



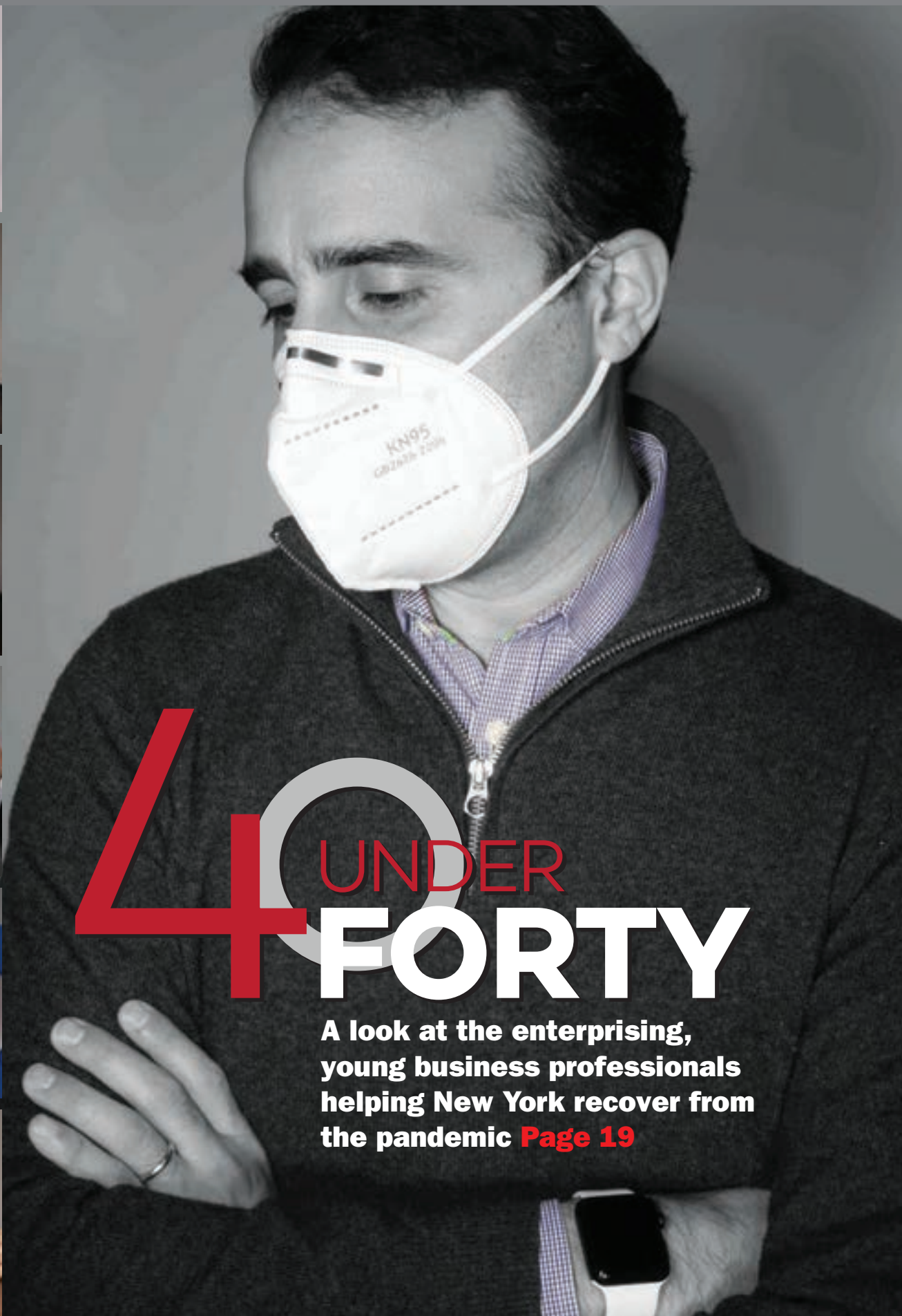
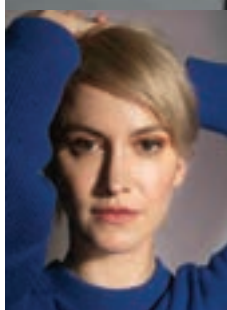
CRAIN'S

NEW YORK BUSINESS

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WORKPLACE

Cuomo allegations jump-start harassment discussions

BY BRIAN PASCUS

As chief executive of Brown Harris Stevens, Bess Freedman is one of the few female executives in the male-dominated industry of New York real estate. Her 18 years of experience as an agent and executive have given her insight on workplace sexual harassment.

Freedman recalled how a female agent told her in the early 2000s that a male photographer sexually harassed her during a photo shoot at an uptown property.

"It wasn't flattering, like 'This is a pretty dress.' It was pervy," Freedman said. "She told me how odd it was that a photographer would say those things. But she never made a complaint."

Freedman said she believes the episode reflects a significant element of sexual harassment.

"I'm sure if this gentleman did this once, it happened many more times with others," she said, adding that the photographer "got this reputation of women being uncomfortable around him."

The sexual harassment allegations against Gov. Andrew Cuomo have jump-started conversations about workplace harassment in New York.

"I would say the problem is severe, and I would say the problem is pervasive," said Gloria Allred, a leading women's rights lawyer.

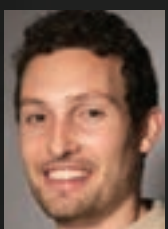
Allred, who practices in New York and California, said public allegations don't fully capture the widespread nature of sexual harassment in society. Many credible allegations result in confidential settlements and pre-litigation

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A CHEF OPENS A POP-UP TO KEEP HER SPIRITS UP PAGE 39

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The pandemic has posed myriad challenges for the city and the state, but the enterprising young New Yorkers on the following pages are ensuring that the Big Apple not only recovers but thrives. Indeed, the *Crain's New York Business* 2021 class of 40 Under 40 honorees is leaving its mark on all facets of the business world. They are educators training the next generation and lawyers focused on the greater good. They are tech entrepreneurs helping consumers and corporations rethink how they work and play and real estate professionals focused on getting us back into the workplace. And they are health care innovators as well as medical workers rolling up their sleeves to treat patients. This year's class also includes enterprising individuals representing the arts, hospitality, fitness, restaurants, transportation, politics and finance. Their dedication to keeping New York moving during one of its toughest times is nothing short of inspiring. Turn the page and rest assured that New York's future is in very good hands.

— TELISHA BRYAN

PHOTOGRAPHS BY BUCK ENNIS
CrainsNewYork.com/40-under-forty-2021



Crystal Ng, 36

Director of sustainability, **Curtis + Ginsberg Architects**

Sustainability has always been important to Curtis + Ginsberg Architects. But the firm took its focus to a new level last year by naming Crystal Ng the first director of sustainability in the company's 31-year history.

Ng, who earned a bachelor's degree from the University of Southern California in 2007 and a master's in architecture and urban design from Columbia in 2014, said the industry's focus on sustainability has steadily increased during her career. The products available to architects looking to design green buildings have steadily improved as well, she said.

"We're getting new tools now that can inform our design, that are more data-based rather than just guidelines," she said. "Now we're being asked to test them in simulations."

Ng is particularly proud of the first passive building project she worked on at Curtis + Ginsberg: Beach Green Dunes in Far Rockaway, Queens. The project, a block from the Atlantic Ocean, consists of 228 affordable housing units across two buildings. Its environmentally friendly features include solar photovoltaics on the roof, an underground geothermal heating and cooling system, and a bioswale garden to retain and treat stormwater.

"I like the affordable housing realm because you can impact more lives and design some things that will improve the quality of life for everyone," Ng said. "That relates to sustainability, because if you develop better building materials, better mechanical systems, people can also thrive where they're living."

Curtis + Ginsberg clients are typically amenable to making sustainability a priority, and the firm aims to ensure its recommendations for going green don't drive its clients into the red, Ng said.

"We try to make creative solutions that are also economical and easy to build," she said. "So you can get the energy efficiency that you want but also stay within the budget."
— EDDIE SMALL



Matt Jozwiak, 33

CEO, **Rethink Food**

It took a chef to envision a radical new approach to food insecurity.

Matt Jozwiak spent years working in top restaurants in Europe and New York. But the hunger he witnessed during his career is what's at the top of his mind.

"I was broke as a cook," Jozwiak said. "I lived in rough neighborhoods, and I saw that people were hurting. I saw this juxtaposition while I was serving the wealthiest of the wealthy. There's so much food waste."

In response, the accomplished chef founded a nonprofit, Rethink Food, in 2017. It rescues fare from restaurants, corporate kitchens and grocery stores that otherwise would go to waste—not for the typical purpose of delivering pantry items to distribution sites but to transform the food into meals for the hungry.

Rethink has two main components: a commissary that prepares nutritious, culturally appropriate meals for religious organizations, senior centers, after-school programs and homeless shelters and its year-old Rethink Certified program, which provides grants to restaurants to prepare meals for the food insecure in their own neighborhood.

In 2020 the program provided more than 2.5 million meals for some 125 community centers in New York, Chicago, Nashville and San Francisco, with more cities planned. The projection for this year is 4 million meals.

Rethink Certified distributed \$10 million last year to about 60 restaurants; the goal for this year is \$21 million. Financial support comes from corporate sponsors, foundations and individuals.

"Matt brings a deep level of passion and authenticity to this work," said Erin Hill, Rethink's chief development officer. "These meals provide dignity for someone going through a rough time while also preventing restaurant layoffs and closures."

Why hasn't there been a successful new approach to feeding the food insecure before?

"Because it's such a massive problem," Jozwiak said.
— DEBORAH NASON

Nuaman Tyeb, 39

CEO and co-founder, **CoPilot**

Nuaman Tyeb's businesses have thrived in some of the most complex corners of the health care industry.

Tyeb is co-founder and CEO of CoPilot, which helps patients and their doctors verify that insurance plans will cover specialty drugs. The drugs are administered at physician offices, not sold at drugstores, and CoPilot is paid by drug companies to ensure consumers can access their products.

Based in Lake Success on Long Island, CoPilot has serious competition. Health care behemoths AmerisourceBergen, CVS and United-Health Group have divisions marketing so-called patient hubs.

The key to competing is technology, Tyeb said.

"If you don't have a technology that's disruptive, you're not going to gain momentum and get the contract," he said. "The biggest complexity is getting in front of the decision-makers."

Born in Pakistan, Tyeb emigrated to Astoria when he was 3 years old and grew up in Valley Stream, Long Island. He said he has always been fascinated by business and remembers competing as a teenager with his mother over who could access the phone line first. He was trying to buy stocks on Ameritrade with a dial-up internet connection, while she was making phone calls.

He founded his first company, a telecom business that sold wholesale Voice over Internet Protocol minutes, from his dorm room at Stony Brook University. It grew to nearly \$20 million in annual revenue before Tyeb decided the market was saturated. He wound the business down and moved on to his next venture.

With the money he made from the VoIP business, Tyeb founded CareMed, a specialty pharmacy company, with Dr. Moby Kazmi, a Stony Brook classmate.

Kazmi's father had worked in specialty pharmacy, and Tyeb's father ran an independent drugstore in Far Rockaway. The pair grew CareMed to more than 250 employees and about \$300 million in annual revenue. In March 2017 it was acquired by PharMerica of Louisville, Ky., for about \$50 million.

Tyeb declined to share revenue figures for CoPilot but said its sales grew nearly 80% last year and it has expanded to Arizona and Florida.

"Seeing patients get access to better health care solutions is a driving force for me," Tyeb said. "But it's also the excitement from creating different tech solutions which can disrupt markets."
— JONATHAN LAMANTIA

