

10<sup>TH</sup> ANNUAL

# 40



## UNDER FORTY BUSINESS ACHIEVEMENT AWARDS

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# 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

Tripeemco 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 Shamoon

Redecan

### Erin Simon

Carmens Group

### Monique Smith

Monique Smith

### Katie Stiel

Hamilton Chamber  
of Commerce

### Kaela Tenente

Kæ 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.

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

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

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**



# 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](http://www.ericjohnstonwho.com)



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,

A handwritten signature of Andrea Horwath.

Andrea Horwath  
Mayor





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



Lenny Montour

Owner & CEO, Wolf Energy  
2023 Top 40 Under 40 Recipient

## A First Nations Business

Wolf Energy is proud to be Native built, owned, operated, and supplied. Our philosophy fuses Indigenous heritage and values with innovative entrepreneurship, all built on a core that's firmly rooted in community enrichment.

Since 2021, Wolf Energy has donated \$70,000 to the Woodland Cultural Centre and the Every Child Matters campaign.

As a Turtle Clan Mohawk and a band member of Wahta First Nation, Wolf Energy founder Lenny Montour is building a legacy of passion, progress and purpose through his philanthropic efforts and dedication to the Indigenous community.

[wolfenergymuskoka.ca](http://wolfenergymuskoka.ca)

# Congratulations!

To all the winners of  
Hamilton 40 under 40!



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**Head Office:**  
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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

## 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

## 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

## 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

Congratulations on 10 years!



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**DONNA SKELLY**  
MPP - Flamborough-Glanbrook

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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

**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

**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

**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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Tripemco Insurance Group applauds the leadership and accomplishments of Hamilton's 2023 Top 40 Under Forty



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# Congratulations to all 2023 Hamilton 40 Under 40 Business Leaders



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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

## 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

## 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.

## 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



@thebusinesslink

## 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

## 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

## 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

## 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

## 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

## 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

**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 HWDSB 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

**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

**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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## 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

## KAELE 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:** Kaē Cosmetic Clinic

## 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 Carmen's

## 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

## HEATHER WILLIAMS



Heather Williams embarked on her journey with Carmen's 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 Carmen's Group, all while enthusiastically supporting their community engagement efforts and projects across the venues. Her passion for Carmen's 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:** Carmen's Group



@ the business link

# A DAY IN THE LIFE OF...

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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](mailto:charlie@businesslinkmedia.com)

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Ryan Barichello  
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Brent Clifford  
Chris Farias  
Brian Ferguson  
Mark Farrugia  
Don Forbes  
Tony De Luca  
Justin Fyfe  
Leanne H. Ferris  
Melissa Height

Hussein Hamdani  
Mark Hirte  
Joel Kaleu  
Amanda Kinnaird  
Kanata Cowan  
Steve Kulakowsky  
Len Larose  
James Lefebvre  
James Lefebvre  
Dr. Anthony J.  
Lombardi  
Stephanie McLarty  
Darren McMullin

PJ Mercanti  
Jon Evans  
Ilya Pinassi  
Rami Reda  
John Pryke  
Tammara Scaringi  
Stephanie Shuster  
Geoff Shore  
Geoff Shore  
Tobin King  
Justin Joseph  
Mike Valchuk  
Mark Stewart  
Ron Worrall

**Class of  
2012**

Evan Apostol  
Ryan Barichello  
Jessica Berzins  
Brian Bickford  
Adam Borisko  
Carina Cicero  
Lisa Cowey  
Angela DeSantis  
April Detzler  
Remo Di Fronzo  
Rachel Finnerty  
Alexis Fletcher  
Michelle Foster  
Martinus Geleynse

Cecilia Gordillo  
Louis Grilli  
Ellery Hough  
Jenn Hudder  
Kevin Huynh  
Len Kamerman  
Gerry Kavanaugh  
Kyle Kuchmey  
Waqar Malik  
Michael Marini  
Joe Mercanti  
Brittany Miethner

Jon McGinn  
Andrew Monachino  
Ryan Moran  
Dakota Liss-Nicolee  
Cary-Ann Oestreicher  
Sean O'meara  
Matte Patricelli  
Wade R. Poziomka  
Jeremy Racicot  
Abigail Santos  
Ryan Scott  
Nathan Siebenga  
Mindy Tweedle  
Barry L.Yellin

**Class of  
2013**

# Celebrating 10 Years of Hamilton Business Achievements Awards

## ALUMNI

Alma Arguello  
Erik Betz  
Susie Braithwaite  
Kristel Bulthuis  
Cristina Carpio  
Anita Cassidy  
Rachale Cavanagh  
Michelle Cimapaglia  
Derek Doyle  
Erin Dunham  
Julie Fedele  
Brad Hall  
Jason Hofing  
Andrew Holden

Curtis Ingleton  
Geoffrey Joseph  
Jennifer Kazmaier  
Emely Kinread  
Marc Lapointe  
Jeff Larsh  
Angela Lefebvre  
Michael Macaluso  
Dave Mammoliti  
Andrea Maxim  
Lavender Morantz  
Claire Morrison

Stephanie Muir  
Scott Newport  
Bernard Nieuwenhuis  
Vanessa Pazzi  
Andi Pojani  
Melissa Richardson  
Kyle Robinson  
Huzaifa Saeed  
Natalie Sokic  
Baldeep Virk  
Diana Weir  
Kim Whitaker  
Jessica Woorder  
Michelle Zare

**Class of  
2014**

Layla Abdulrahim-Moore  
Sangeeta Bahadur  
Cameron Ballantyne  
Michael Battel  
Tim Bolen  
Tyler Bowman  
Krysta Boyer  
Kevin Browne  
Dan Churchill  
Hank de Jong  
Rachel Devine  
Justin D'Olimpio  
Larissa Drobot  
Jonathan Fava

Manny Ferreira  
Justin Fyfe  
Giuliana Guarna  
Steve Haining  
kevin Hall  
Dr.Andria Hoda  
Dr.Daniel Hyams  
Eric Mackay  
Megan Macleod  
John Macnarmara  
Jordan McCarter  
Michelle McDowell

Ron Mclester  
Maja Mihajlovic  
Adriano Paonessa  
Daniel Pelc  
Justin Policarpio  
Warren Pyper  
Vince Raso  
Brianne Service  
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Melanie Sodtka  
Erwin Szeto  
Peter Topalovic  
Blake Wyatt  
Stacey Ziebarth

**Class of  
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# FILOMENA TASSI

MEMBER OF PARLIAMENT  
Hamilton West—Ancaster—Dundas



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.

[Filomena.Tassi@parl.gc.ca](mailto:Filomena.Tassi@parl.gc.ca)

[@FilomenaTassi](#)

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## Celebrating 10 Years of Hamilton Business Achievements Awards

### ALUMNI

Matt Afinec                          Bryce Jaspers  
Amro Awaidah                        Andrew Jubenville  
Maria Branigan                      Rebecca kallsen  
Bonnie Brittain                     Emily Kulpaka  
Adele Churchill                     Bartek Lasota  
Carla Criminisi                    Jason Little  
Jacqueline De Rubeis              Anthony Macaluso  
Dave Fauteux                        Bridget MacIntosh  
Luisa Gaitzis                        Milos Manojlovic  
Daniel Guest                        Fabio Marrama  
John Harvey                         Dr. Sara Moffatt  
Danielle Houston                    Jeffrey Neven  
Brian Humphrey                     Tammy Hwang

Vincent Palermo                    Scott Paulin  
Michael Sidenberg                Kyle Slote  
Dave Stala                         Amanda Stancati  
Christie Stemmler                Alley Stennett  
Krista Swayze                     Leo Tsangarakis  
Zachary Waxman                    Brad Whalen  
Sehrish Zehra                      Jay Ziebarth

Class of  
2017

Charlie Agro                        Dr.Erica Hoda  
Lyndsay Boyd                       Brian Hogben  
James Buckley                       Assad Hoosein  
Jay Carter                           Kathryn Leistner  
Adam Christensen                   Esther Link  
Teresa Cirillo                      Natasha Little  
Lindsey Commisso                   Kyle Lohnes  
Erica Concordia                    Jeffrey Marr  
Robin Da Luz                       Liz McHardy  
Eshe Despres                        Chris Mlinaric  
Jennifer Donaldson                Thurka Navaneethan  
Johanna Egan                       Kieran Noble  
Chad Fullerton                      Shaun Guest

Andrew Novak                       Daniel Otter  
Sheean Patel                        Josh Perez  
Luc Peters                           Nicholas Savelli  
Steve Roblin                       Dr.Puneet Seth  
Anthony Stayrer                   Zoran Tomasevic  
Maria Topalovic                   Alex Vourkoutiotis  
Charles Wha                        Kate Whalen

Class of  
2018

# Celebrating 10 Years of Hamilton Business Achievements Awards

## ALUMNI

Sam Abraham  
Jenna Anderson  
Tyson Bouchard  
Steven Bencur  
Colin Cannella  
Li Cheng  
Chelsea Cox  
Jack Densmore  
Erin Di Pietro  
Michael DiClaudio  
Daniel Doyle  
Seif El-Sahly  
Candace Gagne  
Colin Gagnier

Jeff Giles  
Mike Hardill  
Chris Hopkins  
Sarosha Imtiaz  
Jacob Jackson  
Sarah Kelly  
Alyssa Lai  
Yulena Wan  
Ron Laidman  
Erica Lamont  
Adam Lloyd  
Stephanie Macdonald

Shannon Mastaler  
Rahima Nenshi  
Dao Nguyen  
Sam O'Shea  
Jay Piasky  
Jessica Plenzick  
Natalie Porcaro-Clermont  
Steven Raymond  
Melissa Robertson-Bye  
Victoria Staite  
Brian Teichgraf  
Nadine Ubi  
Sarah Wardrobe  
Monika Yazdanian

Class of  
2019

# Celebrating 10 Years of Hamilton Business Achievements Awards

## ALUMNI

Abygail Montague  
Alexandria Montague  
Amie Burdett  
Ann Merritt  
Anthony Grilli  
Ashleigh Montague  
Moseley  
Ban Markos  
Betsy Wang  
Blake Cameron  
Brian Melo  
Bryan Herechuk  
Chengyao Liu  
Daniel Trombetta

Denise Tulk  
Eddie Lartey  
Eric Johnston  
Giancarlo Frisina  
Giancarlo Salvatore Ferko  
Gregory Fast  
James Seraphin  
Jennifer Rose Smith  
Jilda Perez  
John G. Bassindale  
Joshua Rocci  
Khadija Hamidu

Krista Halliday  
Mario Salvatore Nesci  
Marisa Mercanti-Gagnon  
Mike Spadafora  
Miranda Dias  
Natalie Fraser  
Neva Marie Novakovic  
Nicole Meriano  
Paul Ciapanna  
Rachel Elizabeth Green  
Shana Otter  
Shannon Elizabeth Tymosko  
Shene Harris  
Steven Zecchin

Class of  
2022

Goreti Agro  
Phil Authier  
Ammar Balika  
Robert Burda  
Kristen Butrym  
Bianca Caramento  
Jack Densmore  
Michael Destro  
Chiara DiClaudio  
Daniel DiFrancesco  
Jaclyn Giesbrecht  
Tyler Gifford  
Sharaeel Hormoz  
Rachelle Ireson

Trevor Jaundoo  
Faizal Javer  
Rachel Kleiman  
Chris Knighton  
David Leadbeter  
Kristine Leadbetter  
Eugene Mauro  
Mark McGinley  
Tarah Middleton  
Kris Neiser  
Mercedes Palermo  
Jay Piasky

Michae Piazza  
Shamus Van Riezen  
Serena Samuel  
Joseph Saputo  
Dennis Sousa  
Jessica Tenente  
Savannah Toscani  
Mary Uttley  
Matthew Trombetta  
Thomas Trombetta  
Dr. Jenna Valleriani  
Vince Vaccarello  
Juliana Weber  
Rob Wieske

Class of  
2021



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