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SOUTHBOUND

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Photo by Judy Walker

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LASTWEEK'S POLL:

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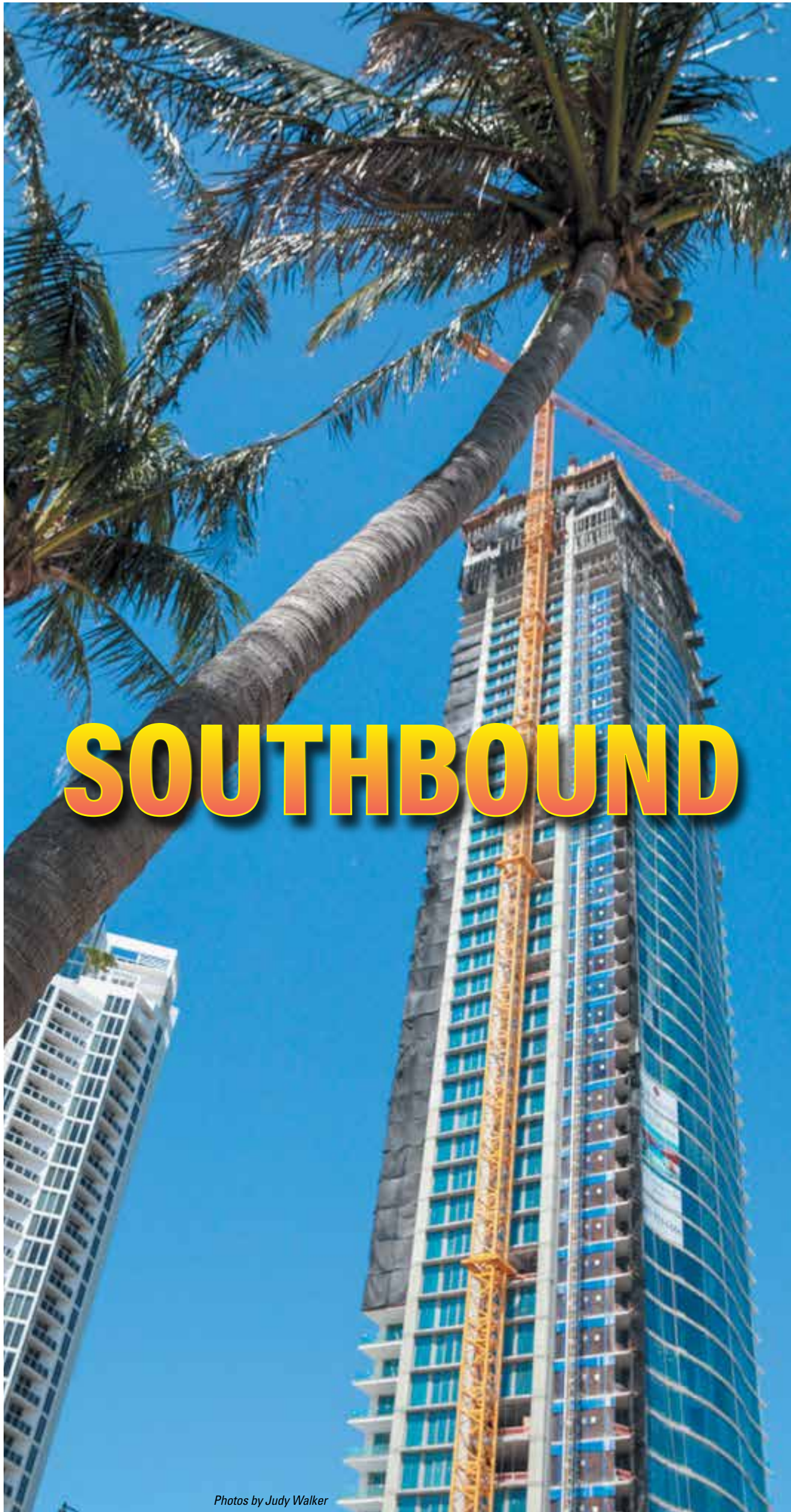
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COVERSTORY



Photos by Judy Walker

Long Islanders are increasingly turning to such states as Florida for favored business and tax climate

By ADINA GENN

If you hop on a flight from Long Island MacArthur Airport to South Florida, don't be surprised to spot attorneys, elected and other business leaders from New York on the plane. They like the warm weather, sure, but the business climate there is part of the big draw.

Lew Meltzer – the chairman of the Mineola-headquartered law firm, Meltzer, Lippe, Goldstein & Breitstone – estimates that as many as 15 percent of the firm's clients have a base in New York and Florida.

On Monday, the 50-year-old firm opened an office in Boca Raton, with the already established practices of two Florida-based trusts and estates attorneys and a paralegal. The firm also has a satellite office in Miami.

Trust and estates was the right practice area for the firm's Florida launch, David Heymann, Meltzer Lippe's managing partner, told LIBN.

"We saw a need," he said, adding that South Florida is where many of the firm's "clients are and the potential is." And as time goes on, Heymann anticipates the office adding more practice areas. The new office is the firm's third, having added a Park Avenue location in 2020.

For businesses with a New York presence, expansion into Florida, favored by many high-net worth individuals, makes good business sense. In New York State's recently signed budget, those earning more than \$1 million a year and couples earning more than \$2 million a year will see increases to their personal income tax rate.

The tax increases for top earners, experts say, will prompt an exodus, as wealthier New Yorkers will move themselves and their businesses to more tax-friendly states, including Florida.

Yet Florida's gain presents new challenges for Long Island.



Kyle Strober

Kyle Strober, executive director of the Association for a Better Long Island, said Albany's actions are driven not by budget realities but political ideology.

"Based on the billions of dollars in federal aid being funneled into New York that has been championed by Sen. Schumer,

it is unfathomable that Albany politicians have put into place a draconian tax structure that invites high-net-worth individuals and corporations to leave thereby shifting the burden onto the backs of Long Island's middle class," Strober recently told LIBN.

Still, many New Yorkers have already claimed a presence in Florida.

On the culinary side, for example, Ben's Kosher Deli has a busy location in Boca Raton, satisfying the consumer palate for authentic knishes, hot pastrami and matzo ball soup.

And in the healthcare space, both NYU Langone and Mayo Clinic have a footprint in Florida. That stake allows patients "to maintain their relationships," said Bernie Rosof, a trustee of Huntington Hospital, who is a Meltzer Lippe client. And thanks to technology, he said, the easy transfer of records streamlines the process for patients and practitioners.

That increasing New York presence in Florida was something Meltzer Lippe recognized.

"A number of clients with high-net worth are starting to migrate there," Heymann said. The new office gives us "the ability to attain new clients. There is a huge connection between New York and southeast Florida. A lot of people go back and forth. This is a natural outgrowth of our practice areas," he added about the new location.

But in establishing a presence in a new state, there are "a whole set of rules to escape New York," requiring a "coordinated effort," Meltzer said. That effort calls for expertise and trust, experts said.

"You need to have relationships, which are always built on trust over a period of years," Rosof said. "It's hard to reestablish with someone new."

In opening the Boca office, Meltzer Lippe brought in experts "with a foothold here," Heymann said.

'THERE IS A HUGE CONNECTION BETWEEN NEW YORK AND SOUTHEAST FLORIDA.'

That includes Seth Kaplan, the managing partner of the office. Kaplan most recently served as a shareholder in the private wealth group at Gunster, a nearly 100-year-old Florida law firm. Also joining the firm is Jennifer Einersen from the Miami law firm Bilzin Sumberg, who focuses on high-net-worth individuals. And Patty Gonzalez, a seasoned trusts and estates paralegal, joins the firm from Proskauer, a law firm with offices across the globe. At the office's launch were Heymann and Gary Meltzer, who chairs the firm's real estate practice group, to ensure for a smooth opening.

Highgate, a real estate investment firm with an office in New York, already has a strong presence in Florida, with its primary focus in the hospitality sector, and a new corporate footprint there as well.

The firm already works with Meltzer Lippe in Mineola, but Matt Gunlock, a principal at Highgate, said his team was "excited to learn that Meltzer Lippe is opening a physical outpost in South Florida," Gunlock said, adding that the move enables Highgate to access legal expertise in New York and Florida.

For some, the expanded presence is a path for the future.

The new office "will be a springboard for the firm for the next 50 years," Heymann said.

David Winzelberg and Associated Press contributed to this report.



David Heymann, Seth Kaplan and Gary Meltzer outside Meltzer Lippe's new Boca Raton office.



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Cannabis firm buys Riverhead cultivation site for \$42.5M

By DAVID WINZELBERG

Columbia Care, a publicly traded cannabis company, has acquired a 34-acre cultivation site in Riverhead for \$42.5 million.

Columbia Care, which participates in the state's medical marijuana program and also operates a retail dispensary in Riverhead, bought the site on Sound Avenue from Van de Wetering Greenhouses.

The deal includes a multi-year lease to operate about 740,000 square feet of greenhouse space, which the company plans to acquire with "200,000 square feet of incremental grow capacity," according to a written statement.

Columbia Care plans to harvest its first crop of marijuana at the Riverhead facility before the end of the year, pending regulatory approval.

The Riverhead location offers supplemental cultivation and manufacturing capacity for Columbia Care's existing Rochester facility that has served New York's more than 120,000 medical cannabis patients since 2015, to meet the demand of a growing medical market. With the adoption of the state's legalization of adult-use cannabis, the medical marijuana program was also expanded to offer whole marijuana flower later this year.

Columbia Care will pay a total purchase price of \$42.5 million which includes \$15 million in cash and \$27.5 million in Columbia Care stock. The initial payment of \$30 million has already been made. The remaining \$12.5 million in stock payment will follow in August 2021 upon completion of the second phase of the transaction.

Van de Wetering was represented by attorney Lyle Mahler and Chris Kent of Farrell Fritz in Uniondale and Columbia Care was represented by attorney Erica Rice of the Boston office of Foley Hoag in the deal.

"As a company whose roots are in New York, it has been incredibly important that we build a scalable, vertically-integrated



Photos of Van de Wetering via Facebook

The Van de Wetering Greenhouses facility on Sound Avenue in Riverhead will soon be growing a different type of flower after the deal with Columbia Care.

operation in the state that not only delivers the very best quality and prices to our patients and partners today, but also ensures that we can continue to deliver on our mission to New Yorkers through future legal cannabis programs," Nicholas Vita, CEO of Columbia Care, said in the statement. "This

is a commitment to our patients, communities, regulators, elected officials and social equity partners that we are here for the long term and intend to be the leaders who define cannabis in New York State – made in New York, by New Yorkers for New Yorkers. We are eager to see New York's



regulated market emerge as one of the top global cannabis markets, with some market size estimates exceeding \$5 billion by 2025 and more than 75,000 jobs created by 2027. We intend to continue to invest in opportunities that support this growth for all."

Walter Gravagna, Van de Wetering Greenhouses owner and president, called the deal with Columbia Care "an incredible opportunity" for his company, employees, customers and the community.

"This transaction allows us to continue servicing our customers while transitioning production space over to cannabis as the market demand increases," Gravagna said. "We are very excited to work with Columbia Care who is already our neighbor in Riverhead where one of its four medical cannabis dispensaries is located."

The Columbia Care property purchase, one of the largest ever in the cannabis industry, is the first marijuana-related real estate transaction on Long Island since the state legalized adult-use cannabis at the end of March. However, industry observers say there will be many more, as the state's adult-use program advances.

The state's legalization of adult-use cannabis is poised to increase Long Island's economic output by \$878 million annually, according to a recent report from the Long Island Association, which projects the legal cannabis industry will create more than 7,300 jobs in Nassau and Suffolk counties, supporting \$317 million in employee compensation.

■ DWINZELBERG@LIBN.COM

Inked

59 The Circle, East Hampton

Meurice Garment Care, which offers garment cleaning, tailoring and interior restoration services, leased a 630-square-foot retail space at 59 The Circle in East Hampton. The tenant was self-represented, while Joshua Roth served as in-house representative for landlord Manhattan Skyline Management in the lease transaction.

435 East Lake Drive, Montauk

Restaurateur Jeremy Morton, who owns Morty's Oyster Stand in Amagansett and Provisions Natural Foods Market & Cafe in Water Mill, purchased Rick's Crabby Cowboy Café, including its marina and hotel at 435 East Lake Drive in Montauk for \$14 million. Besides the restaurant, the sale includes 19 motel rooms, a three-bedroom house and 22 boat slips on the 4.69-acre property, which also comes with nearly 6 acres of underwater land. Hal

Zwick and Jeff Sztorc of **Compass Commercial Real Estate** represented the buyer, as well as the sellers, Rick Gibbs and Laurie Cancellieri, in the sales transaction.

2454 Main St., Bridgehampton

Organic by John Patrick, a clothing line focused on sustainable practices, leased a 228-square-foot retail space at 2454 Main St. in Bridgehampton. The store is slated to open this month. Joseph Aquino of **JAACRES** represented

the tenant, while Joshua Roth served as in-house representative for landlord Manhattan Skyline Management in the lease transaction.

35 DaVinci Drive, Bohemia

Island Fire & Defense Systems leased 9,900 square feet of industrial space at 35 DaVinci Drive in Bohemia. Michael Zere of **Zere Real Estate Services** represented the tenant, as well as the landlord, Gemina Realty Corp., in the lease transaction.

REAL ESTATE

Priciest home sales: April 2021



Priciest home sales in Laurel Hollow (11771, 11791)

The three highest-priced home sales in Laurel Hollow last month ranged from \$1.52 million to \$2.75 million.

The priciest Laurel Hollow home sold in April was a 5-bedroom, 5.5-bath waterfront colonial on 4.21 acres at 12 North Road (pictured) that sold for \$2.75 million in cash. It was listed and sold by Debra Quinn Petkanas and Christina Porter of Daniel Gale Sotheby's International Realty.

A 6-bedroom, 5.5-bath contemporary on 2.03 acres at 25 Wildwood Drive fetched \$1.64 million. It was listed by Jeena Chandihok of Laffey Real Estate and sold by Thomas Denton of Douglas Elliman Real Estate.

At 4 White Oak Tree Road, a 8-bedroom, 4.5-bath colonial on 2.12 acres went for \$1.52 million. It was listed by Shalini Schetty of Berkshire Hathaway HomeServices Laffey International Realty and sold by Tamanna Jaggi of Douglas Elliman Real Estate.



Priciest home sales in Islip (11751)

The three highest-priced home sales in Islip last month ranged from \$615,000 to \$865,000.

The priciest Islip home sold in April was a 4-bedroom, 2.5-bath bank-owned waterfront colonial on .43 acres at 46 Marvin Lane (pictured) that sold for \$865,000. It was listed by Todd Yovino of Island Advantage Realty and sold by his Island Advantage colleague Sharlene Bleier.

A 5-bedroom, 2.5-bath hi-ranch on .38 acres at 38 Union Place fetched \$650,000 in cash. It was listed and sold by Tracy Sobel and Lisa Kennedy of Eric G. Ramsay Jr. Associates.

At 184 S. Bay Ave., a 3-bedroom, 2-bath Victorian on .23 acres went for \$615,000. It was listed by Maralyn Diggin of Douglas Elliman Real Estate and sold by Steven Brennan of Pinpoint Realty LI.



Priciest home sales in Garden City (11530)

The three highest-priced home sales in Garden City last month ranged from \$1.557 million to \$2.05 million.

The priciest Garden City home sold in April was a 5-bedroom, 3.55-bath colonial on .35 acres at 43 Hilton Ave. (pictured) that sold for \$2.05 million. It was listed by Christine Cudahy of Daniel Gale Sotheby's International Realty and sold by Laura Carroll of Compass.

A 5-bedroom, 4.5-bath contemporary on .44 acres at 7 Saint James St. N. fetched \$1.999 million. It was listed and sold by Karen Guendjoian of Coach Realtors.

At 73 Washington Ave., a 4-bedroom, 3.5-bath Tudor on .45 acres went for \$1.557 million. It was listed by Jayne McGratty Armstrong of Coach Realtors and sold by a non-member of OneKey MLS.



Priciest home sales in Dix Hills (11746)

The three highest-priced home sales in Dix Hills last month ranged from \$1.7 million to \$2.05 million.

The priciest Dix Hills home sold in April was a 7-bedroom, 5.5-bath colonial on 1 acre at 6 Enclave Court (pictured) that sold for \$2.05 million. It was listed by Roberta Feuerstein and Robert Korber of Douglas Elliman Real Estate and sold by Kristen James Limberg of Compass.

A 6-bedroom, 5.5-bath colonial on .79 acres at 11 Turnberry Court fetched \$2.04 million. It was listed by Janice Chavkin of Signature Premier Properties and sold by Jacqueline Pollack of Coldwell Banker Realty.

At 22 Ona Ave., a 4-bedroom, 4.5-bath newly built colonial on .75 acres went for \$1.7 million. It was listed by Tamara Stark of Berkshire Hathaway HomeServices Laffey International Realty and sold by Mahmu-da Karabay of Charles Rutenberg Realty.



Priciest home sales in Jericho (11753)

The three highest-priced home sales in Jericho last month ranged from \$1.545 million to \$2.275 million.

The priciest Jericho home sold in April was a 5-bedroom, 5.5-bath colonial on .25 acres at 39 Holiday Pond Road (pictured) that sold for \$2.275 million. It was listed by Huailing Deng and Rui Zhang of Daniel Gale Sotheby's International Realty and sold by Tim Lau and Ira Gross of Laffey Real Estate.

A 5-bedroom, 4.5-bath newly built colonial on .22 acres at 60 Moss Lane fetched \$1.55 million. It was listed and sold by Linda Freedman of Douglas Elliman Real Estate.

At 18 Warren Lane, a 5-bedroom, 4.5-bath newly built colonial on .24 acres went for \$1.545 million. It was listed by Sandeep Sikka of National Real Estate Agency and sold by Wenjing Feng and Hong Guo of Voro.



Priciest home sales in Lloyd Harbor (11743)

The three highest-priced home sales in Lloyd Harbor last month ranged from \$1.445 million to \$2 million.

The priciest Lloyd Harbor home sold in April was a 5-bedroom, 5.55-bath home on 2.06 acres at 10 Fox Meadow Lane (pictured) that sold for \$2 million. It was listed by Shalini Schetty of Berkshire Hathaway HomeServices Laffey International Realty and sold by Michael Bruderman of House of Rebate.

A 5-bedroom, 4.5-bath ranch on 3.16 acres at 121 Jennings Road fetched \$1.925 million. It was listed by Luisa Fazzalari and Lori Caggiano of Douglas Elliman Real Estate and sold by Katherine Giouvalakis of Berkshire Hathaway HomeServices Laffey International Realty.

At 8 Lloyd Point Drive, a 4-bedroom, 3-bath ranch on 2.02 acres went for \$1.445 million. It was listed by Robert Thomas of Berkshire Hathaway HomeServices Laffey International Realty and sold by Peggy Moriarty of Daniel Gale Sotheby's International Realty.

Source: OneKeyMLS.com



Meltzer Lippe opens Southeast Florida office

Boca Raton Office - Crystal Corporate Center

Meltzer Lippe's newest office location opens with an initial emphasis on expanding its nationally recognized Private Wealth and Trusts and Estates practices to Florida. Two of the region's top Trusts and Estates practitioners have joined the firm and will be resident in the Boca Raton office.

- Seth R. Kaplan, Esq.
- Jennifer M. Einersen, Esq.

Whether you reside in Florida or own a business there, you can expect the same high level of service and expertise that is synonymous with Meltzer Lippe.



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Locations:

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190 Willis Avenue
Mineola, NY 11501

New York City

460 Park Avenue
New York, NY 10022

Florida

2500 N. Military Trail
Boca Raton, FL 33431



HEALTHCARE

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Doctors to Long Islanders: Get vaccinated

By ADINA GENN

If there were only one message medical experts could convey to Long Islanders over the age of 16, it's this: Get vaccinated.

It's the best way to protect against COVID-19.

And if you already are vaccinated, encourage your reluctant friends, family members and colleagues to get the information they need so that they can protect themselves, and those around them.

That was the message of Dr. Mark Jarrett, senior vice president and chief quality officer and deputy medical officer at Northwell Health, and Dr. Adhi Sharma, the chief medical officer and executive vice president of clinical affairs at Mount Sinai South Nassau.

The two were guests of LIBN|Now, Long Island Business News' weekly webshow, hosted on libn.com and Facebook. Airing Thursdays, the show is hosted by Joe Dowd, editor and associate publisher of LIBN, and Ali Jabbour, associate publisher of LIBN.

The episode aired as there is now expanded access to walk-in vaccinations in New York, and where, more than one in three are fully vaccinated, according to state officials. On Long Island, at press time, more than 1,445,652 have been vaccinated, according to New York State.

The value is to "vaccinate everybody as a public health measure so that the virus in this case would not circulate in the commu-



AP photo by Yuki Iwamura

New Yorkers who are already vaccinated are encouraged to serve as 'vaccine ambassadors' to those not yet vaccinated, to help stop COVID from circulating.

nity, making it very unlikely that anybody" who didn't or couldn't take the vaccine, say for health reasons, is still "protected because the virus just didn't circulate," Jarrett said.

Vaccines are available at pharmacies, hospitals, mass vaccination sites operated by New York State, local health departments, and other providers statewide. New Yorkers are urged to contact their provider of choice to schedule their vaccine appointment.

And while there are concerns about those who are not yet vaccinated, additional con-

cerns include variants that emerge, Jarrett said. And the fewer variants out there, the safer for all of us, he said.

But convincing people to get vaccinated against COVID-19 brings challenges, especially when compared to earlier vaccination rollouts, including polio.

"It's very challenging," Sharma said, "The internet is an open source for information" with "as much correct information as there is misinformation."

"Practitioners must take time to sit with

patients who are hesitant, and say why they need to take the vaccine," Jarrett said.

The doctors said a public campaign, led by a person who is widely respected and with officials from both parties, would go a long way towards getting people onboard to getting vaccinated so that everyone can more readily get out and about.

Employers should encourage their team members to get vaccinated, as when the population is vaccinated, "it leads to some normalcy," Sharma said.

In the meantime, masks are still warranted, even for those who are vaccinated, in order "to protect one another," Sharma said. No vaccine is 100 percent effective, the doctors said.

And while some cast doubt on the Johnson & Johnson pause, Sharma said it was "a blip," adding that it showed that there is transparency in the vaccine rollout.

Looking ahead, Sharma said booster vaccines may be necessary, especially as developing nations are lagging behind in their rollout.

Sharma urged everyone who is concerned about getting vaccinated to seek answers to their questions about the process from their medical practitioner.

And for everyone who is vaccinated, Jarrett said, "be an ambassador," and encourage at least two people who are not yet vaccinated, to do so.

■ AGENN@LIBN.COM

Two Long Island hospitals earn CMS 5-star rating



Huntington Hospital is one of two hospitals on Long Island to have earned the CMS five-star rating.

In its 2021 hospital ranking, the U.S. Centers for Medicare & Medicaid Services, or CMS, granted Northwell Health's Huntington Hospital and Catholic Health's St. Francis - The Heart Center in Roslyn five-star ratings.

The annual CMS stars program serves as a healthcare guide to hospital quality, comprising more than 50 individual measures that include hospital mortality, avoidable re-admission, hospital infections and patient experience.

"We are incredibly proud of the nurses, physicians and so many other professionals who come together every day to provide excellent, safe and compassionate care to our patients and families," Huntington Hospital Executive Director Dr. Nick Fitterman said in a news release.

"CMS is a measure for both the public to easily understand how health care is delivered and for hospital staff to identify areas of improvement," he added.

Posted on the federal "Hospital Compare" website, the CMS hospital rankings serve as

hospital report cards to help inform where to best receive medical care.

Huntington Hospital and St. Francis were among seven in New York to receive the five-star rating.

Providing expert care demands "constant focus," according to the news release from Huntington Hospital.

"We ask ourselves two questions every day," Dr. Michael Grosso, the hospital's medical director, said in a statement. "What is best for the patient, and how can we deliver better care tomorrow than we provide today? That is the Northwell culture and we live by it here."

According to the news release from Northwell Health, the healthcare system said five of its other hospitals earned four stars from CMS. Those hospitals comprise Glen Cove, Lenox Hill in Manhattan, North Shore University Hospital in Manhasset, Peconic Bay Medical Center in Riverhead and Phelps in Westchester.

— ADINA GENN

IN MEMORIUM
RICHARD REICHLER
July 29, 1934 - April 18, 2021



Meltzer, Lippe, Goldstein & Breitstone LLP is saddened by the passing of our friend and colleague Richard Reichler. Born on July 29, 1934, Richard attended Columbia Law School where he was a Harlan Fiske Stone Scholar.

Richard was counsel to the firm's Private Wealth & Taxation practice group.

Richard was a giant in the tax field. He started at SD Leidesdorf which eventually became part of Ernst & Young where he was a senior tax partner in the New York office. He was the National Director of Executive Compensation Planning. He worked with clients involved in mergers and acquisitions, corporate and real estate transactions, workouts and tax structuring of real estate investment trusts, and executive and employee compensation planning. At the same time, Richard served as tax advisor to the Urban Development Corporation's High Technology Council.

After mandatory retirement from Ernst & Young in 1992, Richard became tax counsel at LILCO. Richard was responsible for all tax planning including tax audits, executive and employee compensation and benefits, real property tax litigation and state and local tax matters. Most notably, he directed the tax planning to obtain tax-free status in the \$12 billion LILCO, LIPA, Brooklyn Union Gas transaction, including obtaining of the critical IRS tax ruling needed to close the transaction.

After six years at LILCO, Dick joined Meltzer, Lippe in November, 1998 where he graced us and our clients with his tax genius until retirement in 2019. Widely published, his most recent publication was Bloomberg BNA Portfolio 1750, "State Taxation of Executive and Employee Compensation and Benefits." He was also the author of "Leveraged Buyout Financing in Business Combinations and Restructuring," "The Limited Partnership as an Investment Vehicle," and contributions to Practical Tax Strategies.

Richard was a member of the Bloomberg Bureau of National Affairs Tax Management Advisory Board, the International Fiscal Association and the Tax Executives Institute, as well as the tax section of the New York State Bar Association where he has served on its Executive Committee.

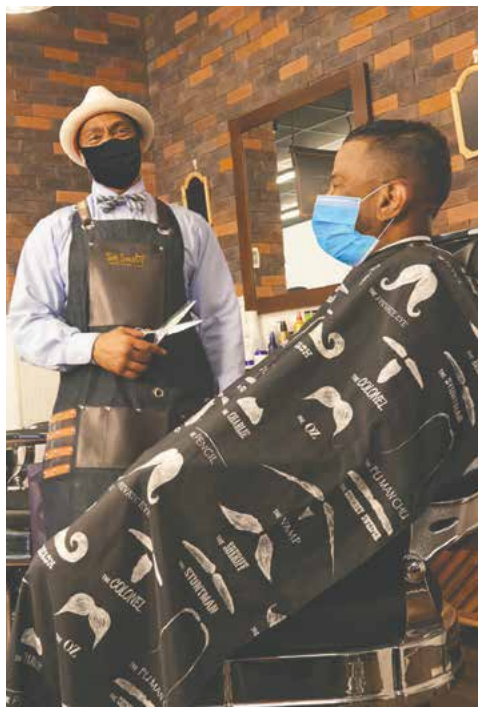
Richard was an Adjunct Professor teaching Advanced Corporate Tax at the Hofstra University School of Law and courses in Taxation for the Baruch College Zicklin School of Business.

Richard was a gentle giant of a tax luminary.

He is survived by his wife Pat, daughters Gayle and Beth, his son Jonathan and his three grandchildren Danielle, Harrison and Shayah.

We will miss this mensch.





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FROM LIBN.COM



Suffolk OTB makes record Q1 payment to county

Suffolk County Regional Off-Track Betting Corporation made a record-breaking quarterly transfer of \$7.25 million to Suffolk County on Friday, after a busy three months at Jake's 58 Hotel and Casino.

The quarterly contribution was the highest ever and even exceeded its largest annual contribution for any year since 1989, according to an OTB statement.

County officials had budgeted a \$15 million take from Suffolk OTB for all of 2021, which the organization is expected to surpass.

Besides the record payment to the county, Suffolk OTB also contributed \$28.4 million to the state in the first quarter, which includes more than \$21.3 million for public education and state aid to Long Island school districts.

"This is a jackpot for Suffolk County taxpayers and a testament to the hard work of the talented women and men of this organization," Suffolk OTB President and CEO Jim LaCarrubba said in the statement. "Our mission is to provide support for the public, which is why we are very pleased that we are

optimistic that we will exceed the county's budgeted estimate for 2021. As we advance our purchase of Jake's 58, we know this is just the tip of the iceberg for what we will be able to do to support Suffolk County taxpayers."

Suffolk OTB was able to put up record numbers despite the strict capacity limits and operating hour restrictions the state imposed because of the pandemic. Gov. Andrew Cuomo recently announced that Jake's 58 can expand access beginning on May 15 which will further increase revenue.

Suffolk OTB continues to lobby the state for an additional 1,000 video lottery terminals, which would add an additional \$12 million per year in net proceeds to the county, after OTB closes on its \$120 million buy-out of Delaware North. Suffolk OTB is currently in the process of acquiring the Jake's 58 property in Islandia from Delaware North, as well as buying out the remaining 46 years of the firm's management contract and hopes to complete the transaction in the next few months, according to a Suffolk OTB spokesman.

— DAVID WINZELBERG

Mount Sinai South Nassau trains ER to help patients on autism spectrum

To help patients on the autism spectrum, Mount Sinai South Nassau has partnered with RVC Blue Speaks, a Rockville Centre-based grassroots autism charity that raises funds for related genetic research, support programs, and community initiatives.

RVC Blue Speaks donated \$15,000 to support Mount Sinai South Nassau's expansion of its Child Life Program, including its new acquisition of the Vecta System Sensory Station. With this specialized equipment, medical teams can help patients with special needs feel more at ease when arriving in the emergency department.

The hospital also hired additional Child Life staff, which was funded in part through a grant from RVC Blue Speaks, and established a mandatory training program to educate emergency department staff in tactics and techniques to communicate with patients and build their understanding of the special needs of the patients and their families. This education is now incorporated into the hospital's new-employee orientation.

Other components of the program include giving take-home, sensory-friendly packets to patients with ASD when they are treated in the

ER or admitted to the hospital, and providing them with tablets for gaming, animated movies, and other entertainment. Documentation in the hospital's electronic health record system alerts nurses and doctors about patients with autism spectrum disorder, or ASD.

"Our comprehensive program ensures that when the hospital receives a patient with ASD, either through the emergency department or as an inpatient, our clinical team will work closely with the patient's family to compassionately address specific needs of the patient while administering medical care," Dr. Adhi Sharma, the hospital's chief medical officer and executive vice president of clinical and professional affairs.

According to Mount Sinai South Nassau, about one in 68 children in the United States has ASD. Studies have found that people with ASD are 52 times more likely than others to visit a doctor or therapist and four to eight times more likely to go to an emergency department.

Hospital clinical staff use the Vecta Sensory System to instantly turn any treatment area into a relaxing and empowering multi-sensory room that distracts patients with ASD or other special needs from the potentially unnerving sights, sounds, and activity experienced during a visit to the emergency department or upon admission to a patient care unit.

— ADINA GENN

MOVERS & SHAKERS

▶ SPOTLIGHT

CATHOLIC HEALTH NAMES NEW CHIEF MEDICAL OFFICER

JASON GOLBIN, DO
CATHOLIC HEALTH

Catholic Health has named Jason M. Golbin, DO, its executive vice president and chief medical officer.

He most recently served as the health care system's senior vice president, chief quality and chief patient-experience officer.

In his new role, Golbin will oversee quality, safety, regulatory, risk manage-

ment and the experience of care across Catholic Health. He will continue to pursue clinical excellence and optimize the patient experience.

Before joining Catholic Health, Dr. Golbin was in private practice on the South Shore as a pulmonary and critical care physician.

In 2013, he joined the health system as vice president and chief medical officer at St. Catherine of Siena Hospital. Four years later he was promoted to senior

vice president/system chief quality officer. In 2020, he was named system chief patient experience officer.

Dr. Golbin obtained his medical degree from the New York Institute of Technology College of Osteopathic Medicine. He continued his training in internal medicine at Lenox Hill Hospital followed by a Fellowship in Pulmonary Disease and Critical Care Medicine at the Mayo Clinic College of Medicine. He also earned an MBA from Adelphi University.



▶ EDUCATION



Augustine E. Tornatore

The Riverhead Central School District Board of Education announced April 27 that Augustine Tornatore will take the helm as the next superintendent of schools, effective July 1.

▶ CONSTRUCTION



Anthony Saoulidis

Anthony Saoulidis has been promoted to vice president general manager at Michael Anthony Contracting Corp. in Garden City. Previously he was executive project manager.

▶ LAW



Morgan Weber

Morgan Weber was promoted to counsel at Barnes & Barnes, P.C. A native of Charlotte, N.C., she previously practiced at Sichenzia Ross Ference LLP in Manhattan.

▶ FINANCE



Leigh Schuckman

Leigh Schuckman has joined Zuma Payroll & Processing in Melville as its new chief growth officer. She previously served as director of business development at Sandler Training in Hauppauge.

▶ ENGINEERING



Michele Pincus

H2M architects + engineers announced that Commack resident Michele Pincus, will be joining the firm as a real estate market specialist. She has a background as an attorney with a focus in real estate law.

▶ SUBMISSIONS

We welcome announcements for businesspeople who work in Nassau or Suffolk. Please include your title and the name and town of your company. Also, include the title, company name and town for your most recent position. Submit your Movers & Shakers releases to jdowd@libn.com or online at www.libn.com. You must send a photo to be considered for publication. The photos must be high-resolution, color JPEGs of at least 200 dpi in size.



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Michael J. Dowling
President & Chief Executive Officer



NATIONAL NURSES WEEK: MAY 6-12

OPINION

LIBN.COM

Transmission investments key to success of offshore wind



John R. DURSO

The nation leading wind energy targets established in the 2019 Climate Leadership and Community Protection Act (CLCPA) have become significantly more attainable thanks to recent developments at the state and federal levels.

President Joe Biden last month announced a plan to expand the use of offshore wind power along the East Coast, designating an area between Long Island and New Jersey – otherwise known as New York Bight – as a priority offshore wind zone. When developers respond, this designation, combined with \$3 billion in guaranteed loans for wind projects, promises to drastically reduce carbon emissions and according to an American Wind Energy Association report has the potential to create 83,000 jobs by 2030.

Another recent and significant development in the offshore wind industry was the state Public Service Commission's (PSC) unanimous vote to permit the South Fork Wind project, being developed by Orsted and Eversource, to connect to New York's power grid. In a separate action, the PSC declared a public policy need and through the New York Independent System Operator (NYISO) kicked off a proceeding to find transmission solutions to bring the energy created by investments in the offshore wind industry onto the grid.

These are crucial steps necessary to bring New York's first offshore wind farm online. When complete, it will generate enough clean energy to power more than 70,000 homes. These actions also underscore a fact too often overlooked in the renewables debate: Without adequate transmission investments and upgrades, the state's climate change goals will be difficult to achieve.

Currently, New York has more than two dozen wind farms accounting for about 2,000 megawatts of utility-scale wind capacity.

These facilities produce roughly 3 percent of the state's overall energy generation. The bulk of that is produced in remote areas upstate. But as the NYISO has noted in its "Tale of Two Grids" illustration, these wind facilities are dependent on congested transmission lines that at times force them to operate at reduced capacity. That means not all of the wind energy capable of being produced actually reaches consumers.

To understand future system needs, the NYISO modeled the CLCPA's 70 by 30 scenario and found that in multiple areas – particularly upstate – generation from future renewable energy projects could not be fully realized absent increased transmission capability.

Fortunately, New York is investing billions of dollars to improve energy efficiency and transmission as part of its overall climate change plan. The PSC recently approved two transmission projects, with a total investment of \$1.4 billion, to enable the integration of more renewable power into the grid and advance its flow to high-demand downstate

markets.

But these efforts can only do so much. It will take the successful realization of New York's offshore wind plans to generate enough renewable energy to meet both downstate demands and the CLCPA goals.

The sense of urgency is real and the NYISO has urged the PSC to "move quickly" in supporting a meshed transmission network to support offshore wind development, noting it would "maximize the use of limited available transmission cable routing options." NYISO planning experts believe a coordinated, meshed network – as opposed to one-off interconnections – would also improve reliability as multiple renewable sources come online.

Elected officials, policymakers and developers are thinking outside the box in order to assure the CLCPA's success. That approach must be broadened to include the transmission system – New York's clean energy future depends on it.

John R. Durso is president of the Long Island Federation of Labor, AFL-CIO

IDAs are more important now than ever

By **NICHOLAS T. TERZULLI**

Seemingly every week detractors decry the need for Long Island's Industrial Development Agencies (IDAs). Questioning whether the financial tax incentives IDAs provide to the business community and real estate developers is legal, proper, and necessary, these stakeholders need to understand the history of IDAs to realize their importance today. Indeed, the reason why the New York State Legislature created IDAs in 1969 is the same reason why they are necessary today. IDAs provide the first and often last line of defense against lower cost states stealing New York's commercial tax base.

In the 1960s, lower cost states began aggressively poaching New York's industrial and manufacturing base. These states used a combination of lower taxes, less regulation (sound familiar?) and the ability to issue tax-exempt bonds, which provided companies access to low-cost financing, to successfully relocate businesses from New York. The political and business class noticed and demanded action.

In response to this assault on New York's tax base, New York Gov. Nelson Rockefeller signed into law The Industrial Development Agency Act of 1969 which gives local New York municipalities the ability to use certain

financial assistance vehicles, tax incentives, and tax-exempt bonds to maintain and grow New York's industrial, commercial, and manufacturing sectors. The Act gave New York cities, counties, and towns the ability to create local Industrial Development Agencies. Each IDA is an independent public benefit corporation established by a special and separate act of the New York State Legislature at the request of a sponsoring municipality, and each IDA is expected to act in the interest of that municipality.

Today there are 109 active IDAs throughout New York and 8 on Long Island. Their raison d'être in 1969 and 2021 is the same: incentivize businesses to remain and grow in New York and attract new capital investment.

IDAs retain industry, attract capital investment, and preserve and grow the commercial tax base by providing tax incentives. These incentives provide businesses with the financial assistance needed to remain in New York. These incentives provide developers the ability to attract debt and equity partners to finance and develop their projects here instead of locating their projects in more development-friendly states. Ultimately, these incentives lead to an expansion of the commercial tax base and creation and retention of jobs.

Two incentives are easily quantifiable.

They include an exemption from Mortgage Recording Tax ("MRT") and an exemption from Sales and Use Tax ("Sales Tax"). IDAs can exempt up to 75 basis points of the 1.05% of the MRT levied in Nassau and Suffolk counties in connection with a loan secured by a mortgage for an approved IDA project. IDAs also exempt the entire sales tax amount, which in Nassau and Suffolk counties is 8.625% on all qualified furniture, fixtures, and equipment associated with an approved IDA project. These two exemptions alone add up to significant savings for a business or developer.

While these exemptions are important, the most critical exemption an IDA can provide, especially on Long Island, is an exemption from real property taxes. IDAs exempt real property taxes through a negotiated payment in lieu of taxes agreement. PILOT Agreements allow a business to pay a certain percentage less than the stated real property taxes on the property, typically range in length from 10 to 35 years, and control the assessed value and tax rate affecting the property. With Long Island's suffocatingly high property tax burden, PILOT Agreements are essential to ensure businesses remain and grow on Long Island and developers locate new projects here. PILOT Agreements are often the sole reason for development on Long Island.

IDA can also issue tax-exempt bonds, subject to the limitations of the Internal Revenue Code of 1986, for qualified manufacturing facilities. The proceeds of these tax-exempt bonds can be used to fund all or substantially all the costs of a qualified project. Tax-exempt bonds are exempt from federal, state, and local income taxes.

Following the end of the Cold War, Long Island became a front line in the national economic development battle. Thankfully, the Long Island IDAs are extremely effective at incentivizing businesses to stay and new developments to begin. According to the state comptroller's report on IDAs in 2020, the 8 Long Island IDAs lead New York in incentivizing projects and creating jobs. It said Long Island IDAs are responsible for assisting 846 projects and creating 45,783 net new jobs – the most of any region in New York.

IDAs are doing today exactly what Gov. Rockefeller imagined over 50 years ago: providing incentives to retain our manufacturing, industrial, and commercial sectors and inducing new development to increase our tax base.

Nicholas T. Terzulli, Esq. is managing partner of Standard Advisors Group, a leading tax incentive consulting firm, and general counsel of a private equity real estate firm.

ECONOMIC OUTLOOK:

What the rise in domestic travel means for LI



**John
RIZZO**

The summer tourism season is fast approaching. This is an historically important component of Long Island's economy. The strong vaccination rollout in the U.S. has led to rapid declines in coronavirus cases. This, together with pent-up demand seems to suggest Long Island will enjoy a strong tourist season.

But there are some areas of concern. One major challenge is the ability to hire sufficient workers in the leisure and hospitality sector. March leisure and hospitality jobs were down 17.6 percent year-over-year on Long Island. Many of these jobs are relatively low paying and workers may be reluctant to return to these jobs if their unemployment benefits are higher or if they have found better paying jobs as the economy has reopened.

And rising gas prices may affect summer travel as well. For the 2021 summer driving season (April–September), the U.S. Energy Information Administration forecasts U.S. regular gasoline retail prices will average \$2.78 per gallon, up from an average of \$2.07/gal last summer.



Photo by Krivosheev

Moreover, foreign tourism is a significant component of the summer tourist season on Long Island. Foreign visitors tend to spend disproportionately since they stay on average for 14 days. But with rising coronavirus rates and limited vaccinations in many countries, foreign tourism may be quite limited.

Still, more than 60 percent of Long Island tourists come from the Northeast. And Americans may be more reluctant to travel to areas where the coronavirus is spiking and

prefer to travel more locally.

A recent study by Squaresmouth Analytics suggests that tourist behavior will strongly lean toward domestic travel this year. In comparing thousands of travel insurance policies purchased by customers both pre- and post-pandemic to detect changes in consumer behavior, they found that an estimated 48 percent of insured trips were being booked within the U.S. This is a substantial increase in comparison with last summer when just 19

percent of travelers kept their vacations within the country.

With declining unemployment, a growing economy and a thirst for travel, the summer tourism season looks to be strong on Long Island, so long as the coronavirus is held in check.

Rizzo is chief economist for the Long Island Association.

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WHY THE TIME MIGHT BE RIGHT FOR EQUIPMENT FINANCING

BART KERNER

Commercial Loan Officer – Long Island
Valley Bank

The COVID-19 pandemic put many businesses in a Catch-22: they may want to postpone equipment purchases to reduce expenditures and reserve cash, but at the same time, many need to upgrade to new equipment and technologies to stay efficient, productive, and competitive. Equipment financing may make it possible to get the best of both worlds and avoid large, upfront expenditures while providing your business with the equipment necessary to keep your operation running smoothly.

According to the Equipment Leasing and Financing Association, "78% of US businesses across all industries rely on financing equipment purchases through

loans, leases and lines of credit."

Equipment financing can cover a wide range of business equipment, including farming equipment, manufacturing machinery, restaurant ovens and ranges, construction equipment, medical equipment, and IT purchases such as software, servers and more.

Now, when liquidity and access to capital may be limited and/or time consuming, financing equipment may be a preferred path for flexible terms and quick execution. Here are five of the key benefits:

1. Stay ahead of the competition – The pandemic acted as a catalyst for innovation and advancements in technology, and many businesses had to

accelerate their digital transformation efforts to stay in business. Organizations that don't stay up to date with the latest innovations in their industries can lose their competitive edge and risk being left behind. With equipment financing, you can invest in your future without burning through the cash you need today.

2. Be more resilient – Old, outdated, slow, or malfunctioning equipment can drastically reduce your efficiencies, productivity, and ultimately, revenue. By financing the equipment, you need quickly, your organization will be set up for success and better able to adapt to changing market conditions.

3. Reduce your upfront investment – The recent crisis took everyone by surprise. Even if you budgeted for equipment leases or purchases, an unexpected decline in revenue or growth may make those expenditures seem unattainable. With an equipment loan, you can avoid upfront lump sum payments and instead pay small monthly payments while benefitting from the latest machinery and materials.

4. Exercise leasing options – If you are concerned about making a long-term commitment during turbulent times, you may want to consider leasing your



equipment as your mode of financing. You'll still get the advantages of using new technology and can always opt to purchase the equipment at the end of your lease.

5. No collateral needed – Finally, equipment financing doesn't require any collateral, unlike conventional business loans. In fact, the equipment you are obtaining acts as its own collateral, making it easier for businesses of all sizes to procure a loan.

Bottom line: If your business needs to keep expenditures low but still wants to stay on the cutting edge, equipment financing might be the answer. Contact Valley to learn more about flexible terms, fast-turnaround and options available through Highland Capital Corporation®.

Valley Bank in Long Island is here to help. We can provide your company with the financial services and advice you need to ensure that your business recovers today and thrives tomorrow. To learn more, contact Bart Kerner at (516) 465-2351, extension 7157 or by email at bkerner@valley.com. © 2021 Valley National Bank. Member FDIC. Equal Opportunity Lender. All Rights Reserved.



COMMENTARY

Technology is no longer a boys club

By GURPREET SINGH

Within the 20th Century, the United States experienced revolutionary changes to its social paradigms that would plant a seed for opportunity amongst women. Ranging from finally expressing their voice in society through suffrage to rupturing the gender norms that restricted the ambitions of millions of pioneering women, we have taken one step forwards an equitable society.

However, despite precedent that was established decades ago, problems continue to plague women from achieving their full potential, specifically the insufficiency of women in STEM related fields. Glaring statistics that point to only 28% of women participating within a STEM workforce, our organization is providing opportunities for young girls in New York to cement their passions towards a lifelong pursuit in the advancements of science and technology.

TeenHacks LI is a student led organization that expands opportunities within STEM fields by hosting hackathons in which students learn invaluable skills of programming and computer science that are often overlooked within our education system. On top of providing opportunities to hundreds of students that share a pas-

'OUR ORGANIZATION IS PROVIDING OPPORTUNITIES FOR YOUNG GIRLS IN NEW YORK TO CEMENT THEIR PASSIONS TOWARDS A LIFELONG PURSUIT IN THE ADVANCEMENTS OF SCIENCE AND TECHNOLOGY.'

sion for programming to solve the world's problems, our organization is striving towards an equitable future, specifically to break the generational trends of the shortage of women within science and mathematical fields.

These trends observed are often the result of the lack of opportunity in male dominated subjects juxtaposed with the lack of female role models that encourage young girls to take interest in STEM fields, causing a vicious cycle that seems to be never ending. However, our last virtual hackathon, which featured over 500

participants, specifically consisting of 280 ambitious girls, tackled these root causes that prohibit progression. The hackathon, which occurred over the span of three weeks, provided numerous opportunities through workshops from renowned companies on emerging technologies and career choices for women, along activities that reinforce the skills being taught.

Some of the many workshops included an intro to coding workshop in four different languages, the TIBCO Cloud Fast Track Workshop which taught participants how to incentivize online sales through cloud integration and API-led processes, and other sessions that taught participants about artificial intelligence, web development, blockchain, and neural coding.

These workshops taught fundamental skills in a way that even beginner programmers can understand, making TeenHacks perfect for young girls embarking a journey in STEM. TeenHacks furthered featured workshops to empower female programmers through panels of women that shared their experiences in STEM fields, directly interacting with our participants to provide inspiration and advice. We featured Abigayle Peterson, founder of Magnify Wellness, and Nia Asemota, an engineer and technical instructor at NYU,

among other women speakers, to serve as role models for the emerging generation of engineers, programmers, and designers.

TeenHacks LI was able to offer a multi-pronged solution to tackle the disparities found in STEM fields by making programming accessible through workshops hosted by renowned companies, but also provided long term implications through inspirational women that serve as role models for the next generation of engineers, doctors, programmers, and scholars.

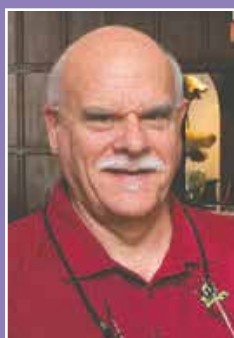
The skills and inspiration TeenHacks provided within the hackathon came into fruition when our participants crafted solutions towards real world problems, leveraging the power of programming. The team that won the People's Choice Award, NRG, created a multipronged solution to combat the implications of certain diseases like Alzheimers.

TeenHacks is now hosting another virtual hackathon on June 26 to inspire an emerging generation of programmers and spread opportunities for marginalized populations —and we hope that you join us on that journey for a more equitable future in STEM.

Gurpreet Singh is the public relations coordinator at TeenHacks LI



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Friday, May 14, 2021
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Humanity & the Horseshoe Crab

Dr. John Tanacredi, Ph.D.,
Molloy College

Professor of Earth & Environmental Studies, Executive Director of CERCOM (Center for Environmental Research and Coastal Oceans Monitoring) Dr. Tanacredi will discuss the important scientific relationship that mankind, and specifically medicine, has with this ancient creature, the Horseshoe crab.

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Editor's Note

POWER 25 ACCOUNTANTS

Behind every successful business there's an excellent accountant.

The Long Island business community is blessed with a rich amalgam of accounting and advisory firms with stellar professionals who have positively influenced the fortunes of thousands of companies.

Here, we profile 25 of the region's most esteemed accountants. These distinguished professionals work for small, midsized, national and global accounting and advisory firms. They specialize in a wide range of disciplines, from tax and attest services to operational efficiency, growth planning and more. They serve small, middle-market and global businesses in all of the industries that matter to Long Island, from manufacturing, wholesale, distribution and retail to healthcare, real estate, professional services, hospitality and others.

The professionals featured here have decades of experience guiding their clients through the various cycles of their business, from startup through growth through succession planning. They have helped clients take advantage of growth opportunities or weather storms as the economy has ebbed and flowed, providing proactive, industry-specific advice based on wisdom stemming from a long history of working with all kinds of businesses. When the pandemic caused widespread economic pain and threatened the very survival of many companies, Long Island businesses appreciated the guidance of their trusted accountants more than ever.

In addition to positively impacting their clients' businesses, these distinguished professionals have helped to grow their own firms. While rising to the top of their profession, they have helped elevate others, providing mentorship and guidance to the next generation of accounting professionals.

Beyond their day jobs, these standout professionals have a long track record of contributing to the community. They volunteer their time and their expertise to serve as board and committee members for professional and charitable organizations throughout the region and beyond.

Please join LIBN in celebrating the top 25 accounting and advisory professionals.

Bernadette Starzee
Writer

ALTSTADTER HEADS CANNABIS AND HEMP SERVICES GROUP

Audit Partner Eric Altstadter leads EisnerAmper's cannabis and hemp services group, which is part of the firm's manufacturing and distribution practice. A certified public accountant with more than 30 years of experience, Altstadter works with public companies and privately held businesses throughout the country.

Over the course of his career, the distinguished professional has helped numerous clients navigate the complex financial reporting and compliance issues associated with the filing of registration statements with the Securities and Exchange Commission, as well as with raising capital. Altstadter has significant experience working with businesses in the financial services, technology, life sciences, manufacturing, distribution and retail industries.

A respected leader in the Long Island professional community, Altstadter is active in many industry organizations. He is an officer and executive board member of both the Long Island Capital Alliance and the Middle Market Alliance of Long Island. He frequently speaks at accounting industry events and has been quoted by various publications in articles about accounting, auditing, cannabis and other business topics.

A University of Buffalo graduate, Altstadter is a member of the New York State Society of Certified Public Accountants, which appointed him to its professional ethics committee, and the American Institute of Certified Public Accountants.

EisnerAmper is a large provider of audit, accounting, tax and advisory services, with more than 200 partners and principals and 2,000-plus employees. EisnerAmper's professional services include valuation, due diligence, internal audit, risk management, litigation consulting and forensic accounting. The firm's expertise also extends to technology, compliance, regulatory and operational consulting, among other professional services.

EisnerAmper's broad array of clients include more than 200 public companies, as well as privately owned companies and high-net-worth individuals. The firm focuses not only on helping clients meet the pressing issues they face in the present, but also helping to position them for success in the future.



ERIC ALTSTADTER, CPA

AUDIT PARTNER
EISNERAMPER



**CHARLES A. BARRAGATO,
CPA, CFE**

MELVILLE OFFICE MANAGING PARTNER,
TAX PRACTICE
BDO USA

BARRAGATO RUNS PRIVATE CLIENT SERVICES IN THE NORTHEAST

In addition to serving as office managing partner of BDO's Melville tax practice, Charles A. Barragato is the firm's Northeast regional leader for private client services.

For more than three decades, Barragato has provided sophisticated tax planning and advisory services to corporations, family offices, executives and other high-net-worth individuals.

Barragato is a member of several professional organizations, including the American Institute of Certified Public Accountants, Association of Certified Fraud Examiners and New York State Society of Certified Public Accountants. He is a past president of the latter's Suffolk chapter and has also served as chairman of the chapter's general taxation committee. The Suffolk chapter presented Barragato with its Distinguished Service Award in recognition of his outstanding service to the organization.

Barragato has contributed articles to a variety of industry publications, including The CPA Journal, The Tax Adviser and California CPA Magazine. He has also provided commentary on tax and accounting issues to The Journal of Taxation, Newsday, TheStreet.com and The Wall Street Journal.

Barragato is a member of the faculty at Stony Brook University's College of Business. Prior to joining Stony Brook, he served as director and taught graduate-level accounting and taxation courses at the Long Island University-C.W. Post School of Professional Accountancy. He has also lectured extensively before professional groups.

Accolades for Barragato include the Foundation for Accounting Education's Outstanding Discussion Leader Award and the New York State Society of Certified Public Accountants' coveted Dr. Emanuel Saxe Outstanding CPA in Education Award.

Barragato holds a Bachelor of Science in accounting and a Master of Science in taxation from Long Island University-C.W. Post. He earned his Ph.D. in business, with a concentration in accounting, from the CUNY Graduate Center-Baruch College.

BDO USA is a professional services firm providing assurance, tax and advisory services to a wide range of publicly traded and privately held companies. Established more than 100 years ago, BDO serves clients through more than 65 offices and more than 740 independent alliance firm locations nationwide. As an independent member firm of BDO International Limited, BDO serves multinational clients through a global network of more than 91,000 people working in more than 1,600 offices across 167 countries.

BISCOTTI LEADS FOOD AND BEVERAGE GROUP

The national leader of Marcum's food and beverage services group, Louis J. Biscotti has been an entrepreneurial leader in accounting for more than four decades. Based in Melville, Biscotti focuses his efforts on improving his clients' growth and profitability. He has guided many companies in their development from small, emerging entities into organizations worth hundreds of millions of dollars.

While his clients represent a variety of industries, he is particularly well known for his work in manufacturing and distribution, especially with food and beverage companies. Biscotti's multidisciplinary background has earned him national recognition as an accounting and business management specialist. In addition to his designations as a certified public accountant and certified information technology professional, he holds a Master of Business Administration with advanced study in manufacturing, systems analysis, management consulting, strategic planning and technology.

Biscotti contributes a monthly column on the food and beverage industry to Forbes and has provided expert advice in various business and food industry publications. He is a featured panelist and speaker at local and national events, including the WCBS Annual Small Business Breakfasts and the Capital Roundtable series. Biscotti is also the founder of a series of best practice forums for food and beverage companies, which attract nearly 500 senior executives annually, as well as an annual food and beverage survey.

An active member of many local chambers of commerce, Biscotti also served as a trustee for the Foundation for Accounting Education and was a board member of the New York State Society of Certified Public Accountants. He is a former president of the Accounting Circle and an executive advisory board member of Molloy College and St. John's University, his alma mater. He also serves on the advisory boards for many of his clients.

Marcum's food and beverage services group provides a wide range of accounting, tax and consulting services. Just as the group's service capabilities are diverse, so, too, are its types of food and beverage clients, which include distributors, manufacturers, importers, restaurant chains, processors, packagers, agricultural businesses and retailers.

Marcum is a national accounting and advisory services firm that focuses on helping entrepreneurial and middle-market companies and high-net-worth individuals achieve their goals. The firm was established in 1951.



**LOUIS J. BISCOTTI, CPA,
CITP**

**FOOD AND BEVERAGE SERVICES LEADER
MARCUM**

GRASSI

ADVISORS & ACCOUNTANTS

Congratulations to Jeffrey Cohen & Stephen Mannhaupt
and all of the

Power 25 Accounting Executives



Jeffrey G. Cohen, CPA
Partner, Tax Services Leader



Stephen J. Mannhaupt, CPA
Partner, Assurance & Attest Services Leader

grassicpas.com

STRENGTH IN CERTAINTY

CESCHINI IS A RECOGNIZED INDUSTRY EXPERT

Michael Ceschini is the managing member of Ceschini CPAs, a certified public accounting and profitability consulting firm with offices in Miller Place and New York City.

The well-rounded professional's areas of specialization include accounting, profitability consulting, fiscal management, financial statement preparation and tax for businesses in a variety of industries, including construction, real estate, distribution, wholesale, retail and service industries. He also advises clients with respect to strategic business planning, tax minimization strategies, succession planning and mergers and acquisitions.

A recognized industry expert, Ceschini has frequently been called upon as a lecturer and business advisor for companies and industry trade organizations. He has also authored articles and has been sought for his expert opinions by various publications, including Long Island Business News, Construction Executive, Newsday, New York Construction Magazine and the New York Real Estate Journal.

Active in the professional community, Ceschini is a member of various trade organizations, where he gains a clear understanding of the problems and issues facing his clients.

A graduate of the State University of New York at New Paltz, Ceschini holds a Bachelor of Science in accounting. In addition to being a certified public accountant, he has earned the CCIFP (certified construction industry financial professional) designation, which is awarded by the Institute of Certified Construction Industry Financial Professionals, and the CM&AA (certified merger and acquisition advisor) designation, which is conferred by the Alliance of Merger & Acquisition Advisors.

His firm, Ceschini CPAs Tax & Advisory, is a progressive entrepreneurial firm of certified public accountants and business advisors serving companies in the construction, real estate, manufacturing, wholesale distribution, insurance, assisted living and professional service industries. The firm was established in 2002 and its professionals have up to 40 years of experience offering assurance, tax, advisory, accounting and merger and acquisition services. Ceschini CPAs continually requires its professionals to advance their certifications and stay abreast of clients' current challenges, needs and trends.



**MICHAEL B. CESCHINI,
CPA, CCIFP, CM&AA**

**MANAGING MEMBER
CESCHINI CPAS TAX & ADVISORY**



We proudly join with the *Long Island Business News* in congratulating our partner, Cathy Verrelli, in being honored among the 25 Most Powerful People in Long Island Accounting and extend our congratulations to all honorees.

ey.com

COHEN HELPS CLIENTS REALIZE SIGNIFICANT TAX SAVINGS

Jeffrey G. Cohen is a partner and the tax services leader at Grassi, one of Long Island's largest accounting firms. With more than 25 years of experience, Cohen has become a leading tax expert in the New York metropolitan area, serving as a frequent speaker, author and contributor to regional business associations and publications.

Over the course of his career, Cohen has enabled his clients to realize significant tax savings through proper tax planning and consultation. He also advises clients about COVID-19 tax credits; reorganizations and entity analysis; sales tax issues; estate and gift tax planning; IRS, state and local, and international tax audits; international entity structure; and pension planning.

Cohen specializes in serving companies within the manufacturing and distribution sector, with an emphasis on the food and beverage and pharmaceutical industries. He has extensive experience assisting clients with research and development credits, cost segregation studies, domestic production exemption, defined benefit pension plans, IC-DISCs, New York State Qualified Empire Zones and the Excelsior Program, as well as tax credit utilization.

In addition to Cohen's role as the head of tax services, he sits on Grassi's executive committee. He also serves as treasurer of Long Island Elite, a nonprofit organization focused on cultivating the growth and leadership capabilities of local business professionals while raising funds for charities.

A graduate of the State University of New York at New Paltz, Cohen is a member of the American Institute of Certified Public Accountants and New York State Society of Certified Public Accountants Nassau Chapter.

Grassi provides advisory, tax and accounting services to businesses and individuals. The firm's advisors specialize in providing industry-specific business consulting, audit, tax and technology services to key market sectors, including construction, architecture and engineering, nonprofits, healthcare, manufacturing and distribution, financial services, real estate, cannabis and more. Headquartered in Jericho, the firm also has offices in Manhattan, Ronkonkoma and White Plains, N.Y., as well as Park Ridge, N.J., Needham, Mass. and Palm Beach, Fla. Grassi serves clients throughout the United States, as well as internationally through its membership in Moore Global Network Limited.



JEFFREY G. COHEN, CPA
PARTNER, TAX SERVICES LEADER
GRASSI



**Where there is power in accounting,
there is power in one of our own.**

We proudly join with the Long Island Business News in congratulating our partner, Ellen Labita, in being honored among the 25 Most Powerful People in Long Island Accounting and extend our congratulations to all honorees.



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DAVOLI BRINGS EXPERTISE TO DIVERSE CLIENT BASE

Jeffrey S. Davoli is a partner in the Hauppauge office of PKF O'Connor Davies. The certified public accountant has more than 30 years of experience serving a diverse client base, including companies in service industries, manufacturers, wholesale distributors and engineering firms, as well as governmental entities and school districts.

Davoli provides advisory services to individuals, corporations and business owners in financial projections, business and estate tax planning, litigation support and forensic accounting. In addition, he advises governmental clients and school districts on new standards adoption, compliance and preparation of financial statements in accordance with the Certificate of Achievement for Excellence in Financial Reporting program. Davoli has served on the Suffolk County Budget Reform Commission and the Middle Country School District Long-Term Planning Board. In addition, he is the treasurer of Habitat of Humanity for Suffolk County.

As a thought leader, Davoli is often asked to speak at industry events. He is a registered representative who has passed the FINRA Series 7 and NASAA 66 exams. He also holds a New York State life and health insurance license.

Outside the office, Davoli is a third-degree black belt in the martial arts disciplines of karate and judo, and he has served as an instructor to many students.

In addition to membership in the American Institute of Certified Public Accountants and the New York State Society of Certified Public Accountants, Davoli sits on the advisory board of the Government Finance Officers Association. His other professional affiliations include the Association of Certified Fraud Examiners and the New York State School Business Officials. He holds a Bachelor of Science in accounting from Long Island University-C.W. Post.

Founded in 1891, PKF O'Connor Davies delivers a full range of audit, tax and advisory services to a growing client base. Ranked No. 27 on Accounting Today's 2021 Top 100 Firms in the United States and No. 7 in the Mid-Atlantic in terms of size, PKF O'Connor Davies is a member of the PKF global network of independent accounting and advisory firms. The firm's partners are involved in the day-to-day management of engagements, with the goal of ensuring a high degree of client service and cost effectiveness. Multidisciplinary teams work together to ensure solutions are customized to address specific needs and integrated for greater efficiency.



JEFFREY S. DAVOLI, CPA
PARTNER
PKF O'CONNOR DAVIES



MAUREEN EVERS-WILLOX, CPA

MANAGING PARTNER, LONG ISLAND OFFICE
KPMG

EVERS-WILLOX LEADS LI OFFICE OF BIG-FOUR ACCOUNTING FIRM

As managing partner of the Long Island office for Big Four accounting firm KPMG, Maureen Evers-Wilcox oversees more than 150 audit, tax and advisory professionals serving clients in a host of industries.

Evers-Wilcox began working at KPMG more than 28 years ago as a pre-professional while attending Manhattan College. Her path to managing partner has been somewhat unusual. After launching her professional career on the audit side in the New York City office, she served as a senior manager for two years in Germany on a high-profile U.S. GAAP conversion project. She returned to work in the New York financial services audit practice, assisting Securities and Exchange Commission audit clients in real estate, banking and asset management with SEC filings, Public Company Accounting Oversight Board audits and large global audit coordination. Then, in the dozen years prior to her promotion to office managing partner, she took on roles of increasing responsibility within the firm's independence group, where she was responsible for establishing firmwide policies on auditor independence, leading firmwide programs to support firm professionals in independence compliance, and responding to technical inquiries and regulators on independence matters.

Perhaps more unusually, for 14 years leading up to her office managing partner role, Evers-Wilcox rose through the ranks while working part-time. Following the birth of her first child, she continued to advance in the company while working either 60 percent or 80 percent of a standard week.

In her current role, Evers-Wilcox is responsible for the strategic direction, growth and culture for the Long Island office's audit, advisory and tax practices, and for overseeing delivery of high-quality client service. She represents the firm and the Long Island office in the business and philanthropic communities. She also leads strategic initiatives for the firm's risk and independence organization and serves as lead partner for one of the firm's largest life sciences clients.

Evers-Wilcox is a member of the boards of the KPMG Foundation, the Long Island Association and Molloy College, in addition to serving on the Tilles Center Council of Overseers. She has also participated in KPMG's Executive Leadership Institute for Women.

KPMG LLP is the U.S. firm of the KPMG global organization of independent professional services firms providing audit, tax and advisory services. The KPMG organization operates in 146 countries and territories and has close to 227,000 people working in member firms.



International scale, local roots.

Mazars is pleased to congratulate our own, **Craig Fine**, and all other honorees of the **LIBN 2021 Power 25 Accounting** recipients. Craig embodies Mazars' core values and principles by demonstrating leadership while empowering the people he works with every day.

Find out more at mazars.us

mazars

FINE BRINGS BUSINESS ADVISORY, FINANCIAL MANAGEMENT EXPERTISE

In leading the Long Island office of Mazars USA, Craig Fine calls on more than 20 years of experience in the manufacturing and distribution industry, with concentrations in the food and beverage and pharmaceutical sectors.

Fine delivers business advisory and financial management services to owner-operated companies in the manufacturing, distribution and service industries. His broad expertise includes accounting, auditing, tax, internal control matters and mergers and acquisitions. Fine also advises clients regarding profitability and cash flow improvement, as well as tax minimization strategies and credits. He has audited employee benefit plans, including pensions and 401(k) plans.

Prior to joining Mazars in 2012, Fine was a partner at Biscotti, Toback & Company CPAs, where he led the accounting and auditing department, specializing in closely held middle-market businesses. As partner-in-charge of the firm's personnel and quality control, Fine provided leadership and training in all aspects of accounting, auditing and client service issues for managers and staff.

Fine is a graduate of the State University of New York at Albany, where he earned a Bachelor of Science in accounting. In addition to his status as a certified public accountant, he holds the chartered global management accountant designation.

Passionate about helping to develop the next generation of accountants, Fine has lectured at local colleges about careers in public accounting in addition to participating in the firm's campus recruiting activities.

He is a member of the New York State Society of Certified Public Accountants and the American Institute of Certified Public Accountants, and he participates in the latter's Employee Benefit Forum.

A full-service accounting, tax and consulting firm, Mazars USA is based in New York and has 11 offices around the country, including Long Island. The firm offers a broad array of industry specialists who provide services to growth-oriented enterprises and individuals. Originally M.R. Weiser & Co., the firm began a century ago – in 1921 – to serve the business and accounting needs of entrepreneurs. In 2001, the firm rebranded as Weiser and embarked on a period of expansion. In 2010, it joined the Mazars Group, a global organization of which it became the U.S. independent member firm, and subsequently changed its name to Mazars USA. The Mazars Group operates in more than 90 countries and territories around the world, providing clients with access to the expertise of more than 26,000 professionals.



CRAIG FINE, CPA, CGMA
OFFICE MANAGING PARTNER, LONG
ISLAND
MAZARS USA



MARCY GREENFIELD, CPA
AUDIT PARTNER
BERDON CPAS AND ADVISORS

GREENFIELD IS A TRUSTED RESOURCE FOR CLIENTS, PEERS

As an audit partner and co-leader of Berdon's manufacturing, distribution and retail practice, Marcy Greenfield applies 20-plus years of experience to advising some of the firm's most valued clients on complex matters.

One of Greenfield's greatest attributes is her ability to connect with people and build meaningful relationships, not only with clients, but with the greater Long Island business community. As a result, she has developed an impressive network of associates, expanding her personal market presence, as well as Berdon's, and establishing herself as a trusted resource among peers.

When 2020 brought havoc to the Island's businesses, many turned to Greenfield and her Berdon colleagues, who were crucial in assisting clients recover from lost revenue. Greenfield and her colleagues helped clients benefit from government programs while helping them prepare for a more secure future by leveraging transformative new technologies and business approaches.

Ever vigilant, Greenfield reviews operations and internal controls to identify areas of exposure and develop ways to strengthen operations and increase efficiency. She also identifies tax savings opportunities and ways to reduce exposure, alerting clients to current and pending credits and advising them on how to qualify.

Greenfield also provides mentoring and technical training for new staff and participates in on-campus recruiting. In counseling young professionals and potential recruits, she advises them that her goal is to maintain a work-life balance in which she is able to service her clients beyond their expectations while also enjoying time with her family and friends.

Recognizing her growing presence and effective representation of the firm, Berdon asked Greenfield to play a pivotal role in the now-finalized relocation of its Long Island offices to 100 Jericho Quadrangle in Jericho. She helped create an adaptive space to meet the evolving and increasingly complex needs of employees and clients with an added huddle room, providing professionals the ability to collaborate in a tech-friendly space, and modular workspaces, providing the opportunity for COVID-safe interaction as more employees return on a regular basis.

Greenfield has authored and co-authored many articles on accounting topics and serves as treasurer of the Middle Market Alliance of Long Island.

GROSSMAN ADVISES COMPANIES WITH GLOBAL OPERATIONS

Jill Grossman works in the Melville office of Grant Thornton as managing director of tax services. The certified public accountant has more than 30 years of public accounting experience spanning a wide variety of industries, with a significant emphasis on healthcare, manufacturing, distribution and professional services.

Serving private companies with global operations, Grossman provides tax consulting, tax compliance and ASC 740 tax provision services. She also has extensive experience in tax controversy, representing clients before the Internal Revenue Service.

Grossman is a sponsor of Grant Thornton's Veterans and Allies Business Resource Group and is a supporter of the firm's Women and Allies Business Resource Group. She serves as a mentor to young women professionals with a focus on recruitment, retention and advancement of women in public accounting. She also serves as the firm's lead recruiter at Hofstra University.

In addition to memberships in the New York State Society of Certified Public Accountants and the American Institute of Certified Public Accountants, Grossman is a member of the American Heart Association's Long Island Go Red for Women Committee. She also gives back to her alma mater, Hofstra University, where she received her Master of Taxation and her Master of Business Administration. Grossman serves as an accounting advisory board member for Hofstra's business school. In addition to her Hofstra education, Grossman holds a Bachelor of Business Administration from the State University of New York at Albany.

Grant Thornton, a full-service audit, tax and advisory firm with about 50 offices coast to coast, is the U.S. member firm of Grant Thornton International Ltd., a global organization of independent audit, tax and advisory firms. Grant Thornton dates its roots to 1924, when Alexander Grant & Co. was founded in Chicago. The firm expanded to the New York market four years later. In 1980, Alexander Grant & Co. joined with 49 other accounting firms, including Thornton Baker, a UK firm with similar qualities and values, to form the Grant Thornton International. Following a 1985 merger with Denver-based Fox & Co., Alexander Grant & Co. became the ninth largest accounting firm in the United States, just behind the firms that were known as the "Big Eight" at the time.



JILL GROSSMAN, CPA

MANAGING DIRECTOR, TAX SERVICES
GRANT THORNTON

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."

—World-Wide Holding Companies

Congratulations to
Marcy Greenfield
for being selected as
one of the LIBN Power 25
in Accounting 2021



KIESS ADVISES PREMIER RESTAURATEURS, OTHER SECTORS

Marks Paneth Partner Kurt S. Kiess has more than 30 years of public accounting experience. He has a broad background in audit and tax, with a concentration in serving clients in the restaurant, real estate, retail, insurance and manufacturing industries. Kiess is also a member of Marks Paneth's executive committee, which sets policy and strategy for the firm.

As leader of the firm's restaurant group, Kiess advises many of the premier restaurant owners and operators in Long Island and New York City. He has served as a resource to Long Island restaurants as they have navigated the impact of the COVID-19 pandemic and sought to protect and sustain their businesses, from the initial shutdown through reopening and today. He has advised his restaurant clients on Paycheck Protection Program loans and forgiveness; landlord and tenant relations amid the crisis; employee retention credits; and the new Restaurant Revitalization Fund. Kiess has published articles, presented webinars and served as a featured speaker on panels alongside leading restaurateurs to provide much-needed insights and guidance to the restaurant community.

Kiess is a member of the American Institute of Certified Public Accountants and the New York State Society of Certified Public Accountants. A lifelong Long Island resident, he is an active member of his local community. He serves as president of Adventures of Learning, a Manhasset-based nonprofit providing educational assistance to needy families. Kiess is also a major fundraiser for the Colorectal Cancer Alliance and hosts a public golf outing every year to benefit this charity.

Marks Paneth dates its origins to 1907. Today, the firm has a team of nearly 700 professionals providing a full range of audit, accounting, tax and consulting services, with specialties in business continuity, international tax, forensic accounting, litigation support, technology, family office and financial advisory services. The firm has offices in Woodbury, New York City and up and down the East Coast. The Woodbury office serves many of the state's largest industries, including manufacturing, wholesale, distribution, real estate, hospitality, restaurants, financial and professional services, and high-net-worth individuals.



KURT S. KIESS, CPA
PARTNER, RESTAURANT GROUP
LEADER
MARKS PANETH

Celebrate your new heights.

Congratulations Jill Grossman on being named one of Long Island Business News' Power 25 Accountants.

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LONG ISLAND BUSINESSNEWS

KUBRICK BRINGS EXTENSIVE EXPERTISE TO CLIENTS, FIRM

As the partner-in-charge of the Long Island office of Marks Paneth, Andrew H. Kubrick oversees client service, business development and talent management for the Long Island region and spearheads the continued growth of the office, which is in Woodbury. Kubrick also serves on Marks Paneth's executive committee, setting policy and strategy for the firm.

Kubrick's extensive experience in all facets of accounting and tax issues has helped him establish himself as a leader in these areas. He is highly skilled in building client relationships, with a deep understanding of the competitive landscape and the needs of the client. He is a partner in the real estate group at Marks Paneth and serves a wide range of clients, including real estate entities, law firms, restaurants, liquor distributors, furniture companies and private foundations. Kubrick, who holds a Juris Doctor from New York Law School in addition to his Bachelor of Science in accounting from Ithaca College, counts serving lawyers and law firms as an area of specialty.

Kubrick is very active in the community. In 2013 he was named "Volunteer of the Year" by the Syosset Soccer Club. In 2019, the University at Buffalo School of Management honored him as a "Recruiting Partner of the Year" for demonstrating strong collaboration in supporting the school's students through such events as Network NY Week, Meet the Professionals Career Fair, class speaking engagements, on-campus recruitment, employer-in-residence and the Beta Alpha Psi and UB Accounting Association clubs.

In 2020, he was named an "Executive Circle Honoree" by Long Island Business News for consistently demonstrating remarkable leadership skills, integrity, values, vision and commitment to excellence, company performance, community service and diversity.

Kubrick is a member of the American Institute of Certified Public Accountants and the New York State Society of Certified Public Accountants.

Marks Paneth provides a full range of audit, accounting, tax and consulting services, with specialties in business continuity, international tax, forensic accounting, litigation support, technology, family office and financial advisory services. With offices across the East Coast, Marks Paneth is ranked among the top 50 accounting firms in the nation and the top 10 in the Mid-Atlantic region in terms of size.



**ANDREW H. KUBRICK,
CPA, JD**

**PARTNER-IN-CHARGE,
LONG ISLAND OFFICE
MARKS PANETH**

MARKS PANETH

ACCOUNTANTS & ADVISORS

CONGRATULATIONS



ANDREW KUBRICK, CPA, JD
Partner-in-Charge, Long Island Office
AKubrick@markspaneth.com



KURT KIESS, CPA, MST
Partner, Commercial Business Group
KKiess@markspaneth.com

**NAMED AMONG THE
TOP 25 MOST POWERFUL PEOPLE
IN LONG ISLAND ACCOUNTING**



Turn to the professionals in our Woodbury Office for tax and business advisory, wealth preservation strategies, technology services and smart financial solutions.

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LABITA LEADS NONPROFIT, HEALTHCARE PRACTICES

Baker Tilly Partner Ellen Labita leads the firm's not-for-profit/healthcare services practice in New York and the not-for-profit professional practice firmwide.

A Long Island native with more than 30 years of experience in public accounting, Labita has multinational, national and regional firm experience. She concentrates on providing audit, tax and consulting services to nonprofit organizations, including health/human services organizations, foundations, educational institutions and membership and religious organizations. Her services have included single audits, cost reports, employee benefit plans, enterprise risk management, internal controls, resource optimization and rate consulting.

In addition to her dedication to working with nonprofits, Labita focuses on supporting women in business. She serves on Baker Tilly's firmwide Growth and Retention of Women (GROW) committee, which provides mentorship and other initiatives to remove barriers that prevent women from succeeding and advancing at the firm.

Labita is an active participant in the American Institute of Certified Public Accountants and New York State Society of Certified Public Accountants; she has served as a conference vice chair for the latter's not-for-profit organizations committee. Labita has also served as a speaker and provided training seminars on various accounting topics.

Her passion for contributing to nonprofit and community organizations extends beyond her career. She serves as a board member for both the Long Island Association and the American Red Cross on Long Island. She is also a founder and past president of Girls Incorporated of Long Island and a former treasurer for North Shore Child and Family Guidance Center.

Labita graduated summa cum laude from Adelphi University with a Bachelor of Science in business administration.

Baker Tilly US, which has offices in major markets around the country, including Melville, provides a wide range of accounting, assurance, tax and advisory services. The firm is an independent member of Baker Tilly International, a worldwide network of independent accounting and business advisory firms in 148 territories, with 36,000 professionals and a combined worldwide revenue of \$4 billion.



ELLEN LABITA, CPA

**PARTNER
BAKER TILLY US**



**STEPHEN J.
MANNHAUPT, CPA**

**PARTNER, ASSURANCE AND ATTEST
SERVICES LEADER
GRASSI**

MANNHAUPT HEADS ASSURANCE AND ATTEST SERVICES

Grassi Partner Stephen J. Mannhaupt leads the Jericho-based advisory and accounting firm's assurance and attest services. Mannhaupt specializes in accounting, auditing, forensic accounting and management consulting for clients in the construction, architecture, engineering, professional services, real estate and nonprofit industries.

The certified public accountant also provides expert guidance to clients in specialized areas such as internal control assessment, fraud prevention and investigation, Federal Acquisition Regulation auditing and corporate operational efficiency, in addition to traditional accounting, tax and audit support.

In addition to his role as assurance and attest practice leader, Mannhaupt has been instrumental in developing technologies to enhance the efficiency and accuracy of Grassi's audit procedures. He and his team use data analytics, artificial intelligence and robotic process automation to deliver a streamlined experience and provide clients with the information they need to make confident, data-driven decisions. Mannhaupt uses this expertise to help clients streamline their own internal processes and reduce the risk of error and redundancy through innovative and cost-effective technology solutions.

A sought-after speaker and author, Mannhaupt has written articles on a variety of accounting topics and has conducted educational seminars for clients, staff, accounting societies and other professionals in banking, surety and law. He has led consulting engagements involving fraud detection, operational reviews, internal control analysis and the quantification of lost profits.

A Queens College graduate, Mannhaupt is affiliated with several professional organizations, including the Society for Marketing Professional Services, American Institute of Architects, Nonprofit Coordinating Committee of New York, Subcontractors Trade Association, Construction Financial Management Association, American Institute of Certified Public Accountants and New York State Society of Certified Public Accountants, where he is a past chairman of the construction committee. He is also a member of the energy committee of the New York Building Congress.

Founded in 1980, Grassi provides industry-specific business consulting, audit, tax and technology services to key market sectors, including construction, architecture, engineering, nonprofits, healthcare, manufacturing and distribution, financial services, real estate, cannabis and more. Headquartered in Jericho, the firm serves clients across the New York metro area and throughout the United States, as well as internationally through its membership in Moore Global Network Ltd.

MAYER IS CO-LEAD FOR CFO ADVISORY PRACTICE

Robert O. Mayer, a Woodbury-based partner at Prager Metis, serves as co-practice leader of the firm's CFO advisory services.

In addition to more than 40 years of professional accounting experience, Mayer brings his entrepreneurial spirit and innovative growth strategies to assist his clients with a wide range of matters.

In 1973, Mayer began his accounting career in what was then a Big Eight accounting firm. He moved on to join a much smaller firm – in fact, he was just the second staff person – but he helped that firm grow to 40 employees in just five years. He spent five years as a staff member at Prager and Fenton and then went on to serve as chief financial officer for a Long Island company, which helped expand from one location to five and increase sales from \$12 million to \$60 million over five years.

Mayer eventually founded his own accounting firm, Mayer CPAs, where he served as managing partner. Mayer CPAs joined Prager Metis in 2016.

Mayer is a member of the American Institute of Certified Public Accountants, the New York State Society of Certified Public Accountants and the National Conference of CPA Practitioners. He is also active in the local community. Mayer serves as an advisory board member for the Alzheimer's Association Long Island Chapter and co-chair of the corporate committee of the Nassau County Museum of Art. He sits on the advisory board of the Hofstra University Business School, where he earned a Bachelor of Arts in accounting.

Prager Metis, which is a member of Prager Metis International Group, is a full-service accounting and advisory firm with more than 100 partners and principals, more than 600 team members and 23 offices. The firm was formed in January 2013 by the combination of Prager and Fenton and Metis Group, two accounting firms with complementary philosophies and cultures. Prager and Fenton began providing expert accounting and advisory services for entertainment and music industry clients, professional practice firms, real estate groups and high-net-worth individuals nearly a century ago. Founded in 1987, Metis Group was known for a team approach to providing a full range of accounting and tax services that included forensic accounting, litigation support and business and strategic planning.



ROBERT O. MAYER, CPA

**PARTNER
PRAGER METIS**

The 25 Most Powerful People in Long Island Accounting

Congratulations!

Robert O. Mayer
CPA



Marianna Mooney
CPA

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MAZZENGA MANAGES MARCUM'S MELVILLE OFFICE

Carolyn Mazzenga wears many hats at Marcum. As managing partner of the firm's Melville office, she is responsible for overseeing the growth of the firm's Long Island operations. She is also leader of Marcum's national family wealth services group, assisting clients in wealth preservation and succession planning to meet their lifetime goals and philanthropic objectives. In addition, she assists hedge fund managers with personal and business income tax solutions.

Leveraging her distinction in the women's business community, Mazzenga was instrumental in launching the Marcum Women's Leadership Development Program, a cutting-edge initiative to help promote and nourish the careers of the firm's female managers and partners. Currently, she serves on the firm's national diversity and inclusion committee and co-chairs the annual Marcum Women's Forum in New York City.

A recognized accounting industry leader, Mazzenga has authored numerous articles and speaks before professional organizations on tax, estate and succession planning topics. In 2016, she was featured in Inc. Magazine's "Playbook" video series, advising young entrepreneurs about different aspects of achieving success.

Mazzenga also chairs the annual Marcum Workplace Challenge, which has raised more than \$1 million for local nonprofit organizations since 2006.

Prior to joining Marcum in 1991, Mazzenga operated her own practice. Earlier in her career, she spent 10 years with a Big Four accounting firm.

Mazzenga's professional affiliations includes the American Institute of Certified Public Accountants and New York State Society of Certified Public Accountants. She serves on the board of directors of the Long Island Association as well as the board of directors and finance committee for Long Island Cares-The Harry Chapin Food Bank. She sits on the Girl Scouts of Nassau County's finance committee and is a past president of the board of directors of the Long Island Center for Business and Professional Women. Honors for Mazzenga include the 2018 Humanitarian Award from the Long Island Association and the 2017 Oneonta Alumni of Distinction Award from her alma mater, SUNY Oneonta.

Marcum offers tax, assurance and advisory services, as well as an extensive portfolio of industry-focused practices with specialized expertise for both privately held and publicly registered companies.



**CAROLYN MAZZENGA,
CPA**

**LONG ISLAND OFFICE MANAGING
PARTNER
MARCUM**



**DAVID P. MCKELVEY, CPA,
PFS**

**TAX PARTNER-IN-CHARGE, LONG
ISLAND OFFICE
FRIEDMAN**

MCKELVEY SERVES AS TAX PARTNER-IN-CHARGE

A tax and business consulting partner at Friedman, David McKelvey serves as the tax partner-in-charge of the Long Island office. Over the past 25 years, he has worked with closely held consumer product companies, manufacturers and some of the largest real estate owners and contractors in the country, who seek his expertise in both business tax issues for companies and personal tax issues for owners.

McKelvey works with companies in a broad range of sectors, specializing in tax issues related to apparel, consumer products, real estate and construction industries. He applies his knowledge and insight to meet the needs of his clients as well as their banks and other credit grantors, including sureties and factors. McKelvey cuts to the essence of complex matters and devises effective solutions.

His expertise includes taxation of real estate owners/developers and construction contractors; designing and implementing effective succession plans and buy/sell plans; taxation and uses of employee stock ownership plans and insurance captives; tax basis job costing and look-back analysis; and buy/sell analyses for properties and developments. He also focuses on cost segregation studies, Section 1031 planning, corporate consolidation and business operating structure, capital gains maximization strategies, personal financial planning and other matters.

McKelvey, who holds the personal financial specialist designation from the American Institute of Certified Public Accountants in addition to his CPA, has written and spoken on a wide range of topics for real estate and construction professionals, including income taxes, sales taxes, multistate planning, capital gain planning, insurance captives and tax planning. He has been a featured speaker at AICPA's Annual Construction Conference.

McKelvey is active in many industry and nonprofit organizations. He is a member of the professional advisory committee for the Long Island Community Foundation and a member of the board of regents for Tomorrow's Hope Foundation. He co-chairs the American Heart Association's Long Island Annual Golf Outing and sits on the board of the Real Estate Institute at Stony Brook University.

Friedman, which is headquartered in Manhattan, has locations in New Jersey, Philadelphia, Los Angeles and China in addition to its Long Island operations. Established in 1924, the firm provides accounting, tax and business consulting services to public and private companies.

MEINBERG LEADS PRIVATE BUSINESS SERVICES PRACTICE



MARK MEINBERG, CPA
PARTNER-IN-CHARGE, LONG ISLAND
OFFICE
EISNERAMPER

In addition to serving as partner-in-charge of EisnerAmper's Long Island Office, Mark Meinberg also leads the office's private business services practice.

As a business advisor, Meinberg has helped many of his clients grow their businesses while helping others reorganize and emerge stronger. He is a qualified expert witness in litigation and bankruptcy court proceedings and has expertise in real estate management, e-commerce, staffing agencies, and leisure and recreation firms.

Active in the professional community, Meinberg has represented the New York State Society of Certified Public Accountants in a council position for the American Institute of Certified Public Accountants. He is a former NYSSCPA vice president, executive committee member and board member and is a past president of NYSSCPA's Nassau Chapter, where he also served as secretary, treasurer, vice president, president-elect and director. He is a current member of the board of governors of the Accountants Club of America. Meinberg formerly sat on the business advisory council for Sterling National Bank in New York City and is a past board member of the Institute of Management Accountants. He is the founder and past chair of the Regional Small-Size Managing Partners Forum and currently sits on the board of the Long Island Music Hall of Fame.

As a recognized expert in his field, Meinberg has met with Senate Finance Committee members in Washington, D.C., and is a frequent lecturer for various organizations. He has discussed tax, fraud and business turnaround topics on broadcast media and has been quoted in various newspapers and professional publications. UJA-Federation of New York honored Meinberg as a Long Island Business and Professional Leader.

EisnerAmper is an accounting, tax and business advisory services firm whose services include valuation, due diligence, internal audit and risk management, litigation consulting and forensic accounting services. The firm also provides technology, compliance and regulatory, operational consulting and other professional services. EisnerAmper's broad range of clients includes more than 200 public companies. The firm has more than 200 partners and principals and 2,000-plus employees.

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MOONEY LEADS INTERNAL MERGERS TRANSITIONS

A partner at Prager Metis, Marianna Mooney wears many hats for the expanding accounting and advisory firm, including serving as its team leader for transitions of internal mergers. Mooney also trains and develops new team members in addition to providing a wide range of services to clients, for which she applies more than two decades of professional accounting experience.

Based in Prager Metis' Woodbury office, Mooney is very proactive in handling all aspects of her clients' needs. In addition to providing specialized advice in tax planning, she consults with her clients on business management, financial statements, and business and personal tax returns. She works closely with her clients in several industries, including hospitality, healthcare and professional services. Her accounting expertise in areas such as medical and professional practices has enabled her to engineer many financial success stories for her clients.

Mooney, who has been with Prager Metis since its 2016 combination with Mayer CPAs, is a former recipient of Long Island Business News' "Top 50 Women" in business award.

A graduate of St. John's University, where she received a Bachelor of Arts in accounting, Mooney is a member of the American Institute of Certified Public Accountants and the New York State Society of Certified Public Accountants.

Prager Metis, which is a member of Prager Metis International Group, is a full-service accounting and advisory firm with more than 100 partners and principals, more than 600 team members and 23 offices. The firm was formed in January 2013 by the combination of Prager and Fenton and Metis Group. The Woodbury office is one of several offices throughout the tri-state area for the firm, which also has offices throughout California, as well as in Washington, D.C., Florida, Massachusetts, Nevada, North Carolina, London and Chennai, India. Clients come to Prager Metis for expert advice to allow them to protect and grow their value, whether locally or across international markets.



MARIANNA MOONEY, CPA

**PARTNER
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MICHAEL SABATINI, CPA

Managing Partner, Long Island office
msabatini@citrincooperman.com | 631.930.5000 x5610

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NOBLE HEADS ANCHIN'S SERVICES GROUPS

Chris Noble is an accounting and advisory partner at Anchin. The certified public accountant, who has more than 20 years of experience, leads the firm's services groups, which include teams serving clients in the technology, public relations and law industries. Noble and his team of 55 professionals provide accounting, business and tax planning services to privately held business and investors.

In addition to advising on traditional financial statements and tax services, Noble is a strategic partner to his clients, providing value-added services including transaction advisory and due diligence, international accounting and tax strategies, tax credits and incentives (including the research and development tax credit), and consulting on ultimate exit and succession planning strategies. He is an advisory board member of multiple technology organizations, frequently speaking and hosting industry events, and has been featured in various publications.

As an expert in his field, Noble is always open to new approaches and diverse ideas to better service clients. He is hardworking, forward-thinking and, above all, a respected mentor to staff at all levels. He is committed to growing the firm's Long Island presence in addition to working alongside Long Island's charitable organizations to serve the local community. Noble has volunteered his time to benefit several organizations, including participating in Thanksgiving food and holiday gift drives for the Mary Brennan Inn and Big Brothers Big Sisters of Long Island. He is an integral member of Anchin's CARE Committee, which organizes and conducts the firm's charitable and recreational events.

Noble graduated from Baruch College summa cum laude with a Bachelor of Business Administration in accounting. He is a member of the American Institute of Certified Public Accountants and the New York State Society of Certified Public Accountants.

Based in New York City, Anchin is a full-service accounting and advisory firm of approximately 400 people, including 56 partners and highly specialized industry and service teams. The firm provides privately held businesses, funds and high-net-worth individuals and families with a wide range of assurance, tax and advisory services. In 2021, Anchin opened an office in Uniondale to better serve its growing client base in Long Island.



**CHRIS NOBLE, CPA,
CGMA**

**PARTNER AND LEADER OF
THE SERVICES GROUPS
ANCHIN**

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Anchin's financial reporting, tax and advisory professionals are dedicated to delivering tailored strategies with unparalleled results. We empower privately-held businesses, ultra-high net worth individuals and families, investment funds, and portfolio companies to realize their financial vision.

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New York
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New York, NY 10018

Chris Noble, CPA

Partner, Leader of Anchin's
Services & Technology Groups



The partners, colleagues, and clients of Anchin congratulate partner and leader Chris Noble and all of the 2021 LIBN Power 25 in Accounting Award Recipients.

For more information, please contact
Chris at chris.noble@anchin.com

anchin.com

PINSKY PLOTS PATHS FOR CRITICAL TRANSITIONS

Steven Pinsky has 30 years of consulting and direct management experience guiding companies in both the private and public sectors through critical transition periods. He works with clients in a variety of industries on everything from strategic planning to process improvements to mergers and acquisitions due diligence and integration. Pinsky specializes in working with middle-market companies, particularly those that are fast-growing or looking to improve performance, whether with their ongoing operations or preceding a potential exit.

Pinsky advises companies seeking to seize and capitalize on high-growth situations, whether organic or through acquisitions. He has provided interim management (including chief financial officer and chief operating officer functions), financial planning and analysis, and consulting services to numerous companies. He also provides guidance regarding strategic restructuring and enhancement of business operations by implementing efficient reporting and management structures. Pinsky provides financial and operational due diligence during mergers and acquisitions in both a buy- and sell-side capacity, as well as advising on interim management strategies.

In 2020, Pinsky took on a leadership role in the development and delivery of UHY's crisis management services, a service line established to guide companies through the sudden economic downturn. He leveraged his experience aiding companies in turnaround and financially distressed situations to create strategies that addressed interim needs and identified profitable and critical operations to ensure the businesses' continued survival. During the past year, Pinsky was one of UHY's top subject matter experts on Paycheck Protection Program loans, helping hundreds of UHY clients secure financing.

Pinsky has often served as a moderator or speaker for financial, due diligence and private equity events. He was founder, co-host and featured speaker of the Due Diligence Symposium. He was a featured faculty member during numerous Federal Reserve Bank of Chicago Private Equity Conferences.

Pinsky holds a Bachelor of Mechanical Engineering from the Georgia Institute of Technology, where he serves on the external advisory board for the School of Mechanical Engineering, and a Master of Business Administration from The Wharton School at the University of Pennsylvania.

UHY LLP, a licensed public accounting firm, provides audit and other attest services to publicly traded, privately owned and nonprofit organizations.



STEVEN PINSKY
CONSULTING PRINCIPAL
UHY ADVISORS

SABATINI LEADS LI OFFICE FOR CITRIN COOPERMAN



MICHAEL SABATINI, CPA
MANAGING PARTNER, LONG ISLAND
OFFICE
CITRIN COOPERMAN

Michael Sabatini leads the Long Island office of Citrin Cooperman. A lifelong Long Island resident and a leader in the business community, Sabatini works hard to contribute to his firm's success, mentor a growing team and give back to the community while helping his clients run successful businesses.

In his role of managing partner, Sabatini drives the growth and success of the firm's Long Island office, which is in Melville, while creating a positive and inclusive workplace for the Long Island team. Part of his job is to help team members reach their full potential, which he accomplishes by creating opportunities for career advancement, ensuring the proper continuing education and on-the-job training is available, and advising his team individually on how to achieve their personal and professional goals.

As a business leader in the community, Sabatini also finds time to ensure that the firm is participating in and giving back to the local community. Under Sabatini's leadership, Citrin Cooperman's Long Island team supports and sponsors numerous local business associations and charitable organizations, and each year the firm closes the office to spend a day volunteering together, a popular tradition for strengthening team bonds and giving back to the community. Pre-pandemic, the office also hosted mixers for the business community and plans to resume those events in the future.

In addition to his leadership roles, Sabatini has more than 20 years of experience performing and managing audits for companies with a variety of ownership structures, including both larger and smaller publicly held companies, middle-market privately held businesses, private family-owned businesses and private equity-backed companies. He understands the unique accounting, auditing and business aspects associated with each structure. He has extensive experience with acquisitions, divestitures, capital-raising activities, debt and other restructuring activities, as well as other complex financial reporting issues.

Citrin Cooperman, which ranks among the top 25 accounting and business advisory firms in the United States in terms of size, has steadily built its business since 1979. The firm provides a comprehensive, integrated business approach to traditional services, which includes proactive insights throughout the lifecycle of clients wherever they do business across the globe. Citrin Cooperman is an independent firm associated with Moore Global Network Ltd.

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LEADERSHIP EXCELLENCE - FOR PROFIT

Michael Farrell

LDI Color Toolbox

Elizabeth Kase

Abrams Fensterman

Hossam Maksoud

Community Care RX

Anne Shybunko

GSE Dynamics

Ronald Stair

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Yolanda Robano-Gross

Options for Community Living, Inc.

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JPMorgan Chase

PSEG Long Island

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Custom Computer Specialists

The Landtek Group

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Pinelawn Memorial Park and Arboretum

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Terrence Flood

HUB International Northeast

SENGULEN PILOTS M&A ADVISORY

Sengulen has two decades of experience in accounting, much of which have been spent helping clients meet compliance requirements, enhancing their internal controls and advising them on mergers and acquisitions, both before and after deal completion.

Sengulen's wide range of experience in capital markets includes initial public offerings, reverse mergers, SPAC transactions and various secondary offerings. He works with his clients on both buy- and sell-side engagements for a full spectrum of transactions, including acquisitions, divestitures, carveouts and financing transactions.

Sengulen is a leader in UHY's national capital markets practice as well as one of the leaders of the transaction advisory practice group. He also serves as managing partner of the firm's Long Island Office.

Despite being one of UHY's youngest partners, Sengulen is a top performer firmwide and the highest revenue generator for the firm nationwide for the past two years. Recently named an "Emerging Leader" by The M&A Advisor, Sengulen has been responsible for managing more than 70 clients across a range of industries and completing more than 120 transactions since taking the helm of the Long Island office.

Sengulen is on the board of Easter Seals NY on Long Island, an organization dedicated to providing a variety of services to veterans and people living with disabilities. As a board member, he helps organize an annual golf event to fund the organization's activities. All proceeds, which exceeded \$300,000 in 2019, go directly into Long Island projects. A recent project included the opening of a Red Mango frozen yogurt store entirely staffed by veterans. Sengulen is also a catechist at St. Rose of Lima Roman Catholic Church along with his wife, Vanessa.

What sets Sengulen apart is his support and mentorship of his team. He takes pride in seeing team members grow professionally and he actively creates a safe and nurturing environment for them to become leaders.

A certified public accountant, Sengulen received both his Bachelor of Science and Master of Business Administration from St. John's University.

UHY LLP, a public accounting firm, provides audit and other attest services to publicly traded and privately owned businesses and nonprofit organizations in a number of industry sectors. UHY Advisors provides tax and advisory services to entrepreneurial clientele and other organizations, especially in the dynamic middle market.



MEHMET SENGULEN, CPA

LONG ISLAND OFFICE MANAGING
PARTNER, UHY LLP
MANAGING DIRECTOR, UHY ADVISORS

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TAM ON TRACK TO HEAD AUDIT DEPARTMENT

Having been with DDK since the beginning of her career, Sze Man Tam has grown with the firm, taking on increasing responsibility over the last 17 years. After beginning as a junior accountant in 2004, Tam was promoted to assurance manager and later partner, and is currently on track to lead DDK's audit department.

Tam applies her advanced technical knowledge to assisting clients in a variety of industries, including nonprofits, real estate, manufacturing, distribution, wholesale, art galleries, jewelry and employee benefits plans. She particularly enjoys helping her clients grow and improve their business.

Tam, who graduated from Baruch College with a degree in accounting, is a member of the American Institute of Certified Public Accountants and the New York State Society of Certified Public Accountants; for the latter, she is a member of the not-for-profit organizations committee. Tam is also a member of DDK's information technology committee.

In her free time, Tam enjoys spending time with her daughter, and she looks forward to any opportunity to travel. She is an avid sports fan and enjoys following local sport teams, especially the New York Knicks and the New York Mets.

DDK & Company strives to offer a thoughtful balance of experience and innovation. The firm has multiple offices in the tri-state area and serves clients both locally and nationwide. The firm's partners provide a range of business consulting services, while DDK's extensive tax and accounting departments manage those aspects of client portfolios. As the firm grows, it continues to position itself as a multiservice provider for businesses of all sizes, with a friendly, accessible approach and a focus on nurturing personal client relationships. With its medium size and diversity of services, DDK is able to continue serving the increasingly sophisticated needs of clients as they expand their business into new industries or regions.



SZE MAN TAM, CPA

**PARTNER
DDK & COMPANY**



**CATHERINE VERRELLI,
CPA**

**TAX PARTNER AND JERICHO OFFICE
MANAGING PARTNER
ERNST & YOUNG**

VERRELLI MANAGES EY'S JERICHO OFFICE

Catherine Verrelli, who serves as managing partner of the Jericho office of Ernst & Young, is also a tax partner in the firm's global compliance and reporting practice.

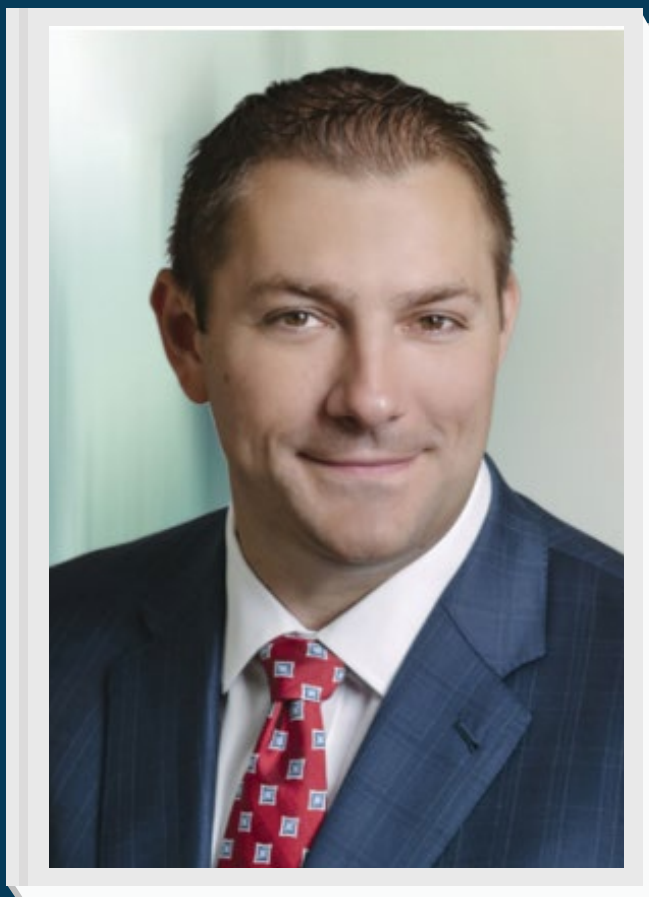
The certified public accountant joined the Big Four accounting firm nearly 20 years ago and has been based in the Long Island office ever since. She primarily serves multinational clients in the construction, manufacturing, consumer products and technology industries, coordinating all aspects of tax services for her clients. Her experiences at EY include extensive accounting for income taxes and FIN 48 advisory. Additionally, Verrelli has wide-ranging experience with U.S. corporate tax compliance and reporting.

Outside of EY, Verrelli is active in the local business community. She serves on the board of trustees and the President's Dinner committee at her alma mater, St. John's University. She also sits on the board of the Long Island Association, helping to support economic development and infrastructure investments on Long Island. Additionally, Verrelli is active in the Financial Women's Association, which is dedicated to enhancing the role of women in finance and investing in the community. She is a member of the association's Long Island committee, for which she previously served as a co-chair.

A member of the American Institute of Certified Public Accountants and the New York State Society of Certified Public Accountants, Verrelli holds a Bachelor of Science and a Master of Science, both in accounting, from St. John's University, as well as a Master of Science in taxation from C.W. Post University.

EY focuses on building a better working world, which includes helping create long-term value for clients, people and society and building trust in the capital markets. Enabled by data and technology, diverse EY teams in more than 150 countries provide services to help clients grow, transform and operate. The EY teams work across multiple disciplines, including assurance, consulting, law, strategy, tax and transactions.

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A 'game-changing' new space for Family and Children's Association

By JULIANNE MOSHER

A board member donated a new floor of an office building to Family and Children's Association and, in the process, gave the nonprofit a whole new life.

FCA has been helping the most vulnerable children, families, seniors and communities across Long Island for more than 100 years. During the COVID-19 crisis, as most nonprofits were struggling financially while trying to come up with a new plan, the services that places like FCA offered were needed even more.

Jeff Reynolds, president and CEO of FCA, said the pandemic proved a need from the public for mental health counseling, services for seniors and addiction support. But their space at 100 East Old Country Road in Mineola was no longer suitable after three decades.

In March 2020, Reynolds said they were able to sell their old location and begin anew at 377 Oak Street in Garden City — a 28,000-square-foot space.

"A number of the programs that we had to move into that site, were senior programs," he said, noting the lack of parking or an elevator. "Quite frankly, the repairs, maintenance and upkeep in that building started to exceed what we felt was the long-term value."

Reynolds said the office was dark and dingy, but that was because the focus was not on having a trendy space but on helping its clients. But over the course of a few years, FCA started to revamp its organization; changing its logo and redoing the website. Eventually the board decided it was time to give the office a facelift — but it had to be worth it.

Board member Scott Treiber mentioned a vacant floor in a building owned by his family. For years, Treiber's insurance agency took over the fifth floor, but after staying bare for some time, he wanted to give the nonprofit he supported for more than 30 years a new home — with no catch.

Treiber, managing partner at Treiberx4, comes from three generations of insurance professionals. He said the empty real estate wasn't doing anything for him and his brothers, so they decided to give back — a trait their father always instilled.

"My father was always like, you got to do good stuff. You've got to give back, you've got to be part of the community," he said. "This was a win-win for everybody."

Treiber and his family knew that gifting the floor to the nonprofit would do good for others.

"It's really about it's about the kids. It's about the seniors. It's about the drug and



Jeff Reynolds, president and CEO of FCA, outside his new office home at the Treiber building.

'IT JUST FEELS BETTER AND SPACED OUT IN A DIFFERENT WAY. IT'S JUST CLEANER AND AIRIER. IT FEELS HEALTHIER AND SAFER.'

alcohol treatment. It's about families and it's all about doing what's right for the community," he said.

After checking the space out, while it needed some work, it had an elevator, parking and was imagined to be bright, airy and cheery — a complete 180 from the former location in Mineola.

Right before the coronavirus hit New York, FCA sold its old location to a law firm and began to work on the Garden City spot.

"I'm still shocked, but we managed to sell it during COVID," Reynolds said. "So, that was pretty exciting."

After hiring a project manager who helped Reynolds and his team scout office space muses that featured things that Reynolds hadn't seen in years.

"I realized we've always worked in like this dingy, lousy environment, and I had no idea what the current trends in office

settings even look like," he said. "Aside from going to other poorly funded not-for-profits and school buildings, we had no idea what's happening out there."

But with the help of TPG Architecture, and mimicking things they liked from their field trips to other spaces, FCA's new location became a dream come true — and COVID, while detrimental to fundraising efforts and mental health — provided new accommodations to keep everyone at work safe.

Desks are now outfitted with all washable surfaces, disposable liners for surfaces. Shared space is more flexible and the lighting from outside makes the office bright, spacious and inviting — not to mention modern.

Technology was a key factor in designing the new office. The pandemic proved the necessity of computers and accessibility, especially regarding telehealth services.

"We were able to put monitors in all the conference rooms, so now we can do telehealth in six different places within the organization," he said. "For a lot of people, telehealth has been a blessing."

While Zoom calls, webcams and virtual talks were pushed onto businesses and nonprofits like FCA, Reynolds said it happened at a good time and helped them modernize.

"All of that became incorporated into

the new office design and our move in here really coincided nicely with people working throughout the pandemic," he said. "Each step was moved towards modernizing."

The push for virtual sessions also helps eliminate transportation or scheduling issues. Reynolds said clients who live in Suffolk County don't need to commute to Nassau for an appointment anymore.

"This a game-changing opportunity for us," he said. "We wouldn't have been able to do it without [Scott's] gift."

Reynolds added the buildout cost just over \$2 million, which FCA did not consider too expensive, given that the nonprofit helps more than 30,000 people annually. The new FCA location can now accommodate programs the old spot couldn't fit. They offer financial counseling programs for seniors, children's mental health services — featuring a gaming room for kids who might be waiting for their siblings in therapy sessions.

"It's a brand-new fresh start," Reynolds said. "It just feels better and spaced out in a different way. It's just cleaner and airier. It feels healthier and safer."

Treiber said that anyone who visits is in for a treat.

"We're ready and we've got the state-of-the-art facility, so we're prepared," he said. "When you come see it, you're going to a special place."



GOLF COURSES

Company	Town	Phone	No. of Holes	P-Public PVT-Private SP-Semi-Private	Guests O-Open M-w/ Member	Dress Code Y-Yes C-Call N-No	Metal Spikes Allowed	Fivesomes Allowed	Reservations Accepted	No. Yards	Course Rating	Course Slope	Course Par
18 HOLE GOLF COURSES													
Atlantic Golf Club	Bridgehampton	(631) 537-1818	18	PVT	-	-	-	-	-	6,940	74	136	72
Baiting Hollow Club	Baiting Hollow	(631) 369-4455	18	PVT	M	Y	N	N	Y	6,920	74	132	72
Bellport Country Club	Bellport	(631) 286-7206	18	P	-	-	N	-	-	6,329	71.5	135	71
Bergen Point Golf Club	West Babylon	(631) 661-8282	18	P	O	Y	N	N	Y	6,722	72.9	126	71
Bethpage State Park Golf Courses	Farmingdale	(631) 962-0220											
	Black Course		18	P	O	N	N	N	Y	7,468	78.1	152	71
	Blue Course		18	P	O	N	N	N	Y	6,693	71.8	125	72
	Green Course		18	P	O	N	N	N	Y	6,378	70	127	71
	Red Course		18	P	O	N	N	N	Y	7,092	73.4	129	70
	Yellow Course		18	P	O	N	N	N	Y	6,288	69.6	120	71
Brentwood Country Club	Brentwood	(631) 436-6060	18	P	O	C	N	N	Y	6,173	69.3	121	72
The Bridge Golf Course	Bridgehampton	(631) 537-8902	18	PVT	-	-	N	-	-	7,341	76	140	72
Brookville Country Club	Glen Head	(516) 671-5440	18	PVT	M	Y	N	N	N	6,625	71.5	131	71
Cherry Creek Golf Links	Riverhead	(631) 369-6500	18	P	O	Y	N	N	Y	7,187	73.8	125	73
Cherry Valley Country Club	Garden City	(516) 746-4420	18	PVT	M	Y	N	N	N	6,705	72	127	72
Cold Spring Country Club	Huntington, Cold Spring Harbor	(631) 692-6550	18	PVT	M	-	N	N	N	6,547	72.2	131	71
Crab Meadow Golf Club	Northport	(631) 757-8800	18	P	O	Y	N	N	Y	6,574	71.6	125	72
Deepdale Golf Club	Manhasset	(516) 365-9111	18	PVT	M	Y	N	-	Y	6,670	72.7	131	70
Eisenhower Park	East Meadow	(516) 572-0327											
	Blue Course		18	P	O	Y	N	N	Y	6,049	68.3	117	72
	Red Course		18	P	O	Y	N	N	Y	6,435	70.5	128	72
	White Course		18	P	O	Y	N	N	Y	6,576	71.4	128	72
Engineers Country Club	Roslyn Harbor	(516) 621-5350	18	PVT	M	Y	N	N	Y	6,801	72.7	131	72
Fresh Meadow Country Club	Great Neck	(516) 482-7300	18	PVT	-	-	-	-	-	6,700	72.4	133	70
Friar's Head Golf Course	Riverhead	(631) 722-5200	18	PVT	M	Y	N	-	-	7,078	74.4	140	71
Garden City Country Club	Garden City	(516) 747-2929	18	PVT	-	-	-	-	-	6,578	72.8	130	70
Garden City Golf Club	Garden City	(516) 746-8360	18	PVT	M	N	N	N	N	6,882	73.7	139	73
Gardiner's Bay Country Club	Shelter Island Heights	(631) 749-1033	18	PVT	M	Y	N	N	N	6,500	70.2	127	70
Glen Cove Golf Club	Glen Cove	(516) 676-0550	18	SP	O	Y	N	N	Y	5,131	64.1	114	67
Glen Head Country Club	Glen Head	(516) 676-4050	18	PVT	-	-	-	-	-	6,597	73.2	135	71
Glen Oaks Club	Old Westbury	(516) 626-2900	18	PVT	-	-	-	-	-	6,995	75	136	72
The Greens Golf Club	Melville	(631) 271-4500	18	PVT	M	Y	N	N	Y	4,100	60	97	60
The Hamlet Golf & Country Club	Commack	(631) 499-5200	18	PVT	M	Y	N	N	Y	6,462	71	132	70
Hampton Hills Golf & Country Club	Westhampton Beach	(631) 727-6862	18	PVT	M	Y	N	N	Y	6,718	74.6	148	71
Harbor Links Golf Course	Port Washington	(516) 767-4816	18	P	O	Y	N	N	Y	6,927	73	128	72
Hempstead Golf & Country Club	Hempstead	(516) 486-7800	18	PVT	M	C	N	N	N	6,567	71.6	126	72
Holbrook Country Club Golf Course	Holbrook	(631) 467-3417	18	P	O	Y	N	N	-	6,252	70	127	71
Huntington Country Club	Huntington	(631) 427-0334	18	PVT	-	-	-	-	-	6,432	72.1	134	70
Huntington Crescent Club	Huntington	(631) 427-3400	18	PVT	M	Y	N	N	N	6,506	71.9	133	70
Indian Hills Country Club	Northport	(631) 261-5700	18	PVT	M	Y	N	N	Y	6,623	72	134	72
Indian Island Golf Club	Riverhead	(631) 727-7776	18	P	O	C	N	N	Y	5,524 - 6,516	67.2 - 71.5	121 - 124	72
Inwood Country Club	Inwood	(516) 239-2800	18	PVT	M	Y	N	N	N	6,639	72.8	137	71
Island's End Golf Club	Greenport	(631) 477-0777	18	P	O	Y	N	N	Y	6,655	72.2	129	72
Laurel Links Country Club	Laurel	(631) 298-4300	18	PVT	M	Y	N	N	-	7,018	74.9	139	71
Lawrence Village Country Club	Lawrence	(516) 239-8263	18	P	O	Y	N	N	Y	6,324	71.5	136	70
Lido Golf Club	Lido Beach	(516) 889-8181	18	P	O	Y	N	N	Y	7,000	73.5	130	72
Long Island National Golf Club	Riverhead	(631) 727-4653	18	SP	O	Y	N	N	Y	7,006	73.3	129	71
Maidstone Golf Club-West Course	East Hampton	(631) 324-5530	18	PVT	-	-	-	-	-	6,560	72.8	139	72
Meadow Brook Club	Jericho	(516) 822-3354	18	PVT	-	-	-	-	-	7,405	76.3	143	72
Middle Island Country Club	Middle Island	(631) 924-3000	27	P	O	Y	N	N	Y	6,550	72.4	126	72
Mill Pond Golf Course	Medford	(631) 732-8249	18	P	O	Y	N	N	Y	6,304	70.4	126	70
Mill River Club	Oyster Bay	(516) 922-3556	18	PVT	-	-	-	-	-	6,623	72.6	138	72
Montauk Downs State Park	Montauk	(631) 668-5000	18	P	O	N	N	N	Y	6,976	73.3	135	72
The Muttontown Club	East Norwich	(516) 922-7500	18	PVT	M	Y	N	N	Y	6,533	70.3	128	71
Nassau Country Club	Glen Cove	(516) 676-0554	18	PVT	-	-	N	N	-	6,648	72	134	70
National Golf Links of America	Southampton	(631) 283-0410	18	PVT	M	Y	N	N	N	6,873	74.3	141	73
Nissequogue Golf Club	St. James	(631) 584-7733	18	PVT	M	C	N	N	Y	6,731	73	133	72
North Hempstead Country Club	Port Washington	(516) 365-7500	18	PVT	M	Y	N	N	Y	6,293	71	129	70

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GOLF COURSES

Company	Town	Phone	No. of Holes	P-Public PVT-Private SP-Semi-Private	Guests O-Open M-w/ Member	Dress Code Y-Yes C-Call N-No	Metal Spikes Allowed	Fivesomes Allowed	Reservations Accepted	No. Yards	Course Rating	Course Slope	Course Par
North Hills Country Club	Manhasset	(516) 627-9100	18	PVT	M	C	N	N	N	6,730	72.4	137	72
North Shore Country Club	Glen Head	(516) 676-0500	19	PVT	M	Y	N	N	N	6,617	71	136	71.8
Noyac Golf Club	Sag Harbor	(631) 725-1800	18	PVT	-	-	-	-	-	7007	74.9	144	72
Old Westbury Golf & Country Club - Champion Course	Old Westbury	(516) 626-1810	18	PVT	M	C	N	N	N	7,079	74.8	139	72
Oyster Bay Golf Course	Woodbury	(516) 677-5980	18	P	O	Y	N	N	-	6,376	71.5	131	70
Pine Hills Country Club	Manorville	(631) 878-7103	18	P	O	Y	N	N	Y	7132	74.4	131	73
Pine Hollow Country Club	East Norwich	(516) 922-0300	18	PVT	M	Y	N	N	Y	6,731	72	131	71
Pine Ridge Golf Club	Coram	(631) 331-7930	18	P	-	-	-	-	-	6,607	72	132	70
Piping Rock Club	Locust Valley	(516) 676-2332	18	PVT	-	Y	N	-	-	6,877	73.7	134	71
Plandome Country Club	Plandome	(516) 627-1200	18	PVT	-	-	-	-	-	6,610	71.7	138	71
Port Jefferson Country Club	Port Jefferson	(631) 285-1814	18	PVT	M	Y	N	N	Y	6,763	72.7	134	72
Robert Moses State Park Golf Course - Par 3 Course Pitch & Putt	Babylon	(631) 669-0449	18	P	O	N	N	N	N	1,425	-	-	55
Rock Hill Golf & Country Club	Manorville	(631) 878-2250	18	P	O	C	N	N	Y	7,050	73	131	71
Rockaway Hunting Club	Lawrence	(516) 569-0600	18	PVT	M	Y	N	N	N	6,251	71	129	70
Rockville Links Club	Rockville Centre	(516) 766-9200	18	PVT	-	-	-	-	-	6,470	71.2	130	72
Rolling Oaks Golf Course	Rocky Point	(631) 744-3200	18	P	O	C	N	N	Y	4,838	65	105	65
Sands Point Golf Club	Sands Point	(516) 883-3077	18	PVT	-	-	-	-	-	6664	72.2	127	72
Seawane Club	Hewlett	(516) 374-1110	18	PVT	M	-	N	N	Y	6,725	74.7	145	72
Sebonack Golf Club	Southampton	(631) 287-4444	18	PVT	-	Y	N	-	-	7,534	77.3	151	72
Shinnecock Hills Golf Club	Southampton	(631) 283-1310	18	PVT	-	-	-	-	-	6,940	75	140	70
Smithtown Landing Golf Club- Smithtown Landing Course	Smithtown	(631) 979-6534	18	P	O	Y	N	N	Y	6,114	69	129	72
Southampton Golf Club	Southampton	(631) 283-0623	18	PVT	-	-	-	-	-	6,287	71.3	129	70
Southward Ho Country Club	Bay Shore	(631) 665-1710	18	PVT	-	Y	N	-	-	6,572	71.8	133	71
Spring Lake Golf Club- Thunderbird Course	Middle Island	(631) 924-5115	18	P	O	Y	N	N	Y	7,048	73	128	72
St. George's Golf & Country Club	East Setauket	(631) 751-0388	18	PVT	M	Y	N	N	N	6,218	70	128	70
Stonebridge Golf & Country Club	Smithtown	(631) 724-7500	18	SP	O	Y	N	N	Y	6,280	70.8	135	70
Swan Lake Golf Club	Manorville	(631) 369-1818	18	P	O	N	N	N	Y	7035	73.7	124	72
Tam O'Shanter Golf Club	Glen Head	(516) 626-1980	18	PVT	M	C	N	Y	Y	6887	73.1	134	72
Town of Babylon-Cedar Beach Golf Course-Par 3 Course	Babylon	(631) 321-4562 Golf Course; (631) 834-2100 Parks Office	18	P	O	N	N	N	N	1,400	-	-	54
The Village Club of Sands Point	Sands Point	(516) 944-7400	18	PVT	M	Y	N	N	Y	6,584	71	130	71
West Sayville Golf Course	West Sayville	(631) 567-1704	18	P	O	Y	N	N	Y	6,715	72.1	127	72
Westhampton Country Club	Westhampton Beach	(631) 288-1110	18	PVT	-	-	-	-	-	6,457	73	134	70
Wheatley Hills Golf Club	East Williston	(516) 747-8822	18	PVT	M	Y	N	N	-	6,822	73.2	133	72
Willow Creek Golf & Country Club/Club Corp.	Mt. Sinai	(631) 474-9200	18	P	O	Y	N	N	Y	6,311	71.3	131	71
Wind Watch Golf & Country Club/Club Corp.	Hauppauge	(631) 232-9850	18	SP	O	Y	N	N	Y	6,686	72.4	136	72
The Woodmere Club	Woodmere	(516) 295-2500	18	PVT	M	Y	N	-	Y	6,316	71.9	133	70
The Woods at Cherry Creek	Riverhead	(631) 506-0777	18	P	O	Y	N	N	Y	6,550	71.1	130	71
9 HOLE GOLF COURSES													
Bay Park Golf Course	East Rockaway	(516) 571-7242	9	P	O	Y	N	N	Y	1,956	-	-	30
Bridghampton Club	Bridghampton	(631) 537-9875	9	PVT	-	-	-	-	-	2,846	68	122	35
Cantiague Park Golf Course	Hicksville	(516) 571-7061	9	P	O	Y	N	N	Y	1,878	27	80	30
Cedars Golf Club	Cutchogue	(631) 734-6363	9	P	O	Y	-	N	-	1,120	-	-	27
Christopher Morley Park Golf Course	North Hills	(516) 571-8120	9	P	O	Y	N	N	N	1,603	27	80	30
Colonial Springs Golf Club	East Farmingdale	(631) 643-1050											
Lakes Course			9	PVT	M	Y	N	N	Y	3,371	36.5	130	72
Pines Course			9	PVT	M	Y	N	N	Y	3,470	36.8	136	72
Valley Course			9	PVT	M	Y	N	N	Y	3,488	36.9	134	72
Dix Hills Park Golf Course	Dix Hills	(631) 499-8005	9	P	O	Y	N	N	Y	1,930	30	97	31
Gull Haven Golf Club	Central Islip	(631) 436-6059	9	P	O	Y	N	N	-	2,705	66	111	35
Harbor Links Golf Course- Executive Course	Port Washington	(516) 767-4828	9	P	O	Y	N	N	Y	1,668	30	119	31
Heartland Golf Park	Edgewood	(631) 667-7400	9	P	O	C	N	Y	N	1,220	36	90	27
Merrick Road Golf Course	Merrick	(516) 868-4650	9	P	O	Y	Y	N	-	3,200	34.7	112	36

Please contact research@libn.com with comments or to be considered for future listings.

T H E L I S T

GOLF COURSES

Company	Town	Phone	No. of Holes	P-Public PVT-Private SP-Semi-Private	Guests O-Open M-w/ Member	Dress Code Y-Yes C-Call N-No	Metal Spikes Allowed	Fivesomes Allowed	Reservations Accepted	No. Yards	Course Rating	Course Slope	Course Par
North Woodmere Golf Course	North Woodmere	(516) 571-7814	9	P	O	Y	N	N	Y	2,282	-	-	31
Northport Golf Course at the VA	Northport	(631) 261-8000	9	P	O	Y	N	N	Y	2,410	-	-	35
Old Westbury Golf & Country Club - Blue Grass Course	Old Westbury	(516) 626-1810	9	PVT	M	C	N	N	N	3452	-	-	36
Peninsula Golf Club	Massapequa	(516) 798-9776	9	P	-	-	-	-	-	3,346	36.2	127	37
Poxabogue Golf Center	Sagaponack	(631) 537-0025	9	P	O	Y	N	N	Y	1,583	28	88	30
Quogue Field Club	Quogue	(631) 653-9885	9	PVT	-	-	-	-	-	3,236	35	123	37
Sag Harbor Golf Club	Sag Harbor	(631) 725-2503	9	P	O	N	N	N	-	2,661	-	-	35
Sandy Pond Golf Course	Riverhead	(631) 727-0909	9	P	O	Y	Y	N	N	1,070	-	-	27
Shelter Island Country Club	Shelter Island Heights	(631) 749-0416	9	P	O	Y	Y	N	-	2,512	64	107	33
Smithtown Landing Golf Club-Par 3 Course	Smithtown	(631) 979-6534	9	P	O	Y	N	N	N	1,143	-	-	27
Spring Lake Golf Club-Sandpiper Course	Middle Island	(631) 924-5115	9	P	O	Y	N	N	Y	3129	35.1	126	36.9
Sunken Meadow State Park	Kings Park	(631) 269-5351									67.1	114	35
Blue Course			9	P	O	N	N	N	Y	2,921	67.1	114	35
Green Course			9	P	O	N	N	N	Y	3,091	67.9	113	36
Red Course			9	P	O	N	N	N	Y	2,988	67.8	111	36
Timber Point Golf Course	Great River	(631) 581-2401									36.4	124	36
Blue Course			9	P	O	Y	N	N	Y	3341	36.4	124	36
Red Course			9	P	O	Y	N	N	Y	3300	36.1	129	36
White Course			9	P	O	Y	N	N	Y	3149	35	122	36

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FROM LIBN.COM

\$28.6B Restaurant Revitalization Fund rolled out Monday

Restaurant owners struggling amid the COVID-19 pandemic can now apply for their share of the federal Restaurant Revitalization Fund, which rolled out Monday.

The program provides a total of \$28.6 billion in direct relief funds to restaurants and other hard-hit food establishments that have experienced economic distress and significant operational losses due to the COVID-19 pandemic.

The application will remain open until funds are exhausted.

In preparing for the roll-out, the SBA applied a “customer-first model,” one that “integrates technology” to meet demand and equity, SBA Administrator Isabella Casillas Guzman said in a call with reporters last week.

Field offices and partners “are working to get the information out to as many people as possible,” she added.

In announcing the roll out, Guzman said in a statement that “restaurants are the core of our neighborhoods and propel economic activity on main streets across the nation. They are among



the businesses that have been hardest hit and need support to survive this pandemic. We want restaurants to know that help is here.”

“The SBA has focused on the marketplace realities of our food and beverage businesses in designing the Restaurant Revitalization Fund to meet businesses where they are,” she added. “And we are committed to equity to ensure our

smaller and underserved businesses, which have suffered the most, can access this critical relief, recover, and grow more resilient.”

“Recognizing the great urgency to help restaurants keep their doors open – and with a clear mandate from Congress – the SBA worked at a breakneck speed and is excited to launch this program,” Patrick Kelley, SBA associate

administrator of the Office of Capital Access, said in a statement. “From day one, we engaged with diverse stakeholders in the food industry community to make sure we built and delivered the program equitably, quickly, and efficiently.”

Applicants are encouraged to review the official guidance, program guide, frequently asked questions and application sample.

They can also work with a point-of-sale vendor.

For the first 21 days that the program is open, the SBA will prioritize funding applications from businesses owned and controlled by women, veterans, and socially and economically disadvantaged individuals. All eligible applicants are encouraged to submit applications as soon as the portal opens. Following the 21 days, all eligible applications will be funded on a first-come, first-served basis.

More information is available at sba.gov/restaurants or in Spanish at sba.gov/restaurantes.

— ADINA GENN

Amazon to lease planned Woodmere warehouse

E-commerce giant Amazon will be leasing a new warehouse to be built in Woodmere near JFK International Airport.

The \$76 million warehouse project is being developed by JFK Logistics Center LLC, an affiliate of Manhattan-based developer Wildflower Ltd., led by managing partner Adam Gordon.

The Town of Hempstead Industrial Devel-

opment Agency had approved tax breaks for the project last year. The developer made a one-time \$250,000 payment to the Lawrence Union Free School District as part of the deal.

The three-story, 235,230-square-foot JFK Logistics delivery station will be built on 11 acres at 253-51 Rockaway Blvd. in Woodmere, where a portion of the site’s parking lot is situated in Rosedale, Queens. The delivery station, which replaces a long-term airport parking lot, is expected to bring at least 50

full-time-equivalent jobs to the town within two years of its completion.

“We are excited to continue to invest in New York with a new Woodmere delivery station that will provide efficient delivery for customers, and create job opportunities with highly competitive pay, benefits starting on the first day of employment, and training programs for in-demand jobs,” Amazon spokeswoman Jenna Hilzenrath said in a written statement.

Frederick Parola, CEO of the Town of Hempstead IDA, said having Amazon lease the site is huge.

“We’re looking forward to their arrival,” Parola said in the statement. “This property as a parking lot generated minimal taxes for the town and school district. Now, it will be put to better use and provide tremendous economic benefits and employment opportunities. It’s incredibly exciting.”

— DAVID WINZELBERG

FROM LIBN.COM

Cona Elder Law partners with nonprofit for Mental Health Awareness Month

By JULIANNE MOSHER

Melville-based Cona Elder law is partnering this month with the Center for Cognitive and Dialectical Behavior Therapy in Lake Success.

Together the two developed a customized program offering support to all of the firm's 30 employees, creating a forward-thinking program tailored to the issues facing their team.

"When we talk about mental health, the conversation tends to center on diagnosis and treatment," said Jennifer Cona, managing partner of the firm. "I believe we have to put our efforts toward prevention. We learned long ago that prevention is the key to good physical health and the same holds true here."

In response to the COVID-19 pandemic, Cona Elder recognized the stresses employees are feeling.

"Since June, we've been coming to the office every day, operating under strict COVID regulations, wearing masks, staying six feet apart, and often working behind plastic shields," Cona said. "On top of that, I'm well aware that so many people are also dealing with major disruptions to their personal lives, loneliness, anxiety, the fear of getting sick, and the loss of loved ones. I



Members of Cona Elder Law participate in a Zoom call to discuss mental health issues as part of their partnership with the Center for Cognitive and Dialectical Behavior Therapy in Lake Success.

am personally invested in taking care of my own mental health and it was a very easy decision to push our collective mental health concerns to the forefront."

With that motivation, Cona Elder Law asked CCDBT to craft a program aimed at proactively addressing the potential mental and emotional health concerns of its staff members.

Based in Lake Success, CCDBT has been designing and providing empirically validated, compassionate therapy services since

1999. Working within the same COVID realities, CCDBT created monthly, lunch-time Zoom sessions wherein mental health professionals facilitate discussions with Cona employees around key issues and discuss techniques to manage thoughts and emotions, minimize negative impacts and gain practical skills and tools.

Maddy Ellberger, senior staff clinician at CCDBT noted that, while such programs are just beginning to emerge in the business community, Cona Elder Law is on the

leading edge and also stands out for its clear vision.

"What's unique about the program with Cona is they've committed to a significant culture shift across all levels of management in the firm, normalizing and prioritizing mental health and overall wellness through long term and consistent programming," she said. "Cona is unique in that it sought out programming to meet the specific needs of their staff, rather than a blanket wellness workshop. They are really going the extra mile to meet the needs of their people."

Cona said the feedback has been outstanding. "I have been so pleased with how the team has embraced this program, from the feedback I've received to the amount of sharing the group does during our sessions. It validates my instinct that we would all benefit and has also brought us closer as a group to realize our common and differing struggles," she said.

"We don't think of law firms as being on the cutting edge of human resource trends and that's usually true. But this is not about staying ahead of a trend. I see this entire program as an example of a business recognizing a problem and identifying and implementing a solution. I also see it as a program that makes a business stronger by keeping its people strong."

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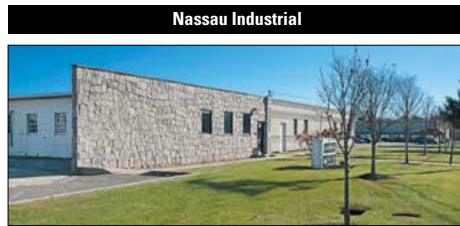
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