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2022

UNDER FORTY

BUSINESS ACHIEVEMENT AWARDS

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WINNERS' GIFTS BY

N22 Canada Games, Niagara River Lions,
Jessica Potts, Spark IECI, & Clare Cameron

MUSIC PERFORMERS BY

Alison Engemann (Flute), Brian Carty (Keyboard),
& Sonny Xu (Violin)

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**WINNER ANNOUNCEMENT
CONGRATULATIONS TO ALL WINNERS!**

Emily Andrews

Emily Andrews Fine Artist

Kalie Beltran

Allure Spa & Wellness Boutique

Cameron Bigford

CNB Consulting

Dan Bordenave

Spark IECL & Bisep Inc.

Elizabeth Brugman

Active Life Rehab + & Niagara Concussion Management

Myles Calvert

Tenpine Web Development

Clare Cameron

Township Niagara

Dr. Danielle Comisso

Dr. Danielle Comisso, ND

Justin Dekker

Bake. Frost. Repeat.

Stephen DeSantis

Provincial Construction (Niagara Falls) Ltd.

Amanda Deschenes

Town of Pelham

David DiPietro

Co-op, Career & Experiential Education at Brock University

Amanda Fidler

Checking In Counselling & Consulting

Andrea France

Mama Bear Wellness + Moms Niagara Inc.

Steve Frechette

Board Boss Drywall Inc.

Elise Gasbarrino

Style Canada & Pink Pearl Canada

Erin Graybiel

Big Brothers Big Sisters of North and West Niagara

David Green

Garden City Comedy Festival

Joan Hawks

Hospice Niagara

Matty Hill

Niagara Youth Flag Football

Rachel Kleiman

Anchor Rehabilitation Support Services and Brain Injury Association of Niagara

Sarah Leach

Town of Pelham

Jessie MacDonald

MAC Inc. / Broker at REVEL Realty

Wendy Marshall

Thumbtack Marketing

Timothy Nelles

Grant Thornton LLP

Kristen Nilsen

Brock University

Laurie O'Neill

Salon@Church Inc.

Dillon Parnell

Morris & Parnell Real Estate Advisors @ Revel Realty

Crystal Rabley

Walker Industries

Joel Reeds

Intuitive Shipping Inc.

Sharon Reeds

Intuitive Shipping Inc.

Christine Richard

Student Life and Success at Brock University

Michelle Ross

Niagara Health

Gregor Sayliss

Wandering Spirits

Anna Schmoll

Rose Hill Lane Inc.

Dr. Mélanie Sénéchal

Niagara Health

Deanna Shalala

Socks and Snacks Outreach Initiative

Harminder Singh

Lighthouse Restaurant

Charlotte Steinschifter

Billyard Insurance Group

Ashley Waters

Scouts Canada



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CONGRATULATIONS YOU DESERVE IT

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 to-

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

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

5:30 PM - 7:00 PM

WELCOME, REFLECTION, & DINNER

7:00 PM - 8:30 PM

AWARDS & PRESENTATIONS

8:30 PM - 10:00 PM

ABOUT

BUSINESS LINK MEDIA GROUP



BUSINESS LINK
MEDIA GROUP

Founded in 2003, *The Business Link* specializes in enhancing the reach, impact, and effectiveness of business marketing, outreach, and representation within both the traditional web, and the rapidly emerging Web 3.0 online environments. We help businesses to navigate the constantly evolving world of modern marketing and business development.

As a community builder, we have developed deep roots in the Niagara Region of Ontario, and are actively growing new ones in the shape of fully digital Metaverse communities.

We are serving a global community, however we actively collaborate with and give back to our home region of Niagara, Canada. One such collaboration is our annual ‘40 Under Forty Business Achievement Awards’, which is proudly in its 19th year as of 2022.

Our media platforms include digital publications, live events, television programs, virtual landscapes, 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.

MASTER OF CEREMONIES

JESSICA POTTS

THANK YOU!

Business Link Media Group would like to extend a sincere thank you to our emcee, Jessica Potts.

Born and raised in northern Ontario, Jessica came to the region in 2002 and has been a fixture in the community ever since. Her highlight reel includes being a founding member/past chair of NEXTNiagara; co-chair of Pearl Gloves Charity Boxing Event; and co-chair of Hats & Horses: Canada's largest Kentucky Derby party. Her leadership has resulted in over \$650,000 raised for Niagara charities since 2015.

Recognized for her professional and community efforts, Jessica is the recipient of several awards including Niagara's Forty under 40 (2006), the inaugural Community Spirit Award for Distinguished Alumni from Leadership Niagara (2018), and a City of Niagara Falls Volunteer Recognition Award (2021).

By day, Jessica is known for helping leaders build their dream teams through strategic planning, soft skills training, and keynote/conference speaking. She is on a mission to help people everywhere live their best day ever at work, and recently released her first book, *Best Day Ever: Uncovering Your Strengths & Discovering Your Passion*.





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*Congratulations to the
40 Under Forty winners!*

Address: 3100 Steeles Ave E
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Office : 647 501 2345

THE 19TH ANNUAL NIAGARA 40 UNDER FORTY BUSINESS ACHIEVEMENT AWARDS

EMILY ANDREWS



Emily Andrews is a multi-media artist, actress, and musician from Niagara Falls, Ontario. She works in a variety of media, including oil painting, collage, installation art, and sculpture. A true surrealist at heart, her work is often inspired by science, nature, history, and her own strange dreams. A vibrant member of the Niagara region arts community, Emily has participated in events such as Niagara Night of Art and In the Soil Arts Festival. She received a diamond award for best local artist for the 2020 Readers' Choice Awards and in 2021 was a recipient of the Cultural Development Fund. Her work has been shown in many group and solo exhibitions and can be found in both private and public collections. Emily has a BA in Visual Arts from Brock University and has taught Observational Drawing and 3D Design Material Exploration in the Art & Design Foundation program at Niagara College.

COMPANY: EMILY ANDREWS FINE ARTIST
TELEPHONE: (289) 696-0614

KALIE BELTRAN



Kalie Beltran owns a community-based business in the heart of Fonthill. Early on, Kalie had an eye for beauty and sought out a career as an Aesthetician. Eleven years ago, she took a chance at the age of 24 and opened a business where she leased a treatment room. With growing demand, 4 years ago her dreams were fulfilled and Allure Spa and Wellness Boutique, a cozy, eye-catching neighbourhood retreat was successfully launched. Kalie has built the foundation of her business on the relationships between her clients and herself, supporting and caring for one another in a warm and inviting atmosphere.

COMPANY: ALLURE SPA & WELLNESS BOUTIQUE
TELEPHONE: (905) 932-0619

CAMERON BIGFORD



In 2017 Cameron Bigford established CNB Consulting, realizing a dream of owning his own business. Cameron's career started 14 years ago, when he himself was recruited by a staffing agency who valued his life experiences. Cameron found his passion. He excelled at helping organizations improve their leadership teams. He spent the next eight years as an employee, refining his skill sets in the recruiting space and building his reputation. The retirement of a previous employer was a defining moment for Cameron. Should he continue to support someone else's dream or take a risk and forge out on his own. He took the risk and has since placed over 90 professionals across North America under his own company's name. Great companies have great employees and Cameron can help your business achieve greatness!

COMPANY: CNB CONSULTING
TELEPHONE: (905) 397-8727

DAN BORDENAVE



Dan graduated with his bachelors of Kinesiology and Masters of Science from Brock University. While in school he was working as a registered Kinesiologist in Long-Term Care Homes and saw a need for older adults to have more support when walking. This motivated Dan to invent the world's first device that attaches a person's wheelchair to a walker. This multiple award winning device is called the ARMM device. From there, Dan began to mentor other young entrepreneurs on how he managed to be a self-taught entrepreneur and business professional. From these opportunities he was able to work with Spark IECI as a manager of member relations and help to relate to budding entrepreneurs. From that point Dan was selected to be the Interim CEO of Spark IECI and continues to support entrepreneurs along their journey by providing an all-encompassing space with essential resources such as: technology, mentorship, curriculum and funding opportunities.

COMPANY: SPARK IECI & BISEP INC.
TELEPHONE: (289) 650-1770



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THE 19TH ANNUAL NIAGARA 40 UNDER FORTY BUSINESS ACHIEVEMENT AWARDS

ELIZABETH BRUGMAN



Elizabeth Brugman, PT MScPT., is co-owner and lead Physiotherapist of "Active Life Rehab +" & "Niagara Concussion Management," a growing multi-disciplinary rehabilitation clinic in Niagara Falls (www.activelife.rehab). Elizabeth not only has a passion for helping her clients achieve an active lifestyle, but also values increasing concussion and vestibular (dizziness) awareness to the community. She is a first responder on the sidelines for municipal, provincial, and international sporting events/ teams, including the upcoming Canada Games. Elizabeth is an advocate for environmental sustainability, being conscience of the daily use/consumption of products associated with the business and promoting regional environmentally sustainable initiatives.

COMPANY: ACTIVE LIFE REHAB + &
NIAGARA CONCUSSION MANAGEMENT
TELEPHONE: (905) 358-8088

CLARE CAMERON



Clare established Township Niagara in 2017 as a small-scale business to design and sell Made in Canada garments inspired by the local history and unique places within Niagara-on-the-Lake. Township is now a regular vendor at the local farmer's market and remains driven by hyper-local identity and pride. Clare's passion for local communities is also represented through her work in the municipal public sector leading data analytics and customer experience programs, and since 2018 she has been a Municipal Councilor and the Deputy Lord Mayor in Niagara-on-the-Lake.

COMPANY: TOWNSHIP NIAGARA
TELEPHONE: (905) 246-3682

MYLES CALVERT



Myles is a proud husband and father who founded Tenpine in 2010. Since then the business has grown to include a team of programmers and designers serving the digital marketing needs of clients all across southern Ontario and beyond. With the goal of being a socially conscious business, Myles routinely invests his time and resources into supporting local organizations like the Niagara Dog Rescue, Dreams 2 Memories and the Welland Food Drive, among others. Using a proven formula of traffic and lead generation that he developed through years of experience, his business is to help grow your business.

COMPANY: TENPINE WEB DEVELOPMENT
TELEPHONE: (905) 401-3685

DR. DANIELLE COMMISSO



Dr. Danielle is a licensed Naturopathic Doctor, born and raised in St. Catharines. Her focus in practice is women's health, stress, digestive concerns and autoimmune conditions. She prides herself in educating her patients so they can leave each appointment feeling empowered and confident in reaching their health goals! Dr. Danielle's personal experience of feeling a sense of helplessness during her own healthcare journey offers a unique perspective and allows her to connect with each of her patients on a deeper level. Dr. Danielle is also certified in facial rejuvenation acupuncture, a natural alternative to Botox, and an extremely popular treatment in her practice. She received a Platinum award for Best Naturopath 2022 from Community Votes Niagara Region and was nominated for a 2021 RevolutionHer award in business achievement.

COMPANY: DR. DANIELLE COMMISSO, ND
TELEPHONE: (289) 205-3723



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JUSTIN DEKKER



In 2006, Justin was hit by a car and received a traumatic brain injury, among other things. He went back to high school to obtain his high school diploma. In 2010, he met his beautiful life partner/wife/business partner. After she finished her Baking and Pastry Arts program at Niagara College, Justin knew what he wanted to do. Two years after she finished, he started his journey. After receiving his diploma it was hard for Justin to find a job, and the pandemic hit. His wife had a hair appointment and there was a unit for rent. Within weeks they had the space and Bake.Frost.Repeat. was started.

COMPANY: BAKE. FROST. REPEAT.
TELEPHONE: (289) 296-1993

STEPHEN DESANTIS



Born and raised in Niagara Falls for Stephen "It was all a Dream" to build a future in the region. Stephen grew up in the construction world and knew at a very young age he would continue the family legacy of Provincial Construction. After graduating with a civil engineering degree, Stephen worked on numerous "mega-projects" across Ontario, eventually taking his experience back to Provincial. Provincial has always been known for tackling difficult municipal infrastructure projects and servicing subdivisions. Under Stephen's leadership the company has grown immensely to also include brownfield/redevelopment projects, a wider array of heavy civil projects, The Landscape Depot, and most recently Provincial Design/Build which is focusing on developing several industrial and residential properties throughout Niagara. Service to others is the rent we pay for our room here on earth which is why Stephen participates in many community events and supports numerous charities both locally and abroad.

COMPANY: PROVINCIAL CONSTRUCTION (NIAGARA FALLS) LTD.
TELEPHONE: (905) 651-4851

AMANDA DESCHENES



Amanda is an events and communications professional who has focused on developing cultural programming, events, and festivals in Niagara that spark joy, curiosity, and a sense of community for the last 13 years. Always up for a challenge, Amanda is now navigating the post-pandemic events industry, working to bring back these important experiences in-person as the Town of Pelham's Special Events & Festivals Programmer. Amanda has volunteered for a number of organizations, and in 2019 accepted the Corporate Campaign of the Year award for her work as United Way Campaign Manager. A lifetime resident of Niagara and experienced world traveller, Amanda is passionate about lifelong learning and cultivating memorable experiences at home through her work.

COMPANY: TOWN OF PELHAM
TELEPHONE: (905) 892-2607

DAVID DIPETRO



David DiPietro was born and raised in St.Catharines, remaining in the area for post-secondary education. David's goal was to find a career and start a family in the city that he felt so passionate about. He is currently the Senior Experiential Education Coordinator at Brock University, through this role, he coordinates partnerships between students and community partners within the Goodman School of Business. Prior to joining Brock University six years ago, David worked in the Research & Innovation department at Niagara College, a role he entered soon after graduating from the Business Administration program.

COMPANY: CO-OP, CAREER & EXPERIENTIAL EDUCATION AT BROCK UNIVERSITY
TELEPHONE: (905) 401-5949



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AMANDA FIDLER



Amanda Fidler is a Registered Psychotherapist and owner of Checking In Counselling and Consulting in Crystal Beach. She believes that every individual is unique and possesses special talents and attributes that set them apart from the rest. Amanda is a positivity enthusiast and is extremely passionate about empowering others. Amanda has a Master's degree in Counselling Psychology, is a mentor and supervisor to master's level students and is in the process of publishing her first self-help book. She has helped countless individuals, families and communities through her attentive listening, compassionate care and empathic approach.

COMPANY: CHECKING IN COUNSELLING & CONSULTING
TELEPHONE: (289) 599-1703

ANDREA FRANCE



Andrea was born and raised in Victoria B.C. She is now a busy mother to four young children, enjoying life with her husband in Niagara. Andrea holds two degrees, in Kinesiology (Western) + Naturopathy (CCNM) and has 20+ years of experience as a Group Fitness/Sports Instructor in various disciplines such as swimming, snowboarding, and zumba. Following the birth of her first child, Andrea founded Mama Bear Wellness (2018), running weekly in-person + virtual pre/postnatal yoga, mom + baby barre and stroller fit classes. After the birth of her twins, Andrea founded Moms Niagara (2019), running events + workshops for parents at local wineries and breweries to help support the community. Andrea received the Niagara Falls Review Readers' Choice Award for Best Yoga Instructor (2019) and Best Group Fitness Instructor/Trainer (2020, while on mat leave) Gold Level. This year, Mama Bear Wellness has been selected as a 2022 CBRB Best Business In Canada.

COMPANY: MAMA BEAR WELLNESS + MOMS NIAGARA INC.
E-MAIL: NIAGARAMOMS@GMAIL.COM

STEVE FRECHETTE



Steve began his career working part time at the young age of 14 and continued working full time after graduation. He rose quickly within the organization he worked for developing operations and team management, estimating and customer service skills. His passion for construction and personal development allowed him to open Board Boss Drywall in 2017 with only 1 employee and grow it to over 40 workers. Now Board Boss can be found working on some of the largest projects in the Niagara Region. Steve's strong ambition to contribute to this industry has led him to be recently appointed to the Board of Directors for the Niagara Construction Association.

COMPANY: BOARD BOSS DRYWALL INC.
TELEPHONE: (905) 932-9952

ELISE GASBARRINO



Elise has spent over a decade establishing herself in the world of fashion and lifestyle. Living in New York City for the majority of that time and working for iconic brands such as Oscar de la Renta and Burberry. She purchased STYLE Canada back in 2016 and since expanded to include 7 domains, 1 global podcast and a team that operates across North America. Elise is passionate about her involvement in initiatives that support women. Her entrepreneurial spirit has led her to invest in female-founded start-up organizations. Her personal experience with cancer led her to found Pink Pearl Canada, a registered Canadian charitable organization focused on bringing together young women affected by cancer through a network of peer support and innovative programs. Elise is a recipient of the Burberry Icon Award, the Human Touch Award at Cancer Care Ontario and received the Community Leadership Award from her alma mater Wilfrid Laurier University.

COMPANY: STYLE CANADA & PINK PEARL CANADA
TELEPHONE: (905) 658-0991



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REVEL.

REALTY INC., BROKERAGE

REVEL congratulates Dillon Parnell (Head Coach of Revel Grimsby/Hamilton Escarpment) and Jessie Macdonald (Head Coach of Revel St. Catharines) are recipients of the 40 under 40 award, a prestigious Niagara Business Achievement Award appreciating leadership, entrepreneurial spirit, resiliency, sacrifice and the gratitudes of success that result from hard work and determination.

Both Dillon and Jessie are ambitious leaders and high producing REALTORS® who have established formidable reputations in the industry.

At REVEL, we sincerely enjoy celebrating our leaders and their accomplishments, and we wish both Dillon and Jessie many more in the future!



DILLON PARNELL
REALTOR®

289. 797. 2313
Dillon@revelrealty.ca

JESSIE MACDONALD
REALTOR®

905. WE. REVEL
jessie@revelrealty.ca

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**Congratulations to the 2022 recipients
of this year's 40 Under Forty!**



**CNB
CONSULTING**

Est 2017

Great companies have great employees & CNB Consulting
can help your company achieve greatness!

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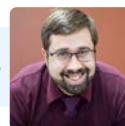
ERIN GRAYBIEL



Erin Graybiel is the Executive Director with Big Brothers Big Sisters of North and West Niagara. Her passion for supporting children and youth in Niagara has been at the core of her professional career. Prior to joining BBBSNWN, Erin dedicated nearly 20 years to YMCA of Niagara in various roles. She strongly believes in the power and potential of young people. Erin is a committed leader, focused on development, innovation and collaboration. She is a graduate of Brock University and lives in St. Catharines with her family. In her spare time, Erin supports various charitable organizations, both locally and internationally.

COMPANY: BIG BROTHERS BIG SISTERS OF NORTH AND WEST NIAGARA
TELEPHONE: (905) 646-3230

DAVID GREEN



David founded the Garden City Comedy Festival in 2017 with the intent to grow the Niagara Comedy Community into a worldwide attraction. Featuring diverse and hilarious lineups, their events have raised thousands of dollars for charities and have helped pave the way for new talent across the region. Using innovative approaches, GCCF has been at the forefront of the digital and virtual comedy evolution and continues to go the extra mile to provide the best possible entertainment experience. David was the recipient of the CHCH Business Excellence Award as well as the Culture Capital of Canada Literary Arts Award.

COMPANY: GARDEN CITY COMEDY FESTIVAL
TELEPHONE: (289) 668-3425

JOAN HAWKS



Joan is an HR Supervisor at Hospice Niagara. She has a Bachelor of Commerce, specializing in HR, and a passion for working in healthcare. She supports equity initiatives through Co-Chairing the Equity Council and participating on the Niagara Ontario Health Team - Health Equity group. Joan is proud to work for an organization that helps people live well, no matter what life presents. Her current areas of focus are recruitment, training, total rewards, wellness and project managing the HPCO accreditation process. She enjoys volunteering for Girls Rock, a program helping to build physical and mental health through empowering activities.

COMPANY: HOSPICE NIAGARA
TELEPHONE: (905) 984-8766

MATTY HILL



Born & raised in Stoney Creek, Matt Hill started playing flag football at age 7, then later transitioned into coaching his brother, alongside their dad. At age 18, Matty coached the 1st (Under13) Team Canada to a Provincial, National & World Championship title for flag football, and has been involved with football in many capacities since. Now living in Niagara, he noticed a need for Flag Football. In 2019, (at age 30), Matty founded Niagara Youth Flag Football, which had 60 registrants the 1st season. Fast forward to 2022 and amidst the pandemic, NYFF now has over 600 participants between ages 4-18, playing at various levels, making it the fastest growing flag football league in Ontario! NYFF prides itself on quality coaching, inclusivity, fun, and affordability. It is all made possible with the administrative assistance, committed volunteer coaches, community sponsors and support of the NYFF family, led by the knowledge, passion & dedication of Matty Hill.

COMPANY: NIAGARA YOUTH FLAG FOOTBALL
TELEPHONE: (905) 517-4803



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RACHEL
KLEIMAN



Rachel is a lifelong Niagara resident and a proud Brock University and Mohawk College alumna, holding a Bachelor of Arts in Sociology and a Social Service Worker Diploma. Rachel is a Regional Manager at Anchor Rehabilitation Support Services and Board-Staff Consultant at Brain Injury Association of Niagara. Previously, she was the Executive Director of the Hamilton Brain Injury Association. Rachel loves to be involved in her community and a big part of that is through her dedication to volunteering and supporting local businesses. Rachel currently serves as Secretary on the YWCA Niagara Region Board of Directors and Vice-President on the National Chronic Pain Society Board of Directors.

COMPANY: ANCHOR REHABILITATION SUPPORT SERVICES
AND BRAIN INJURY ASSOCIATION OF NIAGARA
TELEPHONE: (365) 323-6844

SARAH
LEACH



Sarah is the Deputy Clerk at the Town of Pelham. In her role, she assists with performing statutory duties of the Municipal Act, conducts Civil Marriage Ceremonies and works closely with charitable initiatives from community groups as the Lottery Licensing Officer. Sarah has also received the appointments of Commissioner for Taking Affidavits, Deputy Division Registrar and Assistant Returning Officer. Sarah is a proud Brock University alumna who continually seeks opportunities for professional development, including, the Records and Information Management certification from Mohawk College. She takes pride in assisting community groups and is looking forward to continuing to serve the residents of Niagara.

COMPANY: TOWN OF PELHAM
TELEPHONE: (905) 892-2607

JESSIE
MACDONALD



Jessie has made a name for herself as a luxury real estate broker and head coach with Revel Realty, owning and operating offices in St. Catharines and Niagara-on-the-Lake. Specializing in residential, industrial, and commercial sales, investment planning & custom builds (Level Developments), she and her husband Evan, are co-owners of MAC Inc. Jessie is a certified Tarion Home Builder. A graduate of Brock University (Hons. B.A./B.Ed.) Jessie is one of Canada's most decorated female wrestlers; a 10-Time National champion, she has travelled the world representing Canada at countless international events. She's a 3-time world medalist and one of 5 women in Canadian history to win the World championships. Both in sport and now in business Jessie dedicates her success to being extremely organized and outworking the competition. With a competitive spirit to be the very best at everything she does, Jessie has made it her goal and passion to provide an unmatched level of service for her clients. She also makes time for raising a young daughter, Ella (5) and son, Von (1). Jessie has a long history of community work; she operates a Christmas Toy Drive for Niagara's underprivileged children and families and provides financial support for Niagara's young athletes.

COMPANY: MAC INC. / BROKER AT REVEL REALTY
TELEPHONE: (905) 380-6754

WENDY
MARSHALL



In 2016 Wendy was a part time freelancer with 2 little kids being told her only option was to quit and go on OW. She decided that was not the best option for her young family. She focused on marketing education and growing her brand Thumbtack Marketing, and soon offered effective design and marketing solutions for small businesses across North America. With the last 2 years working from home with 4 kids home schooling off and on due to covid she was able to focus on working behind the scenes in multiple business including supporting her new husband on his own journey of self employment. Now moving forward in to 2022 she is growing Thumbtack Marketing by partnering with other entrepreneurs to work in digital publishing with OTB Publishing as they provide solutions to grow the reach of experts in their fields, create a matrix of local networking groups with Leaders Can, and continue helping many small businesses improve their digital marketing and branding.

COMPANY: THUMBTACK MARKETING
TELEPHONE: (289) 434-4874



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TIMOTHY
NELLES



Tim started his career in St. Catharines as a co-op student in the Brock University accounting program with the firm Partridge Igulden. In this small firm, Tim learned from his incredible mentors what it took to be successful in public accounting and eventually became a partner of that firm at the age of 34. Now a partner at Grant Thornton, a leading Canadian accounting and advisory firm, Tim serves clients in diverse industries, highlighting a focus on small business, real estate, manufacturing, and not-for-profit entities. Tim is now a mentor to his fellow colleagues in the firm and engages with accounting students as Grant Thornton's ambassador with Brock University. Tim is happy to be supported by his wife Monika and two children, Isla and Miles.

COMPANY: GRANT THORNTON LLP
TELEPHONE: (905) 682-8363

KRISTEN
NILSEN



Kristen is an Experiential Education Coordinator at Brock University where she collaborates with community partners and faculty to develop meaningful Experiential Learning opportunities for students where they can enhance and apply their understanding of course content, supporting up to 100 courses annually. These projects give community partners consulting expertise they may not have otherwise been able to access, with partners reporting a direct impact to their organization through the partnerships. She is passionate about supporting the growth and development of students, and positively impacting organizations in Niagara. Kristen is the Vice Chair of NEXTNiagara, working to provide young professionals in Niagara meaningful opportunities for personal, professional, and community development.

COMPANY: BROCK UNIVERSITY
TELEPHONE: (905) 688-5550

LAURIE
O'NEILL



Laurie opened Salon@Church in the fall of 2020, after designing & creating her dream space in an old, repurposed church building. She has crafted a unique & diverse skill set, built over 17 years of industry experience as a stylist & creative director. Her passion for education focuses on the next generation of hairstylists. She enjoys being a guest artist at local training facilities, along with contributing to the Program Advisory Committee at Niagara College. Laurie has mentored many apprentices over her career, with some returning to learn mentorship & teaching skills. Her belief is that company culture should be education focused, have a growth mindset, and most importantly blend seamlessly with their lives and families. Her ultimate mission is to provide clients with exceptional hair services while maintaining their authentic selves. Laurie looks forward to growing deep and meaningful roots in the downtown Welland community to build on the fundraising and support already underway with her team.

COMPANY: SALON@CHURCH
TELEPHONE: (289) 820-5557

DILLON
PARNELL



Dillon started his real estate career as a stand-alone agent in 2016, and eventually started his own team with his business partner Ashley. They quickly became one of the top producing teams in the region. In 2020 he became a head coach (manager) by opening his first branch in Grimsby, and this year has opened a 2nd location in Hamilton. He is the youngest Realtor in the organization to do so. A devoted husband and a father to 3 young children, he doesn't take his success for granted and contributes to & runs charitable events for Wise Guys, Gillians Place & Bethlehem Place.

COMPANY: MORRIS & PARNELL REAL ESTATE
ADVISORS @ REVEL REALTY
TELEPHONE: (289) 797-2313



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THE 19TH ANNUAL NIAGARA 40 UNDER FORTY BUSINESS ACHIEVEMENT AWARDS

CRYSTAL RABLEY



Crystal is a Carbon Specialist with Walker Industries, committed to its mission to build a sustainable future, together. Driven by her passion to take action on the climate crisis, Crystal has been tasked to determine and implement a pathway to carbon neutrality for Walker's Environmental Division. In 2021, she was recognized in the Globe and Mail as a Canada Clean50 Emerging Leader based on her work at Walker to help support the low-carbon economy. Crystal also serves as the Sustainability Chair of the Niagara 2022 Canada Summer Games to minimize the environmental footprint of the Games.

COMPANY: WALKER INDUSTRIES
TELEPHONE: (905) 329-4650

JOEL REEDS



Joel is the co-founder and CEO of Intuitive Shipping. This award-winning Niagara-based software company gives online stores the tools to control shipping costs and delivery options at checkout to boost their conversions, maintain their margins, and gain a competitive advantage in their market. His passion for software development was ignited in 2011 when he developed his first app, Total Based Shipping. Over a decade later, Joel leads the technical team for the Intuitive platform, which is trusted by thousands of businesses worldwide, including Twinings Tea, Purina, and Magnolia Home, to control the most critical step of their buyer's journey.

COMPANY: INTUITIVE SHIPPING INC.
E-MAIL: JOEL@INTUITIVESHIPPING.COM

SHARON REEDS



Sharon Reeds is the co-founder and CEO of Intuitive Shipping. This award-winning Niagara-based software company gives online stores the tools to control shipping costs and delivery options at checkout to boost their conversions, maintain their margins, and gain a competitive advantage in their market. Since launching in 2017, her innovative software has supported its clients, who include Twinings Tea, Purina, and Magnolia Home, in earning over \$7B in revenue. Cultivating a rapidly growing team, Sharon has secured some of Niagara's best talent and is devoted to building a diverse, inclusive, and enthusiastic workplace.

COMPANY: INTUITIVE SHIPPING INC.
E-MAIL: SHARON@INTUITIVESHIPPING.COM

CHRISTINE RICHARD



A ten-year employee of Brock University, Christine has dedicated the majority of her career to working as an Alumni Officer. Christine's special events and programming expertise—coupled with her can-do attitude—has helped thousands of Brock students and alumni engage with each other, develop personally and professionally, and to grow a stronger affinity to Brock. Recently, Christine accepted a new role at Brock as the Co-Curricular Engagement Coordinator. In this role, she shares her knowledge with student clubs and departments by empowering them to plan inclusive and safe initiatives that enrich the student experience at Brock through extracurricular opportunities. Christine is also an active member of Wise Girls charity and provides mentorship to students from her alma mater.

COMPANY: STUDENT LIFE AND SUCCESS AT BROCK UNIVERSITY
TELEPHONE: (289) 213-8757



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MICHELLE
ROSS



Born and raised in Thorold, Michelle is “passionate about developing and empowering the emerging leaders in our community”. Michelle is a dedicated member of the Niagara Health team and currently holds the position of Organizational Development Consultant. She is responsible for leadership and performance development programs, staff recognition tactics, and supports various strategic initiatives that drive individual and organizational success. Additionally, Michelle teaches part-time at Niagara College where she enjoys sharing her knowledge and experience with the next generation of HR leaders. Michelle is an active volunteer in our community, and is currently serving as a Program Advisory Committee Member with Leadership Niagara.

COMPANY: NIAGARA HEALTH
TELEPHONE: (905) 931-7677

GREGOR
SAYLISS



Gregor is the owner of Wandering Spirits, which he started in October 2020. Starting out as an old trailer that was converted into a mobile bar, the business quickly grew to also operate as a mobile coffee shop. Gregor recently opened up a coffee shop on James Street operating inside of Living Apothecary, and has just taken over the whole space to expand into cocktails as well. Gregor loves to partner up with different local businesses and help highlight what they have to offer.

COMPANY: WANDERING SPIRITS
TELEPHONE: (289) 214-4084

ANNA
SCHMOLL



Anna Schmoll has a lifelong commitment to the Niagara Region and is an advocate of the vulnerable and the overlooked. After years as a Personal Support Worker serving the elderly, Anna launched Rose Hill Lane (RHL) with the vision to provide a premium level of service to the elderly built on compassion, empathy, and respect for their diverse needs. RHL has a professional base of over 60 employees who take great pride in catering to client needs and prioritizing the lifestyle they choose to live, despite the limitations that aging can bring. RHL honours personal support workers by ensuring they are treated with respect for the very difficult work they do and ensuring they are paid a living wage. As an employer Anna relies on her staff to build client relationships that reflect trust and unconditional acceptance.

COMPANY: ROSE HILL LANE INC.
TELEPHONE: (905) 328-9803

DR. MÉLANIE
SÉNÉCHAL



- Emergency Medicine Physician at Niagara Health
- Medical Director of Sexual Assault and Domestic Violence for Niagara Health
- Assistant Clinical Professor of Medicine at McMaster University
- Corporate Officer for the Douglas Memorial Hospital in Fort Erie
- Medical Director at Cenoté Wellness and Medical Spa

Recipient of:

- The Undergrad Excellence in Education Award (Niagara Campus) from McMaster University (2017)
- The Emergency Medicine Clerkship Teaching Award from McMaster University (2017)
- The Niagara Health President's Award: Extraordinary Performance (2019) – (the top award for the entire Niagara Health System)
- The Niagara Emergency Medicine Undergrad Excellence in Teaching Award (2019)
- The Barbara Tatum Award for Excellence in Undergraduate Emergency Medicine Teaching (2021)
- The Mac-CARE Excellence in Teaching Award for the Niagara Regional Campus (2022)
- The Niagara Post Graduate Teacher of the Year from McMaster University (2022)

COMPANY: NIAGARA HEALTH
TELEPHONE: (905) 378-4647



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THE 19TH ANNUAL NIAGARA 40 UNDER FORTY BUSINESS ACHIEVEMENT AWARDS

DEANNA SHALALA



Deanna Shalala co-founded the non-profit Socks and Snacks Outreach Initiative with Stacey Hunt, J.P. Shalala and Adam Gagliardi in 2019 to honour their late mother, Rosanna Hunt. With unfailing support from their family, the kindness of Ryerson Innovation Hub, and incredibly dedicated volunteers and community members, they deliver hot meals weekly and outreach bags monthly to the homeless and in-need of Niagara Falls. Deanna is also a local musician and works with Community Living, nursing and retirement homes, performs at special events and offers piano and singing lessons. Socks and Snacks can be found on Instagram and Facebook: @socksandsnacks, and can be reached at: socksandsnacks@gmail.com

COMPANY: SOCKS AND SNACKS OUTREACH INITIATIVE
TELEPHONE: (289) 696-9450

HARMINDER SINGH



Chef Harminder Singh is trained in French & Indian cuisine. He opened his first restaurant CORIANDER GREEN in Oakville in 2005 at the age of 23. He ventured into several food related businesses and had his own cooking show. He also had the honour of being one of the four judges of TORONTO CURRY AWARDS 2018-19. After serving nearly two decades in GTA, he expanded in the Niagara region and with his expertise and experience turned LIGHTHOUSE on the parkway into a destination restaurant.

COMPANY: LIGHTHOUSE RESTAURANT
TELEPHONE: (905) 382-6888

CHARLOTTE STEINSCHIFTER



Charlotte Steinschifter is the Director of People & Culture at Billyard Insurance Group (BIG). She holds an MBA specializing in Human Resource Management, and a Bachelor of Music with a Minor in Psychology. In 2018, Charlotte started as BIG's Marketing Manager. Charlotte introduced the iconic elephant to the BIG brand, made significant marketing improvements, developed a thriving team, and was a key driver of company culture. In 2021, she transitioned to Director of People & Culture to focus on her passion of creating a people-first company culture and growing BIG as a top insurance workplace in Canada.

COMPANY: BILLYARD INSURANCE GROUP
TELEPHONE: (905) 346-2190 EXT 10112

ASHLEY WATERS



Ashley was raised in Niagara Falls, where she lives today with her husband, Jeremy and their two children, Liam and Sasha. She is a honours graduate of Brock University, where she studied political science. For twelve years, she has worked as a Non-Profit Manager with Scouts Canada. Ashley's roots in Niagara's tourism industry run deep, as she has previously served as an opening team member for the Niagara Falls Convention Centre in sales and marketing, and worked as an Entertainment Coordinator at the Fallsview Casino Resort. As an active volunteer, tireless advocate, and leader in our community, Ashley has spearheaded fundraising efforts for young women affected by cancer through her work at Pink Pearl Canada. She was also instrumental in kickstarting the Niagara Falls Titans Soccer Club's eight- and nine-year-old girls' travel team, which she continues to help coach. Ashley is also a founding member of NEXT-Niagara, an organization tasked with supporting the next generation of talented community leaders, and showcasing the vibrancy and prosperity of the Niagara Region. She has served on the Niagara Connects Council, where she participated in developing transformative infrastructure and social equity plans for the region. As a mom, a volunteer, and lifelong Niagara resident with a reputation for delivering tangible progress, Ashley can't wait to help write the next chapter in our community's brilliant history. Ashley is committed to making education, housing, quality jobs, and affordable daycare top priorities at Queen's Park as the Ontario Liberal Candidate for Niagara Falls.

COMPANY: SCOUTS CANADA
TELEPHONE: 905-380-4314



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TO ALL RECIPIENTS
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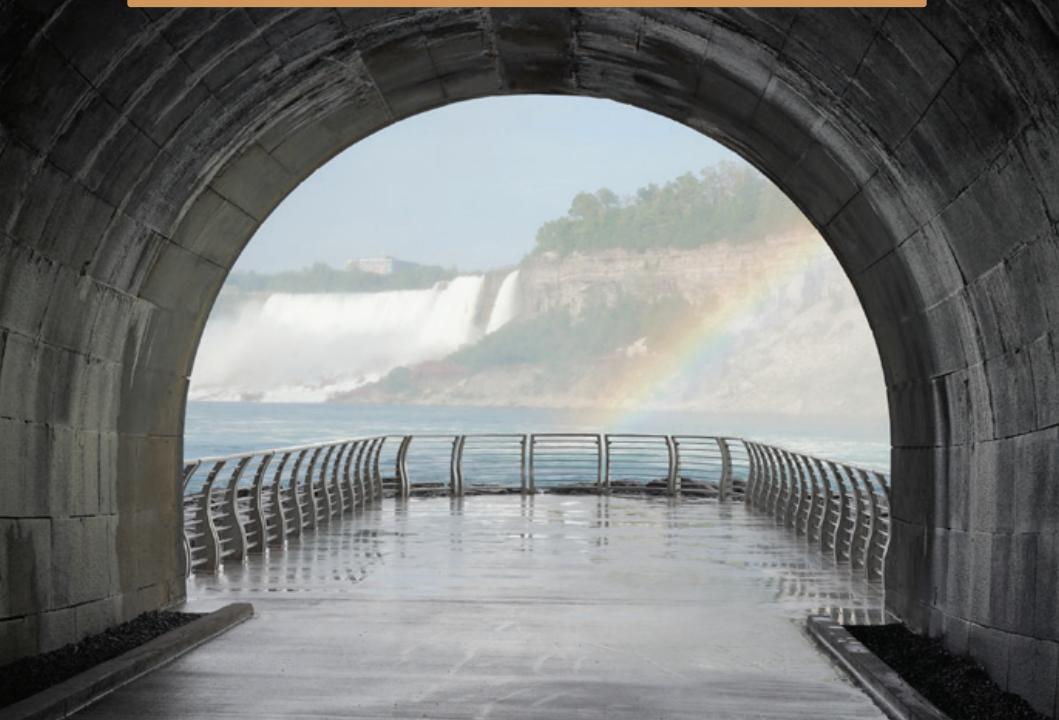




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