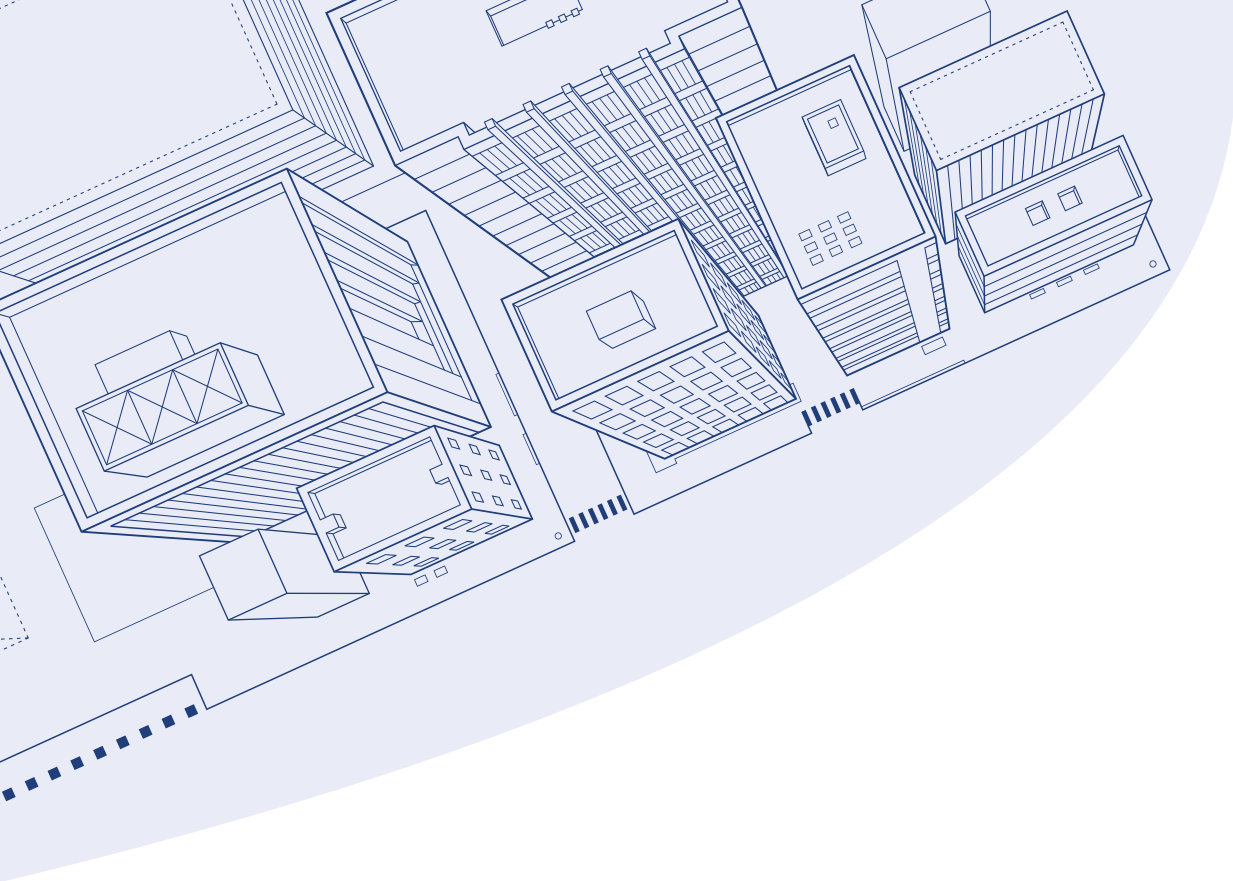


# ANNUAL REPORT



**CAN DO**

GREATER HAZLETON

2024

**ANNUAL  
REPORT**







# CONTENTS

LETTER FROM THE CHAIR	4
REPORTS	
MARKETING COMMITTEE	8
CAN BE COMMITTEE	18
ECONOMIC DEVELOPMENT COMMITTEE	28
PROPERTY COMMITTEE	34
FINANCE COMMITTEE	40
COMMUNITY RELATIONS COMMITTEE	44
GOVERNANCE COMMITTEE	54
PEOPLE OF CAN DO	
EXECUTIVE BOARD	56
BOARD OF DIRECTORS	58
PAST PRESIDENTS AND CHAIRS	59
STUDENT ACTION COMMITTEE	60
CAN DO PARTNERS	63





# LETTER FROM THE CHAIR

As I approach the end of my tenure as Chair of the CAN DO Board of Directors, I want to take a moment to reflect on the remarkable journey of growth and progress we have experienced, not just in the current year, but also over the past three years. It has been an honor to witness and contribute to the continued advancement of the CAN DO organization and its mission.

Looking back on my first year as Chair, the organization faced significant changes and challenges – Joseph Lettiere had entered his first full fiscal year as President and CEO while we continued to face challenges imposed by the pandemic, including remote work, conducting Board meetings remotely, and a number of staff changes. While I didn't necessarily realize it at the time because the

organization kept functioning so well, this was an unprecedented time for even the most tenured member to navigate and was certainly an immediate introduction to my new responsibilities as Chair of the Board.

Education and action have always been important to me as a retired teacher of 38 years. I have always lived by the mantra: 'I hear something, and I forget it. I see

something, and I remember it. I do something, and I understand it.' As Chair, it has been my duty and responsibility to observe the organization in its entirety while understanding all of its counterparts to ensure the Board provided Joe and his staff the strategic direction

and advisement necessary to allow them to operate as efficiently as possible. While I have been familiar with the Community Relations Committee since joining the Board over 25 years ago, this time allowed me to understand all aspects of the organization and its wide-reaching impact on the Greater Hazleton Area.

Since my appointment, my goal has been to leave the organization in a better place. With the help of our dedicated staff and leadership, we are stronger now than ever before. During my tenure as Chair, we welcomed several new industries to the area, including Amapharm and Arcadia Cold Storage; brought many long-standing projects to a point of substantial completion, including the CAN DO Community Park and the Bureau of Abandoned Mine Reclamation (BAMR) project; we drafted a new strategic plan to ensure additional success in the future; we have internally continued to grow and evolve as a staff; and we continue to actively grow our involvement within the community. Just this year, we announced that CAN DO will have a more active role in the revitalization efforts for Downtown Hazleton and will continue to work hand-in-hand with the City, in cooperation with the Mayor's office, to continue to make a difference within our beloved community.

Throughout this fiscal year, CAN DO has made significant progress in workforce development, entrepreneurship, and education - which has helped us establish a stronger presence throughout the region. I am so proud of the work done by the CAN BE Innovation Center and their efforts within the Hazleton Kitchen Incubator, which has enabled more community members to start their entrepreneurial journeys. I am also proud of the work done to ensure our Industrial Parks continue to thrive, including the establishment of the new CAN DO Park Association. Through increased interest and development, our Parks are growing, creating more employment opportunities than ever before.

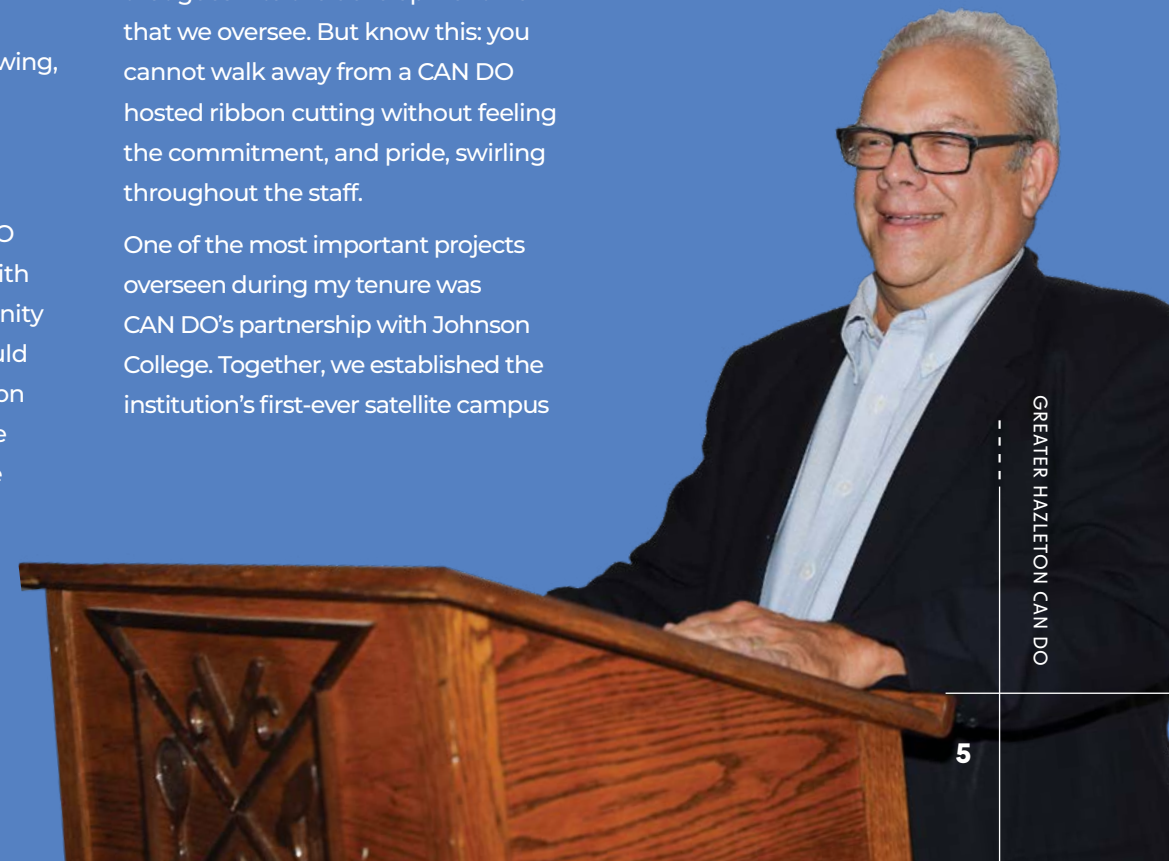
Until this point, my time as a tenured member of the CAN DO Board of Directors was spent with a primary focus on the Community Relations Committee. So, it would be difficult for me to not mention the impressive changes that we have made in the ways that the organization celebrates important moments throughout the year.

“ I feel an immense sense of pride when I reflect on how current committee members and staff have expanded the organization's traditional signature events while setting such an incredible standard for industry events in the future. ”

As board members, we don't often truly comprehend the depth of dedication that goes into the development work that we oversee. But know this: you cannot walk away from a CAN DO hosted ribbon cutting without feeling the commitment, and pride, swirling throughout the staff.

One of the most important projects overseen during my tenure was CAN DO's partnership with Johnson College. Together, we established the institution's first-ever satellite campus

within the Humboldt Industrial Park. This is a significant achievement for us as we have worked to bring a technical school to Greater Hazleton for over 30 years. We believe that this partnership will help bridge the gap between our community members and the opportunities available for a skilled workforce among our industrial park tenants. I am particularly proud of this accomplishment and look forward to seeing the positive impact it will have on our community in the years to come.







Another project I am especially proud to have seen come to fruition during my tenure, given my interest in the arts, is the opening of the Hazleton Area Arts & Humanities Academy (HAAH) within the CAN DO Corporate Center. The Hazleton Area School District has completely transformed an office building once owned by CAN DO into a state-of-the-art educational facility unlike anything in the region. I am pleased to have such a school right here in Greater Hazleton, and it brings me immense joy to know that students with a creative passion have a place to hone their talents through targeted education. As the organization looks to the future, I hope CAN DO continues its focus on educational efforts, such as the Student Action Committee and Partners in Education. My hope is for students to see the value within their community and to give them a greater

understanding of the skilled career opportunities that are available to them – no matter the medium.

In final reflection, I would be remiss not to mention the passing of Kevin O'Donnell, who was a force throughout the economic development community and part of the CAN DO organization for almost 50 years. While Kevin embodied the CAN DO spirit, he was more than that to his family and friends. Kevin will be eternally missed.

“ True leadership within an organization such as ours is synergistic: you are only as good as your leader, and your leadership is only as good as your staff. ”

We have achieved so much over the last three years, and I know it could not have been done without the hard work and determination of CAN DO's leadership and staff. I firmly believe that the organization will continue to move forward with strength, determination, and growth; and I know the organization will continue to provide great outcomes for the community.

Thanks be to God. -- ✕ -----

*Charlie*  
CHARLES BURKHARDT





# MARKETING

The Marketing Committee and staff have had a productive year keeping up with rapid growth seen across the region's real estate market while working toward the implementation of critical workforce initiatives throughout the Greater Hazleton Area.



## REAL ESTATE




Fiscal year 2024 celebrated growth and advancement across CAN DO’s industrial parks.

The strategic foresight of the organization in pursuing land development approvals to enhance the marketability of previously owned CAN DO sites has proven to yield success. Over 90% of the speculative product developed as a result of that strategy within the last five to seven years has officially come online - fully leased - before construction was complete.






Announced last year, **Arcadia Cold Storage & Logistics** began operations within their newly constructed facility located at 300 Parkview Road in Humboldt North. The 228,000-square-foot facility was developed by Saxum Real Estate, who purchased Site 27 in 2021.

This particular project was the catalyst for a substantial transaction between Saxum and CAN DO – resulting in the purchase of two additional sites in Humboldt North and Humboldt East. All 3 sites were delivered with land development approvals in place, significantly expediting Saxum’s construction timeline and subsequent leasing of nearly 450,000 square-feet of Class A industrial real estate.

-  **HUMBOLDT NORTH**  
300 PARKVIEW ROAD
-  **SQUARE FEET**  
228,000
-  **DEVELOPER**  
SAXUM REAL ESTATE




## SHIPNETWORK

A 115,500-square-foot facility located at 407 Stony Creek Road in Humboldt North was also developed on speculation by Saxum Real Estate as part of the abovementioned transaction. The facility was leased in 2023, before the completion of construction, by **Ship Network** – an eCommerce order fulfillment company from Olean, NY.

-  **HUMBOLDT NORTH**  
407 STONY CREEK ROAD
-  **SQUARE FEET**  
115,500
-  **DEVELOPER**  
SAXUM REAL ESTATE



Speculative development success also comes from local, Northeastern Pennsylvania-based private developer – **Mericle Commercial Real Estate**. In 2022, Mericle broke ground on their 744,000-square-foot speculative building at 610 Oak Ridge Road and executed a lease with a growing manufacturer already located within one of CAN DO’s four industrial parks.

-  **HUMBOLDT NORTH**  
610 OAK RIDGE ROAD
-  **SQUARE FEET**  
744,000
-  **DEVELOPER**  
MERICLE






As a result of the Saxum transaction, the 105,000-square-foot speculative facility in Humboldt East secured a lease in April of 2024 – just as construction began wrapping up.

**Clearly Clean**, an innovative manufacturer that creates eco-friendly food trays from Schuylkill County, Pennsylvania, executed a lease at 420 Forest Road for additional warehouse and office space.

-  **HUMBOLDT EAST**  
420 FOREST ROAD
-  **SQUARE FEET**  
105,000
-  **DEVELOPER**  
SAXUM REAL ESTATE



a Kansas-based developer, is currently constructing two speculative facilities along State Route 924 in Humboldt Northwest on land purchased from CAN DO in 2022. Anticipated completion for both facilities – totaling over 900,000 square feet – in September 2024.

-  **HUMBOLDT NORTHWEST**  
STATE ROUTE 924
-  **SQUARE FEET**  
900,000+
-  **DEVELOPER**  
FLINT DEVELOPMENT



Though not speculative, construction is also nearing completion on the massive new construction project happening in Humboldt North for **Lineage Logistics**. The land, originally sold by CAN DO in the early 2000s, was acquired by Lineage in 2022 with plans to construct a 315,000 square-foot facility with room for expansion.

- HUMBOLDT NORTH**  
2201 NORTH PARK DRIVE
- SQUARE FEET**  
314,837
- JOBS PROVIDED**  
150

## SCHÜTZ

**SCHÜTZ**, a global manufacturer and reconditioner of plastic IBC drums, came online in 2023 after acquiring the property located at 360 Maplewood Drive from Endurance Real Estate Group. The 191,979-square-foot manufacturing facility now employs roughly 100 people.

- VALMONT INDUSTRIAL PARK**  
360 MAPLEWOOD DRIVE
- SQUARE FEET**  
191,979
- JOBS PROVIDED**  
100



Not all projects over the last year resulted from new construction as **EAM-Mosca's expansion** added 112,705 square-feet through its 2020 purchase of 525 Jaycee Drive in Valmont Industrial Park.

The \$20.6 million expansion, which completed construction in early 2024, brought 50 new jobs and substantial investment FROM the Commonwealth of Pennsylvania.

- VALMONT INDUSTRIAL PARK**  
525 JAYCEE DRIVE
- SQUARE FEET**  
112,705
- JOBS PROVIDED**  
50



**Impackt Packaging Solutions**, a packaging products manufacturer, acquired the property at 150 Jaycee Drive in Valmont Industrial Park to expand its service footprint in the Northern United States.



**Forbo and Pitt Ohio** also contributed to this trend with expansions of 55,000 square feet and 48,950 square feet, respectively, further solidifying their presence within our industrial ecosystem.

200+

quality,  
family-  
sustaining  
jobs added



2.7 M

square feet  
increase of  
Class A & B  
Industrial space

\$300 M

of private  
investment  
leveraged



## BY THE NUMBERS

In line with the organization's 2024-2026 Strategic Plan, staff intends to continue the opportunistic investment of real estate opportunities throughout Greater Hazleton to assist in the further development of industry throughout the region. This may include not only strategic **acquisition of existing, and sometimes aging, real estate** – but also **proposing build-to-suit and speculative development opportunities** across the organization's four industrial/business parks.



## TRADITIONAL MARKETING EFFORTS

### CAN DO Website

Marketing staff spent much of the year working toward the launch CAN DO's new website. The organization's current website was launched in 2018 and serves as one of the its most valuable marketing tools.

Once completed, the new site will emphasize CAN DO's current brand standards and improve the functionality of the site by ensuring it is secure, accessible, and mobile-friendly.

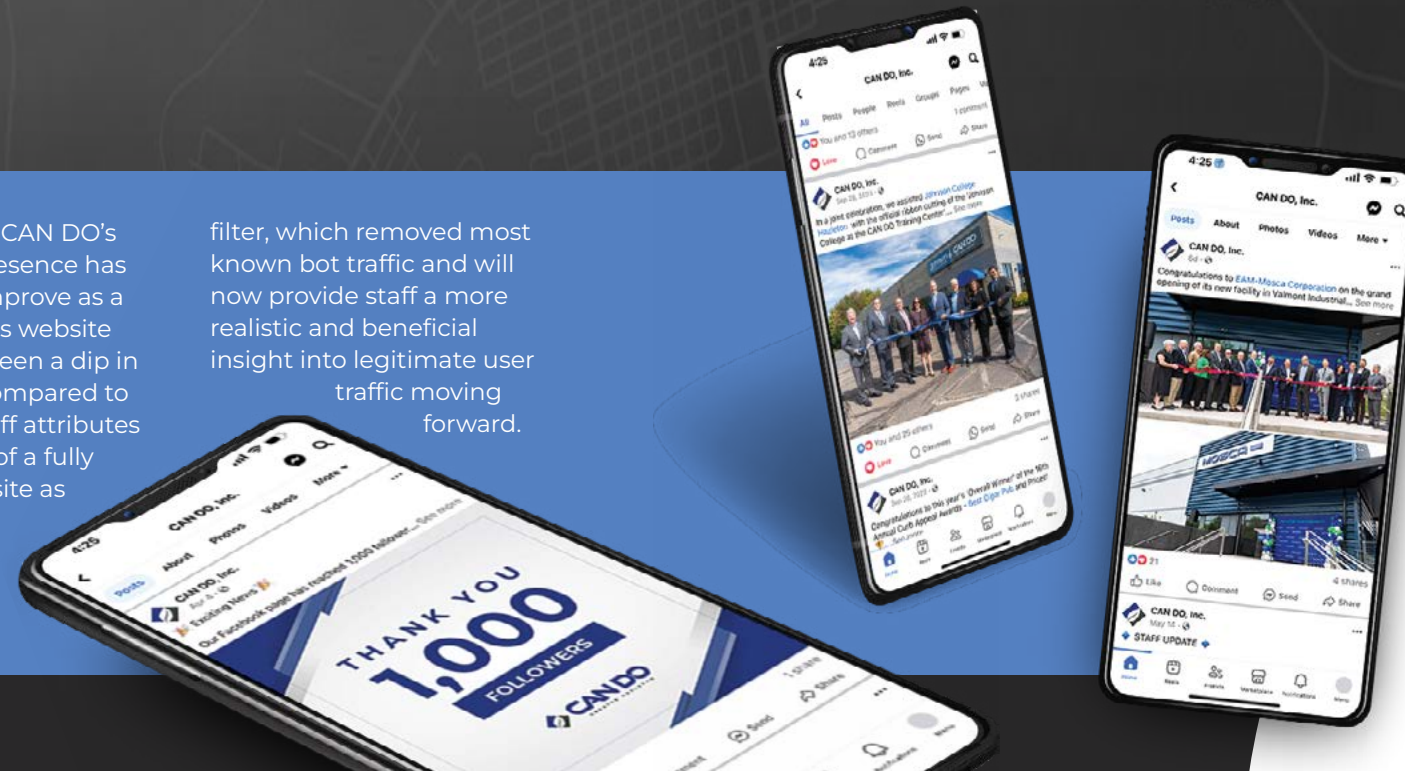
Moving forward, the website will undergo routine maintenance and yearly audits to ensure it is optimized for peak performance. This routine care should also help prevent the site from needing a total overhaul and rebuild for many years.

### CAN DO Social Media

Following the department's investment in social media, CAN DO has continued to see cross-platform growth in key performance metrics, particularly in follower count and engagement. During the year, the organization's LinkedIn and Facebook pages surpassed 1,000

followers, while CAN DO's social media presence has continued to improve as a whole. CAN DO's website analytics have seen a dip in performance compared to last year but staff attributes this to the lack of a fully optimized website as well as Google Analytics' new automatic bot

filter, which removed most known bot traffic and will now provide staff a more realistic and beneficial insight into legitimate user traffic moving forward.



## WORKFORCE DEVELOPMENT

CAN DO continues to **prioritize workforce development initiatives** that facilitate the education and training of individuals to **meet the needs of current and future businesses and industries**, in alignment with the organization's strategic plan.





Johnson COLLEGE at CAN DO TRAINING CENTER



**Johnson College at the CAN DO Training Center**, which opened its doors this fall, recently completed its first academic year. Johnson's College's first satellite campus, located at 370 Maplewood Drive in Hazle Twp. in the Humboldt Industrial Park, provides industry-focused, hands-on learning; and prepares graduates to enter into and advance in their careers.

Currently, the campus is offering four academic programs: **Electrical Construction Technology**,



**Welding Technology, Industrial Technology, and Building & Property Maintenance**, as well as three continuing education programs: **Class A CDL Driver Training, Computer Support & Security Specialist, and Medical Assistant Training.**

Through these various programs, the community of Greater Hazleton now has direct access to necessary training and education to support the workforce needs of the region.



CAN DO continues to advance its comprehensive marketing initiative to inform students, parents, and educators of potential careers available within the Greater Hazleton Area via Hazleton Works, in collaboration with Partners in Education.

Two additional members joined PIE throughout the fiscal year, **Polyglass** and **PFN**, which gave them access to cohesive Hazleton Works marketing material and video content to share across their platforms.

Additional workforce development partnerships were bolstered through participation in student-focused events with **Junior Achievement, Junior Leadership**, and **Northeastern Pennsylvania Industrial Resource Center (NEPIRC)**.



Department staff assisted Partners in Education (PIE) in hosting its **2023 Career Exploration Day**, which was held on October 24 at the Muzo HQ in Valmont Industrial Park. Over 600 area students and nearly 40 local companies/organizations attended the event, making it a huge success.

Additionally, staff participated in PIE's annual **Girl Power in STEM** program at Penn State Hazleton on April 9. During this event, over 200 high school students from around the region attended the to network and learn about careers in science, technology, engineering, and math from over 40 women in STEM professions, colleges/universities, and government agencies.





# CAN BE

During 2024, the CAN BE Committee was hard at work providing entrepreneurial support to local students, residents, and businesses.

## MAJOR GOALS

- **Continue growing the Innovation Center's online presence** - including multimedia marketing efforts and press/media releases and to bolster efforts with partners to develop a pipeline of possible clients and entrepreneurs
- **Increase awareness of the organization** and its many resources for entrepreneurs, staff worked to promote the CAN BE's services and update existing marketing material
- **Place additional focus on increasing social media awareness** through targeted campaigns in both English and Spanish

In total, dedication to these efforts has increased CAN BE's digital footprint by an average of **over 60% across all platforms.**





As of May 2024, the CAN BE Innovation Center remains 100% occupied, with seven incubator clients leasing 70% of the facility's occupied space.

Of the seven incubator clients within CAN BE, 60% are considered historically disadvantaged business owners.



**Kimberly Nailed It, LLC**, a woman-owned nail salon, launched in 2024 with the help of CAN BE's virtual services. Owner Kimberly Ray's goal was to create a comfortable and fun atmosphere for people to have their nails done in Downtown Hazleton. With the help of her mentors and THInC's resources, she celebrated her business' ribbon-cutting on May 9th.

## CELEBRATING 5 YEARS IN BUSINESS

GRANT RECIPIENT

**Halogen Hair Co.**, a thriving local salon, celebrated five years in business. Owner Ashley Evert utilized CAN BE's virtual services when she opened her salon in 2019 and continued to leverage her relationship with the program to accelerate growth year after year. For Halogen Hair Co., this is a celebratory milestone as over 80% of businesses are projected to fail within 5 years.

## HAPPY ONE-YEAR ANNIVERSARY TO:



**Powder & Ink Permanent Cosmetics and Tattoo Studio**, a woman-owned permanent cosmetics and tattoo studio, moved into the Innovation Center in September 2023 with the goal of empowering individuals to feel confident and beautiful in their skin.

Powder & Ink specializes in various services, including powder brows, lip blush, saline tattoo lightening, and tattooing.

Looking ahead, Powder & Ink aims to expand by training more permanent makeup artists and establishing a full studio.

**Ranek Technologies** graduated from the incubator in March 2024. The software development startup originally moved into the CAN BE Innovation Center in 2021 but had interacted with staff well before then. Ranek's Founder and CEO, Joe Halcisak, was a member of the Hazleton Area Academy of Sciences team that went on to win tecBRIDGE's High School Business Plan Competition in 2018. Halcisak and his classmates were later named the Greater Hazleton Chamber of Commerce's High School Entrepreneurs of the Year.

Staff also served as mentors for Joe when Ranek Technologies

advanced to the finals of the 19th annual tecBRIDGE Business Plan Competition's collegiate division for its photo-sharing app, Kaydri. When he was looking to establish office space for the company, CAN BE offered him the ideal location to host meetings with clients and, more importantly, interact with other entrepreneurs and startup companies.

Ranek will continue to receive support from CAN BE and its network of entrepreneurs through the organization's shared-use program, which currently has two additional users.



GRANT RECIPIENT



# WHAT'S COOKING IN THE HAZLETON Kitchen Incubator?

A proud partner of **THInC**

An increase in inquiries led to multiple clients joining the Hazleton Kitchen Incubator in 2023.

Of these, Acacia Nay's, Alfa Foods, and Storms End Homestead, were awarded funding through **The Hazleton Innovation Collaborative's (THInC)** Food Entrepreneurship Assistance Microgrant, supported by the Truist Foundation, to assist in reducing the financial barriers experienced while paying for licensing fees and other costs associated with joining the incubator or growing their business. There are nine businesses currently operating out of the Hazleton Kitchen Incubator.

## ACACIA NAY'S

### GRANT RECIPIENT



Acacia Nay's is a woman, LGBTQ+-owned business offering catering and 'Grab-n-Go' elevated comfort foods. Founder, Dominique Pane, joined the incubator due to its low entry cost and fully licensed commercial kitchen.

## STORMS END HOMESTEAD

### GRANT RECIPIENT



Storms End Homestead is a home-based, nature-focused business offering herbal products like infused vinegars and fruit syrups. After a two-year wait due to licensing issues, Storms End's founder, Sarah Fenton, has been able to triple her production through expanded capacity space.

## ALFA FOODS, LLC

### GRANT RECIPIENT



Alfa Foods, LLC is a small, food manufacturing business owned by Alejandro Llerena that specializes in crafting various meat products, including hot dogs, ham, sausage, chorizo, bacon, and jerky sausages.

## RETRO DOUGH



Retro Dough: Pierogi and Specialty Foods LLC is a small event caterer run by John, Alyssa, and Celena Carsia that specializes in Pierogi and Italian Cookies. Looking ahead, this family-owned business hopes to expand its retail offerings and launch a food truck in the future.

## BEE'S KNEES BBQ

Bee's Knees BBQ is a Food Truck that specializes in Texas-style pulled pork, brisket, and chicken. Founders Lesley and Bob Cauley chose the Hazleton Kitchen Incubator because they needed a full kitchen for prep and cleanup, but finding their own space was not feasible. The Cauleys hope to someday expand into a brick-and-mortar restaurant.

## LEO'S LITTLE KITCHEN

Leo's Little Kitchen is an Immanuel Christian School student-led workforce development program that helps to support tuition assistance for low-income students at Immanuel Christian School. With assistance from the Penn State Launchbox, this program provides students with real-world entrepreneurial and workforce experiences.

**68%**

of inquiries were for the shared-use kitchen in the Hazleton Kitchen Incubator

**26%**

increase in inquiries for THInC services

Overall, staff fielded more than 65 inquiries for services offered by THInC - a 26% increase from last fiscal year.

Additionally, there was a significant increase in interest for the Hazleton Kitchen Incubator; of the total inquiries for the year, over 68% were for the shared-use kitchen located within the Hayden Family Center for the Arts and current home of the Hazleton Art League.





CAN BE is a proud partner of



The Hazleton Innovation Collaborative

As THInC expands its efforts to foster entrepreneurship and nurture its ecosystem in the Greater Hazleton Area, there's a concerted push to advance initiatives.

This fiscal year, monthly THInC meetings resumed, providing a platform for collective discussions on our mission's progress.

Originating from one of these meetings, the **THInC Newsletter** was launched in October and has since garnered consistent viewership. This monthly publication highlights local and regional events, webinars, and developments tailored to entrepreneurs and small businesses.

 **Sign up for the THInC newsletter!**



## PARTNERING WITH TECBRIDGE THROUGH LAUNCHNEPA

In alignment with the organization's current strategic plan, staff continued to work closely with tecBRIDGE and local academic partners to develop and implement innovation-led curriculum for students.

Together, the partnership has worked to launch a micro-certification program designed to build a foundation of competencies aimed at connecting everyday

activities for students with entrepreneurial aptitude.

The initiative was made possible through the **LaunchNEPA program**, a three-year initiative to enhance Northeastern Pennsylvania's entrepreneurial ecosystem funded by the Appalachian Regional Commission, provided microgrants to several local businesses including **Shared Roots**, a biodegradable garden product start up, **Ranek Technologies**, and **Halogen Hair Company** received funding to enhance their companies and implement innovative technology.







## HIGH SCHOOL BUSINESS PLAN COMPETITION

Additional support was given to tecBRIDGE this year by allocating resources to sponsor and mentor local students participating in the tecBRIDGE High School Business Plan Competition.

On May 2nd, **Corey Buchman**, a senior from MMI Preparatory School, was announced as this year's tecBRIDGE High School Business Plan Competition winner for his work on **Presify**, a platform designed to help users improve their public speaking skills by using a combination of AI technology and a real-time mentorship network.

The Greater Hazleton Area was strongly represented in the competition's live presentation round on April 13th with five out of nine teams made up of students from MMI Preparatory School, Hazleton Area Academy of Sciences, and Hazleton Area Arts and Humanities Academy. Of the nine teams who presented, five advanced as finalists, including two teams from the Greater Hazleton Area.



## YOUNG ENTREPRENEUR AND YOUNG INNOVATOR OF THE YEAR

CAN BE continued its commitment to sponsor the Greater Hazleton Chamber of Commerce's Young Entrepreneur and Young Innovator of the Year awards.

**Paul DeAngelo, Jr.**, founder of Mission Autism Clinic, received the Young Entrepreneur of the Year Award during the Greater Hazleton Chamber of Commerce's 22nd Annual Business and Community Award Ceremony at Top of the 80s on Thursday, October 26th.

**Kiera Kupso**, a senior at Hazleton Area Academy of Sciences, was presented with the 2024 Young Innovator of the Year Award at the 48th Chamber Academic Award Ceremony at Four Blooms on May 28th.

Selected for her growth and commitment to innovation, Kiera not only participated in the inaugural Management 215 Penn State Hazleton Dual Enrollment class, but was also finalist two years in a row for the tecBRIDGE High School Business Plan Competition – most recently for a pitched idea dubbed "Global Grub". Together with her schoolmate Kiara Vasquez, the two dazzled judges with their passion for an international cuisine inspired meal subscription box.



## BIG IDEA ESSAY COMPETITION

Also announced during the May 2nd award ceremony was the winner of the Big Idea Essay Competition: **Gabriel Garcia-Adon** from Hazleton Area Academy of Science. Finalists for the essay competition included three other students from the Greater Hazleton Area – **Cory Buchman** and **Kendall Orozco** of MMI and **Katy Harmonosky** of Hazleton Area's Academy of Sciences.

The competition was open to individual high school and home school students living in Berks, Lackawanna, Luzerne, Monroe, Wayne, Pike, Schuylkill, and Susquehanna Counties. Participating students were asked to submit an essay identifying creative ways their school districts could work with tecBRIDGE to implement "initiatives related to space entrepreneurship" within their communities".



# ECONOMIC DEVELOPMENT

----- ✕ -----

This year, the Economic Development Committee and staff worked diligently to secure funding for both current and future organizational projects, while also prioritizing the cultivation and maintenance of relationships at state and federal levels.



Additional emphasis was placed on strategic and targeted outreach for workforce and business development, as demonstrated by

the establishment of the new CAN DO Park Association. CAN DO staff began working with the leaders of the Humboldt and Valmont Park Associations to merge these existing entities into one large association, inclusive of each CAN DO developed business park, last fiscal year.

The newly formed CAN DO Park Association aims to create unity within the parks and among properties while giving industries a singular voice regarding concerns and/or opportunities they see on a regular basis - including McAdoo Industrial Park and the CAN DO Corporate Center which did not have a park association before the merger.

By having these conversations, CAN DO can fully understand what challenges local businesses currently face and opportunities they see now or for the future.

The CAN DO Park Association met for the first time in January, with nearly 50 people representing close to 15 industries among the four parks in attendance. During the inaugural meeting, guest speakers from Pennsylvania CareerLink discussed workforce initiatives, and Keystone JobCorps discussed work-based learning initiatives that the organization provides.

Another CAN DO Park Association meeting occurred in May where two speakers from the City of Hazleton discussed transportation opportunities

related to the Hazleton Regional Airport and Hazleton Public Transit bus system. Moving forward, meetings will be held quarterly, and staff will strive to create productive meetings to ensure the success of the Association.



Staff successfully achieved their goal of **visiting 15 businesses through Engage!**, a statewide business expansion program coordinated by the Pennsylvania Department of Community and Economic Development (DCED) and NEPA Alliance. These visits aim to engage with management-level individuals working in various industries throughout the Greater Hazleton area.

As a result of these visits, the organization has been able to assist businesses and industry members by identifying appropriate local, state, and federal resources to meet their needs for business growth and retention.



Over 50% of this year's Engage! visits were made to manufacturing facilities, reflecting the ratio of industry within CAN DO's industrial parks.

Throughout these visits, staff identified commonalities among a majority of businesses visited, particularly related to current challenges they're facing. **A primary challenge for both small and large businesses is the state of today's workforce landscape; industries are looking to expand their labor force but face a lack of applicants for mid-level skilled positions.**

Businesses are also facing challenges related to physical expansion. As a result of the pandemic and ongoing supply chain issues, many large manufacturers are looking to house raw materials within their facilities, but need available real estate inventory to do so. Businesses also discussed their interest in increasing community engagement in hopes it will enhance outreach to potential employees.

Hearing the challenges of local industries helps to guide organizational staff and leadership toward efforts identified in our current strategic plan, particularly surrounding workforce and real estate development. As a whole, CAN DO continues to support the workforce of tomorrow through targeted efforts to engage students in educational opportunities that fill the needs of current and future industry.

To ensure future growth opportunities within the Greater Hazleton area for these industries, the organization has also committed to strategically and opportunistically develop and acquire industrial sites/buildings throughout the region to increase accessibility for current and future industrial users.





MANAGED THE ALLOCATION OF

**\$11.4 M**

IN PUBLIC FUNDING  
THROUGHOUT THE FISCAL YEAR

**\$2.09 M**

CAN DO'S UTILITY DIVISION

The organization secured approval for a \$2.09 million loan through the USDA's Communities Facilities Program.

This funding will be utilized to acquire and renovate 2101 Barletta Road in Humboldt, intended to house CAN DO's utility division.

The organization collaborated closely with USDA officials, particularly Pennsylvania State Director Bob Morgan and Program Director Robin Buonamici, to facilitate this endeavor.

**\$135 K**

ECONOMIC IMPACT STUDY

In April, CAN DO was awarded a \$135,000 grant via the Marketing to Attract Tourists program, administered by the Pennsylvania Department of Community and Economic Development (DCED).

This grant will support the commissioning of an economic impact study analyzing the potential benefits of tourism via passenger rail to and from Downtown Hazleton.

CAN DO staff worked closely with Senator Argall's office to secure this funding.

**\$3.6 M**

ENHANCEMENT OF  
COMPETITIVE SITES

Staff also made application for a \$3,567,398 grant through DCED under the pilot Pennsylvania Strategic Investments to Enhance Sites (PA SITES) program.

This initiative aims to offer grant funding for the enhancement of competitive sites, facilitating business relocation or expansion within the Commonwealth.

Though not selected in this initial pilot round, CAN DO plans to apply in future rounds to assist in the development of a pad-ready industrial site within the Humboldt Industrial Park.

**\$4.35 M**

HUMBOLDT INDUSTRIAL PARK  
FILTRATION PROJECT

In November, CAN DO received formal approval for a \$4.35 million PENNVEST loan to fund the long-anticipated Humboldt Industrial Park Filtration Project, which will provide much-needed upgrades and renovations to all wells and well houses throughout the park.



Staff and other community partners also welcomed Jennifer Gilburg, Deputy Secretary of Technology and Entrepreneurship for Pennsylvania's Department of Community and Economic Development (DCED), during Small Business Week. The Deputy Secretary was joined by State Senator David Argall, State Representative Dane Watro, and several other local leaders for a walking tour of food establishments in Downtown Hazleton.

The tour underscored the significant contributions of small businesses to both local economies and the Commonwealth at large.



# PROPERTY

The Property Committee has been busy implementing new strategies for utilities, facilities, and ongoing projects.





UTILITIES

This year, CAN DO continued its focus on making significant investments in improving its water systems, specifically within the Humboldt Industrial Park.

Work began on the much-anticipated Humboldt Industrial Park Manganese Filtration Project in September 2023, a massive undertaking to improve the quality of water produced by CAN DO-owned wells within its Humboldt system. These improvements, which total over \$4 million, include the following major components for each of the

five wells: Installation of improved water treatment/filtration systems; installation of automated SCADA systems to improve the efficiency of the overall treatment process; and construction or renovation of each building that houses these systems. This project is estimated to reach completion in late fall of 2024.

The new filtration system will completely change how CAN DO currently operates its water system. Manganese and iron can affect how the water looks, tastes, and smells and can leave deposits that build up within pipelines, affecting water flow and pressure. The new manganese and iron filtration system will remove these metals, improving water quality drastically.

WATER UTILITY RATES



In November, CAN DO filed for a water utility rate increase with the Pennsylvania Public Utility Commission to offset rising operational costs and infrastructure investments made over the past 12 years. The proposed increase aimed to balance customer impact while ensuring uninterrupted delivery of high-quality water to industrial and commercial customers in Luzerne, Schuylkill, and Carbon Counties.

AUTOMATED SYSTEMS UPGRADE

In addition to improving the water filtration process, CAN DO is implementing automation to eliminate manual operations of its chemical addition systems, and introducing Advanced Metering Infrastructure (AMI) to allow for remote meter readings. The implementation of these new systems brings significant improvements to the park's water system, including increased efficiency for reading meters. Staff is also performing leak detection efforts using satellite imagery technology to take a proactive approach to leak detection.



HUMBOLDT INDUSTRIAL PARK MANGANESE FILTRATION PROJECT

PROJECT BUDGET  
\$4,350,000+

TIMELINE  
SEPT 2023 - FALL 2024

1 Installation of improved water treatment/filtration systems of all 5 wells

2 Installation of automated SCADA systems to improve the efficiency of the overall treatment process of all 5 wells

3 Construction or renovation of each building that houses these systems of all 5 wells

WEST SEWER LIFT/PUMP STATION

Lastly, the organization has worked to upgrade the West Sewer Lift/Pump Station, which handles wastewater for a number of large customers in Humboldt Industrial Park. Staff has also acquired the necessary permitting and completed DEP-required sewage planning modules for the Pin Oak sewer line extension to serve a future Humboldt Northwest development with that project slated for completion by fall of 2024.

MAINTENANCE AND DEVELOPMENT OF WELLS WITHIN THE CAN DO CORPORATE CENTER

An additional focus for the organization has been the maintenance and development of wells within the CAN DO Corporate Center (CDCC). CAN DO has completed the docket renewal process for CAN DO Corporate Center Well 1 – a process that must be renewed every 15 years. Additionally, staff is in the process of developing a second well within the CDCC water system. All required testing and submissions to the Susquehanna River Basin Commission (SRBC) have been completed and the Public Water Supply (PWS) permit has been submitted to the Department of Environmental Protection (DEP) for review. The goal is to complete the project in the next fiscal year.

SEWER DIVISION IMPROVEMENTS



Improvements have also been made within the organization's Sewer Division. CAN DO recently conducted a capacity analysis to investigate opportunities related to the expansion of its Wastewater Treatment Plant (WWTP). Results of this study should provide important information regarding ways to improve the existing infrastructure and determine whether the plant can be upgraded to increase capacity beyond its current limit of one million gallons of wastewater treatment and effluent discharge per day. Staff has also upgraded its critical alarm architecture and software for the WWTP, which will provide more reliable alerts in the event of an emergency.



FACILITIES

A major achievement was made this year with the acquisition of a 2101 Barletta Drive, a roughly 8,000 square foot facility within Humboldt Industrial Park that will serve as an office annex and storage facility for the organization’s Utility Division.

Using USDA Community Facilities funding, staff plans to complete improvements to the building and respective site that will allow the organization’s Utilities Division to utilize the building to its full potential. Upon completion, the building will serve as an office for CAN DO field employees and a much-needed annex for the division’s equipment.

In total, staff oversaw 12 projects throughout the year, consisting of five brand-new, ground-up facilities totaling just under 1 million square feet and five building additions totaling just under 200,000 square feet.

HUMBOLDT NORTH RECLAMATION PROJECT



The Humboldt North Reclamation Project, which initially began in 2017, has made significant progress as CAN DO has negotiated an agreement with the contractor to complete the remaining, unfunded work to achieve completion of the project. The reclamation of this 15-acre tract of land will, ultimately, help facilitate a future job creation project.

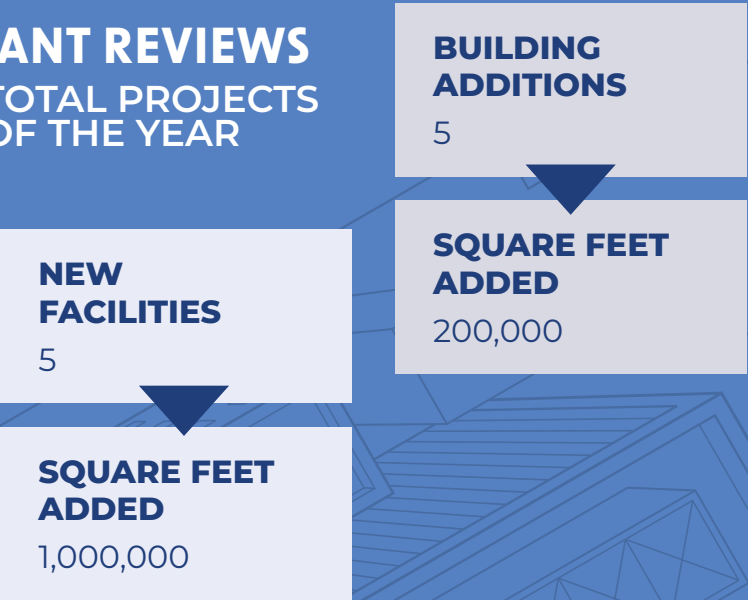
CAN DO COMMUNITY PARK

Work on CAN DO Community Park has reached substantial completion after collaborating for nearly four years with Mayor Jeff Cusat and the City of Hazleton.

Final touches on the park, which is **located at the corner of Broad and Laurel Streets in Downtown Hazleton**, are expected to be complete by summer 2024.



COVENANT REVIEWS 10+ TOTAL PROJECTS OF THE YEAR



LAWNCARE MAINTENANCE

New this year, Operations staff conducted a bidding process to secure a three-year contract for lawn care throughout the industrial parks and CAN DO owned facilities.

The selected vendor will be responsible for maintaining grass and landscaping while staff will continue to oversee the cleanliness of CAN DO parks, including the installation, repair, and fabrication of gates - as necessary.

Renovation projects across several of the organization’s holdings were also managed, overseen, and/or self-performed by staff throughout the fiscal year

These projects include a substantial upgrade to the interior office space of **64 Green Mountain Road**.

**103 and 115 Rotary Drive** received upgrades to the exterior building lighting; the latter also received the installation of eight dolly pads for loading docks and had potholes repaired in the truck parking lot.

**360 Kiwanis Boulevard** received much-needed waterproofing work and 135 Lions Drive received stucco repair at the front of the

office building while cleaning and sealing of the **Renaissance Center** exterior limestone façade was also performed.

An additional focus for staff has been to improve the quality of the organization’s leasing portfolio through a new method of completing parking lot repairs. This proactive approach to seal parking lots will increase longevity and improve appearance by providing a layer of protection from the elements, such as water, oils, and UV damage. Two properties were on the list this year; **employee parking lots at 512 Forest Road and 103 Rotary Drive** were seal coated while **370 Maplewood Drive** received a complete parking lot mill and resurface.

The Property Committee and organization staff are also responsible for the **oversite of construction plans and utility compliance needed for covenant reviews**.

As part of the department’s annual plan of work, CAN DO assists outside developers with land development, utility services, and navigating the construction process within CAN DO’s industrial parks.





# FINANCE

Throughout the fiscal year, the Finance Committee and staff focused on updating billing and human resources software to streamline efficiencies, monitoring investments to ensure the organization's long-term financial stability, and finalizing the organization's PUC rate case.



In filing for tariff changes with the Pennsylvania Utility Commission (PUC), CAN DO has updated its Water and Wastewater Tariffs to allow for uniformity and clarity for customers. This is the first significant rewrite of the tariff since the inception of CAN DO as a PUC regulated utility.

In the water division, the organization also filed for a rate increase and, while the organization takes seriously the potential impact any cost increase might have on its customers, the rate increase was necessary to enable the organization to continue to supply clean, high-quality water to its customers and implement necessary upgrades within its aging infrastructure. Because the merits of the rate increase rest largely with the financial performance of the water division, the Finance Committee was heavily involved in the data provided to justify the proposed new rates.

CAN DO is also in the midst of installing a new system for reading water meters throughout the parks that is tied to an upgraded software

program implemented throughout the accounting department. By upgrading the meter system, CAN DO will have better functionality in billing, as well as the detection and resolution of any unusual usage reports.

In December, the organization upgraded its billing system for the organization's utilities division to pave the way for the physical meter installation. Included in this enhanced offering is the ability for customers to review billing information and make payments online which, in conjunction with the new meter software, will ensure that customers are billed properly for water and sewer usage and that payments are received on a timely basis.

## SYSTEM UPGRADES

In addition to investing in utility improvements within the organization's water and wastewater divisions, CAN DO also updated its software for accounting and human resources – a change staff is confident will increase their efficiency and accuracy by streamlining and simplifying routine accounting processes and activities.

This year, the department updated its accounting system from Great Plains to the cloud-based software, Sage Intacct which is widely recognized as the top cloud-based accounting software and is the first and only financial management software endorsed by the American Institute of Certified Public Accountants.

Sage Intacct will also aid in the efficiency of customer billing within the organization's leasing division as it will automate customer billing of rental customers by:

- Ensuring the proper customer billing rates
- Identifying the proper billing of reimbursable expenses
- Providing accurate tracking of certificates of insurance
- Emailing invoices to customers, providing automatic preparations of rent rolls
- Performing targeted data analytics

Currently, the organization's leasing division's rental income is its leading source of revenue. As a component of the 2023 Plan of Work, staff also looked at the efficiency of paying vendor invoices and determined that Automated Clearing House (ACH) payments and online payments were more efficient than using the post office to deliver paper checks for payments. As a result, staff is working to implement this payment process by changing as many vendor payments to E-payments, ACH payments, or online payments as possible to increase efficiency and reduce costs related to postage, office supplies, and labor.

Lastly, the organization dedicated significant time to prudently invest its cash balance. Investments have been diversified between three different investment advisors, and values have increased by 11% since an initial contribution was made.





# COMMUNITY RELATIONS

The Community Relations Committee and staff spent 2024 dedicated to enhancing stakeholder partnerships, growing its community events and promoting student involvement through the Student Action Committee. CAN DO's commitment to growth and excellence has made this year one of the best in terms of hosting signature events and industry-specific celebrations.

## JOHNSON COLLEGE AT THE CAN DO TRAINING CENTER

In 2023, CAN DO achieved a significant milestone through the culmination of a strategic partnership between the organization and Johnson College that addressed the area's growing educational, economic, and industrial needs.

This year, in a joint celebration held on September 27th, representatives from both organizations cut the ribbon together on the academic institution's first-ever satellite campus - **Johnson College at the CAN DO Training Center** - located at 370 Maplewood Drive in Humboldt Industrial Park.

Many key members of the partnership were in attendance to celebrate the achievement of CAN DO's long-standing goal of bringing a technical school to the community.







## HAZLETON AREA ARTS & HUMANITIES ACADEMY

On November 2nd, the Hazleton Area School District celebrated the ceremonial ribbon cutting of their impressive Hazleton Area Arts & Humanities Academy (HAAH) within the CAN DO Corporate Center. The property, formerly an office building owned by CAN DO, is now a state-of-the-art facility that features a theatre, dance, and vocal studio for the area's high school students. With the addition of the Arts & Humanities Academy, the Corporate Center now houses two annex buildings for the District – creating a campus-style environment where students can walk between buildings to attend STEAM-based courses based on their dedicated diploma interests.

## ROUTE 424 EXTENSION

The long-awaited ribbon cutting for the Route 424 Extension occurred on November 9th with the Secretary of Transportation, Mike Carroll in Humboldt to officially open the road. This project, a collaborative effort between CAN DO and PennDOT, involved the creation of a second access road into and out of Humboldt Industrial Park. The extension is expected to improve safety, enhance connectivity and ease traffic flow, further bolstering the area's growing infrastructure and economic potential.



## EAM-MOSCA

Last summer, EAM-Mosca celebrated the groundbreaking of a new facility at its headquarters in Valmont Industrial Park. The \$9 million complete renovation of 525 Jaycee Drive is adjacent to EAM-Mosca's existing headquarters at 675 Jaycee Drive and is part of a larger, \$20.6 million strategic initiative to expand the company's operational footprint within the state over the coming years. A ribbon-cutting event for EAM-Mosca's new expansion was held on May 14th and featured representatives from EAM-Mosca, CAN DO, and the Commonwealth of Pennsylvania as Secretary Rick Siger from the Pennsylvania Department of Community Economic Development (DCED) joined the lineup of speakers.



## ARCADIA COLD STORAGE & LOGISTICS FACILITY

On November 16th, CAN DO celebrated the ribbon cutting of the Arcadia Cold Storage & Logistics facility, one of the newest tenants to open in Humboldt Industrial Park.

The 228,330 square-foot facility was built on over 17 acres of land in Humboldt North and was purchased and developed by the New Jersey-based real estate firm, Saxum Real Estate, for Arcadia in 2021. This facility is part of Arcadia's broader plan to modernize the cold storage industry and address the current shortage of contemporary cold storage spaces.

The new facility is expected to provide between 80 and 90 local jobs with competitive salaries.

## ASPIRE BAKERIES

In late February, CAN DO representatives attended the ribbon-cutting ceremony for Aspire Bakeries' remodeled bakery and new production line in Hazleton. This new line expands the facility's production of 'Pennant Puff Pastry', a popular French puff pastry that chefs and food service operators have used since 1938. This bakery expansion continues Aspire Bakeries' growth trajectory since becoming an independently-owned business in 2021.





### 16TH ANNUAL CURB APPEAL AWARDS

On September 14th, the organization hosted its 16th annual Curb Appeal Awards at the Residence Inn by Marriott in Humboldt Station. Curb Appeal judges Sherri Homanko, PharmD., and James Dino evaluated the facilities on first impressions, landscaping & appeal, safety & cleanliness, and creativity.

EAM-Mosca received this year's Honorable Mention award for its dedication to creating and maintaining beautiful grounds within the Valmont Industrial Park despite undergoing construction on the facility's expansion. Executive Vice President and Chief Operating Officer John D'Ottavio accepted the award on behalf of EAM-Mosca, recognizing Michael's Lawn Care for their efforts in maintaining the beautiful space. Additional winners included Steelcase Inc., Cargill Cocoa & Chocolate, American Eagle Outfitters, Burger King, Capriotti's Catering, Hazleton Area Academy of Sciences, Muzo, and Pactiv Evergreen.



New this year, landscapers of the winning industries also received awards for their hard work and dedication to maintaining the industries in CAN DO's industrial parks. Recipients of the awards included Meadowbrook Landscaping Management, J&S Landscaping, Vito's Lawn Care & Landscaping, Walko's Landscape & Nursery, Eddie's Lawn Care and Landscaping, and the Capriotti's and Hazleton Area School District maintenance teams.



### CONGRATULATIONS TO THIS YEAR'S OVERALL WINNER BEST CIGAR PUB & PRICES

CAN DO Corporate Center tenant, Best Cigar Pub & Prices, was recognized as this year's Overall Winner for its clean parking lot, beautiful facade, and attention to detail.

In addition, Best Cigar Pub & Prices also received recognition on The Lawn – a newly opened outdoor dining and event space that gives guests access to fire pits, lawn games, grilled food, and live music.

The cigar lounge's Chief Administrative Officer, Katy Prussock, accepted the award on behalf of the company and proudly credited Steve's Lawn Care & Landscaping for maintaining the property.

### ROMARK'S 20TH ANNIVERSARY

The organization celebrated Romark's 20th anniversary in September, which was met with great success and overwhelming support from clients, suppliers, employees, and the local community.



### ROCKIN' THE MOUNTAIN

CAN DO also announced its sponsorship of the City of Hazleton and the Luzerne County Convention and Visitors Bureau's inaugural Rockin' the Mountain music series, which will take place this summer at City View Park in Hazleton.





## Hazleton for the Holidays

The Student Action Committee worked with staff to organize several events in celebration of Hazleton for the Holidays, a city-wide initiative to unite the community in festive celebration, including the third annual CAN DO Community Park Tree Lighting event. The festive event featured photos with Santa and Mrs. Claus, a complimentary specialty hot chocolate bar manned by members of the Student Action Committee, and musical performances by the Olde Towne Carolers. The CAN DO Community Park Tree Lighting coincided with Downtown Hazleton's Wassailfest and First Friday events, in collaboration with the Downtown Hazleton Alliance for Progress and the Hazleton Art League, officially kicking off the holiday season.

CAN DO also collaborated with the City of Hazleton, the Greater Hazleton Chamber of Commerce, the Downtown Hazleton Alliance

for Progress, and the Hazleton Public Library for a combined holiday celebration.

The event, which took place throughout City Hall Block, featured Mayor Cusat's City Hall Tree Lighting. Immediately following the ceremony, attendees were invited to join the 30th annual CAN DO Community Christmas celebration at Christ Lutheran Church, with musical performances by local school bands and choirs. The evening concluded with a visit from Santa and Mrs. Claus who stuck around for photos and goodie bags.

This year's holiday programs were coordinated by student co-chairs Lachlan Segedy from Marian Catholic High School and Alex Composto from MMI Preparatory School, under the guidance of CAN DO's Student Action Committee Advisor, Cal Herring, and Economic Development Assistant, Ana Perez.



## 19TH ANNUAL OPERATION: CAN DO

The CAN DO Student Action Committee once again collaborated with the Freeland American Legion Post 473 for the 19th annual Operation: CAN DO.

This year's drive was led by the students, CAN DO's Administrative Coordinator Melissa Frederick, and event co-chairs Hayden Schwabe from MMI Preparatory School and Trinity McCutcheon from Weatherly High School. CAN DO's Board Chair, Charles Burkhardt, and Student Action Committee advisor, Cal Herring, also provided assistance and direction during the annual holiday drive.

Through a joint effort between the Freeland American Legion

and CAN DO's Student Action Committee, volunteers collected personal care, food, and entertainment items donated by local schools and area businesses/industries to create care packages for service members with ties to the Greater Hazleton area who were serving away from home during the holiday season. The drive received a significant increase in donations this year and many more names of local service members serving away from home. This is all thanks to the efforts of Melissa Frederick and the students for leveraging their local connections to help make this year's Operation: CAN DO one of the organization's most successful drives to date.



## GREAT PA CLEANUP INITIATIVE

CAN DO staff, students, and board representatives also participated in the Greater Hazleton Chamber of Commerce's Great PA Cleanup initiative to help keep the community clean. The CAN DO group spent the morning of April 20th cleaning up along Route 924, which leads to Humboldt Industrial Park. Various partner organizations also participated in beautifying other parts of the Hazleton area.





## SARAH POLASHENSKI STUDENT CHAIR

While members of the CAN DO Student Action Committee have long been involved in the organization's initiatives, the students expressed an increased desire to play a more substantial role within the organization. At the start of the fiscal year, CAN DO created the new Student Chair position in response to their enthusiasm, with Sarah Polashenski, a senior from Immanuel Christian School in Hazleton, taking on the responsibility.



During her tenure, Polashenski established a precedent of the Student Chair working closely with CAN DO staff to coordinate committee efforts and serve as the primary point of contact for other student members.

In addition, Polashenski collaborated closely with the event co-chairs to ensure that the committee was well-informed and engaged in the planning and execution of CAN DO's signature events.

Her final act in this role was working with CAN DO staff to determine the selection process for her successor – in which outgoing seniors nominate members of the junior class. Upon being nominated, juniors are then asked to apply in writing or via a video outlining their goals as the potential Student Chair for the upcoming year. This process was used to select Alex Composto, a rising senior at MMI Preparatory School, as the FY2025 Student Chair.



## YOUTH ENTREPRENEURSHIP CREDENTIALING PROGRAM

In additional efforts to enhance the experience of the Student Action Committee members, students had several opportunities to engage in programs geared toward young entrepreneurs. In collaboration with tecBRIDGE, student members participated in a pilot launch of the Youth Entrepreneurship Credentialing (YEC) Program, which is a program designed to help young people in Northeast Pennsylvania tie entrepreneurship into their everyday experiences. Student Action Committee members worked as a team to engage in and enhance the YEC Program, serving as a focus group to help shape its impact on the community. Over half of the committee completed their first competency by the end of the year.

Members of the Student Action Committee visited the CAN BE Innovation Center to learn about its mission, function, and how the organization supports entrepreneurs in the area. During their visit, students met with the current tenants who shared their experiences and information about available resources. The visit gave the students a deeper understanding of CAN BE's operations and provided them with a firsthand look at local entrepreneurship.

## TOUR OF EAM-MOSCA FACILITY

The Student Action Committee had the opportunity to tour EAM-Mosca within the Valmont Industrial Park to further explore a manufacturing facility in person. Alyssa Elick, Talent Acquisition Lead & Head of Employee Engagement at EAM-Mosca, and Jeff Ariasnivar, Human Resources Specialist, led the meeting, which included an introduction to the company and its resources and career opportunities. Additionally, Ryan Graham, Director of Operations, and Mike Mischissin, Senior Process Engineer, led groups of students on a tour of the facilities, demonstrating the strap creation.



## NEPIRC'S DREAM TEAM

Student Action Committee members also participated in a Manufacturing Ambassador Dream Team presentation presented by Jenelle Osborne of Northeastern Pennsylvania Industrial Resource Center (NEPIRC).

NEPIRC's Dream Team consists of a select group of 30 young professionals from various industrial companies who work to connect and teach students about manufacturing career opportunities.





# GOVERNANCE

A primary focus of the Governance Committee throughout most of the fiscal year was the implementation of CAN DO's 2024-2026 Long-Range Strategic Plan, which was approved by the Board of Directors in March of 2023.

Under the leadership of President & CEO, Joseph Lettiere, CAN DO staff hit the ground running as they worked to begin the execution of action plans related to the five areas of strategic focus outlined in the plan.

These areas encompass the prudent investment in key real estate opportunities that align with the organization's interests, enhancement of organizational utility infrastructure needs, exploration of additional opportunities to support entrepreneurs across the region, and the **identification, facilitation, and coordination of workforce solutions throughout CAN DO's service area** – with a particular focus on the growing workforce. The committee received updates regarding the status of these work plans on a quarterly basis.

Additional focus of the committee was spent reviewing the organization's **Procurement Policy, Check Signing Policy, and Document Signing Policy** – all of which all received recommended changes in the first half of the fiscal year.





# EXECUTIVE BOARD

2023 - 2024



CHARLES BURKHARDT  
Chair of the Board



JOSEPH LETTIERE  
President and CEO



JOHN SCHWEAR JR.  
Vice Chair



JOSEPH CLIFFORD  
Vice Chair



KEN OKREPKIE  
Treasurer



JOSEPH ZELLER  
Vice Chair



NEAL DEANGELO, III  
Secretary



CALVIN HERRING  
Community Relations  
Committee Chair



CARLA THALLER  
Economic Development  
Committee Chair



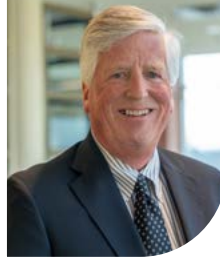
CHRISTINE JENSEN  
Marketing  
Committee Chair



JEFF MASON, JR.  
Property  
Committee Chair



JOHN PATTON, CPA  
Audit  
Committee Chair



PAUL BAYNUM  
Finance  
Committee Chair



ROBERT MOISEY  
Governance  
Committee Chair



VICKY PEREZ  
CAN BE  
Committee Chair



PATRICK WARD  
Director at Large



BRIAN PROVEROMO  
Director at Large



TERRY MALLOY  
Director at Large



ATTY. PETER FEGAN  
Solicitor



ATTY. ROBERT SENSKY  
Solicitor



# BOARD OF DIRECTORS

## 2023 - 2024

### APPOINTEES

GREATER  
HAZLETON  
CHAMBER OF  
COMMERCE

**Donna Dougherty**  
**Gregg Pavlick**  
**Toni Fritz**  
**Vicky Perez**  
**William Spear**

HAZLETON  
LIONS CLUB  
**Linna C. DelFine**

WEST  
HAZLETON  
LIONS CLUB

**Dominic Antonelli**  
**Keri Nork**  
**Michael Christina**  
**Norbert Kotzer**  
**Sherri Homanko, PharmD**

HAZLETON  
ROTARY CLUB  
**Mary Pat Stroia**  
**Toni Christman**

HAZLETON  
VOLUNTEER  
FIREMEN'S  
RELIEF  
ASSOCIATION

**Robert L. Hoegg**  
  
UNICO  
**Jim Dino**  
**Peter Keslicka**

### DIRECTORS AT LARGE

**Adam Hoover**  
**Alexander Slood**  
**Angel Mae Webby Zola, Esq.**  
**Barbara Cassise**  
**Brian Poveromo**  
**Brian Reese**  
**Calvin Herring**  
**Carla Thaller**  
**Charles Burkhardt**

**Christine Jensen**  
**Daniel Boote**  
**David M. McCarthy**  
**Greg Fox**  
**Jane Kanyock**  
**Jeff Mason, Jr.**  
**John Dorneman**  
**John Patton, CPA**  
**John E. Schwear Jr.**

**Joseph Clifford**  
**Joseph Zeller**  
**Ken Okrepkie**  
**Krista Schneider**  
**Lani Drobnock**  
**Lisa Marie Halecky**  
**Luci Kulish**  
**Neal DeAngelo, III**  
**Patrick J. Ward**

**Paul Baynum**  
**Paul Malone**  
**Peter J. Fagan, Esq.**  
**Robert Sensky, Esq.**  
**Roseann Gabos**  
**Terrence Purcell**  
**Terry Malloy**  
**Tim Genetti**

### HONORARY DIRECTORS\*

**Anthony J. Dixon, Esq.**  
**Daniel C. Jorgensen**  
**Jan M. Pasdon**  
**Martin D. Cohn, Esq.**  
**William Flood**

### PARK ASSOCIATION\*

**Brian O'Donnell**

\* Non-voting members  
\*\* Deceased

### MUNICIPAL REPRESENTATIVES\*

**Donald Leshko**  
**Frank C. Polidora, MD**  
**Henry Kreisl**  
**Joseph Clark**  
**Robert Gabardi**  
**William Gallagher**

### COUNTY REPRESENTATIVES\*

**Chris Perry**  
**Lawrence Plesh**

### EDUCATION REPRESENTATIVES\*

**Anthony Ryba**  
**Bill Burke**  
**Brian Uplinger, Ph.D.**  
**Cathy Colangelo**  
**Courtney Fasnacht**  
**Elizabeth Wright, Ph.D.**

**Gino Molino**  
**Kelly King**  
**Kimberly Whalen**  
**Rossanna Gabriel**  
**Susan Selby**  
**Theresa Long**

### COMMITTEE PARTICIPATION\*

**Don Elko**  
**Fermin Diaz**  
**Gary Perna**  
**Jennifer Moisey**  
**Kim Noel**  
**Mark Peterson**

**Mary Malone**  
**Ralph Sharp**  
**Tracy Gallagher**  
**William Andahazy, Ed.D**  
**Yosara Gonzalez**



**DR. EDGAR L. DESSEN\***  
Founder



**JOE YENCHKO\***  
Executive Director  
1963-1984



**KEVIN O'DONNELL\***  
President & CEO  
1984-2020



**ARTHUR A. KRAUSE\***  
1971-1973



**HUGH L. CAMPBELL, III\***  
1973-1976



**ROBERT K. GICKING\***  
1976-1979



**PAUL CERULA\***  
1979-1982



**JOHN H. WRIGHT, JR.\***  
1982-1985



**ROBERT D. NASH\***  
1985-1988 & 1993-1994



**DONALD M. PACHENCE**  
1988-1991



**EUGENE M. DOUGHERTY**  
1991-1993



**GARY F. LAMONT**  
1994-1997



**DR. TERRANCE M. EYERLY**  
1997-2000



**JOSEPH M. DEBIAS**  
2000-2003



**ROBERT J. MOISEY**  
2003-2006



**E. THOMAS SANDROCK**  
2006-2009



**JOHN J. SPEVAK**  
2009-2012



**LLEWELLYN F. DRYFOOS, III**  
2012-2015



**JOHN MADDEN, PH.D.**  
2015-2018



**WILLIAM MAGNOTTA**  
2018-2021

## PAST PRESIDENTS & CHAIRS



# SENIORS

## CLASS OF 2024



**JADEY  
MERCEDES**  
Hazleton Area Academy  
of Sciences

Even though I was a new member this year, **I had a great time on the committee** and felt very welcomed. I greatly appreciated the opportunity I was given. I learned quite a few things from the short time I was a part of the committee and got to see and meet a plethora of new people. While I'm not sure what university I will be attending, I plan to further my education and study English.



**LACHLAN  
SEGEDY**  
Marian Catholic High School

I had an incredible experience on the Student Action Committee, especially being able to learn new skills, such as leadership, dependability, and communication from the CAN DO staff and Board of Directors. They are things **I will use for the rest of my life.** After graduation, I plan to attend Immaculata University and study Sports Management.

### STUDENT CHAIR



**SARAH  
POLASHENSKI**  
Hazleton Area High School

Being a student member of the Board of Directors has allowed me to grow greatly as a person. During my time on the committee, **I improved my leadership and communication skills** and learned about teamwork and innovative thinking. Overall, I'm glad to have grown from this experience and also learn how to strategically think and plan. After high school, I plan to further my education by majoring in Exercise Medicine and Physical Therapy, and then graduate with a doctorate in Physical Therapy.



**ANDREA  
BUENANO**  
Hazleton Area High School

**I enjoyed every minute of being on CAN DO's Student Action Committee.** I am impressed with how well everyone worked together as a team while also having a great time in the process. Being a part of the committee helped me to improve my communication, business, and organizational skills – all of which are important to have. After graduation, I plan on majoring in Business and getting minors in both Psychology and Graphic Design.



**SOPHIA  
PLONK**  
MMI Preparatory School

Being in the CAN DO environment taught me how to be professional in the business world while also managing to enjoy what I was doing. CAN DO provides students like me the opportunity to interact with the public, such as during the Christmas events or Operation CAN DO. **These opportunities allowed us to improve our public speaking and planning skills, learn how to manage a project and more.** After graduation, I plan on entering the workforce until I am able to start my own restaurant.



**TRINITY  
MCCUTCHEON**  
Weatherly Area High School

I really enjoyed my time being on the Student Action Committee. During my time on the committee, **I learned how to manage my time better, become more organized, and improve my public speaking skills.** After graduation, I plan on attending Loyola University Maryland.



JUNIORS



ALEX  
COMPOSTO  
MMI Preparatory School



ERICA  
BOYLE  
Marian Catholic High School



HAYDEN  
SCHWABE  
MMI Preparatory School



GABRIELLA  
BREDBENNER  
Hazleton Area High School



JAVIER  
VAZQUEZ  
Immanuel Christian School



LUKE  
PALMIERI  
Hazleton Area  
Academy of Sciences

CAN DO PARTNERS







1 South Church Street, Suite 200, Hazleton, PA 18201

**570.455.1508**

**[hazletoncando.com](http://hazletoncando.com)**