



# Entrepreneur Of The Year® 2023 New England judges

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Entrepreneur Of The Year recognizes the most ambitious leaders who are building and sustaining successful, dynamic businesses around the world.

Entrepreneur Of The Year Award winners comprise a global network of visionaries, each on a transformational journey to create, innovate, grow, learn and build a better world.

## About the judging panel

The success of the program relies on the efforts of our independent panel of judges. The panel comprises past Entrepreneur Of The Year Award recipients and civic and community leaders who devote significant effort to review and deliberate the merits of each nominee. We deeply appreciate their dedication to the program.

Click on the judges to learn more about them.

## Meet the judges



**Josh Aviv**  
CEO  
SparkCharge INC  
*2022 Regional Winner*



**Tanya Bakalov**  
CEO and Founder  
HelloTeam  
*2016 Regional Winner*



**Hadley Douglas**  
Chief Marketing Officer  
and Co-Founder  
The Urban Grape  
*2021 Regional Winner*



**Jeff Luber**  
CEO  
binx health  
*2022 Regional Winner*



**Ike Nnah**  
Co-Founder and  
Board Member  
IntelyCare  
*2022 Regional Winner*



**Bob Pan**  
Partner  
ABRY Partners LLC



**Julianne Zimmerman**  
Lecturer  
Tufts University

The judges evaluate nominees on a variety of criteria, including, but not limited to:  
Entrepreneurial spirit | Purpose | Growth | Impact | Financial performance



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## Josh Aviv

**CEO and Founder | SparkCharge INC**

*2022 Entrepreneur Of The Year Regional Winner*

Joshua is a certified data scientist and the Founder and CEO of SparkCharge. His experience in Clean Tech and Automotive OEM Industry spans 10 years, and he is a dynamic figure in the cleantech community. Joshua has raised over \$50MM to advance EV Charging infrastructure and Clean Tech Initiatives across the country. Josh was named on Insider's 100 Business Insider's Transformers list and EY Entrepreneur of the Year. Joshua was featured on Shark Tank, winning partnerships with both Mark Cuban and Lori Greiner. Josh is democratizing access to electric vehicle (EV) charging energy and accelerating EV adoption for everyone.



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## Tanya Bakalov

**CEO and Founder | HelloTeam**

*2016 Entrepreneur Of The Year Regional Winner*

Tanya Bakalov is the CEO and Founder of HelloTeam, a modern employee engagement and performance management platform that is redefining the way companies engage and retain top talent. In 2005, Bakalov left her position as a Senior Consultant at Deloitte to co-found SevOne, where she served as COO and Chief People Officer. Under her leadership, the company grew to more than 500 employees worldwide and generated nearly \$100M annually, making it the industry leader in digital infrastructure management software. Using her experiences in scaling SevOne, Tanya created HelloTeam in 2016 to address a growing problem in the workplace: providing business leaders with data and insights needed to build strong and data-driven people strategies. In collaboration with her global team, Bakalov advances the mission to empower each individual within an organization, boosting productivity, transforming the employee experience, and enhancing overall business and company culture. Her groundbreaking work as a two-time female founder earned her several awards, including the prestigious 2016 EY Entrepreneur of the Year® award. Bakalov is also Managing Partner at VT Technology Ventures and a member of the Horn Entrepreneurship National Advisory Board at the University of Delaware. She holds a Bachelor's Degree in Accounting and MIS from the University of Delaware.





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## Hadley Douglas

**Chief Marketing Officer and Co-Founder | The Urban Grape**

*2021 Entrepreneur Of The Year Regional Winner*

With a background in marketing, events, business development, and philanthropic management, Hadley has been creatively developing and running her own businesses since graduating from Wesleyan University. She and her husband, TJ Douglas, co-founded The Urban Grape in 2010, and the store quickly became one of the most successful independently owned wine stores in the country. The Urban Grape was named the 2021 US Chamber of Commerce Small Business of the Year. In her marketing role at The Urban Grape, Hadley translates intimidating wine speak to UG's customers in a clear, fun, and vibrant way. Hadley also oversees new business opportunities and partnerships for the company, all with an eye toward making The Urban Grape "so much more than a wine store." Additionally, she directs all of the store's charitable giving. Together, Hadley and TJ are the authors of the wine education book "Drink Progressively: A Bold New Way to Pair Wine and Food", and are the co-founders of the Urban Grape Wine Studies Award for Students of Color: a wine education, paid internship, and mentorship program that creates access for BIPOC to the wine industry. Hadley is a frequent panelist at conferences focusing on women founders and entrepreneurs, most recently speaking on the importance of inclusion and allyship in the workplace for the US Chamber of Commerce. She was named one of Inc Magazine's Top 100 Female Founders in 2020 and was named an EY Entrepreneur Of The Year winner in 2021. She is a member of the Dean's Advisory Board for the Metropolitan College at Boston University.



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## Jeff Lubber

**CEO | binx health**

*2022 Entrepreneur Of The Year Regional Winner*

Jeff has served as CEO of multiple life science companies in emerging healthcare markets with both public and private venture-backed companies. Prior to binx health, Jeff served as President, Chief Executive Officer, and Director of Good Start Genetics, a commercial stage provider of advanced genetic testing in reproductive health, with operations in all fifty states in the U.S. Under Jeff's leadership, the company grew testing volumes by double digits, established transformative industry partnerships, and led the company's successful sale to Invitae Corp. (NYSE: NVTX) in August 2017. Prior to Good Start, Jeff co-founded SynapDx, Corp., a venture-backed developer of blood-based testing solutions for the early detection of autism. From 2002 to 2009, Jeff held numerous leadership roles with EXACT Sciences Corp., ultimately serving as its President, CEO, and Director. He led the company's early commercial roll-out and won medical society endorsements for the company's technologies, providing a strong platform for the company's rapid growth and a transformative, high value partnership with Genzyme Corp. in 2009, Jeff has served on numerous boards of directors of both public and private companies and earned his Juris Doctor and MBA from Suffolk University.



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## Ike Nnah

**Board Member | IntelyCare**

*2022 Entrepreneur Of The Year Regional Winner*

Ike Nnah is the Co-Founder at IntelyCare. Born into a family and community of nurses and entrepreneurs, Ike, not surprisingly, built and helped start a platform that matches nurses and healthcare facilities to bridge the care gap in our most vulnerable communities. As CTO of IntelyCare, he has been working to transform an industry and increase patient care by building the largest nurse technology staffing platform. He was recognized recently on the SIA (Global Advisor of Staffing and Workforce Solutions) 40 under 40 list.



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## Bob Pan

**Partner | ABRY Partners LLC**

Bob Pan joined Abry in 2007. He is currently a partner focused on leading Abry's deal origination efforts in North America for all Abry fund strategies. In his time at Abry, he has invested in and been a board member of numerous companies in the media, professional & managed services, and information services space. Some notable recent deals include: Edgile (cybersecurity consulting for enterprises), Thomsons Online Benefits (benefits administration software), and CafeMedia (ad optimization platform for bloggers). Prior to joining Abry, Mr. Pan was an investment banking analyst in the Mergers & Acquisitions Group of UBS Investment Bank. Mr. Pan is a graduate of Duke University.





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## Julianne Zimmerman

**Lecturer | Tufts University Gordon Institute**

For over 25 years, Julianne Zimmerman has been putting technology and capital to work for the greater good across multiple sectors, most recently as Managing Director at Reinventure Capital. Julianne is an active participant in communities advancing racial/social/gender equity, including Racial Justice Investing, Browning the Green Space, and GenderSmart Investing. She is a sought-after mentor with MIT VMS, WPI, Majira Project, and others; teaches a top-rated course, Innovative Social Enterprises, at Tufts; speaks and writes for audiences such as TBLI, Impact Metropolis, EY Entrepreneurial Winning Women, and SOCAP; and frequently serves as a reviewer, judge, and connectrix. She previously volunteered as an EMT in Maryland and in Massachusetts, and was twice a finalist in the NASA astronaut selection process. Julianne is a 2020 Conscious Company World Changing Woman and a 2023 Forbes 50>50 honoree.

## Entrepreneur Of The Year New England team

*Brendan Crowley, Program Co-Director*

*Amy Zidow, Program Co-Director*

*Katlyn Anctil, Program Manager*

*Cathrine C. Lowery, Program Coordinator*

**For more information, visit [www.ey.com/en\\_us/entrepreneur-of-the-year/new-england](http://www.ey.com/en_us/entrepreneur-of-the-year/new-england)  
or contact us at [NewEnglandEOY@ey.com](mailto:NewEnglandEOY@ey.com).**

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### **About Entrepreneur Of The Year®**

Entrepreneur Of The Year® is the world's most prestigious business awards program for unstoppable entrepreneurs. These visionary leaders deliver innovation, growth and prosperity that transform our world. The program engages entrepreneurs with insights and experiences that foster growth. It connects them with their peers to strengthen entrepreneurship around the world. Entrepreneur Of The Year is the first and only truly global awards program of its kind. It celebrates entrepreneurs through regional and national awards programs in more than 145 cities in over 60 countries. Winners go on to compete for the World Entrepreneur Of The Year® title. [ey.com/eoy](http://ey.com/eoy)

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