting time to charitable causes and community issues. This is win-win for all of us.

What is your core philosophy – in life or in business?

My core philosophy is the same for both life and business: whatever you undertake, be the best that you can be. I tell my kids that if I worked in an ice cream store, I'd be the best ice cream scooper in the shop. It's just what you do. Showing up is not enough. You have to give everything you've got to all that you do.

What one word describes you?

Tenacious. Demanding. Innovative. Compassionate. Ok – so it's four words....

About Jennifer Cona

Jennifer B. Cona is the managing partner of Genser Dubow Genser & Cona LLP, a leading Elder Law and Estate Planning firm on Long Island. The firm provides a holistic approach to Elder Law, working together with both families and health care facilities to sustain quality care for older adults.

Ms. Cona provides hands-on management and leadership for the firm of 40. Ms. Cona is rated a Super Lawyer, a Top 10 Legal Eagle, was named in the inaugural class of the New York Law Journal's Top Women in Law as well as the inaugural class of Hofstra's Outstanding Women in Law, has received the Leadership in Law award, Smart CEO Brava Award, and twice the Top 50 Most Influential Women in Business award. She has been featured in The New York Times, The Wall Street Journal, The New York Law Journal, Long Island Business News, Newsday, USA Today, Kiplinger's and more. She has appeared as a guest on WNBC-TV, WABC-TV, CNN-fn, Fox 5 News, News 12 LI, and various radio programs.

Under Ms. Cona's direction, the firm has prioritized corporate social responsibility. GDGC founded its own non-profit, Senior Dreams Come True, which grants wishes for low-income seniors on Long Island. GDGC seeks to raise the profile of attorneys and law firms in general, leading by example with outreach and good deeds.



Rich Humann

President & CEO

H2M architects + engineers

What was the best advice you ever received and how did it shape the way you manage?

One of my mentors and my predecessor was John Molloy, and one particular piece of advice, while maybe insignificant at the time, really stuck with me. Whenever we were driving together, he would listen to news radio in his car and I always listened to WFAN in mine. One day, he told me that as a business leader, I can still listen to sports radio as a pass time, but I also needed to be very well informed about everything going on around us. By being well aware about the broader issues, locally, nationally and globally, I would become a more effective business leader. He was right. I do a really good job everyday making time to be connected to the news. I feel confident in my awareness of what can affect all H2M employees as Americans and Long Islanders, while keeping a broad perspective in my approach to business for our employees, our clients, and our projects.

Is there a mistake in your past that was a teaching moment in your achieving the success you have? If so, can you please tell us what that was and why it was important to you.

I was the Project Manager for a new 160-foot elevated water storage tank. There were numerous project site iterations and the topography of the final site used an assumed site elevation very near to what would be expected as the actual site elevation. Three-quarters of the way through the project, we realized the tank had the wrong elevation. After conceding to myself that there was no easy fix, I went to John and told him of the mistake. He then brought me with him to attend the client meeting to explain the situation. Since we were forthcoming with the error, by the end of the meeting the client was suggesting other remedies to the tank to avoid having to re-build it. We did the right thing by the client and H2M assumed the cost of reconstruction. I tell this story to our new hires all the time. We all make mistakes. Be open and honest and ask for help if you need. It's not the mistakes we make that define us, but rather how we respond and react with integrity to those mistakes.

How would you describe your company's culture to a new employee?

H2M's culture is extremely balanced. We focus highly on work, life, quality, design, client satisfaction and client relations with a commitment to community and charity. No one intention is greater than the other. We establish a culture of success and encourage entrepreneurship. Whatever an employee's goal, H2M's goal is to provide the opportunity for our employees to be as successful as they can be at H2M. We are committed 100% to providing every opportunity for our employees, and I tell each and every one of them that if their goal is to retire here, with the proper dedication and commitment, they can.

In the overall scheme of things, how important would company culture be and why?

Culture is extremely important to a company's success. We need to create the right culture for employees to thrive and see opportunity. Employee engagement and satisfaction is bred by the right culture. With the right environment of collaboration and innovation, and the ability for employees to share a voice and share in the direction of the firm, we strive to create a culture that makes employees feel they are working for a company that is first in class. We have a lot of leaders here at H2M and finding the balance between satisfaction and the drive to succeed causes us to grow and thrive.

Name one person who influenced your life and why?

My father. He worked for the postal service for 38 years until retirement and has been a volunteer firefighter for over 50 years. Loyalty, ethics, integrity, and commitment are the values I inherited from him. He always worked hard. He never expected anything unless he put due work into something. I got that from him. He told me that true success was being a part of building something. You have to roll up your sleeves, dig in and work harder than everyone else, and you never get something for nothing. I could have bounced around to step up the ladder faster or make more money, but I didn't. I was brought up to think that if a company does right by you, you should do right by them. Put the good of the group ahead of the good of yourself. I have a phrase I often use that a real friend is someone you can call at 2:00 AM when your car has broken down and their only thought is "are you ok, where are you and how can I help?" That's my father.

About Rich Humann

Mr. Humann is Chairman, President and CEO of H2M architects + engineers; H2M Associates, Inc.; and H2M Architects & Engineers, Inc. He succeeded H2M's former Chairman and CEO John Molloy, P.E. in January 2013. Mr. Humann is responsible for the corporate management and performance of H2M's business units and market sectors, and is charged with implementing H2M's strategic plan and market based initiatives. In this professional capacity, Mr. Humann works with the H2M leadership team to drive the overall performance of the firm.

H2M is a regional leader in the delivery of professional design, construction and environmental services in the Northeastern United States. Under the leadership of Mr. Humann, H2M has grown by 40% over the past three years, boasting a staff of 370 professionals in seven office location and operating at net revenues of nearly \$50 million. H2M's capabilities have grown to include a full range of professional services such as architecture, planning, sports development, civil/site engineering, survey, structural engineering, mechanical engineering, electrical engineering, plumbing engineering, environmental engineering, interior design, water supply management, wastewater management, full environmental services, industrial hygiene, solid and hazardous waste management and GIS/mapping.

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

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



Roslyn Goldmacher

Founder Long Island Development Corporation

What was the best advice you ever received and how did it shape the way you manage?

An early mentor of mine was a successful business owner. He advised me to hire people “better than me, people who had talents, expertise and passions which complemented mine and which potentially exceeded my capabilities.” The rationale for this advice was that capable people under/behind me would make me look better and ultimately help us to accomplish the end goal. I took this advice to heart and always hired and cultivated staff who seemed smarter, more motivated and more creative than I was at the time. No one succeeds alone/in a vacuum-having a great team has helped me accomplish more.

At the core of your position, what would you say are the two things at the top of list in terms of your daily “musts”?

Number one is organization. I am extremely organized. It makes me more efficient, faster, more effective. It also serves as a good example for those around me. Number two is detail. I pay attention to the details and I never lose sight of them. I keep lists of my priorities/to do's. Although I may move things from list to list, I never let things slip through the cracks because they remain on the list till done.

What is a core passion or peeve of yours- in life or in business?

In both life and business, I have little tolerance for people who don't bother to read what's in front of them. From the people who only read the first two lines of an email or letter to the people who refuse to read all the instructions- it drives me crazy. I read everything. Now, I realize in this fast paced society, we often have limited time and attention span. And, I have changed my way of doing things- ex. I write very brief emails, expecting the reader to look at the subject line and maybe one or two more lines and that's it. However, the ability to read quickly, understand fully and assess and react appropriately can be a means to quicker, more accurate resolutions. So, I urge everyone- pay attention, read what's sent to you and react once you have all the necessary details.

Tell us something that most people don't know about you.

I am a Disney fanatic- with focus on the core “fab five”- Mickey, Minnie, Donald, Pluto, Goofy. I collect Disneyana, visit Disneyworld, wear Disney jewelry, furnish my house in Disney. All Disney collectibles welcome!

When it is all over how would you want to be remembered?

I would like to be remembered as someone who cared and someone who gave back. I have tried to be of value to my family, my friends, my staff, my colleagues and to those who cannot always adequately take care of themselves. And I will continue in that way as long as I can.

About Roslyn Goldmacher

Roslyn D. Goldmacher is a graduate of Cornell University's School of Industrial & Labor Relations and Hofstra Law School. She operated a boutique LI based law firm specializing in representation of credit unions and non bank commercial lenders. While still in her law practice she helped create the first and largest national non-bank SBA lender. Also while still running her law firm, Roz founded the Long Island Development Corporation family of not for profit economic development organizations- now a 38 year old economic development entity providing low cost loans, free technical assistance and seminars to small businesses in our region. LIDC has lent over 2 billion dollars to Long Island entrepreneurs and leveraged another 4 billion in funding for them, in the process helping to create and retain over 65,000 jobs for our economy.

Roz is now focused full time on her economic development activities. She is well known for her expertise in economic development, small business, and philanthropy. She has served on numerous national, regional and local boards including the national fiscal agent for the US Small Business Administration, overseeing some \$250 million in bond sales each month, and the board of the National Service Corps. Of Retired Executives, working with some 12,000 national volunteers to assist thousands of entrepreneurs each year. Locally, she has served on the statewide small business incubator boards and regional economic development partnership boards for two NY governors. Roz has founded and led numerous economic development/community development organizations. Currently, she is proud to serve on the Board of Advisors of the Long Island Community Foundation, part of the NY Community Trust and the board of the Nassau AHRC Foundation and its Community Trusts.

Roz has been honored for her work with small business, minority and women owned businesses and her philanthropic endeavors by three US Presidents, Congress, several New York State Governors, and many local organizations.



Rob Basso

Founder Advantage Payroll Services

What would you tell an up and coming executive about running a successful company?

Running a successful company is not just about the sales of your product or service. It is just as much about the people you have hired to complete the mission post-sale. Of course, there needs to be a need in the marketplace for your product or service, but once that's been established the focus needs to be on developing a diverse and competent team to create an environment that your customers or clients will benefit from when they work with you.

I can clearly remember selecting the wrong people for important positions in the first few years operating my business. It created setbacks and a less than desirable client experience. You cannot do it alone. If you look back closely on almost anything in your life you ended up succeeding in, I bet there were more people involved in a support role than you originally thought. Running your business will be no different.

What is a core passion or peeve of yours, in life or business?

Forward. That is one of my core passions in both life and business. I do my best to concentrate on where I want to be and how I want that future to look, and then I set a course to make it happen. Many people, including myself, struggle with enjoying the present. Now that I am in my forties that it's gotten easier to "be present" because I have a life perspective that goes back decades.

Forward thinking, forward doing and pushing forward in the growth of my abilities and my teams' abilities are what drives my and most organizations and keeps them relevant in a changing economy and workplace environment.

Keeping up on best practices and current trends is a never-ending process... How do you keep up?

Keeping up with all the relevant information that drives your business can be daunting. At my organization, we spend a tremendous amount of time on continuing education and compliance education to keep our professionals at the forefront of our field. We belong to trade organizations and continuously confer with others in our industry to make sure we understand the direction that our industry, and therefore our companies, are headed in. We also subscribe to relevant publications and online sources that provide pivotal data and insight to help us make educated decisions about product development and client service models.

In the overall scheme of things, how important would company culture be and why?

Company culture drives your entire organization. It starts with your top executives, right down to the college intern you just hired. Company culture is important to not only hire and retain the right employees and drive employee loyalty, but also to foster a mission and client oriented outlook. A toxic culture is the death gurgler of an organization, especially when it is a small business. Just look to the recently headlines regarding the termination of the Uber CEO and founder and you will see how a culture damages the entire brand.

About Rob Basso

Rob Basso is a recognized business leader, sought-after speaker and published author. He is the founder of Advantage Payroll Services and Associated Human Capital Management, the region's largest independently owned payroll and human resources providers. Rob has grown his organizations into one of the premier payroll, tax-filing, and human resources firms in the region, serving thousands of businesses in the tri state area and processing thousands of checks each week. His list of other achievements includes: investor of several Broadway shows, founding investor in Empire National Bank, creator of RobBasso.com, member of the advisory board of Fanlime, eGifter and partners in an insurance company, Integrated Coverage Group, and a merchant services company, Matchpoint Payment Solutions. Rob is a frequent guest on Fox News, Fox Business News, MSNBC, Fios 1 and News 12 LI. A respected small business expert and sought after speaker, Rob is regularly called upon by the regional and national media to comment on small business related issues and trends and is a frequent contributor to multiple news publications such as Newsday, Long Island Business News, Forbes.com, Entrepreneur.com and more. He has moderated a venture capital summit including high level guests such as Daymond John and keynoted multiple conferences across the country such as the Small Business Administration's Small Business Awards and the IPPA's summer conference. Rob is the recipient of LIBN's 40 under 40 Award and Top CEOs Long Island Award. His book, *The Everyday Entrepreneur*, was published by John Wiley & Sons in October 2011.



David Hunt

President & CEO

Hunt Corporate Services, Inc.

What was the best advice you ever received and how did it shape the way you manage?

As a very young man, I had the good fortune to have a grizzled, commercial builder as a mentor. Ed once told me, "David, you cannot dance with the devil." I needed him to explain, and he did. There are people in the world who are untrustworthy, liars, or troublemakers. Since there is absolutely NOTHING you can do to change them, don't try. Walk away quickly, as best you can. In management today, that is called, "getting the right people on the bus." Our primary trait for hiring is a positive and friendly attitude.

At the core of your position what would you say are the two things at the top of the list in terms of your daily "musts"?

The two big items are self-care and attention to goals. Self-care to me means physical fitness, nutrition, rest, and spiritual connection. Attention to goals means giving priority to those activities that move us closer to our goals. I come closer to achieving these "musts" on some days over others, but at least I am always clear on what I am trying to accomplish!

Name one person who influenced your life, and why.

That would be my Scoutmaster, Charlie Graff, whom I met in 1964. This was a man who lived his ideals – he was generous with his time and interest in us. He was kind and patient. I had an abusive childhood and my Boy Scout troop represented a very safe place where I would never be hurt. It was not long before I realized that I wanted to live in the world that he lived in. As a boy, I never knew that he was infantryman in WWII and one of the few survivors of his company. Nor that he was the Chief Electrical Engineer for the Saturn 5 rocket that put men on the moon. He never talked about any of that. He just took us camping and helped us with our advancement. A truly great man. Thanks to his dedication, the Boy Scouts introduced me to advancement, goal-setting, and leadership. Becoming an Eagle Scout and leading the troop as a Senior Patrol Leader influenced my entire career, starting with jobs in college.

Tell us something that most people don't know about you.

I am grateful to Mrs. McNair, my fourth-grade teacher, who started an after-school stamp collecting club that I joined. Then my grandmother, a stamp collector herself, started helping me with her duplicates. There were times that the stamp books went dormant for awhile, but more than half a century later, I have many volumes of stamps. Working on my collection is both meditative and educational. I love it.

Words to live by?

My life motto: Be as kind as you can to every living thing, including yourself.

About David Hunt

David G. Hunt, MCR, CCIM, SIOR is the President and CEO of Hunt Corporate Services, Inc. and Hunt Construction Services, Inc., both located in Plainview, New York.

Mr. Hunt began his career in industrial and commercial real estate in 1973, and specializes in representing commercial clients exclusively. Assignments take the firm nationwide, but their primary focus is Long Island, NY. The Hunt construction company facilitates construction and maintenance services for the firm's family of clients.

The Hunt real estate practice has represented transactions with well over a billion dollars in aggregate value. Mr. Hunt and his firm have been recognized with numerous prestigious awards, including Top 20 Power Broker designation by the Costar Group and Real Estate Forum magazine, and Broker of the Year by Long Island Business News.

Mr. Hunt received his bachelor's degree from Georgia Tech in 1973. He has also earned a Master of Corporate Real Estate designation from Corenet International, and a Certified Commercial Investment Member designation from the CCIM Institute. He holds an SIOR designation obtained from the Society of Industrial and Office Realtors, which places him in the top 4% of real estate professionals in the world. Mr. Hunt is one of the few professionals in the United States to hold all three designations. He is also a graduate of the Columbia Society of Real Estate Appraisers, has been a lecturer at the CW Post Real Estate Institute and named to the Who's Who in Commercial Real Estate.



John Miller

National President & CEO Tourette Association of America

**Currently CEO of Guide Dog Foundation*

What advice would you give to an aspiring leader of tomorrow?

At the core of a successful leader is your ability to garner trust and build meaningful relationships at every level. Further, it is of the utmost importance that you remain true to your instincts.

What would you tell an up and coming executive about the difficulties in running a successful company?

It is important to be adaptable to the ever-changing business environment. However, I've always found directness and honesty have been central to my success. From philosophical standpoint, I believe that everyone in an organization benefits from role and goal clarity.

One word that describes you?

Determined

What do you wish your legacy to be?

I would like my family, friends and colleagues to know that throughout my career, I helped feed the hungry, provided comfort and assistance to those impacted by death and disaster, helped find cures and treatments to complex neurological diseases, and worked to build sustainable organizations to benefit the generations to come.

About John Miller

John Miller currently serves as National President & CEO of the Tourette Association of America (TAA), the premier national organization serving the Tourette Syndrome and Tic Disorder community. Since arriving at the TAA, John restructured the organization resulting in a large revenue increase, notable expense reduction, and a substantial reduction of a longstanding structural budget deficit. Further, he has successfully implemented of a Centers of Excellence program that partners the TAA with the top medical institutions in the country (i.e. Harvard, John's Hopkins, etc.).

Prior to TAA, Miller served with distinction as CEO of the American Red Cross on Long Island during the most impactful period in the organization's 100-year history, during which he changed the Red Cross business model and guided the organization through major natural disasters such as Superstorm Sandy.

Immediately before joining the Red Cross, Miller was Chief of Staff at the Food Bank For New York City. Prior to the Food Bank, Miller's most notable experience included serving as Commissioner of Public Works for the Town of Babylon, N.Y. and COO of Mercy College.

Miller's executive acumen has led to numerous awards and honors:

- Kings of Long Island-2016
- Outstanding CEO-LIBN 2014
- 40 under 40-LIBN 2013



Gone too soon

1955 - 2017

John Kominicki

*Publisher & Executive Editor
of the Long Island Press and
Founder of Innovate Long Island*

Do you see yourself as a strategic or operational leader and why?

I'm an idea guy, criminally curious, so I've never had trouble with strategic vision, in part because I'm always considering what the rest of the world is doing and filtering it for my company. Can we do that? Should we do that? Man, we already do that better than they do that. Wait – what if we did it this way? And what was Walt really thinking with the Epcot Center?

I don't think you can teach creativity, but I think you can teach the process that will give people their best shot. The way to have really good ideas, I think, is to churn lots of really bad ones. Cream rises.

On the operational side, I manage by wandering around. It's the easiest way to stay on top of your business and the people you've entrusted to run it with you. It offers great operational intelligence, but you can also get some awesome strategic ideas out on the floor, often from the least-expected corners.

How do you use your years of experience to influence not only those around you but the external world and other leaders?

Roaming around also helps you see where the operation has begun to atrophy. I've run lots of turnarounds and fixer-uppers, where you start out by forbidding the old "that's the way we've always done it" thinking. But it's smart to go back in a year or two and stamp out the "that's what you told us to do when you got here" mentality. Empowering people is a never-ending process. Sigh.

Is there a mistake in your past that was a teaching moment in your achieving the success you have? If so, can you please tell us what that was and why it was important to you.

I've been a journalist my entire working life, so I'm a good interviewer and, I think, a pretty good judge of people. But I've been amazed over the years at the number of folks who joined us for reasons completely different than the ones I hired them for. I was looking for a creative co-conspirator, say, and they were expecting predictable hours. I wanted someone who wasn't afraid to make mistakes and I ended up with someone who quoted the SOP chapter and verse. Can't even tell you how that happens.

And breaking up is hard to do, because they're good people, often excellent workers, just not for you. The separation is necessary, though. Do it as fast as you can.

What was the best business book you have read?

I've never read any of the business books, so I don't manage in a minute and I can't tell you the five dysfunctions of the team. I do prefer you not move my cheese, but only from a sanitary standpoint. You can't be too careful nowadays.

I did write a business primer once that noted, "There's no I in team" ... but there is in "I own the company." Not your modern management book, obviously.

In the overall scheme of things how important would company culture be and why?

I don't understand all the talk about company culture. Hire people who share your zeal for excellence and pay them as much as you possibly can. A culture will form.

Words to live by?

Words to live by? Dorothy Parker said, "The cure for boredom is curiosity. There is no cure for curiosity." She also said, "You can lead a horticulture, but you can't make her think." (Smart and witty. That's a killer combination.)

About John Kominicki

John Kominicki is publisher and executive editor of the Long Island Press and founder of Innovate Long Island. He previously served as publisher of Long Island Business News and was a writer and editor at a wide variety of publications, including European Stars & Stripes, The New York Times, Dallas Morning News and USA Today, among others.

He is an inductee of the Long Island Press Club Hall of Fame and holds an honorary doctor of humane letters from Dowling College.

ASK A CEO

Interview Series

Presented by Greg Demetriou

The Ask A CEO Interview Series shares insights from important CEOs.

Every CEO Can be a Mentor

Published on www.GregsCornerOffice.com the Ask A CEO profiles and their shared wisdom reaches over **30,000 executive business** readers and viewers.

Available in print form and published online or as a Video profile production, both include website posting, e-mail and social media distribution.

What you can expect from the CEOs:

- Personal biographies
- Important milestones on the way to their corner office.
- Personal philosophy on several different topics
- Management style
- Daily "Musts"
- Advice to aspiring leaders
- Problem solving, corporate culture
-and so much more

To be included in the Ask A CEO interviews or for sponsorship details contact Heather Edwards at heather@lgcli.com or call Toll Free at 888-624-5888 ext 204.

If you missed any of the previous **CEO highlights** visit www.gregscorneroffice.com and click the Ask A CEO tab.



ASK A CEO

An exclusive CEO Interview series on Greg's Corner Office
www.gregscorneroffice.com
631.694.1500

The Interview Series

The Ask A CEO interview series will be published twice a month. Two CEOs will be highlighted per print/online issue. Total of four per month. Only one CEO video profile will be published per month.

The Ask a CEO interview series is intended to bring the CEO experience to the broader market. CEOs have lived the journey to the corner office and have a wealth of wisdom, experience, success, and learning that is important to those on their own journey or in their own corner office.

The print/online and the video versions are hosted on GregsCornerOffice.com and distributed to over 30,000 executive business readers and viewers as well as posted to multiple social media outlets.

Highlighted CEOs are encouraged to include their opt in lists to the e-mail distribution at no extra charge.

CEOs will receive a printed version of their interview suitable for framing.

Special Introductory Prices

Sponsors

Masthead
\$250 per issue
6 Month Commitment
2 Per Edition

Above the Fold
\$150 per issue
3 Month Minimum
3 Per Edition

CEO Video Profile

In Studio
\$2500

On Site
\$3000 - \$5000

Final Edit 5+/- Minute

CEO Print/Online

Print Online
+ Social Media

\$300

Interviews are
conducted in person
or by phone and
transcribed

*Interview will be professionally filmed,
edited and post produced.*

A text version will be created from film.

*Video versions will receive additional
social media posts.*

ASK A CEO

www.gregscorneroffice.com



LORRAINE GREGORY
COMMUNICATIONS

www.lorrainegregory.com

Are enterprises of
Lorraine Gregory Corporation
95A Executive Drive, Edgewood NY, 11717
631-694-1500

® All Rights Reserved

   /gregscorneroffice