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**Adelphi University proudly congratulates
*Long Island Business News (LIBN) Business
and Finance Award* winner **James J. Perrino,**
**executive vice president of finance and
operations at Adelphi University.****

Adelphi University's commitment to supporting and serving its students, faculty, staff, alumni and the local community is exemplified by the financial expertise and visionary leadership of our executive vice president of finance and operations, James (Jim) Perrino.

Garden City-based Adelphi University contributes more than \$500 million to the New York state economy, according to a recent report by the Commission on Independent Colleges and Universities in New York (CICU). Adelphi is a valued partner to Long Island businesses and organizations and an important part of the local economy.

Since joining Adelphi in 2017, Perrino has overseen critical University operations and projects, including the recent renovation of the Ruth S. Harley University Center, while spearheading initiatives to increase the University's financial and organizational strength. Thanks to his expert leadership, Adelphi has maintained a firm financial footing despite the global pandemic, as validated by Standard & Poor's reaffirmation of the University's A- bond rating in February 2021.

For his exemplary performance in financial and operational leadership, Perrino is exceptionally deserving of the *LIBN* Business and Finance Award.



The Business & Finance Awards recognize financial professionals for their outstanding performance as stewards of Long Island's corporations, government and nonprofit organizations.

2021 HONOREES

4	CHRISTOPHER D. CAPORALE <i>The Long Island Coalition Against Bullying</i>	10	MARK KRAVIETZ <i>ALINE Wealth, Hightower Advisors</i>	18	RICHARD A. PERSAUD <i>ACRES Capital Corp.</i>
4	LAURA CONDULIS <i>Island Harvest Food Bank</i>	11	BONNIE MANN FALK <i>Berdon LLP</i>	18	ANTHONY RUSSO <i>Long Island Board of Realtors, Inc., Metro Realtors Federal Credit Union</i>
5	ELIZABETH CUSTODIO <i>People's United Bank</i>	12	STEPHEN MCCARTHY <i>Federation of Organizations</i>	19	MARK STONE <i>Sales Tax Defense LLC</i>
6	GREGORY N. FERRARIS <i>GNFerraris CPA LLC</i>	12	DENISE MCGLONE <i>Teachers Federal Credit Union</i>	20	BRITTANY (STUMP) HANDELSON <i>J.P. Morgan Private Bank</i>
6	HARLAN FISCHER <i>Branch Financial Services, Inc.</i>	13	BILLY MUEGER <i>Ernst & Young LLP</i>	20	JOE TEDESCO <i>Ocean Financial Federal Credit Union</i>
7	COLETTE FREY-BITZAS <i>PPS Advisors, American Portfolios</i>	14	KATHY O'BRIEN <i>Jefferson's Ferry Life Plan Community</i>	21	NICK THEOS <i>UHY LLP</i>
8	ROB GILMAN <i>Anchin Accountants and Advisors</i>	15	JOHN PELLITTERI <i>Grassi Advisors & Accountants</i>	22	MARY ANN VASSALLO <i>Family and Children's Association</i>
9	JAKE IVRY <i>Esquire Bank, N.A.</i>	16	JIM PERRINO <i>Adelphi University</i>	22	JAMES WEBSTER <i>ROK Financial</i>
9	RHONDA KLCH <i>Equity First Consultants</i>	16	JOSEPH PERRY <i>Marcum LLP</i>	23	PATRIZIA ZANABONI <i>Sea Tow Services International</i>

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Past President Michael Ardolino and
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**COLETTE FREY-BITZAS,
MBA, CFP**

**And All The Honorees of the Business
and Finance Awards Class of 2021**



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Nassau Suffolk Law Services would like to
congratulate Advisory Council Member

**Jacob Ivry,
Esquire Bank**

On being recognized as a 2021 LIBN's
Business and Finance Award Honoree
Thank you Jake for all you do for NSLS.

CHRISTOPHER D. CAPORALE

TREASURER

THE LONG ISLAND COALITION AGAINST BULLYING

Long Island native Christopher D. Caporale has spent more than a decade turning accounting toward the areas in life that he is most passionate about. As a child he was always in search of a project, and worked alongside his father as an electrical apprentice. He graduated Cum Laude from Fairfield University with a bachelor of science in accounting. He also served as the university's Accounting Club president, and was honored with the IAA Outstanding Audit Student of the Year. Following graduation, Caporale spent the next two years as an audit associate at PricewaterhouseCoopers LLP in Manhattan.

After earning his CPA license, Caporale decided to combine his accounting skills with his love of projects, and launched his career at Turner Construction Company, where he currently serves as a project superintendent. For the last 10 years Caporale has had a hand in some of the most important construction projects in New York City. As project superintendent

for the NYU Cogen Expansion Project, he guides a project that adds power generation and distribution capabilities across New York University's campus. He has also worked on multiple projects for New York Presbyterian Hospital and the renovation of Madison Square Garden. In addition to his CPA license, Caporale also has a certificate in building electrical systems design from New York University and is a licensed New York State home inspector.

Caporale's passion for giving back to the Long Island community helped lead him to the Long Island Coalition Against Bullying, where he has served as treasurer for the last four years. LICAB emphasizes the importance of bully-free communities on Long Island through education, increased awareness, and therapeutic outlets. As LICAB is funded entirely by private donations, Caporale's role is crucial in ensuring that the programs provided by LICAB are properly funded.

Caporale lives on Long Island with his fiancée Francine and their Pomsky, Lucky.



LAURA CONDULIS, CPA

CHIEF FINANCIAL OFFICER
ISLAND HARVEST FOOD BANK

Laura Condulis, CPA, began her career in public accounting in the construction and hospitality industries and for several not-for-profit organizations. She joined Island Harvest Food Bank in 2017 as vice president of finance, rising to the food bank's chief financial officer.

Condulis takes pride in providing timely and accurate data and support to all organizational stakeholders, internally and externally.

The COVID-19 pandemic forced Island Harvest to pivot its service model to meet the unprecedented needs of the community, and also caused the hunger-relief organization to change its business model from a donation-based supplier of food support to a purchaser to keep up with the demand. Under Condulis' financial guidance, Island Harvest Food Bank increased service to the most vulnerable Long Islanders by over 70 percent.

Condulis in 2020 also led the team that secured the financing, and eventual closing on Island Harvest Food Bank's new building, culminating a five-year

capital campaign with the purchase and moving to a new 43,000-square-foot facility in Melville. The additional space will enable the food bank to expand its social services-related initiatives, including workforce development programs, nutrition education, benefits assistance, and programs aimed at targeted populations – older adults, children, and veterans.

Condulis directs all financial administration and oversees a team of six. She has created mutually beneficial partnerships with financial institutions and other external organizations, and internally, with stakeholders to ensure that the operational and strategic goals of the organization are met. She is lead executive on the food bank's budget process and prepares and communicates monthly, quarterly, and annual financial statements for the senior leadership team, the Board of Directors, and its finance committee. In addition, she works closely with the Human Resources at Island Harvest and is lead executive on risk management analysis and communication with outside insurance providers to ensure the organization maintains its standard of coverage.



ELIZABETH CUSTODIO

VICE PRESIDENT, COMMUNITY DEVELOPMENT & CRA OFFICER
PEOPLE'S UNITED BANK

Longtime Stony Brook resident and Bronx native Elizabeth Custodio embarked on her banking career with then-Manufacturers Hanover Trust Co., and in those formative years was first introduced to the vital importance of true customer service. Today, Custodio is still driven by that defining principle, with skills now honed by over 40 years of dedicated banking experience — most recently at People's United Bank, where she serves as vice president of community development and CRA officer for New York. Her responsibilities include economic and community outreach, while ensuring the bank continues to comply with all local, state, and federal regulatory requirements. Previously, Custodio held a similar role at Suffolk County National Bank as well as at Astoria Bank, both of which came at the heels of an extensive tenure at HSBC, where she led its community business development officers throughout the organization's national footprint.

Custodio possesses a profound awareness of the needs and concerns of economically disadvantaged and socially challenged communities — but also the transformative power that comes from access to opportunity. She excels in exploring, creating, and developing synergies between business, industry, academia, government, and key community-based organizations. She helped secure PPP loans and financial assistance for companies and organizations refocused on supporting their communities, which proved life-changing during the pandemic. Fluent in Spanish and raised in the inner city, Custodio is informed and imbued by a broad, inclusive perspective of 'community,' with an innate sensitivity to diversity, multiculturalism, and evolving socio-economic dynamics — materia prima for building an indispensable network: including the LI Hispanic Chamber of Commerce, the Long Island Regional Planning Council, and other community-focused organizations.



Always there ...

“Berdon has always been there to help us think through the most difficult issues from structuring complex real estate deals to sensitive personal and estate matters.”

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Congratulations to **Bonnie Mann Falk** for being selected as one of the LIBN 2021 Business & Finance Awards recipients

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GREGORY N. FERRARIS, CPA

PRINCIPAL
GNFERRARIS CPA LLC

Gregory N. Ferraris, principal at GNFerraris CPA LLC, has over 28 years of experience providing tax, audit, and advisory services to a diversified client base throughout the general metropolitan area; its audit practice provides an emphasis on not-for-profit organizations, Common Interest Realty Associations, and innovative startup ventures. GNFerraris provides tax and advisory to the closely held service and hospitality industries, which are most prevalent in the Hamptons, as well as private equity funded ventures and high net worth individuals located throughout the U.S. Ferraris believes his firm's success stems from the relationship-building process with clientele that results in long-standing commitments.

Prior to forming GNFerraris CPA, Ferraris was a tax and audit manager at Boston, MA-based Creelman & Smith PC, where he provided services to a number of well-known not-for-profit organizations and broker/dealers in the securities industry. This experience became invaluable as it enabled him to start his own firm in

Sag Harbor, specializing in not-for-profit organizations, CIRAs, high net worth individuals, and closely held businesses. Ferraris has built a firm that is staffed by experienced individuals to handle needs of these specialized industries in which his expertise has thrived.

Ferraris graduated from Long Island University with a bachelor of science degree in accounting. His commitment to the community is evidenced by his tenure on numerous charitable and civic organizations, which include president and treasurer of the Donal Reutershan Educational Trust; president and treasurer of the Sag Harbor Community Housing Trust; and treasurer and member of the board of directors of Peconic Landing of Southold Inc. He also served as mayor of the Village of Sag Harbor from 2006 to 2009.

Among his accolades, Ferraris has received awards and designations pertaining to civic activities, including 2020 New York Trustee of the Year – Leading Age New York, and 2019 Person of the Year – Sag Harbor Partnership.



HARLAN FISCHER

PRESIDENT
BRANCH FINANCIAL SERVICES, INC.



As president of Setauket-based Branch Financial Services, Inc., Harlan J. Fischer has participated in the growth of one of Long Island's most respected financial services organizations since 1974. A graduate of Northeastern University, Fischer earned his Chartered Life Underwriter and Chartered Financial Consultant professional designations from the American College in 1983. He also holds the Registered Financial Consultant and Certified Retirement Counselor designations. He is a registered representative and investment advisor representative of Cetera Advisor Networks LLC. Fischer has taught courses on investments and insurance and has lectured nationally on these subjects as well as financial strategies and estate planning. He has also been quoted in insurance and financial industry publications.

Fischer is a member of The Financial Planning Association and was a past president of the Suffolk County chapter of the American Society of Financial Service Professionals, where he is still an active member. In June 2000, Fischer received the Rudolf Stegeman "Total Professional Award" from the Suffolk Association of Insurance and Financial Advisors – the

organization's highest honor.

He was president of the Board of Directors of the Smithtown Township Arts Council from 1992-1997 and was the 1997-1998 President of the Smithtown Rotary Club. Fischer also served as vice president of the board of trustees of the Suffolk County Vanderbilt Museum and Planetarium. Fischer also served as chair of the Walnut Street Securities Representative Advisory Council, and in 2006 received its prestigious "Distinguished Partner" award.

Fischer is the president emeritus of the Metropolitan Contemporary Glass Group, where he served as president for eight years, and was president of the Art Alliance for Contemporary Glass from 2011 through 2016, and served on its executive board through 2020. Fischer served as president of the board of the Art League of Long Island in 2018 and 2019, and is currently the chairman of the Planning Board of the Village of Head of the Harbor.

Fischer and his wife are founding members of The Ennion Society at The Corning Museum of Glass and are members of the director's advisory circle at the Long Island Museum, where he and his wife received the "Patron of the Arts" award in 2018.

COLETTE FREY-BITZAS

DIRECTOR OF FINANCIAL PLANNING
PPS ADVISORS, AMERICAN PORTFOLIOS

Colette Frey-Bitzas joined Holbrook-based PPS Advisors in 2010 as the director of financial planning. She is passionate about helping her clients grow and protect their wealth, and at PPS Advisors she develops strategic financial plans and offers wisdom in wealth management through education and self-empowerment.

In the face of financial devastation triggered by the COVID-19 pandemic and its resulting restrictions, Frey-Bitzas was recognized by colleagues for her ability to effectively pivot her thriving business, not only assisting her existing clients in navigating uncharted territory but also expanding her business's reach to assist others facing a troubled economy. As co-chair on the executive board of the Three Village Business Advisory Council, she successfully spearheaded the continuation of the chamber's small business program of events, directed to assist a range of businesses throughout the Long Island community. Frey-Bitzas also regularly offers resources to assist in the recovery of the small business community as part

of the council. Frey-Bitzas also serves as the second vice president on the board of directors for The Three Village Chamber of Commerce, and additionally serves as a member of the Stony Brook Hospital compliance and audit committee of the governing body.

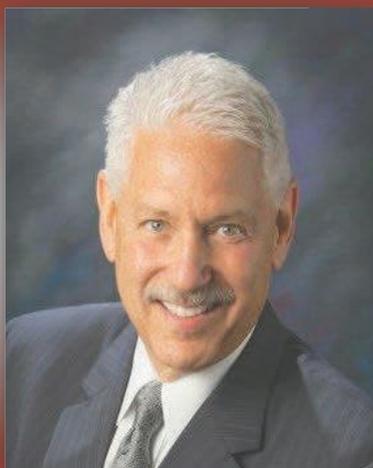
An avid student of her profession, Frey-Bitzas received her bachelor of science degree in finance and economics from St. John's University in 1983 and the professional designation as a certified financial planner in 1990 by meeting the education, examination, experience, and ethics standards established by the Certified Financial Planners Board of Standards. Furthering her education, she went on to receive an MBA in international finance and business from Hofstra University in 1991. Frey-Bitzas is also an approved New York State insurance department monitor and instructor, an adjunct professor at Molloy College and is actively involved in the local community.

In her free time, Frey-Bitzas enjoys biking and participating in outdoor activities with her three adult children and two grandchildren.



The proud employees of
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would like to congratulate
Harlan J. Fischer
on this well deserved award!



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ROB GILMAN

ANCHIN ACCOUNTANTS AND ADVISORS

Robert S. Gilman, CPA, CGMA, is an accounting and audit partner at Anchin and co-leader of the firm's real estate group. He has extensive experience serving real estate owners, developers, and operators in both the commercial and residential sectors. Gilman advises his clients on day-to-day operations, tax saving opportunities, and transactional support that includes due diligence on the acquisition and disposition of real estate, 1031 exchanges, and opportunity zones. His experience extends to tax structuring on deals, securing financing, reviewing, and analyzing operating agreements and assisting with client investor relations for both domestic and international investors. Gilman also advises clients on financial and estate planning, budgeting, tax planning, and cash flow strategies. Many of his clients' projects are built from the ground up and require intensive reviews of construction and ancillary costs. He also consults on compliance, accounting, and tax issues that impact the real estate industry.

During one of the most complex years in recent history, the Anchin Real Estate group was successful in making sure its clients were able to operate. During the pandemic, Gilman provided his clients with simplified access to critical information by creating and distributing topical

and timely information. These alerts are accessible to anyone in the industry and provide succinct updates which have been especially important not only for landlords, but also their tenants, throughout the pandemic.

Additionally, Gilman has been involved in the process of establishing Anchin's Long Island office, and was a key player from the beginning of the office's planning pre-COVID. He has been on the ground at the office since it opened to ensure smooth and safe operations.

Gilman is recognized for his depth of industry knowledge, reliability, and most recently leadership skills in the wake of COVID-19. He has been instrumental in curating webinars for staff and clients alike on various relief funding and critical information to help support clients.

Gilman is a member of the American Institute of Certified Public Accountants, the New York State Society of Certified Public Accountants, and the Real Estate Board of New York. He is involved with many real estate industry and Long Island based organizations, such as REBNY and the LIA.

Gilman has been recognized on Crain's 2021 New York's Notable in Real Estate list, as well as Globe St.'s 2021 Best Bosses award, among other achievements over the last year.



ANCHIN

Congratulations!

The partners, colleagues, and clients of Anchin would like to congratulate Rob Gilman, Partner and Co-Leader of Anchin's Real Estate Group, for being honored as one of the **Long Island Business News Business & Finance Award honorees for 2021.**

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Robert Gilman
CPA, CGMA



For more information, please contact Robert at robert.gilman@anchin.com

anchin.com

JACOB IVRY

SENIOR MANAGING DIRECTOR ESQUIRE BANK, N.A.

Jacob Ivry is a senior managing director at Esquire Bank, and has spent three decades in the financial services industry. He brings a wealth of expertise in working with professional services with an affinity to contingency fee law firms. Ivry has a keen understanding of what it takes for a law firm to grow and thrive in a rapidly changing market. He works closely with clients to help them think strategically about the use of capital in their law firms, so that they can accelerate the growth of their firm's net worth and maximize their professional liquidity.

Esquire Bank is a full-service, publicly traded commercial bank dedicated to serving the needs of the legal industry. For more than a decade, Esquire Bank has been focused on designing products and services around the legal industry's unique financial needs. The Esquire team is comprised of bankers and lawyers who offer unparalleled knowledge of the litigation industry and the needs of a contingency fee law firm.

Ivry has a strong understanding of the financial functions of business organizations across the United States, including a business concentration on both coasts.

Finding tailored lending and deposit solutions for his clients provides Ivry with the greatest satisfaction.

Ivry obtained his bachelor of arts in economics from Hunter College. He holds a certificate in advanced credit analysis from Jon A. Stroble & Associates.

When he is not busy helping law firms grow their business, Ivry enjoys giving back to his community by working on behalf of various not-for-profit organizations on Long Island. He has been a member of Nassau Suffolk Law Services' advisory council and government affairs committee since 2017, assisting the organization in its mission to help qualifying Long Islanders in need exercise their rights under the law. From veterans to seniors, to families to people with disabilities, NSLS provides free legal support and access to the civil justice system on Long Island.

Ivry supports the annual fundraiser, Commitment to Justice Reception, and in 2019 joined the NSLS government affairs committee, currently serving as its chair.

While the pandemic posed many challenges to doing business and also had a negative effect on the not-for-profit sector, Ivry believes that when reflecting on the things we are grateful for, we should not forget those who are less fortunate than us.



RHONDA KLCH

EQUITY FIRST CONSULTANTS

Rhonda Klch, managing partner at Equity First Consultants, has a vast background in credit and financial solutions. Launching her career at Equity First in 2004, she has assisted thousands of clients in the areas of credit, mortgage modification, student loans, business solutions and more. She has an extensive background working with high net worth clients who invest in real estate, commercial assets and other portfolio assets.

Klch's approach to creating financial solutions is rooted in a comprehensive, easy-to-follow plan, whereby she quarterbackes with clients' wealth management team to achieve optimal results. Her list of high net worth clients include Grammy award winning musicians, actors, franchise owners, as well as bankers and fund managers.

Alongside her husband, Stephen, the couple is also avid real estate investors. Together they also founded Equity First Foundation – a not-for-profit that provides financial education to schools, community centers and groups of all stages, ages and abilities. Klch serves as executive director of the organization, where she manages budgets, maintains donor information, establishes funding opportunities, cre-

ates strategic alliances, and establishes relationships with decision makers and elected government officials as well as media outlets. She plays a critical role in developing program concepts, implementation and program data to ensure future development.

Klch is also host of her own weekly radio show, where she invites regional business leaders to share their expertise and offer insight to the community. She is also the founder of The Angel Awards, a Long Island-based recognition program highlighting empowering women in business who make an impact in the community through their business or volunteer efforts.

Klch has received numerous honors within the community, including the LIBN Executive Circle Award, LICBW Achiever Award, Top Female Executive, and CHI Heroes Award. She has also been highlighted in the Who's Who Excellence in Business. Klch is affiliated with organizations that include BOOM Business Network, HIA-LI, and Elite Referral Group.

In addition to her professional and philanthropic endeavors, Klch is also the proud mother of five boys – what she considers to be her most important role. Her two eldest sons have followed in her footsteps as budding young entrepreneurs.



MARK KRAVIETZ, CIMA[®], CFP[®], CEPA[®]

MANAGING PARTNER, FOUNDER
ALINE WEALTH, HIGHTOWER ADVISORS

Mark Kravietz, CIMA[®], CFP[®], CEPA[®] is the managing partner and founder of ALINE Wealth. Kravietz offers financial solutions with a decidedly human touch. He brings a consummate investment acumen to the full range of clients' challenges, supplemented by considerable insight in exit strategy. His knowledge of financial, investment, and exit planning has helped clients through difficult economic and market cycles. Kravietz enjoys helping clients every step of the way in their success, from building it to sharing it with their loved ones when that time comes.

As managing partner at ALINE Wealth, Kravietz helps the team grow assets under management to nearly \$1 billion dollars while transitioning the team to work fully remote. He has worked tirelessly to find innovative ways to engage clients and prospects during these tough times. Kravietz has also started a YouTube series called, "Coffee With Krav" to provide his clients with thoughtful and engaging content through the pandemic.

Kravietz holds the Certified Financial Planner designation, as well as the Certified Investment Management Analyst designation from the Wharton School of Business. He specializes in exit planning and achieved the accreditation of Certified Exit Planning Advisor from the University of Chicago's Booth Business School. He is a founding member and president of the New York Chapter of the Exit Planning Institute. In 2016, Kravietz received the 2016 Leader of the Year Award at the Exit Planning Institute's International Conference, and in 2014 was honored with the Excellence in Planning and Volunteer of the Year Award.

Kravietz was named among the top 31 wealth advisors in New York State in 2019, 2020, and 2021 by Forbes Magazine. He has been the subject of articles in a variety of publications and has made radio appearances. Kravietz also has a podcast about how to successfully exit your business called "Find Your Exit." Engaged in nonprofit efforts, he is a board member for the Long Island American Heart Association.



Long Island Business & Finance Honoree




Federation
of Organizations

CONGRATULATIONS STEPHEN MCCARTHY

On behalf of Federation of Organizations' Board of Directors and staff, we congratulate Stephen McCarthy and all of the award recipients.

You lead by example in your communities and we applaud your strength, leadership, creativity and innovation. You continue to be an inspiration to all!

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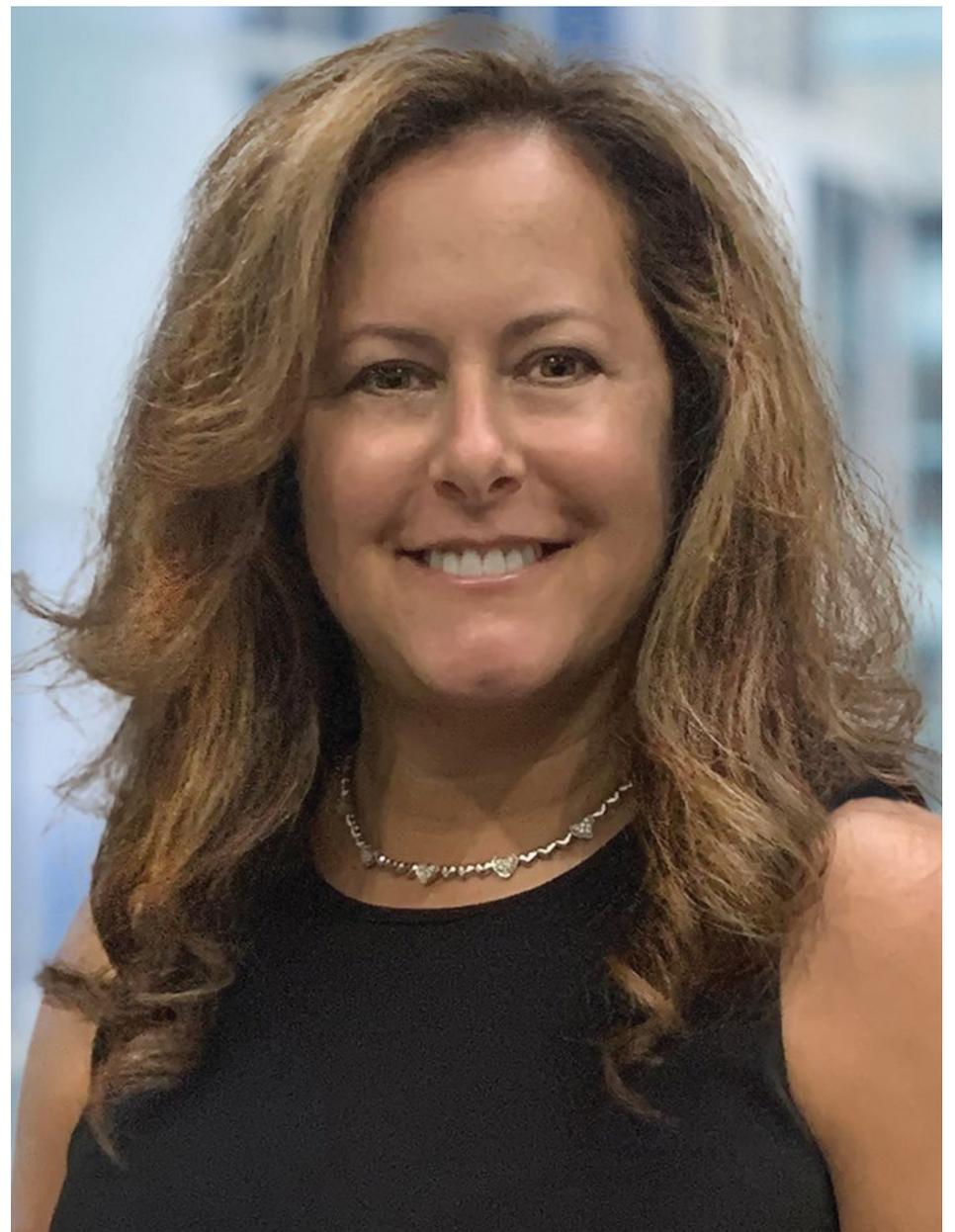
BONNIE MANN FALK

PARTNER
BERDON LLP

Bonnie Mann Falk is a partner in the quality control department of Berdon LLP, bringing nearly 30 years of experience in public accounting and expertise in a variety of areas including quality management, compliance, and risk management. As a QC partner, Mann Falk advises the firm on policies and procedures to enhance quality, increase efficiency, and elevate communication. She also determines the impact of new and developing standards and assists in ensuring compliance with accepted standards and policies. Mann Falk has worked with clients in a variety of industries including real estate, financial services, manufacturing and distribution, professional services, food and beverage, not-for-profit, and more. In her role at Berdon, Mann Falk's responsibilities include performing technical reviews of attest engagements; providing updates and guidance on accounting and auditing technical pronouncements; developing and monitoring the assurance practice; providing technical consultations on complex accounting and auditing matters; training staff on best practices to enhance

technical proficiency and the application of new standards and procedures; working with firm leaders to incorporate new technologies for the audit process; and elevating the Berdon brand awareness and reputation for technical expertise. During the unprecedented pandemic, she served as an accounting and auditing technical resource which enabled Berdon to continue to provide the highest level of quality service to clients.

Prior to joining Berdon, Mann Falk spent a year as the partner in charge of quality control at another New York-based CPA firm. She also spent 13 years on the quality and risk management and financial services teams at the U.S. arm of a global accounting firm. While in this role, Mann Falk not only serviced clients reporting under U.S. GAAP and IFRS in a number of industries—including domestic and international publicly traded and privately held companies, international banks, registered investment advisors, investment companies, broker/dealers, and digital assets — but also served as the representative on six CAQ task forces as well as the Q&RM lead for the Long Island market.



congratulations

Kathy O'Brien

Controller

and all of honorees of the 2021
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This award recognizes financial experts whose exemplary performance as a steward of Long Island's business community has made a significant impact in the personal and professional lives of others.

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STEPHEN MCCARTHY

CHIEF FINANCIAL OFFICER FEDERATION OF ORGANIZATIONS

In Stephen McCarthy's first job at Federation of Organizations, he emptied wastepaper baskets and vacuumed the floors. At the time, he was a 15-year-old high school student, and the human services agency, which is now based in West Babylon, had about 10 employees. McCarthy went on to college where he earned a bachelor of business administration from Niagara University.

McCarthy held senior positions in public accounting for over 11 years at firms located in Manhattan and on Long Island, where he specialized in the fields of taxation and auditing before returning to the growing agency in 2001 as its controller. As Federation of Organizations continued to expand, his responsibilities grew and he was subsequently promoted to chief financial officer, a role he still holds today. As CFO, McCarthy oversees a \$50 million budget and is responsible for all aspects of the agency's finances, including accounting and financial reporting, contract and grant administration, business systems, and real estate

financing. He also acts as chief technology officer for the agency, which has grown to employ about 475 people and provides an ever-expanding array of residential, clinical, and supportive services to about 7,000 individuals with mental illness, substance use issues, seniors, and other vulnerable populations on Long Island and in New York City.

McCarthy has long been part of the executive team that has brought large-scale projects to fruition – from switching over to electronic health records to the construction of the large Irving Berkowitz and Frank Padavan 6th Street multi-unit residences, which provides supportive housing to Federation clients and were built from gut renovations of vacant structures. Currently, the organization is in the early stages of developing two new major residential projects from the ground up, McCarthy was also instrumental in ensuring operations continued without interruption in the wake of COVID-19, coming in to the office each day to navigate staffing and coordinating operations from both a financial and technological standpoint.



DENISE MCGLONE

CHIEF FINANCIAL OFFICER TEACHERS FEDERAL CREDIT UNION

Denise McGlone is chief financial officer at Teachers Federal Credit Union, one of the largest credit unions in the United States with \$8.3 billion in assets and more than 350,000 members. Since joining the credit union in 2020, she has quickly made an impact on the organization by implementing new forms of internal governance, growing the financial team, and introducing new transactions to solidify the bank's strong liquidity and capital. Her hard work allowed Teachers Federal Credit Union to begin Q1 2021 with \$8.5 billion in assets, a 21% increase from the prior year. As a senior member of the leadership team, McGlone is directly responsible for controllers, treasury, and enterprise risk management, which includes compliance, insurance, security, risk assessment, and risk reporting. In her role, she implements new products and tools to actively manage the balance sheet and ensure consistent return on risk, ample liquidity, financial performance, compliance, and service to members.

In the last year, McGlone has made large strides in enhancing risk management strategies and helping the organization build the infrastructure it needs. With Mc-

Glone's guidance, Teachers Federal Credit Union selected Moody's Analytics as its Current Expected Credit Loss, Asset and Liability Management, and Stress Testing solution to improve risk and treasury processes. This investment will help the credit union improve its operational process and therefore further benefit its members in the future.

McGlone embodies Teachers Federal Credit Union's core values of member-focus and working to ensure members are sound. In response to the pandemic, she helped members navigate challenging financial situations by working alongside the leadership team to offer more than 8,000 loan extensions and forbearances and helped facilitate more than \$12 million in PPP loans for small businesses. McGlone effectively combines her extraordinary financial acumen with leadership skills that help develop her staff to reach their full potential. With her leadership, Teachers Federal Credit Union was able to lend to members when they needed it most and provide a safe haven for their deposits. McGlone has a knack for fusing humor into her expansive technical knowledge to achieve results.



BILLY MUEGER

AUDIT PARTNER
ERNST & YOUNG LLP

Billy Mueger is an assurance partner in Ernst & Young's Jericho office. With nearly 18 years of experience, Mueger oversees audit engagements for clients across industries, including technology, consumer, and industrial products and the life sciences sector.

A graduate of the University of Richmond, Mueger joined EY in 2003 in an entry-level role. He quickly became known throughout the Long Island office as a dedicated professional, and swiftly rose through the ranks, taking on increasingly more responsibilities. In 2018, Mueger attained the senior role of partner, and today leads client engagement teams for some of Long Island's largest companies.

Mueger has been noted for his ability to foster long-term relationships with many of his clients at EY - including a 17-year relationship with Melville-based Canon U.S.A., where he has built valuable connections with the firm's senior leadership. Mueger enjoys sharing new developments in accounting, from thought leadership to emerging technologies, with all of his clients. His hands-on approach enables him to service companies ranging

from multinational public enterprises to private equity-backed portfolio companies with a Long Island presence.

A passionate member of Long Island's accounting community, Mueger is a Certified Public Accountant in the State of New York, a member of the American Institute of Certified Public Accountants, and a member of the New York State Society of Certified Public Accountants. Outside of his professional role, Mueger is dedicated to bringing Long Island's rising talent to EY. He proactively interviews students at Long Island universities including Hofstra and Adelphi, encouraging them to consider a career at EY.

Since 2017, Mueger has served on the board of directors of the Boy Scouts of America's Suffolk County Council. Additionally, Mueger is the local executive sponsor for the EY Entrepreneur of the Year program across Long Island. Now in its 35th year, this program celebrates unstoppable entrepreneurs whose ambitions deliver innovation, growth, and prosperity that transform our world. In this role, Mueger oversees the nominations and selection process for Long Island-based entrepreneurs.



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KATHY O'BRIEN

CONTROLLER

JEFFERSON'S FERRY LIFE PLAN COMMUNITY

Business and finance are not all about money for Kathy O'Brien, as she believes it also includes connection and caring. As the controller of Jefferson's Ferry, a Life Plan community with more than 360 residents in independent living, assisted living, and skilled nursing, and over 300 employees, O'Brien not only brings 30 years of not-for-profit accounting expertise to her role, but also a remarkable ability to connect.

From department heads who come to her with questions about budgets, financial statements, and vendors to the workers who provide the highest level of care to residents, O'Brien has forged relationships that foster an exceptional level of communication between staff and management. She is a trusted and respected problem solver of the highest order, who also knows her way around the complexity of financial management.

Jefferson's Ferry is currently in the thick of a \$90 million expansion and renovation project to its campus and healthcare facilities. In addition to stepping up her knowledge of bond financing while assisting Chief Financial Officer Brian Amtmann, O'Brien is preparing her staff to handle the increased volume of work that

the expansion will bring with additional residents and staff.

COVID-19 brought its own set of challenges to Jefferson's Ferry's accounting team, but they successfully accessed funding sources to help meet COVID-related expenses, including a PPP loan, various CARES Act funding and managing the subsequent reporting and audit prep for funding agencies.

O'Brien joined Jefferson's Ferry during a transitional time; former CFO Bob Caulfield had just been named president and chief executive officer and was interviewing to fill the CFO and controller positions. From her initial interview, Caulfield expressed he had had no doubt O'Brien would be the right fit.

O'Brien's many accomplishments can be credited to her expertise and her strong relationships. She was part of a team that identified a new payroll provider and administrated a smooth transition that automated processes such as integrated scheduling, compliance, paid time off, and family leave. In December 2020, her team took over the skilled nursing unit's Medicaid, Medicare, and third-party insurer billing from an outside provider. O'Brien says doing work that positively impacts the lives of others is her true reward.



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JOHN PELLITTERI

PARTNER; HEALTHCARE, CANNABIS AND
ACCOUNTING SERVICES LEADER
GRASSI ADVISORS & ACCOUNTANTS

Partner at Grassi Advisors & Accountants John V. Pellitteri possesses more than 30 years of experience in accounting, auditing, tax planning, and business consulting. A lifelong Long Island resident, Pellitteri received his bachelor of business administration from Hofstra University.

Pellitteri wears many hats at Grassi as accounting services leader, healthcare practice leader, cannabis practice leader, and mentor to his staff. Pellitteri is always ready to take on the next leadership challenge to help his clients and the business community grow.

Already head of the firm's healthcare practice and accounting services group, Pellitteri's entrepreneurial drive led him to spearhead Grassi's expansion into the medicinal cannabis space at the forefront of the industry's growth. The practice has continued to expand under his leadership, helping business owners and investors take advantage of new opportunities in states where recreational adult use has been legalized.

Pellitteri always stays ahead of industry developments and changes that affect his

clients and colleagues. He has spoken at the AICPA Cannabis Conference; NYSS-CPA Cannabis Conference; industry panel discussions hosted by Long Island Business News and NJBIZ; and Opal's Family Office Winter Forum. He has also presented for the New York State Bar Association and the Institute of Management Accountants.

Pellitteri is the author of articles on cannabis taxation, regulatory compliance, and risk management. His insights have appeared in Tax Stringer, The Trusted Professional, and other publications. He regularly supports the industry by sharing his experience and advice on webinars and podcasts, including Grassi's own CannaTalk podcast, and is a member of the Long Island Cannabis Coalition.

An active supporter of the annual Marijuana Business Conference and Cannabis Expo, the Cannabis World Congress & Business Exposition and CannaGather, Pellitteri is passionate about helping entrepreneurs and investors understand this burgeoning industry and make knowledgeable and confident decisions about the roles they want to play within it.



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JIM PERRINO

VICE PRESIDENT OF FINANCE AND OPERATIONS ADELPHI UNIVERSITY

Jim Perrino is the executive vice president of finance and operations at Adelphi University where he oversees a wide number of critical areas including finance and budget, treasury management, information technology, facilities, human resources, employee relations, and risk management. Since arriving at Adelphi in 2017, he has led numerous efforts that have increased university's financial and organizational strength. These efforts include completing two tax-exempt bond refundings, implementing a cost-containment program, and outsourcing the chief investment officer function.

Perrino has made his mark on the university's operations as the head of two councils he helped establish – the Operational Excellence Council and the Risk Management Council. A proponent of Six Sigma, he works with the councils to implement best practices in cost-effectiveness, improve efficiency, engage in risk mitigation, and promote innovation and transparency in all the university's functions and departments. Under Perrino's leadership, Adelphi has maintained a solid

financial footing during the pandemic as evidenced by Standard & Poor's reaffirming Adelphi's bond rating of A- with a stable outlook. S&P representatives noted that Adelphi was much better prepared for Fall 2020 than many of its peers in the Northeast.

Starting in Spring 2020, Perrino expertly led Adelphi's planning for an expected drop in revenue. He served as a leader in the development of a strong cost-containment program that included plans to limit hiring, offer an early retirement program, and strategically reorganize units. He produced a range of revenue forecasts and financial scenarios with his team to better inform decisions for tuition, fees, and residence hall rates.

While monitoring this year's expenditures and working on the 2021–2022 budget, Perrino is also engaged in efforts to ensure Adelphi's financial stability for the years to come. He is currently in the process of refinancing some of Adelphi's tax-exempt bonds and replacing them with bonds that carry a lower interest rate. The transaction is expected to save the University about \$2.6 million over the life of the bonds.



JOSEPH PERRY

TAX & BUSINESS SERVICES LEADER MARCUM LLP

Joseph J. Perry is Marcum's national tax and business services leader and a member of the firm's executive committee. Perry provides tax consulting and compliance services to clients in various industries, including publicly traded and closely held companies with local, national, and international operations.

As an integral member of Marcum's senior management team, Perry oversees nearly 600 professionals in offices throughout the U.S., sharing his knowledge, vision, and strategic planning expertise to ensure that Marcum's national tax department delivers exceptional client service. He has helped propel the firm's investment in technology to keep Marcum on the cutting edge of tax law changes and client service delivery.

Under Perry's leadership, as the firm's capabilities and geographic footprint have expanded, so has the service lines and tax offerings available from Marcum's tax department, including specialized services in international taxation, state and local tax, research & development credits, cost segregation, and transfer pricing – to name a few.

With nearly 30 years of experience, Perry offers his clients considerable expertise

in individual and corporate taxation, accounting for income taxes, compensation, and mergers and acquisitions. He has an in-depth background working with publicly traded companies, serving on the board of Dime Community Bancshares, Inc., as chairman of its risk committee, and as a member of its audit committee.

In March 2020, mere weeks before client tax returns were due to the IRS, the firm was shut down because of the pandemic. Perry's work to propel the firm's investment in technology delivered on its promise – to keep Marcum on the cutting edge of client service delivery. Perry's priority was also to continue to develop tax content to inform and educate the firm's clients about changes in tax law. At the onset of the pandemic, he was instrumental in setting up the firm's invaluable Coronavirus Task Force, which was responsible for keeping the community informed during the pandemic. He also orchestrated a series of national webinars to answer questions about programs like the Paycheck Protection Program.

A recognized tax expert, Perry has been interviewed by national and regional media, including CNBC, Fox News, The Wall Street Journal, and The New York Times.



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RICHARD A. PERSAUD

CHIEF FINANCIAL OFFICER
ACRES CAPITAL CORP.

Richard A. Persaud is the chief financial officer of ACRES Capital Corp., a Westbury-based commercial real estate middle-market lender and SEC-registered investment adviser. In this role, Persaud is responsible for leading the ACRES financial team in the accounting, financial reporting, tax, servicing, and treasury functions.

Persaud joined the firm in June 2020, when ACRES was working remotely while in the midst of acquiring the management contract of a public mortgage REIT – Exantas Capital Corp. (now known as ACRES Commercial Realty Corp.). Although Persaud joined ACRES at a critical time, he proved to be a vital leader of its overall business strategy, diving headfirst into his new role and provided key strategic and operational support.

Persaud is instrumental in helping the team develop an innovative strategy for growth both during the ACR acquisition and now through the post-pandemic economy. With executive management, he is helping to change the way business is operated to ensure a sustainable infra-

structure and poise ACRES for continued growth.

A dedicated volunteer, Persaud's primary focus is to give back to the community as a mentor to share his experience and help guide those looking to further their careers in accounting and finance. Teaming with the human resources department, Persaud brought his passion for mentoring to ACRES through a developing partnership with Mentor NY – an organization that partners elementary school through graduate students with mentorships, both individual and corporate, to ensure that more young people will have access to mentors and mentoring relationships.

Prior to joining ACRES, Persaud spent 12 years in public accounting at Ernst & Young LLP where volunteering, diversity, equity, and inclusion remained at the forefront of his day-to-day. Persaud also volunteered with the Volunteer Income Tax Assistance to prepare taxes free of charge for local communities.

A New York native, he currently resides in Valley Stream with his wife and daughters.



ANTHONY RUSSO

DIRECTOR OF ACCOUNTING, LONG ISLAND
BOARD OF REALTORS, INC.
PRESIDENT & CEO, METRO REALTORS FEDERAL
CREDIT UNION

Anthony A. Russo serves as director of accounting for the Long Island Board of Realtors, Inc. and president & CEO of Metro Realtors Federal Credit Union. He began his career working as an intern during college for a record manufacturer that produced vinyl records for major label companies across the country. Upon graduating from Dowling College with a bachelor of business administration in accounting, he worked at a small CPA firm, where he honed his craft in both tax and private accounting. Russo later took that knowledge with him to a major frozen food company, where he worked for five years.

In 1988 Russo joined the Long Island Board of Realtors, Inc. and its subsidiaries, working his way up from staff accountant to now director of accounting. The Long Island Board of Realtors, Inc. is a 28,000-plus member not-for-profit trade association that serves real estate professionals throughout Nassau, Suffolk, and Queens Counties. Russo's duties entail financial

reporting, budgeting and forecasts. As his job is always evolving, he attributes his success at the organization to its CEO, Tessa Hultz, and Kathleen Kennedy, vice president of accounting and finance.

Russo has always had a passion to help people – and what better way than to provide financial services to them. In 1990, he became involved with Metro Realtors Federal Credit Union, starting as a volunteer working on committees until he was named a director in 1996. In 2006, he was elected president and CEO, and was the first non-realtor to hold that title in its existence. During his leadership, the assets of Metro Realtors Federal Credit Union have increased by 105% and membership has grown 50% by adding more services to become a full-fledged credit union.

A passionate member of the community, Russo has participated in multiple projects with Habitat for Humanity and Rebuilding Long Island Together. His company was also instrumental in organizing a collection of toys for the holidays on behalf of nonprofit You Gotta Believe,

MARK STONE

FOUNDER, MANAGING PARTNER SALES TAX DEFENSE LLC

Mark L. Stone is the managing partner and founder of Sales Tax Defense LLC, a role he's held since 2008. He is recognized across Long Island, New York City, and beyond as one of the top sales and use tax professionals in the industry. His firm specializes in sales, use and transaction taxes. Services include sales and use tax consulting, audit defense, settlement negotiation, and preparing and filing sales tax returns in multiple states. He represents companies and individuals before state taxing authorities and through the appeals process. Stone has testified as an expert witness in sales and use tax court cases as well as assisted attorneys and other accountants in their representation of clients in criminal investigations.

Stone is committed to being the best source for sales and use tax help to businesses and fellow professionals. Additionally, Stone has created a positive work space with a relaxed and productive atmosphere, commitment to excellence, and a supportive and empowering environment.

Stone began his career as a sales tax auditor for the New York State Department of Taxation and Finance. After gaining experience working for the State, he moved on to work at several prominent account-

ing firms such as Raich Ende Malter LLP and The Marcum Group LLP.

When he opened his own firm in 2008, he was also an adjunct graduate school professor at Long Island University C.W. Post Campus. He encouraged his students to start getting involved in professional organizations such as the Institute of Management Accountants, National Conference of CPA Practitioners, Accountant/Attorney Networking Group, and the New York State Society of Certified Public Accountants.

Amidst a global pandemic, Stone was committed more than ever to helping hundreds of businesses during their tax struggles. He has written articles in several publications such as LIBN, New York State Society of CPAs Nassau Chapter Newsletter, Daily News, and Long Island Pulse Magazine. He is a frequent speaker and has spoken for the New York State Society of CPAs, the Nassau County Bar Association, and the Suffolk County Bar Association.

Sales Tax Defense, supports a various number of foundations, including ACLD Foundation, Ronald McDonald House, St. Jude Children's Hospital, Temple Beth Torah, Tree of Life Synagogue Victims, Wounded Warrior Project and more.



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BRITTANY (STUMP) HANDELSON

EXECUTIVE DIRECTOR
J.P. MORGAN PRIVATE BANK

Brittany C. (Stump) Handelson is an executive director and senior banker with JPMorgan Private Bank's Long Island team. In her role, Handelson works with many of Long Island's most prominent high-net-worth individuals and families, helping them achieve their goals by providing thoughtful advice across investments, lending, trust and estate planning, and balance sheet management. Handelson has extensive experience working with private business owners, non-profit organizations, health care professionals, and corporate executives. Handelson is a founding member of the Long Island Private Bank team established in 2018, and has been a driving force behind its success, helping to grow the business by over 60% since launching. Handelson joined JPMorgan Chase in 2007 and has spent the last 14 years building her career through talent development programs, promotions, and leadership responsibilities. Most recently, she was promoted to executive director and has taken on the additional responsibility of managing the Long Island team's

rising talent.

Through mentorship, education, and partnership, Handelson works with team members who are focused on developing their careers. She is also engaged in a number of efforts focused on advancing women in finance. Over her career, she has invested in the mentorship, promotion, and hiring of female financial talent. Handelson is also involved in the Private Bank's Women & Wealth group – an internal effort focused on curated events and professional partnership, launched last year amid the pandemic to better foster connection and collaboration. Handelson is committed to engaging women in growing and preserving their wealth while emboldening them to live their best lives as leaders, philanthropists, and self-advocates.

Born and raised on Long Island, Handelson is actively involved in the community. She works closely with Long Island Cares Inc. as a committee member and serves as the partnership lead for JPMorgan Chase. She is also an avid supporter of programs that help our country's Veterans.



JOE TEDESCO

PRESIDENT/ CEO

OCEAN FINANCIAL FEDERAL CREDIT UNION

Joseph Tedesco was appointed president of Ocean Financial Federal Credit Union in May 2019. As a versatile and visionary senior executive with a broad perspective, Tedesco has a proven record of both building and executing strategic initiatives which transformed the organizations he has served, leading to the consistent delivery of bottom-line objectives.

Tedesco led OFFCU through the challenges and opportunities presented by COVID-19, including keeping services available to members through COVID via drive-up transactions and electronic banking, expanding access through the use of e-services such as Zelle, and empowering his team to help members take advantage of opportunities through services such as PPP loans, mortgage refinancing, and more. OFFCU successfully processed \$6 million in PPP loans in 2020 and also helped the Diocese of Rockville Centre as it faced unprecedented challenges to its finances as a result of the pandemic.

In the brief time since his arrival at OFFCU in 2019, Tedesco has successfully driven the credit union to new levels of customer service and satisfaction. He has

rejuvenated a team of long-time employees to offer new services and financial opportunities and infused the office with his personal brand of community-minded care and compassion.

Previously, Tedesco served as senior vice president and regional retail director for the Atlantic Region of KeyBank, covering 118 branches located in Eastern Pennsylvania, Hudson Valley, Westchester County, and Fairfield County in Connecticut. There, he oversaw 36 percent growth in PPNR, 5.6 percent deposit growth, best in key investment revenue growth of 16 percent YOY 2017/2018. Small business overall productivity grew 38 percent YOY 2017/2018.

Tedesco is a past board member of Philabundance, which helps deliver food to people in need, of North Penn Valley Boys & Girls Club, and the YMCA of Greater Brandywine, PA. He is also a member of the Catholic Charities Board of Trustees and Knights of Columbus (3rd Degree Knight).

Tedesco is a graduate of Kutztown University of Pennsylvania and has held senior positions at First Niagara Bank, East West Bank, and spent 18 years at Wachovia Bank.



NICK THEOS

SENIOR MANAGER

UHY LLP

Nick Theos is a senior manager at UHY LLP in the firm's assurance, advisory, and consulting practices. He has extensive experience performing audits and reviews for a diversified group of publicly traded and privately held companies. Theos provides expertise within the technology and software, manufacturing and distribution, financial services, and private equity industries. He is well versed in the U.S. Securities and Exchange Commission reporting requirements for companies ranging from emerging growth companies to large accelerated filers, and helps private companies navigate the initial public offering process by providing financial reporting, accounting, and auditing insights.

Theos' experience also extends to providing advisory services for the firm's Transaction Advisory and Technical Accounting Advisory groups. His audit experience has been instrumental in helping him develop a strong technical background, which allows him to serve as a subject matter resource to advise his clients on their complex accounting and financial reporting issues. Additionally, Theos has spent a significant amount of time helping interpret and implement new

accounting standard updates. Theos also specializes in providing transaction advisory services for a full range of transactions, including acquisitions, divestitures, carve-outs, and financing transactions. As a trusted advisor to his clients, Theos provides financial due diligence in both a buy-side and sell-side capacity and quality of earnings assessments.

In addition to his client work, Theos also presents technical training on various accounting topics firmwide and to his clients and currently leads the annual staff training program for the audit department in UHY's New York Metro region. He is actively involved in the firm's mentoring program and takes a hands-on approach in helping the staff create individual development plans and track progress. He has been fortunate to have amazing mentors in his career and knows first-hand the impact a great mentor can have. Because of this, he takes great pride in paying it forward.

Theos currently serves on the board of directors for the Nassau Chapter of the New York State Society of Certified Public Accountants. He is also a member of the Nassau Chapter's CPA Fest Committee, which organizes an annual event for college students in the tri-state area to network with small and mid-sized CPA firms.



GRASSI

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Congratulations to John Pellitteri
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John V. Pellitteri, CPA
Partner, Healthcare, Cannabis & Accounting Services Leader

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STRENGTH IN CERTAINTY

MARY ANN VASSALLO

VICE PRESIDENT, CHIEF FINANCIAL OFFICER
FAMILY AND CHILDREN'S ASSOCIATION

Mary Ann Vassallo has over 30 years' experience in the financial and operational management of not-for-profit human service organizations. Her success is reflective of her commitment to focus on the numbers while paying equal attention to the mission; what she calls the "social bottom line." As vice president and chief financial officer at Family and Children's Association, she guides the fiscal wellbeing of the organization, which provides support and clinical services to Long Island's most vulnerable populations. Among Vassallo's strengths is that she can walk the line between minding the shop and ensuring that FCA's programs get the resources they need to service consumers in the best manner possible.

Her years of experience proved invaluable last year, as FCA and its consumers grappled with how to live and work during a raging pandemic. The FCA fiscal team was also in the midst of its annual independent and federal awards audit. The team, along with auditor partner Baker Tilly, quickly shifted gears to manage a

fully remote audit. While most workers had retreated to a work-from-home model, several members of the fiscal team remained in the office to complete the audits. In partnership with Baker Tilly, the audit was completed on time and with positive results.

New strategies were developed to keep FCA's fiscal house in order and protect its fiscal viability. The team achieved all of its routine processes to ensure the community received services, ensure maximization of revenue, and executed new tasks like a PPP loan application and documentation, all while applying for new grants to cover unexpected COVID expenses. 2020 ultimately proved Vassallo and FCA's ability to rise above challenge.

Prior to her arrival at Family and Children's Association, Vassallo served as director of finance for the Long Island Head Start Program (Suffolk) and deputy executive director of finance and operations for North Suffolk Mental Health Center, Inc. She also served as a program reviewer and trainer for the US Department of Health and Human Services.



JAMES WEBSTER

CEO & FOUNDER
ROK FINANCIAL

James Webster is the chief executive officer and founder of ROK Financial, where he brings a passionate and innovative mindset to helping local businesses grow across the country. Since the age of 18, Webster developed a strong business understanding, having managed various sales floors. He has nearly 21 years of experience in financing and payment processing.

In 2020, Webster founded ROK Financial, which he derived from the solid foundation that he built with his previous business partner at National Business Capital and Services.

In 2019, Webster was named the co-chairman of the Small Business Financing Association Broker Council, a non-profit advocacy organization dedicated to ensuring small businesses can access financing solutions that are clear, secure, and fair. In this role, Webster establishes responsible and transparent practices for alternative lending brokers while also educating policymakers and regulators about the technology-driven platforms that have emerged in the small business lending market.

Webster is an active member of the Long Island community and feels a special

connection to local businesses. He is an active member of Make A Wish and Feeding America - donating 50 meals for every business that receives financing through his organization ROK Financial; as well as making monthly contributions to the American Cancer Association. Last year, Webster and his wife hosted a birthday party for over 50 kids from Hope For Youth, a local organization that provides services for children, youth, and families.

Webster is dedicated to creating the change that the business financing world needs. He is proud to have built two successful business financing companies in his lifetime thus far, one during the 2007 recession, and most recently, ROK Financial during the COVID-19 pandemic. Not only did Webster get his team back to business, but he also created a solid foundation of business financing for business owners across the United States, Canada, and Puerto Rico.

Webster was born and raised on Long Island where he currently lives with his wife, Melissa, and their two children, Lilyanna and Jameson. When not at the office, Webster enjoys almost all outdoor activities, but most of all, spending time with his wife and children.



PATRIZIA ZANABONI, CPA

CONTROLLER

SEA TOW SERVICES INTERNATIONAL

Patrizia Zanaboni, CPA, serves as controller of Sea Tow Services International, the nation's premier on-water assistance provider founded in 1983 and headquartered in Southold.

Having grown up in Italy, at the age of 22, she moved from Milan to Utah with just \$1,000 in her pocket and enrolled at the University of Utah, receiving her bachelor's degree in accounting in 1998. Zanaboni started her career as a staff accountant at Big Four accounting firm KPMG. While working there, she enrolled in the University of Memphis and earned a master's degree in taxation, which helped her land a job in 2003 at Sea Tow as the director of accounting.

Zanaboni today has more than 18 years of experience in accounting, corporate compliance, and human resources. Despite the marine industry being dominated by men, she was promoted to controller in 2019. Zanaboni oversees the design, implementation, and supervision of all accounting functions and systems of five

companies under the Sea Tow brand, including the Sea Tow Foundation, a nonprofit dedicated to promoting boating safety.

During her relatively short tenure as controller, Zanaboni implemented numerous improvements such as cross-training staff members and expanded a system of checks and balances, which helped promote seamless integration, increased efficiency and productivity between departments. She has led the change to re-evaluate every process and procedure in her department, resulting in not only increased efficiency and reporting but also a team that is more fulfilled and engaged. To promote growth for her team, Zanaboni has implemented departmental training resulting in a more skilled team that values learning. A Zanaboni has also been implementing a new close process for reporting to Sea Tow's franchise network of over 100 locations; she trains and works with franchise owners with a variety of backgrounds, business needs and at different stages of maturity, and her team assist with franchise accounting.



CONGRATULATIONS
TO OUR CONTROLLER

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ZANABONI**

AND ALL THE HONOREES OF
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