

10TH ANNUAL

40



UNDER FORTY BUSINESS ACHIEVEMENT AWARDS

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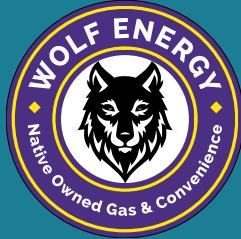
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Media Group



ABOUT

BUSINESS LINK MEDIA GROUP

Established in 2003, The Business Link has transformed into becoming a leading expert within the publication landscape, digital services and business development.

During these past 20 years we faced our share of challenges. Our first big challenge, after much research, was our decision to move our print publication online. It presented its own learning curve, but allowed us to reach a larger audience.

Business Link Media Group has pioneered in navigating the ever-evolving landscape of modern marketing. Elevating our reach, influence, and effectiveness of business marketing, outreach, and representation across traditional and cutting-edge Web 3.0 platforms. Our mission is to empower businesses through this new evolution of advertising and marketing. As devoted community builders, we have fostered deep connections in the Hamilton region and are currently expanding our digital presence to create new and exciting opportunities. While serving a global community, we are dedicated to collaborating with and giving back to our cherished home region of Hamilton, Canada.

We are serving a global community, however we actively collaborate with and give back to our home region of Hamilton, Canada. One such collaboration is our annual '40 Under Forty Business Achievement Awards', which is proudly in its 10th year as of 2023.

Our media platforms include digital publications, live events, virtual landscapes, AI-Chat portal service and much more!

We are built upon the foundation of providing your business/organization with the resources, messaging, and the solutions to not only reach your audience, but also make a meaningful impact.

10th Hamilton 40 Under Forty Business Achievement Awards



WINNERS ANNOUNCEMENT

Daniel Adoranti

Billyard Insurance
Group Ancaster

Katrina Almeida

Skin Master Lounge

Nicole Banach

Anchor Rehabilitation
Support Services

Tiffany Beveridge

Caledonia Studio of Dance

Ashley Borzellino

City of Brantford

Lisa Crapsi

The City of Burlington

Bianca D'Ovidio

Bee Fab Lash and Med Spa

Douglas Dawood

Canadian Tire Petroleum

Melissa Dubois

Market Therapy Group

Dr. Daniel Fortino

DOC+ Specialized &
Focused Dental Centre

Mike Fortino

Cima Enoteca

Vincent Fracassi

Fracassi & Co. Real Estate Group

Janna Frederick

Keller Williams Complete &
Be the Change Canada

Carlie Garbella

Tuscany Studio

Vince Genuardi

Villa Italia Retirement Residence

Megan Harper

Meg Harper Hair

Alyson Harper

Sedgwick

Liam Kooyman

Bucket Brigade
Exterior Cleaning

Abdellah Majd

Revel realty Inc.

Victoria Mancinelli

LiUNA

Ryan McHugh

City of Hamilton
(Tourism Hamilton)

Adriano Mercanti

Mercanti Capital

Lenny Montour

Wolf Energy

David Morosin

Morosin Renovations Inc

Natasha Mousseau

Tripemco Insurance Group

Angelo Nasso

We Care Respite Services Inc

Chloe Nyitray

Hamilton Police Service

Natasha Paikin

New Horizon
Development Group

Angelo Pilla

Royal LePage
State Realty

Chad Pilon

Hamilton-Wentworth
Catholic District School Board

Andi Pojani

Sotheby's International
Realty Canada

Saverina Scozzari

Saverina PR

Stephanie Shamoone

Redecan

Erin Simon

Carmens Group

Monique Smith

Monique Smith

Katie Stiel
*Hamilton Chamber
of Commerce***Kaela Tenente**

Kāē cosmetic clinic

Nadia Vieira

Hamilton Convention
Centre by Carmen's

Courtney Walychuck

Pioneer Family Pools
and Aquiform

Heather Williams

Carmens Group

Congratulations to all the winners



CONGRATULATIONS YOU DESERVE IT

BUSINESS LINK MEDIA GROUP CONGRATULATES YOU

Each 40 Under Forty Business Achievement Award is given to an individual under 40 years of age who consistently makes their mark in business and contributes regularly to their respective communities.

On behalf of Business Link Media Group, we would like to offer our sincere congratulations to the 40 business people honoured here tonight.

We present these awards to recognize the challenges you have overcome, and the strides you make each day towards strengthening the Greater Hamilton.

A sincere “thank you” goes out to all those who took the time to nominate these outstanding individuals. Without your efforts, these people may not have received the recognition they deserve.

ALL THE BEST IN YOUR CONTINUING EFFORTS!

40 UNDER FORTY ITINERARY

RECEPTION

5:00 PM - 6:00 PM

WELCOME, REFLECTION, & DINNER

6:00 PM - 7:45 PM

AWARDS & PRESENTATIONS

7:45 PM - 10:00 PM



@thebusinesslink

MASTER OF CEREMONIES

Ashleigh Montague (Class 2022)



Ashleigh Montague is a community-focused individual who has co-founded several non-profit organizations, including Janus Skills 4 Success, Operation Feed the Homeless, and Nu Omega Zeta. She also co-founded BLK OWNED, a platform that supports black-owned businesses and helps Black youth entrepreneurs through education, advocacy, and research. As a Connection Specialist and Graduation Coach for Black Students at Saint Thomas More, she inspires youth to connect with themselves, others, and their community. Her passion for community is evident through her initiatives and her mission to motivate and inspire youth.

Eric Johnston (Class 2022)

Eric Johnston is an award-winning comedian, actor, and emcee that delivers a one-of-kind high-energy comedy experience. Fresh from his Coast to Coast "Run With The Bull" and "UntouchaBULL" Comedy Tours, Johnston has performed across Canada and the United States, having been featured on MTV, JFL, The Laugh Factory, The House of Blues and The Comedy Store in Hollywood. From stories about being raised by a professional wrestler, to jokes about thriving and surviving in his hometown of Hamilton, Ontario, Johnston's comedy is both outrageous and relatable, and will leave you begging for more. Through hard work and hilarity, Eric Johnston proves that when you run with the bull fast enough - you become unstopaBULL! www.ericjohnstonwho.com



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PRIME MINISTER • PREMIER MINISTRE

Message from the Prime Minister of Canada

It is with great pleasure that I welcome everyone to the 10th annual 40 Under Forty Business Achievement Awards.

At a time when some voices around us are focused on division, events such as today's that bring people together, and encourage them to celebrate one another, are more important than ever before. I would like to thank the entire team behind Business Link Media Group, from the bottom of my heart, for everything that you do – and congratulations on this milestone anniversary.

To the brilliant individuals being honoured here, congratulations. Your achievements, compassion, knowledge, skills, and talent are inspirations for all. I hope that this event gives you the opportunity to take a well-deserved moment of self-recognition for all that you have achieved. Please accept my deepest gratitude for everything that you do for your community and your country.

Finally, I would like to thank all in attendance for coming out to be a part of this special day.

With my warmest regards!





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Hon. Filomena Tassi

Member of Parliament/
Députée
Hamilton West—
Ancaster—Dundas

Ottawa

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Friday, October 20, 2023

Dear Friends,

I am happy to offer my greetings to everyone participating in the Hamilton 10th Annual 40 Under Forty Business Achievement Awards Ceremony. This remarkable event, hosted by the esteemed Business Link Media Group, stands as a testament to the unwavering spirit of innovation and the pursuit of excellence that defines our business community. It is my pleasure to offer my personal congratulations as well as those of the Government of Canada and Prime Minister Trudeau to 40 remarkable individuals under the age of 40, who have left an indelible mark on our local economy, community, and business.

The contributions made by each one of this year's group of 40 participants, as well, as for each recipient, for each of the last ten years, have not only enriched our community but have also helped shape the future of Canada's economic landscape. Your dedication, perseverance, and hard work are inspiring and serve as an example to others who aspire to follow in your footsteps.

In closing, I wish the 10th Annual 40 Under Forty Business Achievement Awards every success, and I hope this event serves as a source of inspiration and motivation for all who attend. May the bonds forged here continue to strengthen our community, our economy, and our nation.

Once again, congratulations to all of our winners, your family and friends, as well as a special thank you to the organizers and volunteers. I look forward to celebrating your achievements and to witnessing the incredible contributions you will undoubtedly make in the future.

Sincerely,

Hon. Filomena Tassi, P.C., MP
Hamilton West-Ancaster-Dundas



DONNA SKELLY, MPP
Flamborough-Glanbrook

Constituency Office:
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**Congratulations to the 2023 40 Under Forty Business Achievement Award
Winners!**

On behalf of the Government of Ontario, it's my pleasure to congratulate this year's winners of the 40 Under Forty Business Achievement Awards. You are tremendous examples of what makes the Hamilton region such a great community in which to do business, live and work.

It is important we recognize these aspiring individuals as the next generation of business leaders who will pave the way into the future of business. Your hard-work, determination and success are contributions to the growth and development of our community.

Thank you, for all that you do.

Congratulations are also in order to Business Link Media Group for their 10 years of hosting these awards. Over the years you have given back to the community by recognizing 360 business leaders in the Hamilton region. We are very thankful for this.

Enjoy the evening!

Donna Skelly
MPP, Flamborough-Glanbrook



The Office of
MAYOR ANDREA HORWATH
CITY OF HAMILTON

40 Under Forty Business Achievement Awards
October 26th, 2023

On behalf of the City of Hamilton, and all my Council colleagues, I am pleased to welcome you all to Carmen's Banquet Centre for the Business Link – 40 Under Forty Business Achievement Awards.

This year marks the 10th Anniversary of recognizing outstanding young business leaders here in Hamilton. The 2023 Class of Hamilton 40 Under Forty is full of inspiring, dedicated, innovative, and successful individuals working across all fields and sectors. From technology and investment, to public service and entertainment – the 2023 Class of Hamilton represents the brilliant minds propelling our ambitious City into the future.

I want to extend my gratitude to Business Link, to tonight's planning committee, and to all the sponsors - Thank you for this opportunity to celebrate and honour the positive contributions these 40 individuals have made, and will continue to make, here in the City of Hamilton.

To this year's 40 under Forty: Congratulations! I can't wait to see what you do next.

Yours Sincerely,

Andrea Horwath
Mayor



Lenny Montour

Owner & CEO, Wolf Energy

2023 Top 40 Under 40 Recipient



***Congratulations to all
of this year's winners!***



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Congratulations!

To all the winners of
Hamilton 40 under 40!



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DANIEL ADORANTI



Daniel Adoranti is the owner of Billyard Insurance Group Ancaster. Daniel graduated from the Mohawk College insurance program and has worked in multiple roles within the insurance industry. He opened Billyard Ancaster in December 2021 after working as a broker for 5 years and became one of the youngest Managing Partners in the organization. Daniel has a focus on commercial insurance and a strong foundation in home and auto insurance. Daniel works hard to demonstrate his commitment to his clients through exceptional customer service.

COMPANY: Billyard Insurance Group Ancaster

NICOLE BANACH



Nicole has over 9 years' experience implementing behavior analytic principles, and evidence-based practices to support individuals with varying comorbidity needs of autism spectrum disorder, intellectual and developmental disorders, and mental health disorders. She graduated from Brock University with a Master of Arts in Applied Disability Studies and is a Board Certified Behavior Analyst. She has a passion and provides the highest quality of individualized supports and holistic care to continue to promote inclusive and enriching environments to improve an individual quality of life. Additionally, she is passionate about promoting acceptance, inclusion, and awareness of individuals with varying needs.

COMPANY: Anchor Rehabilitation Support Services

KATRINA ALMEIDA



Katrina a marketing graduate, founded Skin Master Kat & Skin Master Lounge after 8 years in the beauty industry while also obtaining her honours diploma in advanced medical aesthetics. She was also recently recognized by Readers Choice for Platinum winner for Best Medical Aesthetician 2023. With a focus on breaking down barriers and providing strategic guidance, she assists them in crafting comprehensive business and marketing plans. Sourcing manufacturing while still supporting local & Canadian businesses. Through this mentorship, they not only establish a solid clientele but also cultivate enduring relationships with loyal customers, paving the way for sustained success in their ventures.

COMPANY: Skin Master Lounge

TIFFANY BEVERIDGE



Tiffany is a dedicated leader in dance, female empowerment, and community service. In 2018 she founded PowerClass, a community of women passionate about dance, fostering personal growth and camaraderie. As President and co-founder of the CFL Cheer Alumni Organization (CFCAO), Tiffany connects former CFL cheerleaders to give back to local and national charities. She also owns a dance studio, nurturing over 450 young performers with life skills and confidence. Tiffany's commitment to empowerment and community impact defines her as a recognized leader and an inspirational figure in her field.

COMPANY: Caledonia Studio of Dance

ASHLEY BORZELLINO



Ashley, 25 years of age, Mohawk College graduate with an Advanced Diploma in Civil Engineering Technology, Certified Engineering Technologist. Currently employed with the City of Brantford as a Development Inspector/Operator, she has now been a Construction Inspector for five years. She is the winner and current titleholder of Miss Canada 2023. Miss Canada has been established since 1946 and is Canada's longest running national pageant, it has a focus on personality and advocacy. As Miss Canada, she aims to represent Women in STEM and Women in Construction by attending public speaking events and sharing her story.

COMPANY: City of Brantford

LISA CRAPSI



Lisa is an architect of change. With a Bachelor of Social Work, an Honours Bachelor of Social Sciences, a Graduate Diploma in Critical Leadership and a Master's in Social Work on the horizon, Lisa embodies a dedication to building inclusive communities. Her tenure is marked by her commitment to designing and implementing citywide strategies, frameworks and policies tailored to advocate for cultural inclusivity and equitable initiatives. Lisa is a true cultivator of citizen leadership and has not only demonstrated an exceptional ability to lead and inspire, but has also empowered individuals from all walks of life to become active agents of positive change within their own communities.

COMPANY: The City of Burlington

BIANCA D'OVIDIO



Bianca, the ambitious owner of Bee Fab Lash and Med Spa, embarked on her journey at Mohawk College. Driven by her passion for the medical field, she diligently pursued a diploma in medical administration. However, destiny had more in store for her. When she completed a lash course, her true calling emerged, igniting an unwavering love for all things beauty. Fuelled by her newfound passion, she courageously decided to open her own brick and mortar business. Now, with six remarkable women working alongside her, Bianca's vision is realized. Bee Fab Lash and Med Spa is a sanctuary for beauty enthusiasts, all thanks to her determination and unwavering enthusiasm.

COMPANY: Bee Fab Lash and Med Spa

DOUGLAS DAWOOD



Douglas started his career working for Canadian Tire Petroleum at the age of 16 years old. After 10 years, he got an opportunity to become a partner at one of the highest volume sites in the corporation. 3 years later, he bought his second store, making him the youngest multi retailer in the history of Canadian Tire. Douglas participates in the yearly "Jumpstart for Kids" donation program, where your donations put kids into sports and activities. In 2023 alone, Doug's station raised \$8,600 in a 2-month span.

COMPANY: Canadian Tire Petroleum

2023

40 Under Forty Business Achievement Awards

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MELISSA DUBOIS



Melissa has worked with the acquired brain injured population for over 15 years, and her leadership and forward-thinking have assisted hundreds of clients and fellow health care professionals. She founded Market Therapy Group when the industry needed it most, and we are thrilled to work alongside some of the greatest health professionals in Hamilton and Niagara. She is a proud member of the board of directors for both Brain Injury Association of Niagara and the Crystal Beach Business Improvement Association, where she works with the community in a variety of ways—from education and awareness initiatives to leading fundraising events.

COMPANY: Market Therapy Group

MICHAEL FORTINO



Michael Fortino, an enterprising culinary entrepreneur, made a significant mark on the food scene. In 2016, he founded Amo Gelato, a delightful gelato shop that captured hearts and taste buds. The following year, he ventured into fine Italian dining by launching Cima Enoteca on Locke Street, known for its exceptional cuisine. In 2020, Michael expanded his success by inaugurating a second Cima Enoteca on Brant Street in Burlington. His passion for culinary excellence and the art of creating memorable dining experiences has earned him recognition as a notable figure in the industry, leaving a flavorful legacy in the local gastronomic landscape.

COMPANY: Cima Enoteca - AMO Gelato Cafe

DR. DANIEL FORTINO



Dr. Daniel Fortino, a licensed Periodontist in the US and Canada, hails from Hamilton, Ontario. He earned his Bachelor of Health Sciences (Honours) Degree with distinction from McMaster University. Later, he graduated from the University of Western - Schulich School of Medicine & Dentistry and pursued advanced degrees in Periodontics in St. Louis, Missouri. He achieved Diplomate status from the American Board of Periodontology and completed a fellowship in Advanced Oral Surgery and Implantology at SUNY-Buffalo. He served on the faculty at SUNY-Buffalo's Graduate Periodontics and Implant Center. Not only that, but he excels in periodontics, dental implant surgery, and oral surgery, with publications in dental journals.

COMPANY: DOC+ Specialized & Focused Dental Centre

VINCENT FRACASSI



From a budding interest in housing to shaping the industry's skyline, Vincent's journey started as a sales representative in 2011, where he quickly became a top producer. By 2018, Fracassi & Co. was born. The business was initially focused on providing sales and management services to the investment market, which expanded quickly into luxury, and new construction homes. Putting the customer experience first, Vincent and his team have achieved numerous accolades including top ten teams nationally for Coldwell Banker. Today, they are proud to have helped hundreds of clients achieve homeownership and have spearheaded a staggering three-hundred million in sales.

COMPANY: Fracassi & Co. Real Estate Group

JANNA FREDERICK



A local Hamilton Realtor with Keller Williams Complete, has a deep passion about her community that led her to be the founder of "Women in Business Hamilton" a networking group dedicated to addressing the unique challenges of women in business. She is also a leading committee member of the "Be the Change In Your Own Backyard" charity, where she has spearheaded numerous events like the annual Charity Polar Bear Dip and Annual Golf Tournament to raise funds for organizations like the Boys and Girls Club of Hamilton, Neighbour2Neighbour Hamilton and the Kristen French Child Advocacy Centre. Through her efforts, they have raised over \$100,000 directly benefiting these organizations and making a profound difference.

COMPANY: Keller Williams Complete & Be the Change Canada

CARLIE GARBELLA



Carlie took over a well-known tanning salon in December 2022 and turned it into a high-end beauty & wellness studio now called Tuscany Studio. Carlie's goal was to own a space where she could employ others and help them further their own business' while also providing high-end services in her hometown of Hamilton. Carlie's goal is to ensure that customers have a warm and welcoming place to pamper themselves, while always providing a light & friendly atmosphere where others can leave feeling better than when they came.

COMPANY: Tuscany Studio

VINCE GENUARDI



With a solid educational foundation in Business, Vince Genuardi has become a prominent figure in the Senior Living industry. For the past eight years, he has held key managerial positions within the Retirement Living industry, demonstrating an unwavering dedication to improving the quality of life for seniors. In the spring of 2022, Vince embarked on a new chapter in his career by joining Villa Italia Retirement Residents as CEO. Happily married to his beautiful wife Caroline for twelve wonderful years, and together, they are the proud parents of three remarkable daughters, who bring immeasurable happiness to their lives.

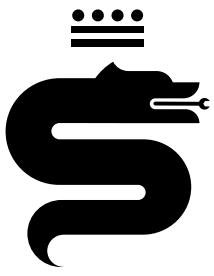
COMPANY: Villa Italia Retirement Residence

MEGAN HARPER



Megan, the owner and operator of Meg Harper Hair, has been in the hair styling industry for over 13 years and became self-employed in January. Her passion for hair styling started as a hobby during her teenage years and has since turned into a fulfilling career. While Megan offers all hair services, she specializes in balayage and blondes. Building a strong clientele base has been a top priority for her and it is a testament to the hard work she has put in over the years. Megan finds it truly gratifying to be able to express her creativity and help her clients feel their best through her work.

COMPANY: Meg Harper Hair



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ALYSON HARPER



Alyson Harper graduated with Honors from Mohawk College's Insurance program in 2008. She's a Chartered Insurance Professional (CIP) and has a license in All Lines of Insurance. Alyson specializes in General and Municipal Liability, Commercial and Residential Property, and Auto Bodily Injury. She was Secretary for the Ontario Insurance Adjuster's Association - Hamilton Chapter from 2008 to 2020. Alyson joined Sedgwick in 2017 where she handles various types of losses, locally and nationally, alongside engineers, accountants, private investigators, contractors, and lawyers.

COMPANY: Sedgwick

ABDELLAH MAJD



Abdellah Majd started investing in Real Estate in 2013, which naturally progressed to a career in Real Estate sales in 2016. Over the past 8 years, Abdellah has helped copious like-minded investors build their portfolios. He is passionate in teaching his clients the power of owning multiple assets. In April 2020, Abdellah ventured into creating his own team of experts in the industry, known as the Majd Realty Group. In early 2022, Revel Hamilton Central (brokerage franchise) was created housing 20+ agents & counting with multiple offices coming to market in 2024 including locations in Ancaster, Binbrook & Barrie

COMPANY: Revel realty Inc.

LIAM KOOYMAN



Liam Kooyman, an accomplished firefighter and visionary entrepreneur, is the driving force behind Bucket Brigade Exterior Cleaning. Committed to serving his community, Liam founded this family-run business to deliver exceptional exterior cleaning services and a 5-Star client experience. With a background in both military service and firefighting, Liam's journey is rooted in dedication and professionalism. His business ethos prioritizes humanity, evident in his 2% of all revenue being donated to Child and Youth Mental Health. In a world of entrepreneurship, Liam's story resonates as a testament to the synergy of service and business success, inspiring fellow entrepreneurs to make a positive impact.

COMPANY: Bucket Brigade Exterior Cleaning

VICTORIA MANCINELLI



Victoria's creative vision translates into progressive action with results to achieve social impact and industry advancement, with the respect of unionized labor at the forefront of all communication. Through the establishment of strategic partnerships, her role is extended to outreach, including community building and empowering opportunities for youth and underrepresented communities. As chair of the LiUNA Women's Department in Canada, she is a passionate leader for women across the construction industry and our community. She has received the YWCA Hamilton Halton Woman of Distinction Award and the CIPBA Woman of the Year Award, and sits as an advisory board member for various organizations.

COMPANY: LiUNA

RYAN MCHUGH



As Manager of Tourism & Events at Tourism Hamilton, Ryan has been pivotal in revitalizing the city's tourism sector post-COVID-19. He assisted in securing major events like the 2021 and 2023 Grey Cups and the NHL Heritage Classic, boosting Hamilton's stature as a premier destination. He was also the City of Hamilton's lead on the Downtown Entertainment Precinct, where he facilitated a transformative \$300 million investment in the FirstOntario Centre. This visionary initiative promises an enduring legacy, shaping Hamilton's culture for generations. Beyond his professional achievements, he is also a passionate advocate for his hometown's success, demonstrated his deep-rooted pride in Hamilton.

COMPANY: City of Hamilton (Tourism Hamilton)

ADRIANO MERCANTI



Adriano Mercanti, a 23-year-old native of Hamilton, attended Mohawk College for Business. Having worked in his family business, CARSTAR Rymal Rd & Gage Ave, for most of his life, Adriano founded Mercanti Capital with his father and now holds the title of President of the company. The Mercanti family owns a group of collision and glass stores in Southern Ontario, known as Mercanti Automotive, and an online real estate platform called Haggle. Adriano also serves on the board for the Mohawk Business School and Festitalia.

COMPANY: Mercanti Capital

LENNY MONTOUR



Lenny Montour, Hamiltonian and CEO and founder of Wolf Energy in Muskoka, seamlessly fuses Indigenous values with innovative entrepreneurship. As Wolf Energy rises as a benchmark in its industry, its core remains rooted in community enrichment. Lenny has evolved Wolf Energy from a simple gas station to a trailblazer in its sector, fostering strategic corporate partnerships and expanding its business lines. Recognized for his leadership and vision, Lenny's dedication also extends to his philanthropic efforts, particularly his significant support for the Every Child Matters campaign. As a Top 40 Under 40 awardee, he embodies passion, progress, and purpose.

COMPANY: Wolf Energy

DAVID MOROSIN



David Morosin, a driven entrepreneur, founded Morosin Renovations Inc. His unwavering dedication to his craft is a true testament to his work ethic. Starting as a plumbing apprentice, he honed his skills to become a residential renovator. Along with his passion for transforming spaces, he also has a great devotion to his family. He cherishes moments with his wife Victoria and their two children, Rome and Amara. He supports many community initiatives and is a proud member of the Venetian Club. Not only that, but he embodies the perfect blend of professional excellence and a fulfilling community and personal life.

COMPANY: Morosin Renovations Inc

NATASHA MOUSSEAU



Hamilton raised Natasha Mousseau is a dynamic and driven account manager with Tripemco Insurance Group. Natasha joined the firm in 2015, coming to the brokerage with drive and sales expertise. She assisted in the development, significant growth, and management of a specialized complex commercial insurance program across Canada. She now manages a substantial portfolio and assists with program development and expansion at Tripemco. Natasha is a proud member of the Hamilton community and is excited to be part of the growth of the city

COMPANY: Tripemco Insurance Group

CHLOE NYITRAY



At the Hamilton Police, Chloe Nyitray serves as the Analytics Manager, dedicating her career to advancing public sector transformation initiatives with analytics. Chloe excels at turning data into actionable insights and working with peers to reimagine people, processes, and technology. Her recent strategic data-driven initiatives include operationalizing a strategic plan, leading a team to establish analytics within HPS, and co-creating a Race and Identity-Based Data Strategy. Chloe is passionate about leadership and supporting those around her. She is also a proud GEM Mentor, a program that offers research-based mentorship to high school students.

COMPANY: Hamilton Police Service

ANGELO NASSO



Angelo founded We Care Respite Services in 2021 after noticing a vital need for in home respite support for families that have children with disabilities. It is a compassionate company dedicated to supporting families with children with disabilities. Our specialized services focus on providing care and respite for these families, allowing them to take a much-needed break. We understand the challenges they face and strive to create a safe and nurturing environment for their children. Our experienced caregivers are trained to provide personalized care and take children into the community for engaging activities. We are committed to making a positive impact on the lives of these families by offering them the support and relief they deserve.

COMPANY: We Care Respite Services Inc

NATASHA PAIKIN



In Natasha's five-plus years with New Horizon Development Group, she has contributed to her team's successful design, marketing, sale, occupancy, closing and service of over 1,500 new condos and townhomes, providing extraordinary support and delivering an unparalleled experience to her clients. This experience has been recognized by the West End Homebuilders' Association (WE HBA)'s Consumer Choice Award for a high-volume builder, via an independent customer survey, for two consecutive years. Natasha has served on the WE HBA Board of Directors for two years, and counting, and was appointed to the Tarion Industry Advisory Council this year.

COMPANY: New Horizon Development Group.

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ANGELO PILLA



Angelo Pilla holds dual degrees in Geography and Religious Studies from McMaster University and a Bachelor of Professional Studies in Education from Niagara University. He is currently a teacher at St. Thomas More Catholic Secondary School. In under five years with Royal LePage State Realty, Angelo has achieved notable success, earning the President's Gold and Director's Platinum awards, as well as the prestigious Red Diamond Award. In 2022, he ranked among the top 10% nationally for units sold and the top 5% among Royal LePage agents.

COMPANY: Royal LePage State Realty

ANDI POJANI



Andi's passion for people is at the core of his approach to real estate. With fifteen years of sales experience in the hospitality industry, he has spent years perfecting the art of service and demonstrating true care in every interaction. His exceptional interpersonal skills and attention to detail put him ahead in any client relationship or negotiation. As a valuable member of Martinus and Associates, he is committed to being a true embodiment of Sotheby's International Realty's values by providing the highest possible level of integrity and service to his clients.

COMPANY: Sotheby's International Realty Canada

CHAD PILON



Chad Pilon is a teacher and musical director born and raised in Hamilton, Ontario. He has an avid passion for musical education and has been teaching with the HWCDSB since 2013. He currently serves as the Arts Department Head at the secondary school he attended as a student. Chad has also spent many years as a performing musician in the greater Hamilton Area, as well as teaching private music lessons to many passionate young students.

COMPANY: Hamilton-Wentworth Catholic District School Board

SAVERINA SCOZZARI



Saverina works with a number of current and former athletes in the NHL including Shayne Corson, Doug Gilmour, Victor Hedman and Vincent Trocheck to navigate endorsement deals, set up interviews with top sports media outlets such as ESPN and Sports Illustrated, and provide them with access to luxury products and VIP events. She also works closely with the Kidney Foundation of Canada and St. Joseph's Healthcare, Hamilton to raise awareness and funds for renal transplants. She has lived her whole life with kidney disease and received a transplant in January 2023. Through working with the foundations, she is able to use her platform and contacts to help and connect with others.

COMPANY: Saverina PR



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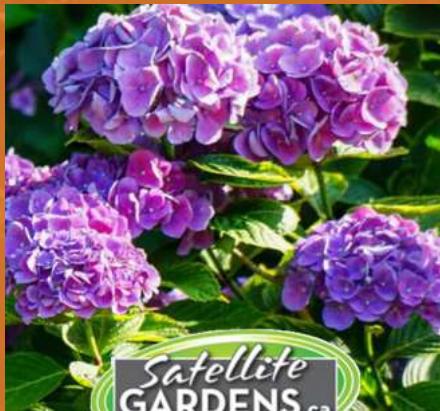
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STEPHANIE SHAMOON



Stephanie, a 25-year-old from Hamilton, began her journey as a general laborer and rapidly climbed the ranks with seven promotions. Her pivotal role in launching a 198-acre grow field showcases her visionary leadership. Currently, as the Production Manager, she oversees post-harvest operations at one of Canada's largest sun-grown cannabis facilities, skillfully managing a workforce of 100-200 employees. Her multifaceted responsibilities encompass payroll, purchasing, meticulous inventory control, quality assurance, and strict regulatory compliance, including her RPIC status. Stephanie's inspiring rise from laborer to Production Manager underscores her unwavering dedication and innovative prowess.

COMPANY: Redecan

ERIN SIMON



Erin joined Carmens Group in 2016 as the sole Human Resources professional when the department was in its infancy. Erin quickly transformed the way HR was structured and accepted within the organization, growing the reputation from an operational need to a strategic partner and employee advocate. In the past year, Erin further pushed the team forward, rebranding the department as "People & Culture", which is a testament to the progression her team has made. Erin also holds her CHRL designation, was a Women of Distinction Nominee, and serves as a board member for the Industry Education Council.

COMPANY: Carmens Group

MONIQUE SMITH



Monique is a self-taught content creator who specializes in lifestyle and video editing. She honed her skills at Mohawk College, where she studied Business. Her content has forged a strong audience connection. Monique collaborates with diverse brands, from local businesses to luxury fashion labels. Featured on Et Canada, Style Canada, Cable 14 Hamilton, she imparts industry expertise. Monique's commitment and education earned her a Digital Creator Award nomination at the Legacy Awards. She fosters a supportive space for emerging creatives and aims to unify the Black community. In 2023, she hosted her own Black History Month Celebration, "Fashion for the Culture," celebrating Toronto & Hamilton creatives.

COMPANY: Monique Smith

KATIE STIEL



Katie is the Manager of Strategic Initiatives at the Hamilton Chamber of Commerce. Since graduating from McMaster University in 2009, Katie has established herself as a community builder who has developed and led a strong portfolio of local and national campaigns with not-for-profit organizations across the GTA. Through facilitating collective community action, Katie's work has resulted in millions of dollars of economic impact for our city and beyond. Katie currently volunteers at the Hamilton Small Business Centre, and serves on the Board of Directors for Arts For All, and Jamesville Bennetto.

COMPANY: Hamilton Chamber of Commerce

KAE LA TENENTE



Kaela Tenente founded Kaē Cosmetic Clinic in November 2019 after completing her first degree at McMaster University! The Clinic began with services such as teeth whitening, lashes and eyebrows! Kaela began nursing school in January 2020 looking to expand her business and be a part of our health care system! Kaē Cosmetic Clinic has grown tremendously in the last 8 months as an official Cosmetic Nursing and Health/Wellness Clinic while incorporating her nursing degree into the business. Kaela continues to work within the healthcare industry while operating her business. The different nursing skills in each setting remain important to Kaela!

COMPANY: Kae Cosmetic Clinic

COURTNEY WALYCHUCK



Courtney is a dedicated and passionate business leader, and volunteer. She received her B.B.A. from Wilfrid Laurier, and her M.B.A. from McMaster University. With over 17 years with Pioneer Family Pools, she currently manages their Patio Division and is the Marketing Director for several top industry brands. Most recently, Courtney initiated a Business Excellence committee, focusing on customer service and leadership development in her organization. Courtney volunteers her time as a Coach for her two daughters and recently was elected Chair of Corpus Christi Catholic School Council. Courtney centers her time around family and friends, and most recently, has developed a passion for Golf.

COMPANY: Pioneer Family Pools - Aquiform

NADIA VIEIRA



Nadia began her career in event management at a restaurant in the financial district of downtown Toronto. An opportunity at the restaurant's head office presented itself and Nadia made the move to Woodbine Racetrack where she organized events including the Queen's Plate. A change of location found Nadia in Moncton, New Brunswick where she learnt hotel event operations before a mid-pandemic move brought her back to Ontario. Deciding to settle in Hamilton, Nadia was committed to finding – and waiting – for the perfect position when she found Carmen's. Now at the Hamilton Convention Centre, she takes pride in being able to immerse herself in the community she now calls home.

COMPANY: Hamilton Convention Centre by Carmens

HEATHER WILLIAMS



Heather Williams embarked on her journey with Carmens Group in 2015. Over the years, she ascended to her current role as Executive Assistant to co-owners, PJ and Joe Mercanti. She coordinates the multifaceted initiatives of PJ and Joe within Carmens Group, all while enthusiastically supporting their community engagement efforts and projects across the venues. Her passion for Carmens Group and hospitality fuels her every action, epitomizing the adage, "we plan the party, but we are the party." Heather's extensive background in event management, coupled with her solutions-oriented mindset, renders her an invaluable asset to the company.

COMPANY: Carmens Group

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Charlie Agro, a proud Hamiltonian, is a born leader and passionate about community events and aspiring leaders. He has spent over 20 years in education, currently serving as a Catholic Elementary Principal. Charlie has also founded "A Day in the Life of." program, which recognizes various occupations in Hamilton that make it a great place to live and work. He has volunteered countless hours and raised funds for various charitable causes, holding leadership positions in organizations such as Charity of Hope, Festitalia, Carmen's Group, Vitiligo Fund, and Business Link Media 40 under 40. Charlie is best known for his community-building skills, project management expertise, and event organization abilities. He loves collaborating with others to achieve common goals. His defining moment was meeting his wife Goreti and raising their children, Chiara and Amadeo.



To connect with Charlie for future projects and events, please email at charlie@businesslinkmedia.com

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Melissa Height

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Stephanie Shuster
Geoff Shore
Geoff Shore
Tobin King
Justin Joseph
Mike Valchuk
Mark Stewart
Ron Worrall

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Martinus Geleynse

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Kim Whitaker
Jessica Woorder
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Tyler Bowman
Krysta Boyer
Kevin Browne
Dan Churchill
Hank de Jong
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Justin D'Olimpio
Larissa Drobot
Jonathan Fava

Manny Ferreira
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FILOMENA TASSI

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I wish to extend my personal congratulations to all award recipients. Your contributions to the growth and development of our city are recognized and appreciated. Many thanks to all organizers, sponsors and volunteers who contributed to making tonight's celebration of excellence possible.

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Danielle Houston
Brian Humphrey
Tammy Hwang

Bryce Jaspers
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Bartek Lasota
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Maria Topalovic
Alex Vourkoutiotis
Charles Wha
Kate Whalen

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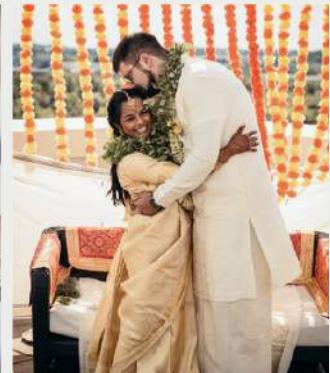
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