

2025 COMMEMORATIVE EDITION

CNY BUSINESS
JOURNAL
40 Under
Forty

PRESENTED BY

M&T Bank

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Celebrating the 2025 Class of 40 under Forty

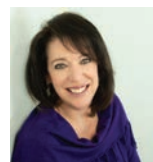
Be authentic. A great listener makes a great leader – and remember, the days are long, but the years are short.

We are thrilled to celebrate 28 years of recognizing exceptional young leaders in our community. In this special 40 under Forty edition of *The Central New York Business Journal*, you'll find the inspiring bios of each honoree and learn about their remarkable accomplishments.

When asked to describe themselves in one word, this year's honorees chose words such as: Resilient. Innovative. Determined. Driven. Loyal. Passionate. Enthusiastic. Dynamic. Tenacious. Dedicated.

Congratulations to the 2025 40 under Forty honorees! You are now part of a highly regarded and unique network of more than 1,100 alumni who have received this award since the first class in 1998. You are in great company — and well-positioned to continue making the world a better place.

On behalf of *The Central New York Business Journal*, BizEventz, and presenting sponsor M&T Bank, we are proud to recognize and celebrate all that you do.



All my best,
Jill Allen
Director of BizEventz

2025 JUDGES



Jalyn Clifford,
SHRM-CP, PHR
Deputy Executive Director,
Syracuse Housing Authority



Katie Hanlon
Chief Community Officer,
United Way of Central New York



Vance Marriner
Director of Marketing & Research,
The CNY Business Journal



Ashlea Schad,
MBA, CFRE
Vice President of Development & Strategic Partnerships,
Nascentia Health

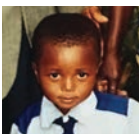


Ahmeed Turner
Executive Director,
Say Yes Syracuse

THIS YEAR'S HONOREES



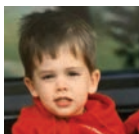
ALANNA ABREU



CELESTIN ABWE



MATTHEW BAISLEY



JAMIE BOVA



CASSANDRA BULAK



LAMAR CHAMBLEE



KEVIN CONWAY



MEGHAN CRAWFORD-HAMLIN



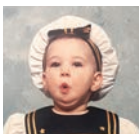
TRACY DIGENOVA



GIDEON DIXON



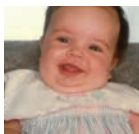
KIMBER DOOLITTLE



COURTNEY GAUTHIER



KIRSTEN GOSCH



EMILY GOZY



KARA JONES



NITCH JONES



SHAUN KALETA



CHELSEY LAVERRE



LIZA MAGLEY



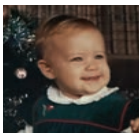
MATTHEW MALINOWSKI



JENNIFER MARSHALL



RYAN MCCARTHY



COLLEEN MCLAUGHLIN



EMILY MIDDLEBROOK



EMILY MINNOE



JESSICA MONTGOMERY



SARA MOWERS



DIANA NIGHTINGALE



RYAN O'DONNELL



LORNA OPPEDISANO



JEFFREY PAWLOWSKI



VINNY PEONE



CHRISTINE PETRONE



AUDREY PICCIONE



JONATHAN SCHNECKENBURGER



LAUREN USHERWOOD



JOSEPH VIVIANO



BRIDGET VOLZ



RYAN WOODRUFF



CORIN ZIMMER

M&T BANK PRESENTING SPONSOR MESSAGE

Central New York is home to incredibly talented individuals who are doing amazing work to uplift our community, build thriving companies, and grow our regional economy. Every year, the CNYBJ's 40 Under Forty list proves that one of our region's greatest strengths is our workforce — all of us who live and work here.

On behalf of M&T Bank, I want to extend our congratulations to the 2025 CNYBJ 40 under Forty honorees, and perhaps even more importantly, I want to express gratitude for your impact and commitment to Central New York. Our communities are stronger and more prosperous because of this group of dynamic local leaders.

Our economy is evolving, both globally and locally. We're experiencing an economic moment where we should have confidence and optimism in Central New York, despite the uncertainty globally. It's precisely during moments like this when we need inspiring young leaders to drive us forward. This year's class of 40 under Forty honorees will help our region make the most of this moment of opportunity and pave the way to a more vibrant future.

At M&T Bank, we work hard to empower local professionals to do their best work and make their greatest impact. That's our approach to talent development among our employees — and it's how we serve our business customers, providing the resources and financial guidance they need to achieve their goals.

This work is rooted in a simple purpose — to make a difference in people's lives. And we know we will be most successful in achieving this purpose by working together, especially with this year's 40 under Forty honorees.

Congratulations to all — and a special congratulations to my M&T colleague, Gideon Dixon, for earning recognition as a 40 under Forty honoree!

Steve Gorczynski
CNY Regional President
M&T Bank



M&T Bank



ALANNA ABREU | 39
CONSULTING PRINCIPAL
UHY Advisors, Inc

Alanna Abreu is an accounting and advisory professional, passionate about connecting people and building strong financial systems that scale with business growth. With more than a decade of experience, Alanna specializes in ERP evaluations, nonprofit advisory, and accounting-system overhauls. In addition to her professional work, Abreu is the incoming chair of The Foundation of Accounting & Financial Women’s Alliance (AFWA) and a frequent speaker and organizer at national events, including the Women Who Count Conference.

One word that describes you best: Resilient

Hobbies: Volunteering, kayaking, and photography.

Fun fact about yourself: I am a big DIYer; I would rather shop at a hardware store than a shoe/clothing store.

What is your “go-to” song, the one that gets you on the dance floor or singing in the shower? “I Wanna Dance with Somebody (Who Loves Me)” by Whitney Houston

Volunteer activities: Chair of The Foundation of AFWA, volunteer with national AFWA and the CNY Chapter, event organizer for local women’s initiatives, treasurer of the Erie Canal Museum, Daughter of the American Revolution past treasurer, CNY Institute of Internal Auditor Society treasurer, and Troop 22 Scouts of America treasurer.

What is your motto for life? The future is unknown, the past can’t be changed, and the present is a gift, so take it as one.

What series or podcast are you loving? Crime Junky.



CELESTIN ABWE | 24
FOUNDER & CEO
Clutch Delivery

Celestin Abwe is an award-winning entrepreneur and the CEO of Clutch Delivery, a food-delivery service he founded in 2020 with the goal of optimizing meal plans both on and off college campuses. The company allows students to use their meal plans for off-campus deliveries, benefiting both students and local businesses. Clutch Delivery gained traction after Abwe pitched the business at Le Moyne College’s Dolphin Tank and through the Keenan Center for Entrepreneurship and Creativity. In 2023, Celestin was selected for the Surge Accelerator Program and participated in the Launch NY Founders Go Big program.

One phrase that describes you best: Path forger

Hobbies: Weightlifting and fitness training, exploring fine fragrances and colognes, and enjoying nights out with friends.

Fun Fact about yourself: I once put salt in my coffee instead of sugar during a contract negotiation and was too embarrassed to fix it, so I just sat there sipping it in silence with my best poker face on.

What is your “go to” song, the one that gets you on the dance floor or singing in the shower? “Rubble Rebel (Champion)” by Walshy Fire

Volunteer Activities: Serves on the Technology Alliance of Central New York (TACNY) Communications Committee, CFO of Christ is the Answer Friends Church, and also mentors entrepreneurs.

What is your motto for life? Lead with purpose, live with passion, and embrace every challenge as an opportunity to grow.

Best advice you’ve ever received? Your past mortgages your present, and your future spends it; however, do not allow your future to drive the course of your present.



Leading with greatness

BHG Financial proudly sponsors the **CNYBJ 40 under Forty Awards**. We’d like to congratulate all the honorees, including our very own **Meghan Crawford-Hamlin, President of Financial Institutions at BHG!**

As a company built by leaders for leaders, BHG is committed to delivering tailored financial solutions that empower professionals.



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MATTHEW BAISLEY | 33
COMMISSIONER OF PUBLIC WORKS
Oneida County

In his position, Matthew Baisley oversees infrastructure, transportation systems, and facilities that support Oneida County’s residents and businesses. In this role, he leads capital improvements, highway and bridge maintenance, and county building operations. A mechanical engineer by training, Matt’s career spans leadership roles in construction, facilities management, and public infrastructure. Before joining Oneida County, he managed mechanical, electrical, and plumbing systems at Hamilton College. Baisley also serves as president of the Board for the Clinton Early Learning Center, advocating for early childhood education and expanding access for local families. Matt lives in Central New York with his wife and four children, balancing his career with a deep commitment to family and community.

One word that describes you best: Innovative

Hobbies: Golf, lacrosse, and spending time with family

Fun Fact about yourself: I am one of six children

What is your “go to” song, the one that gets you on the dance floor or singing in the shower? “Buy Dirt” by Jordan Davis, featuring Luke Bryan

Volunteer Activities: President of the board of directors-Clinton Early Learning Center, treasurer of the NYS County Highway Superintendents Association, “Curtain Dad” for his daughters’ dance recitals

What is your motto for life? Don’t expect others to do what you’re not willing to do yourself.

Best advice you’ve ever received? Leadership is service, not status.



JAMIE BOVA | 39
PARTNER
FustCharles

Jamie Bova was born in Camillus and graduated from West Genesee High School. He married his high-school sweetheart Nicole, who is also an accountant. Jamie started his career in the audit department at Firley Moran Freer & Eassa before taking a job in private accounting, where he spent two years as a controller. Bova returned to auditing with FustCharles in 2015 and became a partner at the accounting firm in 2022. He resides in Camillus with his wife and five children, as well as a golden retriever named Birdie.

One word that describes you best: Determined

Hobbies: Running, hiking

Fun Fact about yourself: Father of five, including triplets

What is your “go to” song, the one that gets you on the dance floor or singing in the shower? “Free Fallin’ “ by Tom Petty

Volunteer Activities: St. James Church, Boys & Girls Clubs of Syracuse, Cub scout Pack 120

Best place traveled and why? Hawaii for our honeymoon

What series or podcast are you loving? Armchair Expert Podcast



Bond is thrilled to celebrate **Liza Magley** for being named to the **2025 CNY Business Journal 40 Under Forty** class.

Liza’s commitment to the firm and community deserve to be honored. Congratulations!



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Congratulations to all the 40 under Forty Honorees!

Your achievements, leadership, and impact are truly inspiring. It's exciting to see such a dynamic group shaping the future across industries.

Here's to your continued success and the difference you make every day!



CASSANDRA BULAK | 39

VICE PRESIDENT OF ACCOUNTING & TREASURY
Loretto

Cassandra Bulak grew up in a military family, which meant moving frequently and experiencing life in many different places. These early travels sparked a lifelong love for exploring new places. She began her career in public accounting after earning a degree from the University at Buffalo. With close to 10 years of experience in public accounting, she developed a strong foundation in financial reporting, auditing, and compliance and became a certified public accountant (CPA). Since then, Bulak has transitioned into the nonprofit and health-care sectors, bringing her expertise to mission-driven organizations and applying her skills to support financial sustainability and operational excellence. Cassandra currently resides in Baldwinsville with her husband and two children.

One word that describes you best: Resilient

Hobbies: Reading books and learning about interior design

Fun Fact about yourself: I was born in Guam

What is your “go to” song, the one that gets you on the dance floor or singing in the shower? “Pony,” by Ginuwine

Volunteer Activities: Board involvement at a local not-for profit. Volunteer work for son’s youth sport programs.

What are your mottos for life? Kind Heart; Steady Climb.

Best place traveled and why? Disney World with our kids. Seeing Disney for the first time through a child’s eyes is pure magic.



LAMAR CHAMBLEE | 34

ASSISTANT BRANCH MANAGER
NBT Bank

Lamar Chamblee thrives on building genuine relationships both in the workplace and within his community. Lamar loves helping others reach their full potential, starting with constantly challenging himself to grow, learn, and embrace new environments. In his role in banking, he guides first-time customers through opening accounts, learning online banking, and supports small-business owners with tools to grow their dreams. A proud husband and father of two daughters, with a newborn son on the way, Lamar finds his greatest joy in spending time with family, hosting cookouts, and simply being present.

One word that describes you best: Driven

Hobbies: Tailgating and attending sports events (Bills Mafia member through and through.)

Fun Fact about yourself: I eloped on Santa Monica Pier and ended the day witnessing the unveiling of the Kobe Bryant statue. It was one of the best spontaneous decisions of my life.

What is your “go to” song, the one that gets you on the dance floor or singing in the shower? “NOKIA” by Drake

Volunteer Activities: Coaching youth basketball, mentoring youth in financial literacy, distributing food at my local church, and preparing meals for the local food bank

What is your motto for life? Strive to be the best version of yourself every day in a constant quest to learn and grow. “Mamba Mentality” — Kobe Bryant

Best advice you’ve ever received? Never let anyone dim your light and continue to light up every room you enter.



CONGRATULATIONS

RYAN O'DONNELL
Sales Manager & Engineer

On behalf of the entire Chimera Integrations team, we proudly celebrate Ryan O'Donnell, recognized as one of this year's 40 Under Forty honorees. Ryan's drive, leadership, and commitment to excellence have been instrumental to Chimera's continued growth and success.

We're honored to see his hard work and passion recognized alongside so many other talented professionals shaping the future of our community.





KEVIN CONWAY | 37

SENIOR ADVISOR

Caruso McLean Investment Advisors

Kevin Conway has been with Caruso McLean Investment Advisors since 2013. He specializes in investment and retirement planning for individuals, businesses, and nonprofit organizations. In his spare time, Kevin enjoys golfing and spending time with his wife and three daughters.

One word that describes you best: Loyal

Hobbies: Golf and spending time with family

Fun Fact about yourself: He built a 2,000-pound outdoor pizza oven

What is your “go to” song, the one that gets you on the dance floor or singing in the shower? “Party In The U.S.A.” by Miley Cyrus

Volunteer Activities: Serves as treasurer of CABVI Foundation, immediate past chair of the Utica Zoo, treasurer of Clinton Central School District Foundation, and vice chair of CNY Quest

Best place traveled and why? Ravello, Italy — food was amazing

Best advice you’ve ever received? Get comfortable being uncomfortable.



MEGHAN CRAWFORD-HAMLIN | 36

PRESIDENT OF FINANCIAL INSTITUTIONS

BHG Financial

Meghan Crawford-Hamlin leads business development, placement operations, bank marketing, national events, and regulatory relations in her role at BHG Financial. A results-driven executive, she oversees all institutional-facing functions and drives strategy, execution, and relationship development across the division. Meghan joined BHG in 2015, quickly advancing through leadership roles, including managing the firm’s largest institutional portfolio. She holds a bachelor’s degree from Bucknell University and lives in Skaneateles with her husband and two sons.

One word that describes you best: Driven

Hobbies: Women-focused innovation, water sports, skiing

Fun Fact about yourself: I was a competitive butterfly swimmer for over a decade and the rhythm, discipline, and drive I learned in the pool still lead me today.

What is your “go to” song, the one that gets you on the dance floor or singing in the shower? “Levitating” by Dua Lipa

Volunteer Activities: Woman of Impact team member for Go Red for Women

What is your motto for life? You’re allowed to want more. Build it, don’t wait for permission.

Best place traveled and why? The Greek island of Santorini. Pure beauty, serenity, and romance. It felt like a deep breath wrapped in sunlight.

*Cheers to
Jeff Pawlowski!*

Crouse Health proudly
celebrates Foundation
Board Trustee
Jeff Pawlowski
— an inspiring leader
making a lasting impact.



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TRACY DIGENOVA | 38
CNY REGIONAL REPRESENTATIVE
Office of Gov. Kathy Hochul

Tracy DiGenova is a lifelong resident of Syracuse, a proud graduate of a Nottingham High School, and received her bachelor's degree from Le Moyne College. Her extensive commitment to improving the Central New York region is demonstrated by her prior positions including at The Tech Garden and the Boys & Girls Clubs of Syracuse. In her current role, Tracy serves as the liaison between the governor's office and local elected officials, community leaders, businesses and constituents in the region. DiGenova strives to provide them both with pertinent information and feedback to support the entire five-county region she represents.

One word that describes you best: Resilient

Hobbies: My mom, sister, and I are season ticket holders for the Syracuse Orchestra's "Pops Series" and to the Famous Artists Series/Broadway in Syracuse.

Fun Fact about yourself: I am huge "Golden Girls" fan

What is your "go to" song, the one that gets you on the dance floor or singing in the shower? "Who loves you" by Frankie Valli and the Four Seasons

Volunteer Activities: Volunteer with the ministries at St. Lucy's Church. Active "special event" volunteer with CNY Pride Come Out CNY — assisted with the formation and launch of this nonprofit in Syracuse promoting local businesses and events to the LGBTQIA+ community and supporting local tourism.

What series or podcast are you loving? I have recently discovered "Call the Midwife" and I am obsessed.

Best advice you've ever received? My dad would constantly remind us: "It's nice to be important, but more important to be nice."



GIDEON DIXON | 29
RETAIL REGIONAL SALES MANAGER
M&T Bank

Gideon Dixon is a Syracuse native and an alum of Christian Brothers Academy. He holds a bachelor's degree in business, entrepreneurship, and organizations from Brown University, where he was also a football player. Dixon recently obtained his MBA from Syracuse University's Whitman School of Management. Gideon has worked for M&T Bank for seven years, holding several different positions throughout the retail branch network, and is currently the retail regional sales manager for the bank's Syracuse West region.

One word that describes you best: Versatile

Hobbies: High-school football coach, multimedia production

Fun Fact about yourself: I played in a football game at Fenway Park in Boston.

What is your "go to" song, the one that gets you on the dance floor or singing in the shower? "The Love You Save" by The Jackson 5

Volunteer Activities: Syracuse Block Blitz, M&T Bank Money Mentor

Best place traveled and why? Dominican Republic — clear water, gorgeous beaches

Best advice you've ever received? Quitting is worse than failing

CONGRATULATIONS CHRISTINE PETRONE

2025 • 40 UNDER FORTY AWARD HONOREE

We applaud your outstanding leadership and unwavering commitment, which are driving the future of our firm and leaving a profound impact on the community. Your work is truly inspiring. Congratulations on this well-deserved honor!



Christine N. Petrone, CPB, Accounting and Advisory Services Director



KIMBER DOOLITTLE | 37
SENIOR ACCOUNT MANAGER
Pinckney Hugo Group

Kimber Doolittle has been with Pinckney Hugo Group, a full-service marketing-communications firm in Syracuse, for 11 years and is responsible for developing and executing marketing strategies for several agency clients across a variety of industries. Kimber was born and raised in Fayetteville and received her bachelor's degree in journalism with minors in marketing and history from Ithaca College. She currently resides in Syracuse with her boyfriend and the ruler of the house, Gilly the shih tzu.

One word that describes you best: Driven

Hobbies: Hiking/camping, playing volleyball, porch reading

Fun Fact about yourself: I am part of a very large family — we've surpassed 100 people, nearly all of whom live in the Syracuse area.

What is your "go to" song, the one that gets you on the dance floor or singing in the shower? "Can't Stop the Feeling!" by Justin Timberlake

Volunteer Activities: Junior League of Syracuse, Samaritan Center, CNY Diaper Bank, CNY Ronald McDonald House, We Rise Above the Streets Recovery Outreach

What series or podcast are you loving? "New Girl" — yes I realize I'm the only one around who hasn't seen it.

Best advice you've ever received? To remember that the days are long, but the years are short.



COURTNEY GAUTHIER | 35
MORTGAGE LOAN OFFICER
KeyBank

Courtney Gauthier lives in Baldwinsville with her husband, son and two golden retrievers. In her role as a mortgage loan officer, Courtney has helped countless families and individuals achieve their dream of homeownership in the past 14 years. Her performance and client-first philosophy have earned her many awards including the 2024 KeyBank Presidents Club Award and Community Impact award, as well as the Women's Council of Realtors Empowered Excellence Award. Beyond her work in the mortgage industry Courtney is passionate about giving back to the community through volunteer work and outreach programs.

One word that describes you best: Passionate

Hobbies: Traveling, cooking, and politics

Fun Fact about yourself: I complete more than 100 audiobooks and paper books a year on my reading list.

What is your "go to" song, the one that gets you on the dance floor or singing in the shower? "The Man" by Taylor Swift

Volunteer Activities: Board member for Habitat for Humanity, various youth-sports organizations, community church, BluePrint15, and PEACE


What is your motto for life? "It isn't what we say or think that defines us, but what we do." —Jane Austen

Best advice you've ever received? Don't worry and overthink — just do what you think is right and what you believe in — everything else is just noise.



Congratulations!

Excellus BlueCross BlueShield congratulates Underwriting Manager Sara Mowers and all of the 2025 40 Under Forty awardees.

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KIRSTEN GOSCH | 39

EXECUTIVE DIRECTOR

Cayuga Museum of History & Art

Kirsten Gosch has worked for the Cayuga Museum for more than 10 years, leading the organization through substantial growth and a major capital project. She earned a bachelor’s degree in art history from Penn State University and a master’s degree in museum studies from Syracuse University. In 2020, Gosch received the Cayuga County Chamber of Commerce’s Terri Bridenbecker Outstanding Young Professionals Award. A Pennsylvania native, Kirsten now calls Syracuse home, where she lives with her husband and dog.

One word that describes you best: Driven

Hobbies: Strength and cardio training and pilates, pottery, gardening

Fun Fact about yourself: I love baking and hosting big holiday gatherings.

What is your “go to” song, the one that gets you on the dance floor or singing in the shower? “This Must Be the Place (Naïve Melody)” by the Talking Heads

Volunteer Activities: Serve on the boards of the Howland Stone Store Museum and the South Central Regional Library Council, as well as the fund review panels of the United Way of Cayuga County and New York State Council on the Arts.

Best place traveled and why? When I lived in Texas, I visited Santa Fe, New Mexico. It’s one of the most beautiful places I’ve ever been.

Best advice you’ve ever received? It’s okay to ask questions.



EMILY GOZY | 29

CEO & FOUNDER

Nourished with Emily, LLC

Emily Gozy is an accomplished registered dietitian and virtual nutrition coach who serves clients across the United States, helping them to find food freedom and health. Emily, LLC is her virtual nutrition counseling and wellness practice located in Syracuse. Emily’s expertise lies in helping clients build confidence in the kitchen and feel comfortable in their own skin through nutrition education, accountability, and tailored programs to help them achieve their goals. She is a contributor to national media channels like Time Magazine, Sports Illustrated, HuffPost, and HealthLine.

One word that describes you best: Enthusiastic

Hobbies: Golf, watercolor painting, and reading

Fun Fact about yourself: During the pandemic, I taught myself how to rollerblade for exercise while the gyms were closed.

What is your “go to” song, the one that gets you on the dance floor or singing in the shower? “This Must Be the Place (Naïve Melody)” by the Talking Heads

Volunteer Activities: President-elect for WBOC, Volunteering with Women United through United Way, lector and eucharistic minister at our church, volunteering with David’s Refuge

What is your motto for life? “You have not failed until you have stopped trying.”

Best place traveled and why? I love visiting St John in the U.S. Virgin Islands; it’s where I got engaged.

Congratulations Jamie Bova!

Jamie T. Bova, CPA | Partner
jbova@fustcharles.com
fustcharles.com



KARA JONES | 34

DIRECTOR OF PROGRAMS AND ENGAGEMENT
INSPYRE Innovation Hub, CenterState CEO

Kara Jones, in her role at CenterState CEO's INSPYRE Innovation Hub, leads initiatives that support startup growth, regional innovation, and inclusive economic development. She oversees flagship programs, including GENIUS NY, as well as the Up Start Accelerator and the Clean Tech Accelerator. With a background in marketing, venture development, and community building, Kara has worked closely with hundreds of early-stage founders, helping them refine their business models, connect with resources, and scale in Central New York. She also serves as an adjunct professor at SUNY Oswego, teaching entrepreneurial marketing and sales.

One word that describes you best: Dynamic

Hobbies: Golf, running, gardening, design (interior, graphic)

Fun Fact about yourself: I've never met a whiteboard I didn't want to write on

What is your "go to" song, the one that gets you on the dance floor or singing in the shower? "Dog Days Are Over" by Florence + the Machine

Volunteer Activities: AUYSI Empire State president, SXSW pitch coach and mentor, NYS Student Business Plan Competition judge, Cicero North Syracuse Varsity Hockey Booster Club

What is your motto for life? "Don't worry about a thing, 'cause every little thing is gonna be alright." — Bob Marley, "Three Little Birds"

Best place traveled and why? Belgium. My husband's family is from there, and we stayed in Ghent with his relatives, which made the experience even more meaningful.



NITCHABORIE JONES | 37

HUMAN RESOURCE GENERALIST
SUNY Upstate Medical University

Nitchaborie "Nitch" Jones is the proud father of two beautiful children and the oldest of two siblings. He works at SUNY Upstate Medical University in the Department of Medicine, where he plays a vital role in advancing health-care operations and community engagement. An ordained Reverend since 2018, Nitch brings both compassion and leadership to everything he does. Recognized for his outstanding contributions to Diversity, Equity, Inclusion and Belonging (DEIB), he has received multiple awards honoring his work in creating more inclusive spaces across the Syracuse community. Whether in health care, ministry, or public service, his mission is consistent — uplift others, create impact, and lead with purpose.

One word that describes you best: "Nitch"

Hobbies: Spending time with my children, being outdoors, and working.

Fun Fact about yourself: I am scared of the dark.

What is your "go to" song, the one that gets you on the dance floor or singing in the shower? "Empire State of Mind" by Jay-Z

Volunteer Activities: Southwest YMCA advisory board member, board member for the MOST Museum

What is your motto for life? We must become the change we seek.

Best advice you've ever received? "Don't let temporary emotions make permanent decisions." It taught me to pause, breathe, and think before reacting.

CONGRATULATIONS
EMILY A. MIDDLEBROOK
Labor and Employment Partner
and all of this year's 40 under Forty Honorees!



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SHAUN KALETA | 36

DIRECTOR OF ECONOMIC DEVELOPMENT
Oneida County

Since a young age, Shaun Kaleta aspired to be a public servant. In March 2010, at just 20 years old, he was elected Village of Oriskany trustee, and in 2015, he became the youngest-ever elected Whitestown town supervisor at the age of 26. He simultaneously serves as Whitestown town supervisor and director of economic development for Oneida County. When not working in one of his two offices, Shaun enjoys spending time with his family and friends, playing tennis and golf, exercising, traveling, and watching his beloved Buffalo Bills and Syracuse Orange.

One word that describes you best: Determined

Hobbies: Hanging out with family and friends, tennis, and motorsports.

Fun Fact about yourself: Was named a “Teen All-Star” by the Utica Observer-Dispatch in 2007.

What is your “go to” song, the one that gets you on the dance floor or singing in the shower? Buffalo Bills “Shout” Song

Volunteer Activities: Utica Harbor Point LDC – board member, Oneida-Herkimer-Madison BOCES School to Career Programs Advisory Board – board member, Oneida County Friendly Sons of St. Patrick – VP. Ancient Order of Hibernians in America, Inc. – member, Utica St. Patrick’s Day Parade – committee volunteer, Utica Polish Community Club – volunteer

What is your motto for life? Trying and failing is better than doing nothing at all.

Best advice you’ve ever received? A great listener makes a stronger leader.



CHELSEY LAVERE | 33

SENIOR SALES MANAGER
Turning Stone Resort Casino

Born and raised in Central New York, Chelsey Lavere is a proud graduate of West Genesee High School and Ithaca College. With more than a decade of experience in hospitality sales and marketing, Chelsey is passionate about promoting the CNY region as a destination through her work at Turning Stone. Outside of work, Chelsey is dedicated to strengthening her community. A 2021 graduate of Leadership Greater Syracuse, she remains involved in cultivating local leadership and civic engagement.

One word that describes you best: Tenacious

Hobbies: Gardening, cooking, and strolling outside with an ice coffee

Fun Fact about yourself: I’ve worked behind the scenes on the walk-outs for a dozen televised boxing matches

What is your “go to” song, the one that gets you on the dance floor or singing in the shower? “Danza Kuduro” by Lucenzo, featuring Don Omar

Volunteer Activities: Active supporter of the Food Bank of CNY, Clear Path for Veterans, United Way, Vera House, and Leadership Greater Syracuse.

What is your motto for life? Learn from yesterday, live today intentionally, and plan tomorrow with purpose.

Best advice you’ve ever received? Life is noisy. Be intentional about whose voices you listen to.

your work and dedication inspire us.

At KeyBank, we believe achievements that have a positive impact on people and the community should always be recognized. Making a difference is never easy, and we never stop being thankful for the people who do it. Courtney Gauthier, from all of us, congratulations on your honor today.





LIZA MAGLEY | 35

MEMBER-LITIGATION

Bond, Schoeneck & King PLLC

With a penchant for problem solving and a passion for people, Liza Magley has always enjoyed learning from and working with others to face challenges head-on and to build strong teams and communities. A graduate of Christian Brothers Academy, Xavier University, and Georgetown Law School, Liza has continuously engaged in service and leadership activities and developed a keen sense for advocacy. Returning to Central New York to begin her career at Bond, she emerged as a successful litigator in state and federal court and also has immersed herself in community engagement.

One word that describes you best: Zealous

Hobbies: Traveling, exploring CNY restaurants, and attending Syracuse basketball games

Fun Fact about yourself: I've been lucky to travel around the world to more than 20 countries — from Nicaragua to Spain, the UAE, and Ireland.

What is your “go to” song, the one that gets you on the dance floor or singing in the shower? “Ants Marching” by Dave Matthews Band

Volunteer Activities: Samaritan Center, Loretto Foundation, Bond Pro Bono Committee, Volunteer Lawyer – Talk-to-a-Lawyer Clinic, Finance Committee at Immaculate Conception

What is your motto for life? Well done is better than well said

What series or podcast are you loving? The Doughboys Podcast and Madigan’s Pubcast.



MATTHEW MALINOWSKI | 37

CAPTAIN

Syracuse Police Department

Matthew Malinowski is a dedicated public servant and lifelong resident of Clay, passionately committed to community leadership, public safety, and meaningful engagement. He is a proud graduate of Cicero-North Syracuse High School, Onondaga Community College, and SUNY Oswego. As a captain with the Syracuse Police Department, Matthew brings over a decade of professional experience in law enforcement, crisis management, and community outreach. His approach to leadership emphasizes transparency, accountability, and inclusivity, fostering trust and cooperation within diverse communities. Matthew actively participates in local initiatives aimed at enhancing the quality of life and building stronger, connected communities.

One word that describes you best: Passionate

Hobbies: Mastering the Blackstone and amateur stock trader

Fun Fact about yourself: First generation born in America

What is your “go to” song, the one that gets you on the dance floor or singing in the shower? “Take Me Home, Country Roads” by John Denver

Volunteer Activities: Vera House, United Way, Syracuse Polish Home

What is your motto for life? The meaning of life is to find your gift; the purpose of life is to give it.

Best advice you’ve ever received? Fix the leak when it’s dripping, not when the ceiling caves in.





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JENNIFER MARSHALL | 39

DIRECTOR OF STRATEGIC PURSUITS AND LAUNCHES
Griffiss Institute

Jennifer Marshall, in her role at Griffiss Institute, is dedicated to fueling innovation through a skilled STEM workforce. She has expanded K–12 outreach and launched initiatives that inspire youth to pursue STEM careers, driving innovation, and economic security. Jennifer’s career has spanned pivotal moments, including working in financial services during a financial crisis and in health care during a pandemic. These experiences gave her a unique perspective on navigating disruption through transformation, automation, and strategic upskilling.

One word that describes you best: Passionate

Hobbies: Hiking in the Adirondacks, baking to de-stress, and reading.

Fun Fact about yourself: As a teenager I spent many hours transcribing music by hand for a four-part orchestra, and then accompanying them on the piano for worship services.

What is your “go to” song, the one that gets you on the dance floor or singing in the shower? Bon Jovi’s “Livin’ on a Prayer” always gets me dancing in the car with my kids.

Volunteer Activities: American Youth Soccer Organization board treasurer and soccer coach.

What is your motto for life? “It is not how much we do, but how much love we put in the doing” —Mother Theresa.

Best advice you’ve ever received? Diffuse conflict by actively seeking alignment with others, often through a personal approach.



RYAN MCCARTHY | 32

OWNER
Rejuvn8 Aesthetics

Ryan McCarthy is a Central New York native and Le Moyne College graduate. He is a nurse practitioner and the owner of Rejuvn8 Aesthetics, a medical spa with locations in Syracuse, New Hartford, and Albany. Rejuvn8 has been recognized by Inc. Magazine as one of the fastest-growing businesses in the Northeast. Ryan leads a team of 11 dedicated professionals and takes pride in building a business rooted in quality, trust, and community. In addition to running Rejuvn8, Ryan serves as a national trainer for Galderma, a leader in aesthetic medicine. Outside of work, Ryan enjoys spending time with his wife and their two young sons.

One word that describes you best: Dedicated

Hobbies: Spending time with family, cycling, and traveling.

Fun Fact about yourself: I am a first-generation American

What is your “go to” song, the one that gets you on the dance floor or singing in the shower? “One More Time” by Daft Punk

Volunteer Activities: Supports local organizations such as the Cystic Fibrosis Foundation, Toys for Tots, and Safe Space CNY. Previously had the opportunity to volunteer with Honor Flight.

Best place traveled and why? Italy — it is where my mother emigrated from and where a lot of my family still lives, and of course the food is great.

Best advice you’ve ever received? If you’re not growing, you’re dying.

Here’s to

You!



Celebrating this year’s
40 Under Forty
including our own
Lamar Chamblee

At NBT Bank, we champion those who drive progress and strengthen our communities. We’re proud to support this moment of recognition— and to celebrate the impact you make every day. Congratulations on this well-deserved honor!

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COLLEEN MCLAUGHLIN | 39

OWNER & OPERATOR
McDonald's

Colleen McLaughlin is a dedicated and passionate owner/operator of 12 McDonald's franchises, recognized for her commitment to excellence, integrity, and creative leadership. A strong entrepreneur, she approaches each day with a strategic mindset and a solutions-focused attitude. Over the years, Colleen has earned a reputation for being adaptable, collaborative, and deeply invested in making a positive impact within her teams and communities. Her leadership style emphasizes growth, accountability, and innovation.

One word that describes you best: Tenacious

Hobbies: Cooking / making bread, travel

Fun Fact about yourself: I speak Spanish

What is your "go to" song, the one that gets you on the dance floor or singing in the shower? "Narco" by Blasterjazz and Timmy Trumpet

Volunteer Activities: Ronald McDonald House Charities supporter and volunteer

Best place traveled and why? Ireland — great people, great food, beautiful landscape.

Best advice you've ever received? "Never wait around for a man."



EMILY MIDDLEBROOK | 32

PARTNER
Hancock Estabrook, LLP

Emily Middlebrook has worked for Hancock Estabrook since graduating from Syracuse University College of Law in 2017. Prior to attending law school, Emily received her bachelor's degree from Wells College. Emily's practice focuses on representing public and private-sector employers in all aspects of labor and employment law. She counsels clients on issues such as wage and hour compliance, employee-leave obligations, and strategies for addressing other workplace issues. Emily also serves as chief negotiator in collective bargaining, and has successfully negotiated collective-bargaining agreements with various employee-bargaining units for public employers. She also represents clients in labor arbitrations and in the defense of claims before state and federal courts and administrative agencies. Emily lives in Syracuse with her husband and their puppy.

One word that describes you best: Witty

Hobbies: Running, reading, yoga, spending time outdoors.

Volunteer Activities: In addition to the pro bono and community service activities that we perform at Hancock Estabrook, I serve on the board of directors of Stone Quarry Art Park located in Cazenovia.

Fun Fact about yourself: One of my favorite trips was a girls' trip where we explored national parks in Utah, Wyoming, and Arizona.

What is your "go to" song, the one that gets you on the dance floor or singing in the shower? Pretty much any Beyoncé song is my "go to" music.

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Jon Schneckenburger
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Your leadership, military service, and commitment to community and family make this recognition truly well-deserved.

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EMILY MINNOE | 31

ENGAGEMENT COORDINATOR

Francis House, Inc./United Way of CNY

Emily Minnoe grew up outside of Buffalo and received a bachelor's degree in history from SUNY Brockport. She is passionate about community and finds joy in bringing folks together to support one another. In her role at Francis House, Emily supports fundraising efforts, nurtures donor relationships, and shares stories that connect people to their ministry. Outside of work, Emily is deeply engaged in the Central New York community — volunteering her time to organizations that build, strengthen, and celebrate community.

One word that describes you best: Mindful

Hobbies: Cross stitch, reading, and yoga

Fun Fact about yourself: I interned at my local historian's office in Depew and helped create an "Images of America" book. I received a special shout out and credit in the acknowledgement section of the publication.

What is your "go to" song, the one that gets you on the dance floor or singing in the shower? "Shake It Off" by Taylor Swift

Volunteer Activities: FOCUS Greater Syracuse, Matilda Joslyn Gage Foundation, CenterState CEO Ambassadors, Alzheimer's Association, and Syracuse Stage

Best place traveled and why? Florence, Italy — I loved the art, the history, and the people.

Best advice you've ever received? Always look for the good in other people. If you look for it, you will find it.



JESSICA MONTGOMERY | 37

HEAD OF PHOTOGRAPHY

Stay Fresh

Jessica Montgomery grew up in Oklahoma and graduated from the University of Central Oklahoma with a bachelor's degree in mass communications. She moved to Syracuse seven years ago, bringing a backpack full of photographic skills that have helped elevate the look of local businesses, artists, and professionals. Montgomery has been featured in both fashion and food magazines — both nationally and abroad.

One word that describes you best: Curious

Hobbies: Photography. When I'm not doing it at work, I'm doing it in my free time.

Fun Fact about yourself: I won 2nd place in my school's hula-hoop contest in the 5th grade.

What is your "go to" song, the one that gets you on the dance floor or singing in the shower? "She Don't Use Jelly" by The Flaming Lips

Volunteer Activities: I help orchestrate the Stay Fresh Secret Santa Art Show, contribute time and photography to the local LGBTQ+ community through organizations like Project Outloud, and do photography for the United Way.

Best place traveled and why? The best place I have ever traveled was to Syracuse. I loved it so much that I moved my family here from Oklahoma.

Best advice you've ever received? "Get over yourself."

Congratulations ALANNA ABREU

We are proud of all of your accomplishments
and on being named a 2025

40 UNDER 40
honoree by CNY Business Journal



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SARA MOWERS | 36

MANAGER, LARGE GROUP UNDERWRITING
Excellus BlueCross BlueShield

Sara Mowers, since joining Excellus in February 2020, has held several roles including small group underwriter, team leader of small group underwriting, and most recently joined the large group fully insured east underwriting team as manager of large group underwriting. Sara enjoys participating in several groups at Excellus, including the Open Door Alliance Employee Resource Group, Diversity Equity and Inclusion Book Clubs, and more.

One word that describes you best: Determined

Hobbies: Yoga, running, and camping

Fun Fact about yourself: At the age of 33, I started running for the first time — and I love it. I have since completed six 5K races, a 10K, and the Boilermaker 15K.

What is your “go to” song, the one that gets you on the dance floor or singing in the shower? “Can’t Stop the Feeling!” by Justin Timberlake

Volunteer Activities: Cicero Friends of the Northern Onondaga Public Library, Parent Teacher Organization (PTO) at Lakeshore Road Elementary School in Cicero, volunteered at events including the school Walk-a-Thon, carnival, and book fair, and more.

Best place traveled and why? Paris. I spent a semester there in college and had the opportunity to explore the city’s history, visit landmarks, and notable places.

Best advice you’ve ever received? Don’t get comfortable letting opportunities come to you. Take intentional action to try new things outside of your comfort zone — that is where the growth happens.



DIANA NIGHTINGALE | 39

CHIEF DEVELOPMENT OFFICER
David’s Refuge

Diana Nightingale leads the David’s Refuge development team, where she is responsible for overseeing all aspects of fundraising and donor relations. She is a seasoned nonprofit executive with extensive experience driving revenue growth, creating and implementing strategic plans, and leading teams. As former chief operating officer of Musical Bridges Around the World in San Antonio, Diana developed systems and strategies across human resources, administration, finance and development.

One word that describes you best: Ambitious

Hobbies: Hiking, camping, swimming, chasing sunrises, and reading

Fun Fact about yourself: I enjoy reading about Scandinavian culture. I am intrigued by many of their values as a society; for example, how they are deeply connected to nature.

What is your “go to” song, the one that gets you on the dance floor or singing in the shower? “Dancing Queen” by ABBA (or any song from “Mamma Mia”)

Volunteer Activities: President, Grant Professionals Association Western New York & Finger Lakes Chapter

What is your motto for life? Everyone matters, everyone is somebody.

Best place traveled and why? I visited Disney World for the first time this year with my husband and daughter and it unlocked many childhood dreams. The fireworks at Magic Kingdom were unbeatable.



Usherwood

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Chief Human Resources Officer

CNY BUSINESS JOURNAL

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usherwood.com |  





RYAN O'DONNELL | 37

SALES MANAGER
Chimera Integrations

Born and raised in the town of Clay, Ryan O'Donnell moved to Miami after high school to attend Barry University, where he earned a unique degree in sports & business management with a specialization in scuba diving tourism. He began his professional career in higher education, working as a nonprofit fundraiser. After returning to Syracuse, Ryan pivoted to a career in sales and found his niche in the security industry at Rapid Response Monitoring. After reconnecting with longtime friend Casey White, Ryan was offered the opportunity to help grow the sales operations at Chimera. Working alongside Casey and the rest of the Chimera team has been the most rewarding experience of Ryan's professional life.

One word that describes you best: Engaging

Hobbies: Scuba diving, traveling, seeing live music

Fun Fact about yourself: I attended middle school with the founder of Chimera and we danced to an NSYNC song together in a talent show and now I'm representing his business at the 40 Under Forty Awards.

What is your "go to" song, the one that gets you on the dance floor or singing in the shower? "Hustlin'" by Rick Ross or "Shakedown Street" by Grateful Dead

Volunteer Activities: ERIE21, Syracuse STEAM School, Ronald McDonald House Red Shoe Society, and more.

What is your motto for life? "Let Your Life Speak" is a personal mantra to me, but I also try to live by the Platinum Rule: Treat others the way they want to be treated.

Best place traveled and why? The Caribbean island of Bonaire. It's regarded as the best destination for scuba diving in the world.



LORNA OPPEDISANO | 35

DIRECTOR OF DEVELOPMENT
Onondaga Historical Association (OHA)

Lorna Oppedisano is a storyteller at heart, and she's thrilled to be a part of the team connecting the past with the present in her hometown. Prior to OHA, Lorna worked at the Milton J. Rubenstein Museum of Science & Technology (MOST) as director of development. While she's spent much of her life in Syracuse, she truly fell in love with the region when she began her professional career here at Syracuse Woman Magazine, where she served as editor for three years. Lorna holds a bachelor's degree in magazine journalism from S.I. Newhouse School Of Public Communications at Syracuse University.

One word that describes you best: Determined

Hobbies: Travel, exercise, writing

Fun Fact about yourself: In 2016, I collaborated with my friend, Kate D. Mahoney, to edit the book she published, "The Misfit Miracle Girl: Candid Reflections."

What is your "go to" song, the one that gets you on the dance floor or singing in the shower? "Dean Town" by Vulfpeck

Volunteer Activities: Cystic Fibrosis Foundation, Honor Flight Syracuse, Association of Fundraising Professionals, Volunteer Transportation Center, Cream Cheese Festival

Best place traveled and why? York, Maine, because of the ocean.

**Congratulations to Gideon
Dixon from your friends at
M&T.**

M&T Bank salutes 40 Under Forty and this year's honorees .

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JEFFREY PAWLOWSKI | 39

DIRECTOR OF HEALTHCARE, PROJECT MANAGER
in-Architects, PLLC

Jeffrey Pawlowski is a registered architect in New York state with 16 years of experience primarily designing health-care facilities. He is passionate about shaping the physical environment for people at their best and worst. Jeff is proud to carry this work out with in-Architects in Syracuse. When he is not working as an architect, Pawlowski owns “P Estate Transitions,” a company that helps families liquidate the contents of theirs and/or loved one’s homes. He loves living in the city of Syracuse (Eastwood) with his mini golden doodle named Buddy.

One word that describes you best: Passionate

Hobbies: Reading and spending time on Lake Ontario on my family boat

Fun Fact about yourself: I’m the youngest of four boys

What is your “go to” song, the one that gets you on the dance floor or singing in the shower? “Sweet Caroline” by Neil Diamond

Volunteer Activities: The American Institute of Architects New York State, the American Institute of Architects Central New York, Syracuse Habitat for Humanity, Crouse Health Foundation, Downtown Committee Earth Day cleanups, United Way’s Day of Caring

Best place traveled and why? Italy, amazingly rich culture and food, and it is part of my heritage.

Best advice you’ve ever received? Be yourself with integrity and passion.



VINNY PEONE | 32

DIRECTOR OF MARKETING
Eastern Security Services

Vinny Peone began his career in the security industry in 2021 as a technician for Eastern Security Services. After growing the company’s online presence by thousands of followers and earning both local and national recognition for his creative campaigns, he was promoted to director of marketing for Eastern and its sister company, Intelli-Tec Security, on Long Island. In 2025, Vinny partnered with Eastern’s owner, Cooper MacDonnell, to co-found Ignite Strategic Partners — a marketing and brand development agency serving security companies across the country. Outside of work, Vinny is a proud father of two daughters. He spends his time traveling and going on adventures with his family and remodeling his 120-year-old home.

One word that describes you best: Passionate

Hobbies: Traveling, film, learning to golf

Fun Fact about yourself: I started making movies when I was 12.

What is your “go to” song, the one that gets you on the dance floor or singing in the shower? “Back in Black” by AC/DC

Volunteer Activities: Marketing Committee for the Rosamond Gifford Zoo, Outreach Committee for the Secure Building Council, food and clothing drives for the Syracuse Rescue Mission.

What is your motto for life? memento mori

Best place traveled and why? I’m a huge Disney World fan. Loved it as a kid — love it as a parent,



Arc Herkimer proudly congratulates Audrey Piccione on being named a 40 Under Forty honoree!

Through her work and volunteerism, Audrey brings heart, hustle, and visionary leadership to support people of all abilities.



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Congratulations to our Managing Director
Joseph Viviano
on being named a 2025 40 Under Forty honoree!



Ascension Wealth Management congratulates
all the 2025 40 Under Forty Honorees!



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CHRISTINE PETRONE | 34

ACCOUNTING & ADVISORY SERVICES DIRECTOR
Dannible & McKee, LLP

Christine Petrone has worked at Dannible & McKee, LLP for more than 12 years. In her role, Christine manages a wide range of client accounts, with a specialization in nonprofit organizations and municipalities. She is a certified public bookkeeper and a QuickBooks ProAdvisor, bringing deep expertise in bookkeeping and financial systems to her clients. Throughout her tenure at Dannible, Petrone has been recognized for her leadership and dedication, receiving multiple honors, including the firm’s Community Involvement Award and the Social Media Ambassador Award.

One word that describes you best: Inspirational

Hobbies: Riding horses, snowmobiling, and golfing

Fun Fact about yourself: I have assisted in the delivery of three horses

What is your “go to” song, the one that gets you on the dance floor or singing in the shower? “Fireball” by Pitbull

Volunteer Activities: President of the Accounting and Financial Women’s Alliance Central New York Chapter, VP of Sunshine Horses, Inc., Red Cross volunteer

What is your motto for life? Everything happens for a reason.

Best advice you’ve ever received? Always stand up for yourself and never change who you are.



AUDREY PICCIONE | 39

SUPPORTS & SERVICES DIRECTOR
Arc Herkimer

Audrey Piccione is a devoted wife, mother, professional, and community advocate, deeply rooted in her hometown of Herkimer. As the youngest of four sisters, she values the importance of close family bonds, which have shaped her to be compassionate and community minded. For nearly 17 years, Audrey has brought passion and a calm, determined attitude to her role at Arc Herkimer. As supports & services director, she works to provide inclusive services that empower individuals with disabilities, while strengthening community involvement. Audrey is also a proud graduate of the CLE Leadership Mohawk Valley program.

One word that describes you best: Wholehearted

Hobbies: Spending time with family, golf, running

Fun Fact about yourself: My music taste is all over the place — One minute it’s country, the next it’s classic rock, then straight into my favorite old school hip hop.

What is your “go to” song, the one that gets you on the dance floor or singing in the shower? “Run this Town” by Jay-Z, Kanye West, and Rihanna

Volunteer Activities: Pop Warner cheerleading coach, Pop Warner board member, Mohawk Valley Rotary member

What is your motto for life? “Lead with compassion, serve with purpose, smile through life, and treasure every moment with loved ones.”

Best advice you’ve ever received? People may forget your words or actions, but they’ll always remember how you made them feel.

Congratulations to
Cassandra Bulak

40 Under Forty Award Honoree

Thank you for your continued commitment to Loretto
and for helping us to make every day extraordinary!



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CONGRATULATIONS
KARA!

We’re excited to celebrate you
and all of this year’s CNYBJ
40 Under Forty honorees!

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

CENTERSTATE | CEO

centerstateceo.com





JONATHAN SCHNECKENBURGER | 39

VICE PRESIDENT

Thompson & Johnson Equipment Co., Inc.

Jonathan Schneckenburger is a dedicated civic and business leader with a lifelong commitment to service. A graduate of the United States Naval Academy, Jon served more than 11 years on active duty as an MV-22B Osprey Pilot in the U.S. Marine Corps and continues to serve as a major in the Marine Corps Reserves. Since returning to Syracuse in 2022, Jon has remained deeply involved in the community. As VP at Thompson & Johnson Equipment, Schneckenburger oversees the Northeast Dock & Door division and Rental Department. He brings a strategic mindset and operational expertise honed during his military career, where he led standardization efforts for the MV-22 program across 17 squadrons globally.

One word that describes you best: Driven

Hobbies: Golf and skiing

Fun Fact about yourself: I can fly multiple types of aircraft

What is your “go to” song, the one that gets you on the dance floor or singing in the shower? “Uptown Funk” by Mark Ronson, featuring Bruno Mars

Volunteer Activities: Board of directors at Clear Path for Veterans, ski Instructor at ARISE and Ski, and soccer coach for East Side Soccer

What is your motto for life? “Adapt, overcome, and elevate others along the way.”

Best advice you’ve ever received? “Work hard for the next 15 years and enjoy a lifetime of success — or enjoy the next 15 years and spend a lifetime trying to catch up.”



LAUREN USHERWOOD | 33

CHIEF HUMAN RESOURCES OFFICER

Usherwood Office Technology

Lauren Usherwood, who is also co-owner of Usherwood Office Technology, leads its HR strategy across seven states. Lauren has always been people and community focused. She has played a key role in shaping its inclusive and engaging culture, modernizing HR practices, and supporting its growth as a third-generation family business. Her leadership has helped earn Usherwood Office Technology continuous recognition as one of Central New York’s Best Places to Work. Lauren is committed to youth workforce development, organizing career exposure events for students from underrepresented communities.

One word that describes you best: Enthusiastic

Hobbies: Reading, tennis, golf

Fun Fact about yourself: I once rapped a Dr. Seuss book for a talent show in college

What is your “go to” song, the one that gets you on the dance floor or singing in the shower? “High Hopes” by Panic! At The Disco

Volunteer Activities: Food Bank of CNY, CNY PGA HOPE, Student Mentorship Programming, hosts donation drives for various nonprofits

What is your motto for life? I keep two quotes in my office: “Do things for people not because of who they are or what they do in return, but because of who you are.” — Harold S. Kushner; and “Everyone you will ever meet knows something you don’t.” — Bill Nye

What series or podcast are you loving? I am reading “The Energy Bus” by Jon Gordon and I am deep into the “Throne of Glass” series by Sarah J. Maas.



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Shaun Kaleta
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JOSEPH VIVIANO | 36
OWNER & MANAGING DIRECTOR
Ascension Wealth Management

Joe Viviano is the managing director of Ascension Wealth Management, a local practice he opened in 2024, specializing in wealth management, risk mitigation, and retirement planning. He began his financial-services career in 2010, starting as an intern during his senior year at LeMoyne, and has operated as an independent financial advisor since. Born and raised in CNY, Joe is a product of Cicero-North Syracuse High School and LeMoyne College where he excelled as a student-athlete. As a member of the men's soccer teams, Joe was a Section III champion at CNS and advanced to three straight NCAA tournaments at LeMoyne.

One word that describes you best: Resolute

Hobbies: Golf, trivia, fitness

Fun Fact about yourself: I once crashed a photo op with the late Colin Powell (and it worked)

What is your “go to” song, the one that gets you on the dance floor or singing in the shower? “Life is a Highway” by Tom Cochrane and also Rascal Flatts

Volunteer Activities: ALS Association (Advisory Council VP)/CEO Soak (2025 chairperson), Sustainability for Scholarships, United Way Community Impact Committee

What is your motto for life? Winners are just losers who never quit.

Best advice you’ve ever received? Surround yourself with people smarter than you.



BRIDGET VOLZ | 36
EPIDEMIOLOGIST
Onondaga County Health Department

Bridget Volz is passionate about creating compelling data visualizations and reports that inform public health action. In her current role, she leads the development of Onondaga County's Community Health Assessment and Improvement Plan, which guides how local public health priorities are set. Bridget's background in art and love of travel have instilled a creative approach and respect for culture in her work. Bridget was raised in the Strathmore neighborhood of Syracuse. She graduated magna cum laude from the University of Rochester and was inducted into the Phi Beta Kappa Honor Society. Bridget received a Master of Public Health degree from SUNY Upstate Medical University and a Certificate of Advanced Study from Syracuse University's Maxwell School.

One word that describes you best: Curious

Hobbies: Watercolor painting, hiking, and reading

Fun Fact about yourself: I walked on a glacier while visiting Perito Moreno National Park in Argentina.

What is your “go to” song, the one that gets you on the dance floor or singing in the shower? “Fireflies” by Owl City

Best place traveled and why? The Condesa neighborhood in Mexico City, for its abundance of plants, public walking paths, and its dog-friendly spaces.

Best advice you’ve ever received? Remember, when things get tough, you can always have tacos.

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HONOREE STATS

AGE RANGE:
24–39

AVERAGE AGE:
35

THREE MOST COMMON "ONE WORD" DESCRIPTORS:

Driven
Resilient
Passionate

MOST MENTIONED HOBBIES:

Traveling
Family Time
Golfing
Reading
Volunteering

MOST COMMON VOLUNTEER AREAS:

Youth programs
Nonprofits
Churches
Women's Leadership Groups

MOST POPULAR "GO TO" SONGS:

“Can’t Stop the Feeling!”
– Justin Timberlake

“This Must Be the Place”
– Talking Heads



RYAN WOODRUFF | 38

CEO

Clear Path for Veterans

Ryan Woodruff is a Marine Corps veteran and CEO of Clear Path for Veterans, having risen through the organization from peer support specialist to chief program officer before assuming his current leadership role. His unique journey began as a service recipient at Clear Path while navigating his own transition from military to civilian life. During his transition, Woodruff participated in the Canine Program, where he was connected with a dog who transformed his life and ignited his passion for training dogs and veterans. He pursued formal training, becoming a nationally certified trainer and eventually director of the Canine Program. In the Marines, Woodruff served with the 3rd Battalion, 2nd Marine Regiment as an infantry rifleman, deploying twice to Iraq during Operation Iraqi Freedom.

One word that describes you best: Transformed.

Hobbies: Boxing and dog training

Fun Fact about yourself: For the past six years, my family and I have had the privilege of raising and training over 12 puppies for Clear Path’s Canine Program.

What is your “go to” song, the one that gets you on the dance floor or singing in the shower? “The Marines’ Hymn”

Volunteer Activities: Church and Clear Path

What is your motto for life? Embrace the struggle, for through hardship we forge our souls.

Best place traveled and why? Iraq, because of how humbling it was. I learned to be grateful for things I once took for granted and built some of the strongest relationships I’ll ever have.



CORIN ZIMMER | 34

EXECUTIVE VICE PRESIDENT

Luck Grove

Corin Zimmer is the executive VP at Luck Grove, where he leads the company’s growth efforts across multiple sectors, with a focus on innovation, infrastructure, and community impact. As a lifelong entrepreneur, Zimmer has launched and led several businesses, including co-owning Arboxy LLC, a web development firm; Wrench Worthy, a car event-focused platform; and Urban Life Athletics, a community-focused gym in Syracuse.

One word that describes you best: Optimistic

Hobbies: Playing video games and anything to do with cars: fixing them, driving them, attending car shows, etc.

Fun Fact about yourself: I started my first business shoveling driveways at the age of 8, ran a web design and marketing company while in college, and most recently purchased Urban Life Athletics, a gym here in Syracuse.

What is your “go to” song, the one that gets you on the dance floor or singing in the shower? “Mr. Brightside” by the The Killers

Volunteer Activities: Red Shoe Society committee, which focuses on giving back to the Ronald McDonald House. Also serve on the foundation board at The Museum of Science and Technology.

What is your motto for life? Progress over perfection.

Best advice you’ve ever received? You can have anything you want in life; you just have to go out and get it.



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