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New Jersey Women are Rising, Excelling in Leadership Roles

March is National Women's History Month and a celebration of women's success.

By Anthony Russo
President, CIANJ

The national celebration of Women's History Month gives the Commerce and Industry Association of New Jersey an opportunity to salute the extraordinary women within our ranks who have distinguished themselves by

their achievements, intelligence and commitment.

We are proud to salute many "firsts," as our members propel themselves and the women in their businesses to new heights. The keynote speaker at our Women in Commerce Networking event this month embodies our celebration of pioneers. She is Patricia Costello, a retired Superior Court judge who became the first woman selected by the one of our state's most prominent law firms, Chiesa, Shahanian & Giantomasi, to be its managing member.

Only a handful of women currently hold this powerful position at law firms, but industry experts say firms are increasingly entrusting their leadership to women attorneys. In fact, another member joined the trend this year. Cole Schotz P.C. tapped Randi Kochman to become a co-managing shareholder.

But the legal community is not the only industry showcasing the leadership of women executives.

◆ Paige Dworak, a member of the executive committee of the CIANJ Board of Directors, took on a new role that makes her the first woman in New Jersey to be a CEO and owner of a hospital. Dworak runs CareWell Health Medical Center, which had formerly been East Orange General Hospital. Dworak and her partners at EOH Acquisition Group bought the 201-bed facility and plan to make improvements with a focus on behavioral health.

Dworak has been at the helm of the East Orange hospital since 2017. Born and raised in Edison, she is a fellow of the American College of Healthcare Executives. At the height of the pandemic, Dworak worked with the New Jersey Department of Health to convert a medical arts building within her complex into an emergency hospital facility to treat COVID-19 patients.

Dworak has always described the hospital as a vital community asset. She said the new ownership team will allow the facility to be an independent community hospital again.

Dworak and her partners intend to expand the outpatient mental health services at the hospital, while also offering new state-of-the-art therapies. Her co-owners are Ben Klein, an Englewood resident and owner of more than a dozen behavioral health and substance abuse treatment centers across the country and Troy Schell, an attorney. CIANJ wishes them well with their plans and offers all its support to Dworak in her new role.

◆ For the first time in its history, the largest electric and gas utility in the state, Public Service Electric & Gas, named a woman as president. Kim Hanemann, a former senior vice president and chief operating officer, succeeded David M. Daly to become president of the 118-year-old company. She started at the utility 16 years ago as an associate engineer and rose through the corporate ranks into leadership positions in transmission, electric and gas field operations. She was responsible for PSE&G's transmission, electric and gas and customer operations, as well as the company's asset management and centralized service organizations. Her duties also included overseeing the execution of all large construction projects.

Ralph Izzo, PSEG chairman, president and CEO, described Hanemann as a "dedicated and respected leader in the energy industry who has been a champion for PSE&G's customers and its workforce." In a statement released when her promotion was announced last spring, Izzo noted that she "built our Delivery Projects & Construction organization from the ground up and has been responsible for ensuring the

on-time, on-scope and on-budget implementation of the utility's multi-billion-dollar transmissions investments."

◆ The only Latinx hospital executive in New Jersey, CIANJ Board Member Deborah Visconi, president and CEO of Bergen New Bridge Medical Center was awarded an Honorary Degree by Felician University at the School of Nursing in 2021. Felician University President James W. Crawford, III credited Visconi with creating an environment of diversity and inclusion in the largest public health hospital and long-term care facility in New Jersey."

In conferring the Doctorate of Humane Letters on Visconi, President Crawford commended her for her efforts, "to lead the state in providing efficient and effective access to testing and vaccinations." The hospital administrator was also commended for transforming Bergen New Bridge Medical Center into a beacon of hope as the largest public hospital in New Jersey providing care for anyone who needs it, regardless of their ability to pay.

Under the leadership of Visconi, New Bridge became a Veterans Community Care Provider ensuring care for 40,000 veterans. Partnering with other agencies, she has increased access to behavioral health, addiction treatment, intervention, and counseling services, changing, and saving many lives.

National Women's History Month is a celebration of women's contribution to culture, history and society, and at CIANJ we are pleased to pay tribute to women executives and entrepreneurs within our organization. ♡



CareWell Health Medical Center CEO and Owner
Paige Dworak



Public Service Electric & Gas
President Kim Hanemann



Bergen New Bridge Medical Center President and CEO
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to the CIANJ Companies That Care award
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Raising the Bar, Breaking the Glass Ceiling: Women's History Month

Two of the state's largest law firms are now headed by women.

By Diane C. Walsh
Contributing Editor

New Jersey has more attorneys per capita than almost any state. With 98,000 men and women admitted to the bar, it's fertile ground for the profession. Yet only a handful of women have been elected to the prestigious role of managing partner at big firms. Some say it is because the law embraces change very slowly. Look at how long most firms took to eliminate their law libraries, despite the technological advances that made them obsolete.

While female executives in the corporate world appear to be advancing at a faster pace than women attorneys, there are signs that the barriers in the legal industry are toppling.

Two of the state's biggest firms, Chiesa Shahinian & Giantomasi (CSG Law) and Cole Schotz started 2022 by naming women to oversee their day-to-day operations for the first time. Patricia Costello, the former assignment judge of Essex County, was selected as the managing member at CSG Law and Randi W. Kochman, one of the state's leading attorneys in employment law, was named co-managing shareholder at Cole Schotz P.C.

CSG realized Costello honed valuable skills running the state's busiest courthouse, which more than prepared her to oversee a firm of 174 lawyers and 117 support staff. When she presided as assignment judge, Costello managed a \$55 million budget and supervised all the county's trial and municipal courts, as well as 1,000 employees.

Frank Giantomasi, a member of the firm's executive committee, said Costello has "exceptional management style." He added, "We feel tremendously lucky to have her leading CSG Law at this pivotal time for the firm."

Kochman's colleagues also count themselves as fortunate. "Randi is an accomplished leader and dedicated mentor, who has made meaningful and impactful contributions to our culture and growth since starting her legal career here nearly 30 years ago," said Warren A. Usatine, who is co-managing shareholder with Kochman and Samuel Weiner.

Cole Schotz provided an excellent environment for Kochman's professional development. She considers her colleagues and clients part of her family. "I feel grateful and honored to be given such a responsibility. It's wonderful to have your colleagues' trust," she said.



CSG Law Managing Member
Patricia Costello

Costello showed the mettle that makes her a proven leader when Essex County was down 11 judges from its roster of 60. "We eventually prevailed upon the Chief Justice to understand that the people in Essex County were not being served the same way as people in the more affluent white suburban counties were. They were waiting longer for child support hearings. They were waiting longer for divorces, for resolutions of criminal proceedings, for everything," she said.

Relief came when new judges from elsewhere in the state were temporarily assigned to Essex as reinforcements and Costello shut down the Civil Division to keep Family and Criminal running. These two factors and the resulting pressure from the bar caused then-Gov. Chris Christie and the State Senators to break the logjam over judicial appointments.

Costello has been known to meet challenges head-on throughout her career. After graduating from Rutgers Law School and clerking for a judge, she hoped to land a job in the Hudson County Prosecutor's Office. "But I was told that they already had one woman and they were only hiring one at a time," she recalled.

It did not deter her. "Throughout your career, a lot of roadblocks might be thrown in your path. The only way to handle it is to leap over them, run around them and don't let them derail you," Costello said.

Her first job was with Dennis McAlevy, a prominent defense lawyer. "He treated me as an equal and mentored me and I was trying cases



Cole Schotz Co-Managing Shareholder
Randi W. Kochman

long before I would have in the prosecutor's office," she said. Costello stayed with the firm for 10 years, until she was tapped for the bench.

Some colleagues cautioned her that the nomination was too early in her career. "But opportunities like that don't come around twice," Costello said. Also, with two children under 15 months at the time, the stability of the judiciary appealed to her. Ironically, three years later her husband, Thomas Olivieri, became a judge too (Costello said their children used to tease them that the only thing worse than being the minister's children is to be the judges' kids).

She spent the first 15 years of her judicial career in Hudson County, serving in the Criminal Division, and as supervising judge of the Special Civil Part and later Presiding Judge of the Family Division. Costello was named Assignment Judge of Essex County in 2004.

Costello retired from the bench in 2015 and six months later joined CSG Law, where her practice focused on arbitration and mediation. She is looking forward to new challenges as the managing member.

Kochman was hired by Cole Scholtz as a summer associate in 1994 and offered a permanent position when she graduated from The George Washington University School of Law the next year. In her practice she is dedicated to helping employers understand and navigate complicated and ever-changing employment laws so they can effectively manage employees, avoid costly mistakes and focus on their core business.

Continued On Page 10



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Continued From Page 8

She is licensed in New York as well as New Jersey, and was named chair of the firm's employment law practice in 2013. For the past 12 years she also served on Cole Schotz's executive committee, especially lending her expertise on personnel issues. Considering her career path, Kochman's elevation to co-managing shareholder was a natural progression.

"I'm told I'm a good listener and that I exercise good judgment. I've also been lucky enough to have leadership and mentoring opportunities at the firm for years. It all led to me growing into the role," Kochman said.

The timing also worked well, since her three sons with her attorney husband, Tedd Kochman, are now more independent at ages 22, 19 and 16. The duties of co-managing shareholder will undoubtedly add to her plate, especially since she is continuing her employment law practice. She is a leader in the field, having been named in the 2016-2020 *Chambers USA Guide for Labor and Employment*. Since 2011 Kochman has also consistently won the title of New Jersey "Super Lawyer." For many years Kochman has also been active with the Commerce and Industry Association of New Jersey, a statewide business advocacy group, where Kochman has been instrumental in developing the human resources programs.

Throughout her career Kochman has always been mindful of helping other female

attorneys succeed. She is active in the New Jersey Women Lawyers Association and previously served as the group's president, vice president and secretary.

At Cole Schotz the three co-managing shareholders work together collaboratively, handling the issues presented by the 170 attorneys and 130 support staff in their six offices. "We're all responsible for everything," Kochman said. But she has carved out several areas for her personnel-related focus. The firm's commitment to diversity, equity and inclusion will continue to be among her priorities. She also wants to concentrate on the well-being of the firm's attorneys and staff.

Since the onset of the COVID-19 pandemic, Kochman has been on the firm's frontlines. She is concerned about the added pressures the pandemic brought to an already stressful job. "We have to consider what we can do as an organization to alleviate the stress for employees and clients," she said.

There are also practical questions to address, such as determining "the right work-life balance" for the new work environment. COVID taught Cole Schotz, and so many other employers, that work can be done successfully from home. Many people enjoy the new flexibility. But the firm must decide on the best model to serve clients, foster a collegial environment, offer proper training for young attorneys, promote mentoring and still provide flexibility.

Costello is facing a similar task at CSG Law. The firm is moving into new space in Roseland, and she must determine how it will be configured to suit the needs and expectations of staff that got comfortable working from home and elsewhere. The new paradigm could mean an end to the five day in-the-office work week. But what is the right number?

In the short-term Costello also plans to bring a fresh perspective to the firm's management practices. For instance, she expects technology can be better applied to many of the firm's administrative practices, making them more effective and more profitable.

Both Costello and Kochman are very eager and enthusiastic about their new roles. "I feel very fortunate for the opportunity, and I hope and expect I won't be the last (woman). I know I'll be the first of many," Kochman said. ♣



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Women's Health Roundtable: Cancer Treatment/Diagnosis

Compiled by Miles Z. Epstein
Editor, COMMERCE

Advances in diagnosing and treating cancers in women are particularly worthy of discussion during Women's History Month. In the following roundtable, experts from New Jersey's top hospitals highlight new technologies, pharmaceuticals and treatments that are improving the diagnosis and treatment of this disease—and saving lives.



HEALTHCARE



Atlantic Health System
By Daniel Tobias, M.D.,
Medical Director,
Gynecological Oncology

We want local women to know that they may be eligible to enroll in a landmark study at Atlantic Health System, which uses a simple blood test for the CA-125 protein to screen women for ovarian cancer. The purpose of the clinical trial is to help determine whether this test can catch ovarian cancer early in women who would not normally be screened for it. Atlantic Health System hospitals are the only centers in the New Jersey-New York area to participate in the study. Most ovarian cancer is detected too late, at stages 3 or 4, with a 75 percent chance of recurrence after treatment. The CA-125 blood test is currently only used in women who have had ovarian cancer or who already show symptoms. A high CA-125 marker may indicate the need for further testing, however, by that time it is often already late-stage cancer. Many women do not know that ovarian cancer accounts for more deaths than any other gynecologic cancer. If caught early, however, ovarian cancer has a 90 percent five-year survival rate. We want to encourage all women—those at low risk as well as those who may be at higher risk—to participate in this study and speak with their ob/gyn about what types of testing might be appropriate for them. Study participants have their blood drawn once a year for at least three years and answer a questionnaire. Depending on their level of CA-125, more frequent blood draws may be done and/or an ultrasound test may be given. Women interested in the CA-125 study may be eligible if they do not have high risk factors and meet other criteria. Study participants must

also be post-menopausal and between the ages of 50 and 74. To join the CA-125 study, please call (973) 971-6491 or e-mail ovarian.screening@atlantichealth.org.



Englewood Health
By Anna Serur, M.D.,
Chief, Colon and Rectal Surgery

The most common cancers women face today are breast cancer, skin cancer and colorectal cancer. In my work, I treat women who have been diagnosed with colorectal cancer, the lifetime risk for which is about 1 in 25 women. Family history of colorectal cancer or polyps, a personal history of inflammatory bowel disease and genetics play a role in determining risk level. For this reason, colon polyps, Crohn's disease, ulcerative colitis and

“Cervical cancer used to be the leading cause of death for women in the United States in the past but due to screening with pap tests, death rates from cervical cancer have decreased significantly.”

genetic conditions—such as hereditary polyposis syndromes—should be actively monitored by a gastroenterologist.

Patients diagnosed with colorectal cancer early have an excellent prognosis if they receive quick evaluation and appropriate treatment. Even when it comes to advanced-stage diagnoses, treatments have evolved so significantly that patients have a wide array of options available to them. I use minimally invasive techniques like robotic and laparoscopic surgery, which allow patients less pain, better oncological results and a quicker recovery. At Englewood Health, collaboration is just as important as technology. We use a team approach to all cancer treatment and each patient is discussed at a multidisciplinary team meeting. We find this kind of collaborative care does lead to greater outcomes for patients and that is, of course, our utmost priority.



**Hackensack Meridian Health,
Hackensack Meridian
Jersey Shore
University Medical Center**
By Mark E. Borowsky, M.D.,
MBA, FACOG, FACS,
Medical Director,
Gynecologic Oncology

The most common gynecologic cancer in the United States is endometrial cancer, which afflicts approximately 65,000 women each year. Strongly related to obesity, it's also one of the only gynecologic cancers that has been increasing in frequency. Major advances have been made in the surgical treatment of this disease using robotic surgery with instruments placed in the body through incisions measuring just 8mm. Then the surgeon can guide these instruments to perform the surgery using a computer and a series of special hand and foot controls. Visualization is 3-D and enhanced by magnification; and is not only in the visual spectrum but in the near-infrared spectrum, which means that we can see things during robotic surgery that you can't otherwise see. That special vision allows us to identify the most important lymph nodes in the area, called sentinel lymph nodes to figure out if the cancer has spread, without taking out all the lymph nodes. We now offer robotically assisted surgery to almost all patients with endometrial cancer, and to patients with other gynecologic cancers. Eighty percent of patients can now have their surgery done in a minimally invasive way and most will go home the same day.



**Hackensack Meridian Health,
John Theurer Cancer Center
at Hackensack University
Medical Center**
By Dr. Merieme Klobocista, M.D.,
Division of Gynecologic
Oncology

Cervical cancer used to be the leading cause of death for women in the United States in the past but due to screening with pap tests, death rates from cervical cancer have decreased significantly. Cervical cancer continues to be a leading cause of death for women in underdeveloped countries due to lack of access to screening. It is estimated that new cases of cervical cancer in 2021 are 14,480 which comprises less than one percent of all new cancer cases and the estimated number of deaths in 2021 from cervical cancer is 4,290, also less than 1 percent of all cancer deaths. The five-year survival

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U.S. AND CANADIAN IMMIGRATION AND NATIONALITY LAW

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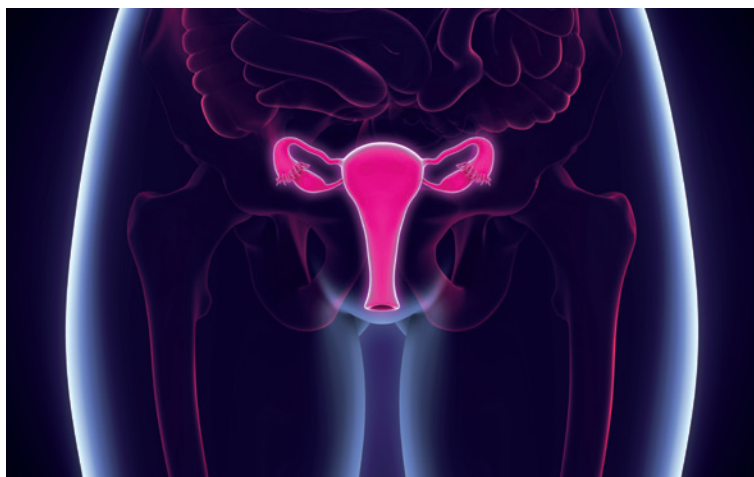


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The most common cancers in the United States for women are breast, lung, colon and endometrial (uterine) cancer.

rate is approximately 66 percent. Cervical cancer is most commonly diagnosed between 35-65 years of age although can be diagnosed at a younger or older ages. Some common signs or symptoms of cervical cancer include post coital bleeding (bleeding after sex) or abnormal vaginal bleeding, pelvic pain, back pain and leg swelling. The main risk factor for cervical cancer is infection with the Human Papilloma Virus (HPV). Cervical cancer is unique in that there is an excellent screening test for it, the Pap test and HPV testing, that can pick up precancerous lesions and treat them before they become a cancer. Another unique feature of cervical cancer is that there is a vaccine that can prevent precancerous and cancerous lesions of the cervix called Gardasil. The Gardasil vaccine is a vaccine against nine types of HPV and is FDA approved up to age 45.



Hackensack Meridian Health, Riverview Medical Center, Bayshore Medical Center
By Harriet Borofsky, M.D.,
Medical Director of Breast Imaging

Breast cancer is the most frequently diagnosed (non-skin) malignancy in women. According to ACS estimates, approx-

imately 2 million women worldwide, 226,870 women in the United States and 8,330 women in New Jersey will be diagnosed with breast cancer each year. In fact, New Jersey has one of the highest rates of breast cancer in the United States. The good news is that breast cancer is highly curable, with five-year survival rates of 90 percent, especially when detected in its earliest stages. Early detection is an opportunity to halt the natural progression of this disease, improve outcomes and increase treatment options that are well tolerated and minimally impactful to women's daily lives. The single most effective tool for early detection of breast cancer is screening mammography. Since screening programs were launched in the 1990s, breast cancer deaths have decreased by 40 percent and breast cancer treatments have focused on managing predominantly small, early-stage tumors with less-invasive surgical procedures and more effective targeted hormonal and chemotherapy regimens. Advances to improve early detection and diagnosis of breast cancer have evolved over the past two decades at a dizzying pace, including minimally invasive biopsies, breast ultrasound and breast MRI. Perhaps, the single most impactful technology is 3D-mammography, improving upon the overall accuracy of mam-

mograms for the thousands of women that are screened daily.



Holy Name Medical Center, Patricia Lynch Cancer Center
By Yadyra Rivera, M.D.,
Program Director,
Breast Oncology

Breast, lung and colorectal cancers make up about half of cancer cases among women nationally and here in New Jersey, with breast cancer being the most prevalent. Screening is key as early diagnosis leads to better outcomes. Women should begin regular mammograms at age 40; an MRI might also be indicated for those at higher risk, due to genetics or other factors. If breast cancer is diagnosed, there are a variety of personalized treatment options that are recommended for the best possible outcomes. In addition to surgery, chemotherapy and radiation, we have effective medications to treat breast cancer that target hormones and the immune system. Given orally or through infusion, these have become standard of care. Hormonal therapy blocks or reduces estrogen or progesterone

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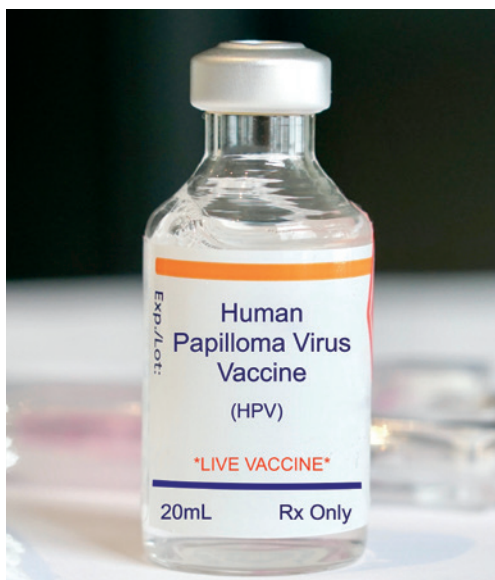
that feed certain tumors. It can be effective before and after surgery or if there is a recurrence. Immunotherapies stimulate the immune system to kill cancer cells and can be used, with other therapies, to treat some of the most aggressive types of the disease, such as triple-negative breast cancer. There are several options depending on tumor type and progression of disease. For instance, new monoclonal antibodies target specific proteins that feed cancer cells. In addition to the latest medical therapies to treat cancer, we take a holistic approach at Holy Name, offering nutritional counseling, support groups, education and a supportive, compassionate environment.



Inspira Health

By Nandini Kulkarni, M.D.,
Medical Director of
Surgical Oncology

The three most common cancers in women are breast, lung and colorectal. In the United States, they make up approximately 50 percent of all cancers found in women each year. Advances in early detection and treatment continue to improve survival rates and reduce the burden of these cancers in our communities. For breast cancer, advances in 3-D mammography, ultrasound and MRI allow for earlier, more accurate diagnoses. Non-radioactive reflector localization allows for more precise localization of the tumor, increasing accuracy of surgical excision. Advances in plastic surgical reconstruction make it possible for improved cosmetic appearance after breast conservation and after mastectomy, including skin sparing and nipple sparing techniques. Low-dose CT screenings and advances in navigational and robotic bronchoscopy continue to improve



The Human Papilloma vaccine protects against nine types of HPV and is FDA approved up to age 45.



Photo: Getty Images/Stockphoto/Povozniuk

Breast cancer accounts for 30 percent of all new cancer diagnoses in women.

early detection of lung cancer. Minimally invasive surgeries (VATS procedures) and adjuvant therapies, including immunotherapy, are improving survival rates and quality of life. New screening guidelines for colonoscopy, beginning at age 45, combined with improved endoscopy procedures and the arrival of non-invasive home kits allow more colon cancers to be detected earlier. Newer laparoscopic and robotic surgical techniques for colon and rectal cancer significantly reduce the risk of serious complications, while advances in pre-surgery therapies, including chemotherapy and radiation therapy, are improving outcomes.



Jefferson Health—New Jersey

By Ana Maria Lopez, M.D.,
MPH, Professor and Vice Chair
of Medical Oncology at
Sidney Kimmel Medical
College and Medical Director
and Chief of Cancer Services

When we think about women's cancers, we often think the conversation will now focus on the cancers associated with the organs that only women have; that is, breasts, uterus and ovaries. Although that is how we have historically considered women's cancers, we now know that every cell has a sex. We have long been aware of the impact of gender as a modulator of disease; and how society perceives women and addresses women's concerns about women's health. We are learning that there are sex-specific differences in cancer biology. Our entire bodies are different, depending on our sex. These sex-specific differences have been noted in lung cancer, colon cancer and kidney cancer, just to name a few. In addition, there may be differences in the immune system, the cancer risk profile and the body's processing of cancer treatments. The 21st century has brought incredible progress in the field of cancer biology and has shed new and

important light on what is now known as sex and gender-specific medicine. This additional knowledge has allowed us to expand our treatments to the molecular level.



Memorial Sloan Kettering Cancer Center

By Isabel Preeshagul, D.O., MBS
Medical Oncologist

For the first time in history, women are being diagnosed with lung cancer more often than men. Data from the American Lung Association shows that lung cancer diagnoses in women have increased by 84 percent versus 36 percent among men in the last 42 years. In the United States, more women die from lung cancer than uterine, breast and ovarian cancers combined. Worldwide, 25 percent of lung cancer patients are non-smokers and non-smoking women are three times more likely than non-smoking men to be diagnosed. Prospective work is underway to better understand this finding. Research conducted at Memorial Sloan Kettering Cancer Center has led to big strides in this space as well as in personalized medicine. This has revolutionized the way my colleagues and I care for our patients. How can you reduce your risk? Prevention is key. Tobacco cessation decreases the risk of cardiovascular disease and developing other malignancies. Screening saves lives. In 2021, the United States Preventive Services Taskforce updated their lung cancer screening guidelines and recommends annual screening with a low dose CT scan of the chest in adults aged 50-80 who have a 20-pack per year smoking history, currently smoke or quit within the last 15 years. Other methods of risk reduction: limiting exposure to secondhand smoke, radon gas and other carcinogens.

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HEALTHCARE

ProCure: 10 Years of Helping Hope Bloom for Cancer Patients

By Brian Chon, M.D.

SOMERSET, NJ—ProCure Proton Therapy Center plans to plant or distribute 6,000 daffodil bulbs at our Somerset facility as well as throughout organizations in the community, with the help of our employees and residents representing one for every patient who has completed treatment at our Center within the past 10 years.

Daffodils are more than a beautiful flower. To many cancer patients, they inspire hope for a life without this feared and dreaded disease. To others, they represent a 10-year milestone or anniversary flower.

Daffodils are the perfect symbol for ProCure Proton Therapy Center as we celebrate 10 years of delivering compassionate cancer care in New Jersey and the tri-state region.

I can remember when the land where ProCure now stands was farmland. Now, my colleagues and I are proud to help hope bloom for thousands who seek a life free from cancer.

ProCure became the tri-state's first proton therapy Center in March 2012. We have cared for patients with a range of cancers, including diseases of the prostate, breast, lung, brain, head and neck, and gastrointestinal system, as well as sarcomas and many pediatric cases.

What makes ProCure different is the type of treatment we offer and the positive impact it can have while our patients are going through treatment.

Unlike conventional radiation therapy, proton therapy delivers particles to the body at lower energy levels and releases its energy upon impact with the tumor, so there is no "exit" dose.

This reduces the exposure of radiation to nearby healthy tissues by more than 60 percent, which can be especially important when a tumor is located near critical organs or structures such as the brain, heart or spinal cord.

As proton therapy delivers pinpoint radiation with less toxicity, higher doses can be safely directed to the tumor. This often leads to effective treatment with fewer side effects than traditional radiation therapy, and is cited by many of our patients as the reason they chose ProCure.

■ For Ed, our 6,000th patient who had prostate cancer, fewer side effects meant he could continue routine activities like weekly grocery shopping immediately after treatment.

■ For Olivia, a 17-year-old who was diagnosed with non-Hodgkin's lymphoma, it meant she could continue to pursue her passion for dancing.

As we have grown, we have expanded our ancillary services to include more concierge resources for transportation and lodging needs—thus enabling patients from other states and around the world to receive care with less stress and more comfort. The center has also added a licensed social worker, a registered dietician and translation resources.

Additionally, ProCure has partnered with highly skilled physicians and local healthcare institutions over the years, such as Princeton Radiation Oncology (now Astera Cancer Care), Hackensack Meridian Health, CentraState Medical Center, Memorial Sloan Kettering Cancer Center, Mount Sinai, Montefiore, NYU School of Medicine, Northwell Health and the Central New Jersey Division of Regional Cancer Care Associates.



Brian Chon, M.D.

We are immensely grateful for the opportunities they have provided us.

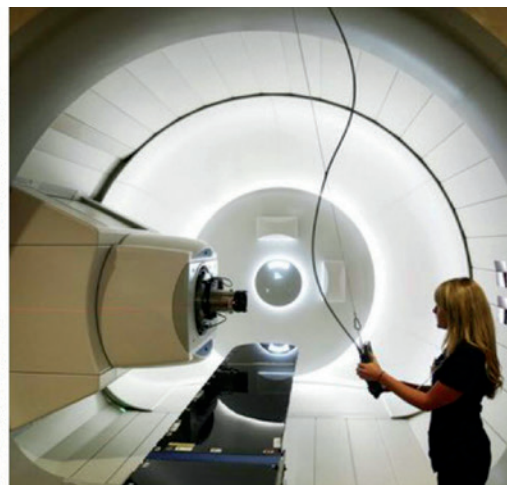
Delivering world-class care takes a tremendous team effort and continued innovation. So, while we're proud of the work we have already done, the staff at ProCure remains motivated by how we have evolved to meet the future needs of patients.

Witnessing our patients fight cancer with such bravery has a way of inspiring optimism for the future.

One of the most inspiring parts of my patients' cancer journeys comes when they ring the bell in our main lobby. It signifies the completion of their treatment and another life positively impacted by our work.

We are proud of the roots we have already planted in the fight against cancer. We hope our work will help hope bloom for many years of come. 🌱

Dr. Brian Chon is Medical Director at ProCure Proton Therapy Center.



ProCure staff remains motivated by how we have evolved to meet the future needs of our patients.

CELEBRATING



years

We are proud to celebrate a decade of an effective, non-invasive cancer treatment with over 6,000 patients and counting...and that is only the beginning!

This milestone represents the difference we've made in the lives of our patients treated who can live their best lives as well as the inspiration patients have given us through the years. We recognize our 10-years with the 10-year anniversary flower daffodils, which signify new beginnings. **Daffodils inspire hope for a cancer-free future.**



ProCure is making a difference and we are excited to share our passionate care and precision therapy for years to come.

#HOPEBLOOMSATPROCURE



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DAFFODILS, HOPE, AND OUR 10TH ANNIVERSARY:
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RWJBarnabas Health

By M. Michele Blackwood, M.D., FACS,
Medical Director; Northern
Regional Director;
Breast Services; Chief of
Breast Surgery, Rutgers Cancer
Institute of New Jersey

According to the American Cancer Society, nearly 288,000 new cases of invasive breast cancer are expected to be diagnosed in women in the United States this year. Thanks to surgical advances, clinical trials and a more personalized treatment approach, breast cancer patients have more options than ever before. There are many advances in breast cancer treatment including surgical techniques that hide scars in lumpectomies, nipple-sparing mastectomies, reconstruction, and, in some cases, no surgery at all. A relatively new and exciting treatment option being offered is lymphovenous anastomosis bypass. This special technique, in which only a few surgeons across the United States are trained to perform, helps prevent lymphedema, a complication from lymph node surgery that causes chronic, painful swelling in the arm and hand. Clinical trials are also enabling advances in breast cancer treatment. RWJBarnabas Health, in collaboration with Rutgers Cancer Institute, is currently working on the I-SPY 2 clinical trial, examining novel agents for patients with stage 2 or 3 breast cancer who require treatment before undergoing surgery. Such exploration is important to advancing personalized treatments for those with advanced disease.



RWJBarnabas Health, Rutgers Cancer Institute of New Jersey, Robert Wood Johnson University Hospital Somerset

By Ruth D. Stephenson, D.O.,
FACOG,
Gynecologic Oncologist

It is estimated by the American Cancer Society that about 116,760 women in the United States will be diagnosed with cancers of the reproductive organs this year. Cancer of the endometrium, which is the lining of the uterus, is the most common gynecologic cancer. Ovarian cancer ranks fifth as a cause of cancer deaths among women and causes more deaths than any other cancer of the female reproductive system. The best defense against gynecologic cancers are preventative measures. For example, the HPV vaccine, which is a significant advance made in the prevention of cervical, vaginal and vulvar cancers and the first treatment developed to prevent any type of cancer. At Rutgers Cancer Institute of New Jersey in collaboration with RWJBarnabas Health, researchers and physicians are always working to improve treatment for gynecologic cancers through clinical trials. This includes trials that examine



New surgical techniques in breast cancer treatment help avoid scarring.

immune checkpoint inhibitors in addition to therapies that look to combine and assess tolerability of existing FDA-approved treatments. Along with clinical trials, the Gynecologic Oncology Program at Rutgers Cancer Institute offers other advanced treatment options including minimally invasive surgical techniques, cytoreductive surgery and hyperthermic intraperitoneal chemotherapy (HIPEC), precision medicine and immunotherapy.

may be refined by appropriately selected genetic testing. It is important that patients are aware of any inherited gene alterations that may be the cause of their disease or susceptibility to disease because an individual's genetic blueprint impacts future generations. Early identification of disease risks translates to better management and more healthcare treatment options for the patient and their family for generations to come.



Saint Peter's University Hospital

By Debra-Lynn Day-Salvatore,
M.D.,
Ph.D., FAAP, FACMG, Chair,
Dept. of Medical Genetics and
Genomic Medicine

At Saint Peter's University Hospital, we believe that a multidisciplinary approach is essential to establish a care plan that will result in the best outcomes for women with breast cancer—the most common cancer among women. As a part of the interdisciplinary breast care team, the Department of Medical Genetics and Genomic Medicine at Saint Peter's offers genetic testing to determine hereditary breast cancer susceptibility. While inherited alterations in genes such as BRCA1 or BRCA2 can increase the risk of developing different types of cancer, knowing this information can provide guidance to adjust the patient's medical management appropriately. An assessment involving education and collaboration with a licensed genetic counselor can help patients make an informed decision about their health and cancer screening or management. The family tree is a powerful screening tool that



Valley-Mount Sinai Comprehensive Cancer Care

By Eleonora Teplinsky, M.D.,
Head, Breast Medical Oncology;
Clinical Assistant Professor of
Medicine, The Icahn School of
Medicine, Mount Sinai

While many cancers are common in women, breast cancer is by far the most frequent, accounting for 30 percent of all new cancer diagnoses in women. There have been significant advances in the treatment of breast cancer in the last few years. In 2021, we saw approval for new drugs for early-stage breast cancer—abemaciclib for hormone receptor positive breast cancer and pembrolizumab for triple negative breast cancer. There is promising data for the use of olaparib, which belongs to a class of medications called PARP inhibitors, for patients with high-risk breast cancers and BRCA 1/2 mutations. We are also optimizing current therapies to improve outcomes for patients with metastatic breast cancer. It is important to recognize that each woman diagnosed with breast cancer requires a personalized and individualized approach to care. We are continuing to understand which

Continued On Page 22

Comprehensive women's health services with one focus...you.



Experts devoted to all aspects of women's health.

Saint Peter's University Hospital has long been recognized as a leader in women's health. Our services include genetic testing, nutritional counseling, and breast, gynecological and obstetrical care, as well as natural family planning education, infertility services, and wellness programs. Plus, Saint Peter's Women's Imaging Center, accredited by the American College of Radiology as a Breast Imaging Center of Excellence, offers mammography and other diagnostic breast services, including stereotactic biopsy and needle localization, ultrasound, and bone density scanning for osteoporosis.

For expectant moms, Saint Peter's has the resources to support every delivery — no matter how simple or complex — from The Mary V. O'Shea Birth Center, New Jersey's first and only hospital-owned midwifery-led birth center in the state to be accredited by the Commission for the Accreditation of Birth Centers, to its state-designated Regional Perinatal Center and nationally recognized Level IV Neonatal Intensive Care Unit.

**To learn more about women's health services at Saint Peter's University Hospital,
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Saint Peter's Level IV Neonatal Intensive Care Unit has earned the Beacon Award for Excellence from the American Association of Critical-Care Nurses. Saint Peter's is ranked among the nation's best children's hospitals for Neonatology by *U.S. News and World Report*.



Continued From Page 20

patients need intensification of treatment, and which patients benefit from de-escalation of care as, in some cases, “less is more.” In addition to novel drugs, there has been a greater focus on breast cancer survivorship and reducing both the risk of cancer diagnosis and recurrence through nutrition and exercise.



COMMERCE asked accounting firms and law firms to discuss how they have helped healthcare clients, and colleges and universities to describe their related degree and certificate programs in New Jersey.

ACCOUNTING



Goldstein Lieberman & Company LLC.

By Phillip E. Goldstein, CPA,
Founder and CEO

Goldstein Lieberman & Company recently built a remote accounting system that provided a lifeline to one of our medical practices clients. COVID proved a tipping point for this group. More patients needed their help. Fewer medical staff members were available to meet the demand. When we described the benefits of a remote accounting system, we had the client's full attention. The technology would help them save time, as well as money. Our proprietary automated accounting system would enable them to focus less on administrative and more on patients' needs. The system is simple to use. There is a reduced risk of mistakes when compared to human error. Fewer employees are needed to handle basic, as well as more complex accounting procedures—that translates to less time and money spent hiring and training personnel. During the course of this pandemic, Goldstein Lieberman & Company has learned there are endless “remote possibilities” to be realized during what others have called “these trying times.” We have discovered opportunities for increased productivity and efficiency when technology can be called upon to replace on-site people power—opportunities that apply to our clients and ourselves.



Sax LLP

By Debbie Nappi, CPA, MST,
Partner & Co-Leader,
Sax Healthcare

At Sax, we are working with our healthcare clients to help them prepare for the transition from fee for service to value-based reimbursement. In the initial stage of this transition, there will

mainly be upside risk where the providers share in the savings for delivering healthcare more efficiently. However, the goal of these programs is to transfer downside risk as well. In fact, the Center for Medicare and Medicaid Services (CMS) has a goal of having 100 percent of Medicare providers in meaningful downside risk programs by 2025. Therefore, we are working with our clients to develop advanced analytics, dashboards and customized reports which give way to predictive analytics to assist in the modeling of the cost of care for physician practices. We are also helping our clients understand risk transfer mechanisms, such as stop loss insurance, to reduce or limit potential liability. Provider groups that are ready for the next step in risk sharing are considering the formation of an organized delivery system (ODS), which is a risk bearing entity. These sophisticated strategies are unique to each healthcare entity and require time and talent to implement.



HIGHER EDUCATION



Bergen Community College

By Dr. Susan Barnard,
Dean of Health Professions

Healthcare represents the largest employer in Bergen County. To create a direct pipeline to this industry, Bergen Community College offers a variety of programs accredited by national agencies. The college maintains associate degree programs in dental hygiene, diagnostic medical sonography, medical office assistant, nursing, paramedic science, radiography, respiratory care, exercise science and veterinary technology, while also offering certificates in radiation therapy and surgical technology. Additionally, the college offers non-credit programs in pharmacy technician, certified nursing assistant, patient care technician and dispensary technician (cannabis). In total, the scope of Bergen's health professions programs cover diagnostics, therapeutics and rehabilitation, while developing students' skills through partnerships with hospitals, subacute centers, rehabilitation, ambulatory care centers and long-term care centers. Students also learn in the college's Health Professions Integrated Teaching Center, which features one of the region's only interdisciplinary simulation centers.



Berkeley College School of Health Studies

By Eva Skuka, M.D., Ph.D.,
Associate Provost and Dean

At the heart of Berkeley College's mission and legacy is the commitment to providing opportunities for career advancement and a

supportive environment for academic, professional and personal growth. Berkeley College offers a variety of flexible and stackable learning options for students and returning healthcare professionals. For example, the nursing program offered through the Berkeley College School of Health Studies based in Woodland Park, New Jersey, provides the only Licensed Practical Nurse, to Bachelor of Science in Nursing, to Master of Science in Nursing (LPN-BSN-MSN) pathway in the State of New Jersey. Berkeley's MSN program launches in the spring 2022 semester with specialized concentrations in Nursing Leadership and Management, Nursing Education, Family Nurse Practitioner, and Public Health and Emergency Management Nursing. Courses in the MSN program and other degree and certificate tracks will be conducted on-site and online beginning on April 25, 2022.



Centenary University

By Dr. Lauren Bergey,
Dean, The School of Natural,
Health, Social and
Behavioral Sciences

Centenary University offers health-related degrees, which all require a community-based internship in the area of the major. These include a B.S. in Exercise Science (investigates how the body functions and performs during exercise or with an injury) as a preparation for an advanced degree in physical therapy or athletic training; B.S. in Health Sciences (builds foundational knowledge for an advanced degree in occupational or physical therapy or for a position in healthcare with minimal patient contact); B.S. in Medical Laboratory Science (develops the practical and applied skills of clinical testing to prepare graduates for a career in hospital and public health laboratories); B.S. in Public Health (examines the interconnectivity of wellness, disease and injury prevention and public policy to promote a more healthy community); and RN to BS Nursing (beginning in Fall 2023, licensed registered nurses can complete a bachelor degree to advance their career by developing leadership skills).



County College of Morris

By Dr. Anthony J. Iacono,
President

As the demand for healthcare workers continues to increase, County College of Morris (CCM) has responded by launching new programs—in addition to its highly respected nursing, radiography and respiratory therapy programs. New offerings include a pharmacy technician apprenticeship where students can earn as they learn and get a good-paying job in as little as seven weeks. Meanwhile, a Paramedic Science degree pro-

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HACKENSACK MERIDIAN
JOHN THEURER CANCER CENTER

NEW JERSEY'S TOP RANKED CANCER PROGRAM, NOW IN TWO LOCATIONS.

U.S. News & World Report has ranked Hackensack Meridian John Theurer Cancer Center as New Jersey's best cancer center. And now, through a partnership with physicians at Jersey Shore University Medical Center, you and your loved ones have access to that expertise, innovation, and clinical trials.

To schedule an appointment, call
833-CANCER-MD (833-226-2376). Learn more at
HackensackMeridianHealth.org/JTCC-JSUMC.



Hackensack Meridian
John Theurer Cancer Center 
at Jersey Shore University
Medical Center

HOPE Tower



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for more information.

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New Jersey colleges and universities are offering degrees in a wide range of healthcare careers including Licensed Registered Nurse, Licensed Practical Nurse, Physician's Assistant, Paramedic Science, Dental Hygiene Technician, Diagnostic Medical Sonography, Medical Office Assistant, Paramedic Science, Radiography, Respiratory Care, Exercise Science and more.

gram developed with Atlantic Health System is meeting the need for professionals in this important field. Also offered are an apprenticeship program to prepare certified nurse aides and certificate programs in medical billing and coding, and alcohol and drug counseling. A leader in developing workforce training programs in healthcare and other in-demand areas, CCM is one of only six community colleges nationwide selected to participate in the New Models for Career Preparation program. CCM is committed to delivering cutting-edge instruction to prepare students for fulfilling careers in healthcare.



Eastwick College
By Tom Eastwick,
President, Founder

Eastwick College specializes in healthcare and nursing degrees. We have a recently approved a BSN program to go along with our other baccalaureate degrees in Diagnostic Cardiovascular Sonography and Diagnostic Medical Sonography with OB/GYN. Our associate's degree programs include: Occupational Therapy Assistant (OTA), Registered Nurse, Surgical Technology and Ultrasound Technology. Lastly our

Certificate and Diploma programs include Medical Assisting and both Licensed Practical Nursing (LPN) and Bilingual Licensed Practical Nursing.



Georgian Court-Hackensack Meridian Health School of Nursing at Georgian Court University
By Dr. Theresa A. Wurmser,
Dean

Through the Georgian Court-Hackensack Meridian Health School of Nursing
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Continued From Page 24

ing, GCU offers CCNE-accredited B.S.N. in Nursing, RN to B.S.N., 14-month Accelerated B.S.N., and, starting this fall, Direct-Entry M.S.N. in Nursing programs. GCU also offers B.A. and/or B.S. programs in Biochemistry, Biology, Chemistry, Exercise Science, Health Sciences, Health Profession Studies, Natural Sciences and Psychology. We offer joint B.S. degrees with the Rutgers School of Health Professions in Clinical Laboratory Sciences, Health Information Management, Medical Imaging Sciences, and Psychiatric Rehabilitation and Psychology. Students can take advantage of Pharm.D. or D.P.T. dual-degree programs with the University of the Sciences. At the graduate level, GCU offers a CACREP-accredited M.A. in Clinical Mental Health Counseling and a Professional Counselor Certificate; an NASP-approved M.A. and Certificate of Advanced Graduate Study in School Psychology; a Psy.D. in School Psychology; an M.A. in Applied Behavior Analysis; and an M.A. and Certificate in Integrative Health (which can both be completed 100 percent online).



Montclair State University

By Dr. Janice Smolowitz,
RN, Ph.D.,
Ed.D., DNP, ANP-BC, Dean,
Professor, School of Nursing

The School of Nursing at Montclair State University offers programs for nurses who want to advance their education and a program for adults who have earned baccalaureate degrees in non-nursing disciplines the opportunity to earn a master's degree and become registered nurses. The fully online RN-to-BSN degree program provides the associate or diploma-prepared nurse with the skills and knowledge necessary to advance their career in a field where a BSN is an increasingly required credential. The MSN program offers working professionals two pathways to the degree: A fully online track that specifically prepares RNs for career advancement in administration, education and clinical research; and an in-person accelerated track for non-nursing college graduates looking to enter the profession.



NJCU

By Dr. Michael Edmondson,
Dean, Professional Education and
Lifelong Learning;
Dean, College of Professional
Studies;
Director, NJCU @ Fort Monmouth

NJCU offers a three-semester accelerated prelicensure Bachelor of Science in Nursing program and a five-semester non-accelerated program. The NJCU @ Fort Monmouth prelicensure BSN program is ranked No. 1 in the region while the entire nursing department is ranked in the top 10 percent nationally. Our Health Sciences Department's baccalaureate

program in Health Education is nationally recognized as a portfolio-approved program for the basic level in Health Education by the Association for the Advancement of Health Education (AAHE), a specialty organization of the National Council for the Accreditation of Teacher Education (NCATE). Both the Nursing and Health Sciences departments offer relevant, impactful, and award-winning programs that provide students with the knowledge, training and experience they need to succeed in today's ever-changing world, and our RN to BSN program and School Nursing program—a graduate certificate or degree program—is helping to find solutions to the state's void in both professions.



NJIT

By Dr. Kevin D. Belfield,
Dean, College of Science
and Liberal Arts

Life sciences and healthcare degree and certificate programs offered by the NJIT College of Science and Liberal Arts for students and returning professionals include: B.A. and B.S., Biology; B.S., Biochemistry, Mathematical Biology concentration; B.S., Mathematical Sciences undergraduate degree programs; M.S., Biology; M.S., Biology of Health, Professional Science; Masters (P.S.M.), Cell and Gene Therapy Sciences; Ph.D., Biology graduate degree programs; and Neuroscience, Organismal and Systems Biology, Biology of Health, and Cell and Gene Therapy Sciences graduate certificate programs. In addition, we offer several accelerated path to professional school programs, including 3+3 year Pre-Health programs with Rutgers NJ Medical School (Physical Therapy and Physician Assistant); 3+4 year Pre-Health programs with Rutgers NJ Medical School, Rutgers NJ School of Dental Medicine, St. George's University Grenada, West Indies, SUNY College of Optometry, and American University of Antigua, West Indies; and a 4+1 year Public Health program with Rutgers University School of Public Health.



Rider University

By Dr. Kelly Bidle,
Dean, College of Liberal Arts
and Sciences

Rider University offers 22 degree-granting programs, 13 minors and one certificate in the fields of science, technology, engineering and mathematics (STEM). Of these programs, more than half are directly related to the life sciences and healthcare. At the undergraduate level, these majors (with accompanying minors) include allied health studies, behavioral neuroscience, biochemistry, biology, environmental sciences, exercise science, health sciences, healthcare policy, marine sciences and psychology. We also offer a certificate in public health and an online RN

to BSN nursing program for nurses looking to expand their credentials by earning a bachelor's degree. At the graduate level, we offer degrees in healthcare communication and a master's of nursing. Demonstrative of its commitment to the life and healthcare sciences, this year, Rider unveiled a 9,500-square-foot addition to its Mike and Patti Hennessy Science and Technology Center that includes a state-of-the-art anatomy and physiology teaching laboratory outfitted with a SynDaver and Anatomage table.



Rowan University

By Dr. Tony Lowman,
Provost

Rowan University sees a growing demand for highly trained graduates from the life sciences and healthcare sectors. We already have partnerships with all the major health systems in South Jersey. Recently, we announced an expanded partnership with the largest, Virtua Health. Our growing nursing and health professions school gives students more degree pathways, including a 3+1 Bachelor of Science in Nursing, a very affordable program offered with nearby community colleges. We're also adding a translational biomedical engineering and sciences school. But we're not just focused on human health—we're developing a veterinary school, which will offer New Jersey's first Doctor of Veterinary Medicine degree, as well as undergraduate, graduate and internship programs. When the school enrolls its inaugural class, expected in 2025, Rowan will become one of two universities in the nation to offer the Doctor of Veterinary Medicine, Doctor of Medicine and Doctor of Osteopathic Medicine degrees.



Stockton University

By Dr. Brent Arnold,
Dean, School of Health Sciences

Stockton University offers a comprehensive program of life science and healthcare degrees and certificates designed to meet growing community needs. Undergraduate degrees include Health Science, Exercise Science, Nursing and Public Health, plus minors in Holistic Health and Public Health. An Accelerated BSN offers those with another undergraduate degree the opportunity to become Registered Nurses. The Cannabis Studies minor includes a health sciences component. Stockton offers Master of Science degrees in Communication Disorders, Nursing and Occupational Therapy, a Master of Public Health and an M.A. in Counseling. Doctoral programs are offered in Nursing Practice and Physical Therapy. Post-master's certificates are available in Family Nurse Practitioner and Adult Gerontology Primary Care Nurse Practitioner. The Stockton School of Business has begun a new MBA in Healthcare Administration

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Continued From Page 28

and Leadership. Stockton also offers related undergraduate life science degrees in Biology, Biochemistry, Chemistry and Physics.



William Paterson University
By Dr. Venkat Sharma,
Dean

We offer bachelor's and master's degrees in biotechnology, exercise science, and public health, and bachelor's degrees in biology, medicinal biochemistry and health studies. We also offer bachelor's and master's degrees in nursing, post-master's certification as an adult/gerontology or family nurse practitioner; and the doctor of nursing practice, the highest-level clinical degree in nursing. Our master's degree in communication disorders and sciences prepares students for careers as speech-language pathologists in schools, medical settings and private practice. Graduates meet the academic and clinical education standards required for the Certificate of Clinical Competence in Speech-Language Pathology and New Jersey licensing/certification requirements. Students gain clinical experience in our campus Speech and Hearing Clinic providing diagnostic and treatment services to the community. Many of these programs are offered through our fully online degree platform, WP Online, providing flexibility for adult learners and professionals seeking advanced degrees. Our School of Continuing and Professional Education offers numerous non-credit nationally recognized industry-specific healthcare certifications and courses approved for continuing education for speech pathologists and nurses. All our programs are supported by state-of-the-art laboratories and clinical spaces.



Brach Eichler LLC
By Isabelle Bibet-Kalinyak, Esq.,
Healthcare Member,
Practice Leader

When a provider sells his or her practice to private equity investors, in consideration for the payout at the time of a transaction he or she is then usually bound by a variety of restrictive covenants, including non-compete (state law permitted), non-poaching, non-solicitation and non-disparagement covenants. What is a provider to do when things do not work out? This is the predicament one of our clients found himself in after joining a national platform. Past the usual transition growing pains, his hub continuously failed to receive the level of services promised by the platform. For example, the EMR and billing system would repeatedly go down for

hours at a time, leaving the practice scrambling to organize patient care and meet productivity targets. Over time, the relationship between the physician and the platform grew increasingly tense as he felt trapped. By leveraging the facts of the case and the multi-disciplinary business and legal skills of our healthcare attorneys, our firm negotiated the terms of his departure and obtained a waiver of his non-compete covenant so that he could effectively continue to practice in the same location and retain all his patients.



CSG Law
By Nicole DiMaria, Esq.,
Healthcare Practice Leader

Healthcare deals are often rife with potential regulatory pitfalls, which is why it's important to have experienced counsel on hand to provide efficient and thorough analysis from the outset. In one such case, a physician practice client asked our firm for assistance with a proposed transaction to merge with another physician practice after draft documents had already been prepared by the other side. However, it was clear upon first review by our firm's healthcare regulatory counsel that there were significant regulatory implications—particularly with respect to the federal Stark Law—that were overlooked by the other side. As a result, the deal required restructuring and our firm was able to quickly suggest an alternate arrangement that met both parties' needs. Healthcare laws such as the Stark Law are extremely complicated, nuanced and difficult to navigate. Healthcare transactions require sophisticated healthcare regulatory counsel at the start of negotiations to ensure compliance and prevent greater headaches down the road.



Gibbons P.C.
By Barry Liss, Esq.,
Healthcare Team Leader

A large, single specialty physician group practice was asked to provide evaluation, review and support services in connection with a community hospital's acquisition of diagnostic equipment valued in excess of \$800,000. This initially raised concerns about the appropriate valuation of the physician services; and the physicians being bound to a bilateral purchase agreement between the hospital and the manufacturer. The matter was resolved by having the group perform services squarely within the express structure of the hospital's existing medical staff by-laws and its existing medical department leadership appointment structure, as well as having the physician group acknowledge its acceptance of the bilateral agreement, the terms of conditions of which had been generally discussed and negotiated in advance by the physician group and the hospital. By way of a side agreement, the physician group was given assurances from the hospital that the group's obligations would be limited

to those that were consistent with the group's current obligations and would not exceed what had been agreed to in advance.



NPZ Law Group, P.C.
By David H. Nachman, Esq.,
U.S. Managing Attorney

NPZ Law Group, a prominent international U.S. and Canadian immigration law firm, continues to work with healthcare professionals to secure positions for U.S. and Canadian employers to "make a difference." Recently NPZ assisted pharmaceutical companies to secure specialized managerial staff who came to the United States to implement manufacturing facilities for products in specialized cancer markets. The USCIS questioned the "managerial" capacity of these individuals both in the United States and abroad. NPZ staff utilized creative arguments to quickly overcome hurdles that were arbitrarily implemented by the USCIS to ensure that the employees of these organizations would be able to immediately enter the United States. Additionally, using newly promulgated guidelines, NPZ lawyers worked with healthcare facilities (including hospitals, assisted living facilities, pharmacies) to obtain work permits on an expedited basis to immediately employ staff to assist with diminishing the effects of the COVID-19 pandemic.



Riker Danzig Scherer Hyland & Perretti LLP
By Khaled J. Klele, Esq.,
Healthcare Partner

Regulatory compliance was a significant part of our work this year for healthcare providers, especially since COVID-19 continues to impact our daily lives. We monitored and guided our clients on which executive and agency orders remained in place after Governor Murphy initially announced the end to the public health emergency, and then reinstated it on Jan. 11, 2022. We also monitored the changing telemedicine statutes to best position our clients so they could remain efficient in their practices while maintaining rate parity. Considering the continuous changing federal and state vaccine mandates applicable to healthcare workers, we advised our clients on those mandates and assisted drafting their policies that factored in the exemptions that exist. We did the same to eliminate any surprises that came with the federal No Surprises Act by assisting our clients in drafting consent forms and good faith estimate protocols so they could comply with the Act. In terms of litigation, we helped a group of emergency room physicians navigate through a non-compete dispute. With our advice and guidance, the physicians were able to maintain their positions with the hospital at issue, negotiate a new contract and resolve the matter favorably for our clients.

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NJ Business Leader Lou Weiss to Chair BNBMC Foundation Board

Compiled by John Joseph Parker
Contributing Editor

CIANJ Board Member and Past Chairman Lou Weiss has been elected to serve as chairperson for the Bergen New Bridge Medical Center Foundation.

The Foundation is the 501(c)(3) nonprofit organization that serves as the philanthropy arm for Bergen New Bridge Medical Center, New Jersey's largest hospital and a clinical affiliate of Rutgers.

Since the hospital's 2017 transition to a not-for-profit entity, the support of the Foundation has been vital. Weiss succeeds John Cosgrove, who led the Foundation since 2009.

"I am extremely grateful to John Cosgrove for his years of leadership and deeply honored to be called upon to help further efforts to move the hospital forward," says Weiss. "As chairperson of the Foundation, I look forward to a continued collaboration with Bergen New Bridge President and CEO Deb Visconi and our development team to raise much-needed funds

for critical program and facility enhancements and expansion."

Among the Foundation's ambitious goals is to raise funds for a major renovation of the hospital's Emergency Department, and to provide enhanced functionality and improve access to lifesaving emergency medical and mental health and substance use disorder treatment services to the local community.

Weiss has been involved in law enforcement for the NYPD and the Fair Lawn Police Reserve and has more than 45 years of construction-related experience. He has been closely involved with local and national government affairs, local and national trade associations, and has held various positions with multiple, local not-for-profit organizations, including the Bergen County SPCA and Fair Lawn Rescue, where he was a founding member.

He is currently the CEO of WFM-Project & Construction Inc. and has been a hospital Foundation Trustee for 12 years. In 2010, Weiss was instrumental in the renovations of the hospital's auditorium, which included



Lou Weiss

installing new floors, acoustical ceiling, lighting, AV equipment, doors and other aesthetical improvements to create more functional and accessible space for residents and patients. 📌



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Anthony (Tony) Labozzetta Named Provident Bank President/CEO

Compiled by John Joseph Parker
Contributing Editor

The new President and Chief Executive Officer of Provident Bank, Anthony (Tony) Labozzetta, was appointed on Jan. 1, 2022. He previously served as director, president and chief operating officer of Provident Bank, as well as for Provident Financial Services, Inc., the holding company for Provident Bank. He succeeds longtime CEO and Chairman Christopher (Chris) Martin. Martin will assume the role of executive chairman and continue to provide guidance and leadership to the Board.

Labozzetta came to Provident in late 2020 through its merger with SB One Bank, where he served as president and CEO, and was responsible for delivering strong results and sustained growth for the company. He led the organization through two successful mergers and expanded its footprint to 18 locations throughout New Jersey and New York.

Prior to SB One Bank, Labozzetta, with more than 25 years of experience serving the region, was an executive vice president at TD Banknorth and TD Bank, and before that, senior executive vice president and chief operating officer with Interchange Financial Services.

Labozzetta was named one of *Forbes* America's Business Leaders in Banking and was recognized as *American Banker's* Community Banker of the Year.

Valley Bank Names Tom Iadanza President

Valley National Bank, the wholly owned subsidiary of Valley National Bancorp, has promoted Thomas Iadanza to president. In this new role he will oversee the bank's day-to-day

operations including commercial banking, retail banking, digital products, credit, customer experience and financial services. A 10-year veteran at Valley, Iadanza was most recently senior executive vice president, chief banking officer.

"Tom is an exceptional leader who has played an integral role in Valley's growth," says Ira Robbins, who will remain chief executive officer. "As we continue to expand our capabilities, services and footprint, Tom will drive these efforts and ensure we maintain true to our culture of a relationship bank that delivers service-based results."

"I am honored that Ira and the board have put their trust in me to help lead Valley forward," Iadanza stated.

Northfield Bank Appoints Gil Medina Director

Gualberto (Gil) Medina was appointed as a director of both Northfield Bancorp, Inc.'s Boards of Directors and Northfield Bank's Board of Directors. Chairman, President and CEO Steven M. Klein said he is "pleased that our Boards, under the leadership of Independent Director, Annette Catino, have appointed such a talented and well-respected individual in Gil Medina. Gil's diverse skills, life experiences, and contributions to his community will play a key role in our continued development and growth."

Medina is an executive vice president with CBRE Group, Inc., a full-service real estate services and investment firm. A licensed real estate professional, attorney and certified public accountant in the Commonwealth of Pennsylvania, he has worked for a diverse cross-section of industry sectors, including as Secretary of Commerce for the State of New

Jersey. He earned a J.D. from Temple University and holds an undergraduate degree from Rutgers University. Medina serves in board leadership roles in business associations, non-profits, and healthcare, including the New Jersey State Chamber of Commerce, the Puerto Rico Science Technology & Research Trust, the Puerto Rico Consortium for Clinical Investigation and St. Joseph's Healthcare System.

NJBankers Recognizes Lakeland Bank's Chief Diversity Officer

The New Jersey Bankers Association (NJBankers) has recognized Lakeland Bank's Chief Diversity Officer, Alethea M. Batts, with their inaugural Excellence in Diversity Award.

Batts was nominated by her peers for her leadership qualities, ability to impact the culture of her bank and community, and to influence others to be more diversity conscious. Nominations were received from numerous member banks, and Batts was chosen by an independent panel of NJBankers Management.

Batts is the senior vice president of learning and development and chief diversity officer at Lakeland Bank. In this role, she manages learning strategy and organizational development, including talent management, diversity, equity and inclusion strategy and initiatives, leadership development, succession planning and mentorship programs.

"Alethea's commitment to diversity and inclusion goes beyond her work at Lakeland Bank," said John E. McWeeney, Jr., president and CEO of NJBankers. "As one of the founding members of NJBankers DEI Council, Alethea has become an asset to the New Jersey banking industry's DEI initiatives." 📌



Provident Bank President
Anthony Labozzetta



Valley Bank President
Tom Iadanza



Northfield Bancorp/Bank Director
Gil Medina



Lakeland Bank Chief Diversity
Officer Alethea M. Batts

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NJDEP Recognizes New Jersey's Recycling Industry Leaders

Compiled by John Joseph Parker
Contributing Editor

A business that recycles or reuses 98 percent of the waste it generates; a county that created a recycling education program tailored to its millions of summer visitors; and a teenager whose passion for the environment led him to create a web site about the importance of electronics recycling were among those honored as New Jersey recycling leaders last year.

Earth Friendly Products (ECOS) in Morris County, the Ocean County Department of Solid Waste Management and Matthias Choi of Norwood in Bergen County were recognized at the annual recycling awards program virtual awards, held in conjunction with an Association of New Jersey Recyclers (ANJR) educational webinar.

Said NJDEP Commissioner Shawn M. LaTourette: "I join with my colleagues at the New Jersey Department of Environmental Protection in commending this year's honorees for their great efforts to promote recycling and educate their communities about the importance of diverting waste, which helps to better protect our natural resources and reduce emissions that contribute to climate change."

In 1987, New Jersey became the first state to enact legislation that requires recycling in residential, commercial and institutional settings. New Jersey remains a national leader in recycling and achieved an overall recycling rate of 58 percent in 2018, the most recent year for which data is available. The NJDEP administers several grant and educational programs to help improve the statewide recycling rate.

"We proudly recognize these award winners for their focused and innovative efforts to keep New Jersey's environment clean and healthy," said NJDEP Assistant Commissioner for Air Quality, Energy and Sustainability Paul Baldauf. "We hope promoting their accomplishments will inspire others to adopt better recycling practices."

The NJDEP urges all residents to participate in their local recycling programs and do their part to keep non-acceptable materials, such as plastic bags, trash, propane tanks and used syringes, out of curbside and workplace recycling bins.

"For recycling to work, we need to keep our recycling mix clean and free of these problematic items," Commissioner LaTourette said. "It is important to remember that recyclable items are valuable raw materials used to make

new products and should not be mixed in with trash."

Recycling efforts honored included:

Business

Earth Friendly Products (ECOS)

Through numerous recycling and waste reduction initiatives, Earth Friendly Products (ECOS) was able to keep 98 percent of the waste it generates out of the waste disposal stream in 2020.

Government

Town of Westfield Department of Public Works

In addition to its curbside collection program, the Town of Westfield in Union County also operates an innovative recycling drop-off center that accepts a wide range of both traditional and non-traditional recyclable materials.

Leadership

Princeton Plasma Physics Laboratory

The Princeton Plasma Physics Laboratory recycled 52 percent of its municipal solid waste and 82 percent of its construction and demolition waste during 2020. The facility also runs several successful reuse programs.

Rising Star

Matthew A. Karmel

Matthew Karmel, an attorney at Riker Danzig Scherer Hyland & Perretti LLP, has worked diligently to support organic waste recycling efforts in New Jersey. He has provided pro bono legal representation directed at expanding community composting efforts in the state and played a key role in forming the NJ Composting Council.

Outstanding Educator/Educational Program

Ocean County Department of Solid Waste Management

The Ocean County Department of Solid Waste Management provides recycling education to residents, as well as to millions of visitors that vacation in the county during summer. Among other things, the county created and distributed thousands of copies of a *Recycling Guide for Vacationers* and a *Boat Owners Guide to Recycling*. The county also developed the Be Shore to Recycle Right igloo system, a series of collection containers placed at public sites to collect materials and educate visitors about recycling.

Recycling Industry

Mazza Recycling Services Ltd.

Mazza Recycling recycles glass bottles, metal cans, plastic containers, mixed paper, corrugated cardboard and more. In 2020, the company opened a state-of-the-art processing center for co-mingled curbside recyclable materials at its site and initiated a recycling education program.

Source Reduction, Resource Management/Sustainability

Matriark Foods

Matriark Foods worked with a partner during the 2020 pandemic to rescue, upcycle and donate 620,000 pounds of food (the equivalent of more than 500,000 meals) that would have otherwise gone to waste. Matriark Foods used surplus vegetables from farmers to make a vegetable stew that was distributed to the hungry in northern New Jersey.

Source Reduction, Resource Management/Sustainability

Goodwill Home Medical Equipment

Goodwill Home Medical Equipment reduces medical equipment waste by accepting donations of gently used medical equipment at all Goodwill donation sites. In serving more than 5,400 customers in 2020, the organization kept thousands of pieces of medical equipment out of landfills and helped those in need.

Volunteer Citizen

Matthias Choi

Matthias Choi, 16, of Norwood, created the "e-Salvage" organization and website to help inform the public about the importance of electronics recycling. 📺



The NJDEP urges all residents to participate in their local recycling programs.

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Philanthropic Awards for NJ Businesses that Give Back

Compiled by Tracy Schoenberg

CIANJ's EVP, Communications & Government Affairs

The Commerce and Industry Association of New Jersey (CIANJ), in partnership with *COMMERCE*, will again salute corporate philanthropy and the spirit of giving back at the 2022 Companies that Care Awards Reception on March 23 at Nanina's in the Park in Belleville. In addition to the presentation of awards, the breakfast reception will feature inspiring stories of the work companies have done in their communities to help people in need and worthy charitable causes.

Judges included D'Alessandro, Inc. President and COO John Corcoran; Ridgewood Moving Services President Cindy Myer; and AON Insurance Resident Managing Director Peter Webster.

This year, CIANJ is partnering with the New Jersey Manufacturing Extension Program, Inc. (NJMEP), and NJMEP will be presenting its annual Manufacturing Cares Award to a deserving company. Award entry summaries for both CIANJ and NJMEP are included in this article.

In the spirit of giving back, 10 percent of all ticket sales will go to support the Community

FoodBank of New Jersey and the great work they do in New Jersey. Sponsors include AmeriHealth New Jersey; Atlantic Health System; Bergen New Bridge Medical Center; Charity Realty International; Eastwick College; FDU; GZA; Kearny Bank; Mikula Contractors; NAI Fennelly; NJCU; PSEG; UnitedHealthcare; and YWCA of Northern New Jersey.

A.J. Perri

Since 2017, A.J. Perri has been donating plumbing and HVAC equipment and services to both retired and active-duty veterans in the communities the company serves. In 2020, A.J. Perri temporarily shifted the program's focus to recognize deserving healthcare workers fighting the pandemic on the front lines, before returning to honoring veterans. A.J. Perri employees also regularly engage in volunteer and civic activities in the community, and A.J. Perri is also very active in the healthcare arena. The company is a longstanding supporter of St. Jude's Children's Research Hospital, and as part of their "Service for a Cure" program, for each service call in the month of October, A.J. Perri donates \$1.00 to the American Cancer Society. During the past

decade, A.J. Perri has raised tens of thousands of dollars in support of this worthy cause.

Alfred Sanzari Enterprises

Inspired by the powerful legacy of Alfred N. Sanzari, the founder of Alfred Sanzari Enterprises, the Alfred N. Sanzari Family Foundation (ANSFF) was established in 2006 to promote and support a wide range of charitable causes throughout northern New Jersey. Reflecting the values of Alfred and his family, the ANSFF provides financial support to various organizations with a special preference for patient care and Parkinson's disease, local education programs, and programs that assist disadvantaged populations such as shelters/housing, and services for women and children in need. Since its founding, the ANSFF has donated more than \$2 million to such organizations throughout the region and has been a dedicated supporter of Hackensack University Medical Center. The ANSFF has recently expanded its impact across the region through a new grant program established in 2020. Since the program's launch, it has awarded 22 grants totaling \$130,000 to a range of organizations across northern New Jersey.

AmeriHealth

Providing support and resources to people when they need it most is at the core of what we do as a company. While the company has had to hit pause on in-person engagement with community partners, our associates' passion for service has not wavered. For more than five years, AmeriHealth New Jersey has given back to the Child Abuse Research Education and Service (CARES) Institute at Rowan University, a facility that provides medical and mental health treatment for children who are suspected child sexual abuse or neglect victims. In 2021, AmeriHealth New Jersey associates donated a record number of gifts for the CARES Institute's annual holiday gift drive. AmeriHealth New Jersey works closely with CARES to determine the family's needs and wish lists to provide them with the most meaningful gifts.

Atlantic Health System

AHS remains a leader in making healthcare environmentally sustainable and reducing its impact on communities in New Jersey. With N95 masks in high demand during the pandemic, the organization rapidly expanded its supply of powered air purifying respirator (PAPR) units from 75 to more than 800 units. The re-useable

Continued On Page 38



A deserving U.S. Marines veteran in Brick Township received a free home HVAC system installation as part of the A.J. Perri Cares program.



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Companies That Care

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and rechargeable PAPRs allowed the health system to relieve some of its need for N95 masks; the 800 units were estimated to save 2,400 disposable N95s per day, or more than 876,000 per year. Despite the pandemic, Atlantic Health has only enhanced its efforts in recycling, with continued swaps of re-useable bags for plastic bags among its more than 18,000 team members, recycling of e-waste, and providing COVID-safe shuttle service for its employees. AHS has exceeded the national benchmark recycle rate of 15 percent set by Practice GreenHealth; our hospitals are achieving between 23 percent to 33 percent, an increase from the previous year.

Bergen New Bridge Medical Center

BNBMC, a clinical affiliate of Rutgers, is a 1,070-bed hospital. It is both the largest hospital and licensed nursing home in New Jersey and the fourth largest publicly owned hospital in the nation. BNBMC is dedicated to providing a stigma-free environment and caring for vulnerable populations as a recognized leader in long term care, mental health care and addiction treatment. A not-for-profit safety net facility, BNBMC provides equitable access to all aspects of healthcare, is committed to serving underserved communities and is a vital resource addressing healthcare disparities through its mobile COVID-19 testing, vaccination and community health outreach. BNBMC is a founding member of the COVID-19 Vaccination Equity Team and held multiple vaccination clinics including for the Ramapough Lenape Nation, is a Veterans Community Care Provider, and is a leader in LGBTQ Healthcare Equality in the Human Rights Campaign Healthcare Equality Index.

Bergen New Bridge Medical Center Foundation

The Bergen New Bridge Medical Center Foundation is a 501(c)3 nonprofit corporation founded in 1991 as the philanthropic arm of New Jersey's largest hospital and not-for-profit safety net facility, Bergen New Bridge Medical Center. Consisting of volunteers from many professions and walks of life, the Foundation's trustees donate their time and talent to events, activities and collaborations that help raise funds to benefit the vulnerable and underserved communities supported by BNBMC. They help raise awareness of the programs and services offered at the hospital and support ongoing community health education and outreach.

The Foundation helps advance the efforts of Bergen New Bridge by raising the financial resources to enhance the campus, support innovation and fund outreach programs for the diverse communities served. It furthers BNBMC's work with providing equitable healthcare access and addressing healthcare disparities.

Berkeley College

Berkeley College School of Health Studies students and faculty are frontline volunteers



ConnectOne Bank employee, Shyquan Gibbs, preparing new backpacks and school supplies that were handed out to children for the 2022 school year.

administering COVID-19 vaccines in collaboration with the City of Clifton's Health Department. Since Feb. 24, 2021, students in Berkeley College's Licensed Practical Nurse to Bachelor of Science in Nursing program have been administering vaccinations each week under the supervision of nursing faculty at a drive-thru site located at Clifton High School. More than 10,000 vaccines have been administered at the site. Students from other programs such as Medical Assisting, Practical Nurse, and Medical Billing and Coding are assisting in other roles. "The collaboration with the City of Clifton's Health Department helps Berkeley College's nursing and allied health professions students develop as compassionate, well-rounded healthcare professionals," said Eva Skuka, M.D., Ph.D., Associate Provost and Dean, Berkeley College School of Health Studies. "It's been a great working relationship," said Clifton Health Officer and Director of Human Services John Biegel.

In collaboration with the FoodBank of New Jersey and a \$10,000 donation from The Berkeley College Foundation, the Food Pantry at the Berkeley College Newark Campus stepped up operations to continue addressing food insecurity among college students throughout the pandemic. According to a study by Feeding America, from 2018 to 2020, New Jersey became one of five states with the highest increase in the rate of food insecurity. At the time the Berkeley College food pantry opened in 2019, it was one of 20 colleges offering food pantries on campus in the Garden State. Berkeley College students place their orders confidentially, and pickup of the orders is available at each of the New Jersey

campuses, arranged in accordance with all safety guidelines. Based on the success of the Food Pantry at the Newark Campus, an additional Food Pantry at the Berkeley College in Midtown Manhattan was established early in 2021.

Charity Realty International

A little-known secret is that New Jersey's real estate community is full of philanthropic leaders. Every major company sponsors, at a minimum, one big charity event per year, and they all should be saluted. As pandemic in-person restrictions drove a lot of this to "less than ideal" virtual rooms, we did what we could, as disasters can bring out the best in humanity. Charity Realty International remains unique in this sea of good will. We are the only New Jersey real estate company who has adopted philanthropy into its name and business model. With every transaction, every day, every month we give, essentially making our clients' charities a 20 percent partner in our firm. Our accomplishments include these cumulative donations: \$27,000 to Veterans via Homes For Our Troops, \$15,000 to children's causes, \$14,000 to Emergency Responders & Healthcare and \$10,000 to Environmental Protection & the Arts.

ConnectOne Bank

For more than a decade, ConnectOne Bank has hosted a Backpack Drive, donating backpacks and school supplies to children in need throughout local communities. The pandemic prompted us to shift our drive from collecting items in our offices to a virtual platform, enabling us to achieve a greater impact. It also

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Delta Dental of New Jersey associates volunteer at Community FoodBank of New Jersey during Associate Impact Month. Associates assembled 1,480 bags of pasta, equal to 1,233 meals.

created additional need amongst families as children shifted to remote learning, requiring a different set of tools. The new platform, coupled with increased marketing and employee engagement, resulted in more than \$15,000 in

school supplies. Our 2021 Drive was especially meaningful, as it supported A Fight Against the Odds Foundation, an organization founded by the family of a ConnectOne employee. Our contributions supported more than 100 children in

the foundation's mission to "provide a support system for our youth and their families to enhance their abilities to fight against their odds." We're proud of these accomplishments.

CSG Law

The CSG Law family continues to give back even during times of remote work by supporting the firm's focus on the community and charitable giving. In past years, this has taken the form of bake sales, charity walks and Jeans Days geared toward raising funds and awareness for well-deserving, local organizations serving the needs of our neighbors. In 2020, we raised nearly \$40,000. The CSG family has kept to this commitment despite operating virtually for much of 2021. As a demonstration of our shared vision, we raised \$15,000 for exemplary organizations such as The Community FoodBank of New Jersey, Newark Beth Israel Medical Center and St. Barnabas Medical Center Pediatric Unit. In the case of St. Barnabas Medical Center Pediatric Unit, this donation supports a cause close to an employee's heart, as the unit treated this employee's child.

Delta Dental of New Jersey

At Delta Dental of New Jersey, our associates are the heart and soul of our company who never miss an opportunity to give back to the

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Congratulations!

Thomas Iadanza, President
Valley Bank



For more than 10 years, Tom has been a transformative leader at Valley. We're excited to congratulate him on his promotion to President.

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Throughout the COVID-19 crisis, Eastwick Foundation has supported hospitals by donating masks, gloves, and other PPE supplies, as well as meals for frontline medical personnel.

community. Associate Impact Month was no exception. Through a microsite developed especially for the monthlong event (Sept. 13-Oct. 15, 2021), 84 percent of associates participated in at least one of more than 40 virtual and in-person volunteer opportunities available with Delta Dental Foundation grantees and groups that resonate with associates, including Community FoodBank of New Jersey, Rise Against Hunger, Morristown Festival of Books and NJ Sharing Network. More than 1,000 individuals were reached through these collective efforts, which also consisted of collection drives and customer experience panel discussions as added elements.

Denholtz Properties

Since moving its headquarters to Red Bank in 2019, Denholtz Properties has sought to support a variety of Red Bank-based organizations to make a powerful impact in its new home. The company's involvement with Lunch Break, a nonprofit organization that provides food, clothing, life skills and fellowship to those in need in Monmouth County, exemplifies the company's commitment to Red Bank and Monmouth County. Highlighted by Denholtz Properties Director of Marketing and Technology Christina Jordan's role on Lunch

Break's Board of Trustees, Denholtz Properties' staff lends critical financial and advisory support to help grow the organization's reach and the impact of its crucial programs. Denholtz Properties President Steve Cassidy is also serving on Lunch Break's Capital Campaign Committee, where he is helping to raise awareness of the organization's \$12 million capital campaign that will enable it to expand its current facility to accommodate for the increased demand for its services.

Earle Companies, The Earle Family Foundation

As part of Earle's commitment to local communities, The Earle Family Foundation was founded as the firm's philanthropic arm, dedicated to helping nonprofit organizations. Over the past five years, The Earle Family Foundation has been dedicated to beating the opioid epidemic. Through our strategic partnership with HOPE Sheds Light and Hackensack Meridian Health at Jersey Shore Medical Center, we actively contribute to this cause helping local families combat the opioid epidemic through aggressive education and treatment. We hold a successful Annual Charity Golf Classic to raise funding, we participate in the annual HOPE walk and we offer a wellness program in the workplace

for employees. The Foundation raised approximately \$1.5 million in charitable funds in the last five years. Through these efforts, Earle is helping to provide a safe and supportive environment along with the resources needed to address emotional health and well-being for employees, their families and our communities.

Eastwick College

When the urgent call for personal protective equipment went out, we donated surgical gowns, masks, face shields, shoe covers, hair bouffants and sterile gloves worth \$40,000 to Bergen New Bridge Medical Center (BNBMC) and St. Joseph's University Medical Center.

Next, we partnered with Visions Federal Credit Union and purchased lunches from local restaurants and donated them twice to frontline workers at BNBMC and once to St. Michael's Hospital. Students and staff raised money to fight hunger, ending 2020 with a \$40,000 donation to eight local food banks—half of which came from the college's President, Tom Eastwick. It was an unprecedented year in 2021 for our Feed The Hungry program. Instead of eight local food banks receiving \$40,000, we were able to donate \$55,000 to 11 local food banks—a first for us—with half of it a match from President

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Eastwick. Eastwick College has now donated a total of \$295,000 to local food banks.

Fairleigh Dickinson University

Dr. Chadwin Sandifer joined the Fairleigh Dickinson University, School of Pharmacy & Health Sciences Leadership Team in 2011 as one of the founding members of the school and has been instrumental in building the service-learning initiatives for students and faculty within the school. Over the past 10 years, Sandifer has designed initiatives to meet the evolving needs of the school. One of these areas is service-learning education, community service and volunteerism. He has developed opportunities for students to gain a deeper understanding and appreciation for those who may be marginalized or in need. Most recently, he has designed a course for students to have the opportunity to engage in a semester-long service commitment focused on the health and well-being of veterans. Students hear first-hand from veterans about their experiences and participate in hands-on learning experiences that directly support the veteran community of New Jersey.

Gibbons P.C.

To help address the many barriers, including legal issues, military personnel face when they return to civilian life, Gibbons teamed with corporate partner PSE&G and nonprofit partner



Gibbons attorneys provided free legal services through the Veterans Legal Program at in-person clinics held prior to the COVID pandemic.

Volunteer Lawyers for Justice to create what is now called the Veterans Legal Program. The program, the first of its kind in New Jersey, provides free advice and discrete legal services to military veterans regarding critical issues this vulnerable population commonly faces, such as criminal record expungement, driver's license

restoration and child support modification. We work with clients through both legal clinics and traditional legal representation, which continue to be very successful, even as the COVID-19 pandemic necessitated restructuring the program's delivery model. In fact, the team not only

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adapted the Veterans Legal Program to a virtual setting, but actually grew in size, as more volunteers signed on thanks to the time savings and convenience of live online clinics.

Goldstein Lieberman & Company LLC

It has been “business as unusual” during the COVID pandemic for the Goldstein Lieberman & Company Cares program. In 2009, the partners and employees of Goldstein Lieberman & Company LLC established the Goldstein Lieberman & Company Cares Program as a lifeline for the region’s not-for-profits during the recession when many businesses cut donations

in their struggle to stay afloat. GLCPAS visited many charitable organizations, learned about their programs, gave a meaningful donation to a different local not-for-profit every month and publicized the event to bring attention to the work of the charity. The initiative garnered GLCPAS Business Association’s coveted Pinnacle Award for Corporate Service. During COVID, GLCPAS canceled visits but continued their financial support. “We also realized that volunteers were in very short supply,” says GLC’s CEO Phillip E. Goldstein. “We encouraged our team members to roll up their sleeves wherever help was needed.” Notably, Partner

Benjamin Mills has spearheaded our team in working at local food banks and soup kitchens handing out food and supplies to the needy.

GZA GeoEnvironmental, Inc.

Early in the pandemic, GZA helped where we felt it was needed most: a toiletries drive begun in January 2020 for homeless shelters was redirected (when shelters stopped accepting donations) to benefit beleaguered and out-of-town front-line workers at hospitals. We also collected dozens of backpacks for the Jersey Cares School Supply Drive to help kids adjust to wherever school was for them, and, to address food insecurities, donated hundreds of food items to the Community FoodBank of New Jersey. And, because community begins at home, we collected funds for our building’s café owner when building occupancy was at its lowest. In 2021, we welcomed the opportunity to do good outdoors, when a GZA crew worked a community garden plot for the Land Conservancy of New Jersey. We wrapped up 2021 with gifts donated through the Christmas is for Children organization. GZA’s corporate headquarters made matching monetary donations as well.

Hackensack Meridian Health

Hackensack Meridian Health team member support takes many forms. The network offered surge pay in response to COVID-19, along with financial benefits, including bonuses, market adjustments and a team member referral program. Our team created a 24/7 Team Member Support and Navigation line answered by licensed behavioral health providers, as well as Safe Spaces, facilitated emotional support sessions and WeCare, a peer support program; and is designing a program to address needs of team members with counseling related to social determinants of health. The network’s Circle of Compassion Program provides confidential aid to team members facing emergent and temporary financial difficulties. Through donations from team members, the community, and 100 percent of our senior leadership team, we received almost \$3 million to support team members during this challenging time. In caring for team members, we help them to provide the best possible care for the communities we serve.

ICA Risk Management Consultants

ICA’s steadfast efforts in 2021 to assist those in need has continued unabated into 2022 recognizing the hardships of those affected by COVID. The main focus has always been supporting children, both home and abroad. Medical care for homeless children has been at the forefront of our giving to the Children’s Health Fund, as is the funding for research into improving these children’s health. Keeping with the care of children, Barron Wall is being honored by the American Kidney Fund for supporting its initiatives this summer. Because

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GZA organized a holiday giving event through the non-denominational Christmas is for Children organization, benefiting 15 local children in need.

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Lowenstein Sandler's lawyers and staff collected Legos, dolls, sports equipment, arts and crafts, clothing and superhero-themed toys for children at the emergency shelter run by the Newark YMCA.

the needs of children can be supported in so many ways, for over 20 years ICA has provided

unwavering college financial assistance to Special Operations Warrior Foundation, which

provides scholarships to children who have lost a parent in the line of duty. The organizations in need are many but regardless of the choice, supporting them provides gratification knowing a difference was made in the lives of others.

Kearny Bank

Since its establishment in 1884, Kearny Bank has been committed to serving those communities in which it has the privilege of conducting business. Along with regularly contributing to essential local and regional charitable organizations, the bank consistently emphasizes volunteerism, both in the form of hands-on support and sharing of professional expertise. Included among those groups that Kearny Bank employees assist on an ongoing basis are Eva's Village in Paterson, Junior Achievement and Habitat for Humanity. In addition, members of the bank's staff mentor high school-age girls from throughout New Jersey as part of Junior Achievement of New Jersey's Women's Future Leadership Academy.

Lowenstein Sandler LLP

In December 2021, the lawyers and professional staff at Lowenstein Sandler's Roseland office collected toys and gifts for children at the emergency shelter program at the Newark YMCA in Essex County, which provides a safe

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M&T Bank employees regularly sort food in CUMAC's warehouse to help provide groceries and basic necessities to families and individuals in need.

and supportive residential program aimed at keeping families strong during periods of crisis. Partner Rich Ricci, who spearheads the annual effort, calls the 2021 Toy and Gift drive "an unqualified success," noting that volunteers collected around \$2,000 in cash and gift cards, as well as enough toys and gifts to fill three vans! The firm is grateful it can help families enjoy the holidays, as expressed in this recent thank you note: "I would like to thank Lowenstein Sandler LLP for blessing my three kids. Thanks to your generous contribution my children were able to have gifts on Christmas. My husband and I are very thankful that we have people like you during our hard times."

M&T Bank

When the pandemic hit, M&T Bank stepped up to provide critical support to Paterson-based nonprofit CUMAC, a longtime partner of the bank dedicated to fighting food insecurity and its root causes through a holistic, trauma-informed approach.

As the largest food distribution program in Passaic County, CUMAC experienced a spike in families and individuals in need of groceries and basic necessities. To meet the unprecedented community demand, M&T gave its employees hundreds of hours off to volunteer by sorting food in CUMAC's warehouse, making deliveries, assisting shoppers, and providing free financial education sessions to benefiting residents.

M&T also bolstered its financial support of the organization, awarding special COVID-19 grants and amplifying its work to other funding groups such as the First Lady's Pandemic Relief Fund.

Additionally, one of the bank's employees serves on the organization's Board of Directors.

McCarter & English, LLP

We are consistently seeking new ways to put our lawyers' professional obligations and expertise to their highest and best use: serving others. During the COVID-19 pandemic, we continued our long history of representing veterans, people seeking refuge in the United States, the unhoused, victims of domestic violence, children and other underserved individuals in our communities. From financial support to pro bono hours, we make a meaningful impact on philanthropic organizations. The McCarter & English Social Justice Project (SJP) was formed in 2020, at the height of the pandemic, to advance the firm's far-reaching initiatives to dismantle structural racism and combat the impact of racial injustice. The SJP focuses on housing, criminal justice and community economic development. Our SJP fellow and law clerks created educational programs for colleagues and clients that covered voting rights, the history of civil rights, wrongful convictions, and the impact of a criminal record and challenges to re-entry.

Mikula Contracting

Mikula Contracting, a third-generation, 76-year-old business, was honored to participate in the New Jersey Land Improvement Contractors of America "Repair the Fair" at the Sussex County Fairgrounds on May 8, 2021. The Sussex County Fairground needed assistance from land improvement contractors, like Mikula Contracting (FDU Family Business of the Year 2020), to volunteer their time to make the property safe to host the fair in the Summer of 2021. The financial burden caused by the pandemic made it very difficult for the Sussex County Fairgrounds to do the necessary repairs on land to make it safer for the animals and visitors to the property. Mikula Contracting donated several pieces of equipment and labor to vastly improve the conditions on the property. The entire team at Mikula Contracting, Inc. was honored to be able to serve a New Jersey community event that was impacted financially due to the pandemic.

Monmouth University

The Monmouth University School of Social Work recently launched the Community Care Telehealth Clinic (MUCCTC), a free, online counseling service with flexible hours for the external community. "Given the tremendous demand for accessible telehealth counseling services in light of COVID-19, and as an institution of higher education, the School of Social Work at Monmouth University was in a unique position to help meet the needs of New Jersey residents while also facilitating a supervised, hands-on professional learning opportunity for our graduate students," Robin Mama,

Ph.D., dean of the School of Social Work, said. Available via cell phones, computers and tablets, the counseling support program is open to New Jersey residents 18 years or older who are not members of the Monmouth University community. Since the clinic was established, they have provided more than 800 hours of free counseling to adults throughout New Jersey.

Montclair State University

In February 2021, MSU and AmeriCorps' Volunteer Coordinator collected 79 coats for one of the United Community Corporation sites located at Wolf Presbyterian Church in Newark. Community outreach and word of mouth helped collect these coats from faculty, staff and students at MSU. During these trying times, basic needs are essential to fulfill. With the uncertainty of weather changes and health crisis, something as simple as a jacket can help fulfill that need for warmth and comfort. With the donation of a coat, a person's concern for warmth can be addressed, as well as basic needs such as health and safety. When it's the little things that matter, this little thing makes a big difference.

NAI Fennelly

Hamilton, New Jersey-based commercial real estate service provider NAI Fennelly has been an institution in central New Jersey's business community since 1985. However, the company has left an even-more enduring mark on the communities it calls home through its support of local non-profits such as Eden Autism and PEI Kids. Based in Princeton, Eden Autism focuses on improving the lives of people with autism through a wide range of support services. NAI Fennelly President Jerry Fennelly, SIOR, organized Eden Autism's first 5K fundraising race more than 25 years ago and the company continues to be an annual sponsor to this day. In addition, NAI Fennelly has also helped organize PEI Kids' annual fundraiser and Nancy Fennelly, the Director of Finance at NAI Fennelly, serves as a member of its Board of Trustees to support its work promoting and maintaining, through education and intervention, a safe environment for all children.

New Jersey City University

NJCU opened The Gothic Rack to offer career clothing options for NJCU's students by providing access to new and gently used professional attire; created the Gothic Knight Food Pantry to address food insecurity; and collected food, gifts and donations for families in the local Jersey City community. To assist the campus community with pandemic-related challenges, the NJCU Community Center offered free daily COVID-19 testing and, with the help of our Student Government Association, the center designed masks that were given out free to the NJCU community. Furthermore, our Children's Learning Center provided

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NAI Fennelly President Jerry Fennelly, SIOR, participating in the annual Eden Autism 5k race.

discounted childcare rates for faculty and staff and offered full childcare grants for students. Through our Health and Wellness Center, we hosted COVID-19 vaccination opportunities for students, faculty and staff and opened the opportunities to anyone in the Hudson County community. Flu vaccine clinics and community blood drives are offered, as well as free STD testing for students.

NPZ Law Group

NPZ Law Group, P.C., an immigration and nationality firm, cares about its community in the U.S.A. and abroad. On a local level, this year NPZ sponsored two documentary films for the Teaneck International Film Festival where attorneys participated on panel discussions on films featured on PBS Independent Lens. NPZ also supported Branchburg, New Jersey Rotary Club's community service programs such as Santa's workshop to create 50 Teddy Bear Stockings for children whose families were struck hard by the pandemic and Hurricane Ida. Despite travel restrictions due to COVID, NPZ continued its support in India of the "Gabriel Project," an organization which provides meals, education and health-care services to the Kawla slums in Mumbai, and the Women's Rehabilitative Group (WRG), a non-profit that provides skills, vocational

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Opici Family Distribution arranged walks to support their five hand-picked charities.

training and education to women and children in India so they can be self-supporting and lead independent lives.

Opici Family Distribution

Our #OPICcares program began in October 2021 and spans more than five months, ending in February 2022. A total of five charities were hand-picked by the #OPICcares team. One charity was highlighted each month along with an opportunity to win a gift basket donated by our generous supplier partners. Our first charity was SU2C (Stand Up to Cancer) followed by Homes for Our Troops, The Community FoodBank of NJ, the NAMI (National Alliance for Mental Illness) and My Stuff Bags Foundation. Earlier in the year, we had our 3rd Annual #OPIC walks. This was a virtual walk taking place around the country over the weekend of June 25th to support the Restaurant Workers' Community Foundation. This gave us an opportunity to give back to a segment of our industry hit the hardest. More than 200 employees and their families supported this cause and we donated \$14,000.

Peapack-Gladstone Bank

During the holiday season, Peapack-Gladstone Bank sponsored a nostalgic Christmas Tree Sale at its Boonton, New Jersey location to support nourish.NJ in Morristown and its efforts to alleviate homelessness and hunger in New Jersey municipalities. This inaugural event was reminiscent of past sales sponsored by the local Kiwanis Club. Beginning the day after Thanksgiving, this 10-day event, orchestrated entirely by bank volunteers, brought holiday cheer to the community while raising donations for charity. Employees offered refreshments while assisting families in finding their perfect tree and cut, netted and loaded their selection onto vehicles. Selling more than 250 trees in a variety of species and sizes, 100 percent of sales totaling \$27,750 benefitted nourish.NJ. This

tree sale was the first in the return of an annual area tradition, where each year, a new community beneficiary will be named.

Pfizer

Pfizer is a biopharmaceutical company in pursuit of scientific breakthroughs and revolutionary medicines that will create a healthier world for everyone. Throughout Pfizer's 172-year history, the company has developed an innovative manufacturing infrastructure and made significant investments to get crucial medicines to patients faster—from penicillin during World War II to the COVID-19 vaccine. This year, Pfizer colleagues demonstrated their resilience by producing more than 3 billion doses of the COVID-19 vaccine for people around the world. Pfizer is proud to have over 1,000 colleagues working at its New Jersey facilities, including Peapack and Parsippany, many of whom work for Pfizer Global Supply, Pfizer Regulatory Affairs and other Pfizer divisions which are central to the COVID-19 vaccine distribution efforts.

PSEG

More than a century ago, Thomas McCarter, the founder of PSEG, spelled out his vision for the young company: "To help make New Jersey a better place to live." Over the decades, PSEG's dedicated employees have worked hard to assure our customers and the many diverse communities we serve that "Public Service" is more than our name—it's part of our DNA.

Today, our employees' grassroots citizenship is reflected on and off the job, through dedicated service, volunteerism and philanthropy in our communities. Despite the ongoing pandemic, approximately half of PSEG's workforce volunteered in 2021, thanks in large part to innovative "virtual" opportunities that allow employees to support our communities in a safe and responsible manner. Since the start of the pandemic, the PSEG Foundation has held multiple 2:1 matching gift campaigns with our most recent effort occurring on "Giving Tuesday," which supported nearly 200 charities.

Riker Danzig Scherer Hyland & Perretti LLP

For more than 20 years, Riker Danzig has organized an annual Toy Drive to help brighten the holidays for those in need. Spearheaded by Commercial Litigation Partner Bethany A. Abele, with assistance from Director of Library and Research Services Anne Shulman, employees donate hundreds of toys and other gifts each year to local charitable organizations. Even with employees working largely remotely during the pandemic, the response to the Toy Drive was as robust as ever, with an exceptional collection of toys donated. Employees gave cash donations for our shopping elves, picked out fun toys themselves or worked from wish lists provided by Jersey Battered

Women's Service (JBWS) and the Morristown Neighborhood House. The result was another enormous outpouring of holiday cheer for our community children. We were thrilled to be able to continue to provide moments of delight for families in our community, particularly during the stressful days of the pandemic.

Saint Peter's University Hospital

Saint Peter's University Hospital's Community Health Services department has been at the forefront of reducing the risk of COVID-19. Saint Peter's, whose Catholic mission is to provide humble service to humanity, especially the most vulnerable, has administered 36,000-plus vaccines to adults and children, including those attending Catholic schools in the Diocese of Metuchen, at vaccine clinics at the hospital, and on-site at Carteret and New Brunswick public schools. "With Middlesex County's Office of Health Services and the Healthier Middlesex Consortium, Saint Peter's distributed Coronavirus Care Kits to New Brunswick's hardest hit neighborhoods, Esperanza and Unity Square, disseminating bilingual healthcare information, masks, hand sanitizer and soap to help residents engage in prevention," said Marge Drozd, MSN, RN, APRN-BC, director of Community Health Services. These neighborhoods primarily consist of multi-family dwellings where individuals may have limited access to healthcare information. Distribution sites included local parks, churches and food distribution centers.

SobelCo.

SobelCo is committed to the New Jersey nonprofit community, but during the COVID-19 pandemic, our in-person volunteer initiatives were seriously curtailed. Instead, we had to create opportunities that incorporated wearing a mask and maintaining social distancing. Over the past two years, we have hosted several successful programs in our Livingston parking lot. In this way we were able to ensure that our employees were able to mix and mingle and continue to contribute to the nonprofit community in a meaningful and safe way. During our Trunk 'N Treat event, staff and their families came in costume to trick-or-treat while taking part in our Food and Diaper Drive. Since COVID impacted our ability to connect in-person over the last two years, we have engaged with the nonprofit community in other ways, including through various food drives and other activities that support the nonprofit and social services organizations in our area. In addition, our commitment to educating and supporting the nonprofit community through webinars and roundtables has charged ahead, evolving from in-person to virtual events while maintaining the highest levels of relevant programming.

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Peapack-Gladstone Bank employees rolled up their sleeves to fight hunger and homelessness in NJ municipalities through the sale of live Christmas trees at their Boonton branch location.

TD Bank

When the pandemic hit, particularly in communities struggling with high unemployment and poverty rates, TD took action. In 2020, TD and Audible partnered to launch Newark

Working Kitchens (NWK), an initiative that purchases meals from local restaurants and leverages Audible's fleet of drivers to deliver them to food-insecure residents of Newark, New Jersey. Since its launch, NWK has served more

than 650,000 meals and helped 24 restaurants keep workers on their payrolls. TD also provided guidance from its small business experts to help Newark restaurant-owners navigate the Paycheck Protection Program application.

At TD Bank, we believe we have a responsibility to give back to the communities we serve. It was important to TD to support small businesses and vulnerable neighbors and help them live with greater confidence during these trying and uncertain times.

T&M Associates

T&M Associates works every day to improve the infrastructure, environment, and resources of communities throughout the nation. Over the past 55 years, T&M has supported its partner communities through employee volunteerism, promoting STEM education and charitable giving. Establishing the T&M Associates Foundation, Inc, a 501(c)(3) non-profit, in 2021 was a natural next step to support this work. T&M activities include offering \$5,000 educational STEM scholarships administered through various organizations and coordinating employee volunteering and outreach events. Organizations supported by T&M Associates through donations, volunteering and other outreach include Habitat for Humanity, Scouting BSA and Foodbank of South Jersey.

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Companies That Care

Continued From Page 47

Troy Corporation

Troy Corporation has been a partner within the communities it serves for more than 40 years. Actively working with community, charitable, business, environmental and local trade organizations, the company has sought to improve the communities in which its employees and their families live—from direct financial support to organizations such as the Ironbound Community Corp. to beautification programs for related daycare, schools and the Branchbrook Park. Highlighting this dedication is Troy's annual Feed the Community program, conducted every year through Thanksgiving and the holidays. Implemented in both Morris County and Essex County—the home base for its facilities in New Jersey—most efforts are concentrated in the Ironbound section of Newark. Each year, Troy works with community leaders and public officials in that community to distribute hundreds of turkey dinners for those most in need, as well as to many employees—the vast majority of whom live in these communities.

UnitedHealthcare

On Sept. 23, 2021, more than 150 donors, partners, sponsors and supporters gathered for an evening of fundraising and networking at the beautiful Liberty House restaurant in Jersey City, New Jersey in support of the

UnitedHealthcare Children's Foundation. It was a celebration around helping kids and changing lives, enjoying scenic views of the New York City skyline, dining and socializing. Guests were entertained by Fat Boi's Brass Band, a New Orleans funk and jazz group, and keynote speaker Boomer Esiason, sports analyst and former National Football League quarterback. The evening fundraised more than \$115,000 to support more than 95 medical grants for kids in the northeast.

Valley Bank

During the pandemic, food banks faced an increased demand for food, rising food prices and a lack of volunteers. To help our community partners, Valley allocated \$575,000 to 14 food bank and food pantry organizations across our footprint. Our contributions helped provide 5,750,000 meals. "Because of partners like Valley, who support our programs, our general operations and give their time as volunteers, Community Foodbank of New Jersey (CFBNJ) has been able to respond to a significant increase in hunger in our state," said CFBNJ President and CEO Carlos Rodriguez. In November 2021, Valley associates donated canned goods and contributed more than 250 hours of volunteer time to help fight local food insecurity. Our associates supported local organizations

like Citizens 4 Humanity, Jersey Cares, The Community FoodBank of New Jersey, Fresh Youth Initiatives, Boca Helping Hands, Table of Hope, Community Food Bank of Central Alabama and Montgomery Area Food Bank.

YWCA Northern New Jersey

YWCA Northern New Jersey is focused on supporting survivors and those impacted by sexual violence; empowering women and girls; advocating for the equality of all people; providing enrichment programs for children; and enhancing the health, well-being and self-confidence of people of all ages and abilities. In early 2021 we launched Ureeka, an online community dedicated to helping non-white women and entrepreneurs build their businesses by providing them with tools, resources and mentorship opportunities. Our Girl's Empowerment programs like empower (U)niversity, GEN on the GO and SAS Girls offer leadership development and STEM-based learning experiences for young girls and teens. In addition, wellness centered workshops for seniors like Fitness Fridays, our daily fitness classes and health-based programs are designed to keep this population feeling fit and connected to their peers. We continue our racial and social justice work with the 21 Day Challenge, Racial Justice Awards and Share The Mic Now. 🍌

NJMEP Manufacturing Cares Awards

Custom Picture Frames

Custom Picture Frames cheered up many families living in New Jersey during the holiday season. They worked with NJMEP's Manufacturing Cares program to ensure veterans had gifts for their families during the holidays. Their CEO, Anthony Fontana, approached NJMEP with an opportunity to donate 12 pallets of toys, which equates to more than \$7,000 of merchandise, to New Jersey veterans last November. Toy donations are among the many ways this successful custom framing manufacturer, located in Somerset, New Jersey, has given back to the community. Custom Picture Frames has been committed to contributing back to the state through a variety of ways that includes helping revitalize local businesses. In addition, this Small NJMEP "MADE in New Jersey Manufacturer of the Year" nominee created many workforce opportunities for residents in their town at their headquarters and production warehouse.

Kuehne Chemical

This industrial chemical manufacturer is not a stranger to giving back to the community. One big way they're stepping up efforts to give back is through addressing hunger, which impacts thousands of residents daily in New Jersey. They raised \$5,000 for the Community FoodBank of New Jersey through NJMEP's Manufacturing Cares food drive in which over 15,000 meals were able to be distributed to residents throughout the state. They plan to continue this contribution in 2022. As a long-term manufacturer with New Jersey roots for over a century, they have done plenty of goodwill. Kuehne Chemical also helped the police and fire departments to secure new vehicles, adopted a highway section in Delaware, packaged and donated personal care bags for the military and provided bleach for a CCNJ member to distribute to hospitals in need of disinfectant cleaners at no cost.

Turtle & Hughes

Turtle & Hughes has made efforts to leave a positive impact on the community and country. Their generosity includes a donation to the NJMEP's 'Manufacturing Cares' Food Drive last year. They donated \$2,500 to the food drive. Through this generous donation, they've ensured many families throughout New Jersey have meals. In addition to the donation, this independent, woman-owned business has made it a goal to become environmentally conscious. Being one of the nation's largest independent electrical and industrial distributors, they've made it a mission to drive sustainability through their business. They plan to achieve carbon neutral electricity by 2035 and net zero carbon emissions by 2050. 🍌



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