

ATHENA AWARD

Sponsored by Constellation

Recipient:

Genise Wade

Vice President, Operations

Turkey Hill Dairy

Bio:

Often driven by a motto of “We’re here to make good things happen for other people,” Genise is a dynamic, customer-focused business partner with demonstrated ability in leadership, change management, culture development, and continuous improvement.

A staunch supporter of women in manufacturing, she is proud that half her professional direct reporting staff are women; some in non-traditional female positions including Operations Manager and Warehouse Manager. She has encouraged women to take roles outside of their comfort zone to grow their knowledge and experience base.

In 2016, Genise was one of the recipients of Progressive Grocer’s prestigious “Top Women in Grocery” Award. Progressive Grocer chooses the honorees from among hundreds of deserving nominees who must demonstrate outstanding leadership and influence within their company.

Genise has a dual bachelor’s degree in Business Management and Marketing as well as a Master’s Degree in Human Resources Management. She holds SPHR and SHRM-SCP certifications, a Six Sigma Green Belt certification, and a Lean Manufacturing certification. She is currently working on a Food Science Certificate from Penn State University.

Genise has been married for almost 28 years and has two daughters, ages 23 and 20. She has been involved in her community in numerous ways over the years: as a Girl Scout leader, a girls’ soccer coach, a board member for various non-profit organizations, various roles with United Way of Lancaster County, a church management team member, etc.

In her spare time, Genise enjoys singing in a band called Midst the Noise who can often be found playing on the streets of Lancaster on Music Fridays over the summer.

EXEMPLAR AWARD

Sponsored by Janney Montgomery Scott

Recipient:

Chip Cargas

Founder & Board Chair,

Cargas Systems

Bio:

With a passion for people and processes fostered by careers in engineering and human resources, Chip Cargas had a vision for a new kind of company—one that would combine traditional business principles with a people-centric culture.

Cargas believed that creating a great place to work would attract talented and motivated employees and inspire them to do their best work for the business and its customers. Since its founding 31 years ago, Cargas Systems has grown

from a one-person operation to a 129-employee company offering software for accounting, operations, and sales and marketing. Throughout the company's history, Cargas has remained focused on his founding vision. In 1998, he started a direct employee ownership program to give every employee the opportunity to be an owner. Today, more than 70% of employees have invested their own money to become shareholders.

Cargas served as CEO until December 2017 and remains Board Chair. In this role, Cargas continues to nurture the company's purpose of Shared Success for employees, customers, owners, partners, and community. Cargas serves as Co-Chair of the Jobs Action Team at the Lancaster Coalition to Combat Poverty and serves on the boards of the Lancaster County Community Foundation and Thaddeus Stevens College of Technology.

Cargas Systems is dedicated to sharing its success with the local community and has specific initiatives focused on increasing diversity in STEM programs and careers. The company contributes 5% of net profits to local organizations through charitable and philanthropic giving. Chip and his wife Rebecca established the Chip & Rebecca Cargas Fund at the Lancaster County Community Foundation with the purpose of helping people work from poverty to rewarding careers.

SMALL BUSINESSPERSON OF THE YEAR AWARD

Sponsored by Lapp Electric

Recipient:

Roger S. North

Founder & President,

North Group Consultants

Bio:

Roger S. North is Founder and President of North Group Consultants. Founded in 1997 as North & Schanz Consulting Group, the firm changed its name to North Group Consultants in 2006 where Roger was joined by Partners, Dennis Clemmer and Daryl Leisey. Growing demand and an expanded service line attracted additional Partners Jerry Murray, Craig

Schloneger, and Brian Black. North Group Consultants moved to their Lititz Springs Park Office in 2017.

Based on a foundation of sustained relationships, North Group consults on issues of leadership development, organizational transition, and succession planning with clients concentrated in Central and Southeastern Pennsylvania.

Roger has led North Group for 22 years. In addition to his leadership responsibilities at North Group, he consults on issues of organizational health and performance, organizational transition, and executive growth. He holds a B.S. in Business Administration from Messiah College and is a graduate of Leadership Lancaster. His professional experience includes over 35 years in organizational development, leadership, and sales.

An active community volunteer, Roger currently serves as Chairman of the Board of Trustees at Evangelical Seminary. He also serves on the Boards of Water Street Mission, the North Foundation, and The Kids Trust. He is past Chairman of Leadership Lancaster. In addition, he has served the Boards of Family Service of Lancaster County, The Lancaster Symphony Orchestra, The Lebanon Valley Chamber Foundation, The Horst Group, and Love, INC. of Lancaster County.

Married for over 39 years to his college sweetheart, Carolyn, they have three children and three grandchildren. Roger enjoys spending time with his family, playing golf, and is an avid reader.

ENTREPRENEUR OF THE YEAR AWARD

Sponsored by UPMC Pinnacle

Recipient:

Jim Schultz

Founder & President,

Applied Educational Systems

Bio:

In 1987 Jim started AES with \$32,000, a few family member shareholders and enlisted family members to help develop a better educational product using computers. The first product sold was automotive simulators to vocational schools across the US.

Fast forward to 2007 and AES was named a Best Places to Work, with 38 employees and gross sales of \$10 million annually. After starting and growing AES for 25 years, Jim re-started his business in 2012 when it was clear to him that trends in education were changing. He realized that to reach more students, AES needed to switch to a software as a service model rather than a server-based platform. His passion for empowering lifelong learners kept Jim focused on moving forward even though it meant sacrificing revenue for many years while building the

content needed to attract teachers to the AES website. During the first year of the re-start, sales dropped by 90% as AES transitioned to a subscription model.

During the last five years AES doubled sales and reached 21 employees from a low of 7 in 2012. In 2018 AES was selected as one of 10 Lancaster based companies to make the 2018 Inc. 5000 list of fastest growing companies in the US. AES has grown from serving less than 100 customers with 20,000 students in 2012 to surpassing one million students in early 2019 with 1,400 schools and 3,000 teachers using their curriculum system.

Realizing that AES is impacting students all over the US through helping teachers to spend more time doing what they love, connecting with students, inspires all of the employees at AES.

Jim has served on numerous non-profit boards. He is currently serving on the board of Cargas Systems and Demme Learning.