

**Amanda Almon**  
Cleveland Institute of Art



**Kelly Dobos**  
Gojo Industries Inc.



**Sarah Hawkins Dolezal**  
The Arcade/Chartwell Group LLC



**Ryan Anderson**  
Anderson-Jim LLC



**Brandy Dunlap**  
Greater Cleveland  
Regional Transit Authority



**Gayle Horwitz**  
Vorys, Sater, Seymour  
and Pease LLP



**Laura Baker**  
WHS Engineering Inc.



# Twenty in their 20s

**Megan Kim**  
Council of Smaller Enterprises



**Joshua Bruff**  
Developers Diversified  
Realty Corp.



**A** talker, a competitor and a well-rested tech guru. A \$1 million man, a chemist and a public transportation aficionado.

**Matt Radicelli**  
Rock the House  
Entertainment Group



**Louis Buchino**  
Mirifex Systems LLC



A communicator, a dedicated public servant and a new soccer fan.

**Erin Reed**  
JumpStart Inc.



**Daniel Cavolo**  
The Loyola Group LLC



Our 2008 20 in their 20s come from a variety of backgrounds and industries, but they all have at least one thing in common: They're each doing their part to make this region's future look bright.

**Meredith Scerba**  
Greater Cleveland  
Sports Commission



**Conor Coakley**  
Colliers Ostendorf-Morris



**Miguelle Edmondson**  
Ernst & Young



**Michelle Stein**  
Brunswick Cos.



**Dan Cooper**  
NAI Daus



**Fred Franks Jr.**  
FIT Technologies/  
SchoolOne.com LLC



**Steve Wiser**  
Specialized Business  
Software Inc.



◆ Photography by Marc Golub ◆  
◆ See video at [CrainsCleveland.com/twenty](http://CrainsCleveland.com/twenty) ◆



◆ **Daniel J. Cavolo** ◆  
Age: 29  
President  
The Loyola Group LLC

The only thing that keeps Dan Cavolo up at night is his schedule.

The 29-year-old owner and president of The Loyola Group LLC spends his days — and sometimes his nights — helping companies, governments and nonprofits choose, implement and manage technology that will help them accomplish their goals.

The hours can be crazy, Mr. Cavolo said, but the feeling he gets when he knows he's given his all to a customer helps him get his shuteye.

"I sleep like a baby," he said. Mr. Cavolo typically runs the company during the day, but it isn't unusual for him to visit a client at 3 a.m. to train the night staff on a new technology, particularly because The Loyola Group's main customers are continuing care retirement communities, which run around the clock. He also does his share of late-night driving, because some of those clients are hours away.

"It's a lot of 24-hour days," he said.

That kind of commitment is necessary to build trust with clients, Mr. Cavolo said.

"It's hard to gain people's trust in a short amount of time," he said, adding that all 30 groups the company has served have agreed to be references.

The formula so far has helped The Loyola Group, founded in June 2006, reach \$500,000 in cumulative sales as of Feb. 29. The company, technically based at Mr. Cavolo's Wickliffe home, today has three full-time and two part-time employees who work at home and on site with clients.

Work isn't the only thing Mr. Cavolo crams into his schedule.

The 1997 St. Ignatius High School graduate is head coach of the junior high varsity team combined

from St. Clare School in Lyndhurst and St. Francis of Assisi School in Gates Mills. Mr. Cavolo, who played defensive back and other positions on his high school team, said he loves helping kids challenge themselves as they learn the game.

"It's about more than just winning and losing," said Mr. Cavolo, who earned a bachelor's in finance from the University of Dayton and a master's in business administration from Cleveland State University. "It's about life. It's about pushing yourself through barriers."

Mr. Cavolo also owns a web-based startup called Sports Forms Online LLC, which he began in mid-2007 to help high school athletic directors keep track of documents. In addition, he and three friends started a scholarship fund for student-athletes involved in community service, and he has donated time to assess the technology needs of charities such as the Hunger Network of Greater Cleveland.

Allison Chance has worked with Mr. Cavolo through her positions as president of the network and assistant director of finance for the city of Bedford Heights, a Loyola Group customer. Ms. Chance said she has been impressed by the way he can get people with disagreements to work together. She also lauded the work he does for charities such as hers as well as his overall set of talents.

"I can only imagine what he'll do with it in his 30s and 40s and beyond," Ms. Chance said.

— Chuck Soder

◆ **Conor Coakley** ◆

Age: 29

Assistant vice president  
Colliers Ostendorf-Morris

As Conor Coakley works on real estate assignments for clients as varied as Goodyear Tire & Rubber Co. and the Catholic Diocese of Cleveland, he takes to the table the long-term view of a city planner and get-it-done experience as a deputy chief of staff in the Jane Campbell administration in Cleveland.

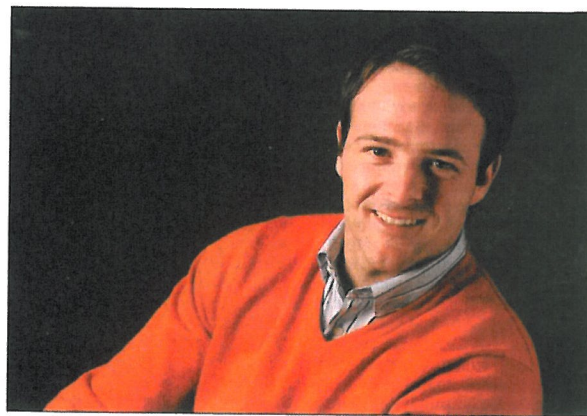
"We have a different sense of value for the community and what needs to be done next," said Mr. Coakley, who describes as "an adventure" his experience since joining the Colliers Ostendorf-Morris real estate brokerage in 2006.

"Unlike a lot of guys in this business, I have a diverse client base, so each day is different," Mr. Coakley said. "It's a feast-or-famine business, but there is a nucleus of young guys here that have been helpful."

Joseph Martanovic, a Colliers senior vice president, describes Mr. Coakley as a quick study unimpeded by his high-powered background.

"As far as learning the business goes, he absorbs things like a sponge," Mr. Martanovic said.

Mr. Coakley did not plan to spend more than a summer in 2001 in Cleveland after finishing his degree at Fordham University in New York with concentrations in architecture, art history and urban studies. That summer he tended bar, worked with architect Anthony Paskevich and realized he did not want to follow his longtime wish to become an architect. After the 9/11 attacks, when two college acquaintances died in the World Trade Center collapse, returning to New York lost its appeal. He found work that winter in the new Campbell administration.



Chris Ronayne, now president of the University Circle Inc. nonprofit development corporation and one-time chief of staff for former Mayor Campbell, said Mr. Coakley undertook increasingly important tasks during the four years they worked together at City Hall. While there, Mr. Coakley met and worked on city initiatives with David O'Neill, a Colliers principal who offered him work when he found out Mr. Coakley was in the market.

Besides contemporary contacts, Mr. Coakley has deep connections in the city: His grandfather was a founder of American Sprinkler Co., his father, George Coakley, is a litigator at Reminger Attorneys at Law, and his mother, Cathy Barrie, is a potent force in the city's art scene.

Since settling here after college, the St. Ignatius High School alum

and Cleveland Heights native has enjoyed exploring what he terms the city's "nooks and crannies." He has lived in several parts of it, from near Case Western Reserve University to downtown in the Bingham Building. He now lives in Battery Park, the tony development on the city's West Side.

Mr. Coakley continues civic contributions by working with St. Baldrick's Foundation, which funds children's cancer research, and St. Malachi Church in Ohio City. He also is active with the "Young Leaders" subcommittee of the Urban Land Institute trade group and plays in a Sunday bocce ball league in Little Italy.

While he knows the city's woes, he said he values its "overlooked" quality of life and is optimistic about its future.

"We've got to get past the past and look to the future and realize our biggest asset is our people," Mr. Coakley said.

— Stan Bullard

◆ **Dan Cooper** ◆

Age: 26

Senior sales associate  
NAI Daus

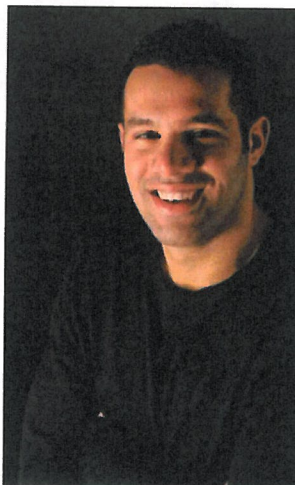
Dan Cooper belongs to an exclusive club in the commercial real estate business: In 2007, he was a \$1 million-a-year broker.

That is, he earned net commissions topping \$1 million as his Cooper Commercial Investment Group at NAI Daus in Beachwood sold \$265 million in 35 property deals last year. He said he hopes to do "very well again this year," although he must deal with a challenging credit crunch.

The 26-year-old senior sales associate was the top-grossing agent last year at the high-power, 15-broker NAI Daus shop. One source of his success is attitude.

"Working on deals is fun," Mr. Cooper said. "It's problem-solving. I like working with wealthy owners who are finally selling things or young guys developing, and filling things is fun. There is a real feeling of accomplishment when you've worked on a deal for six months and finally got it done."

Another key to Mr. Cooper's rise is the way he and his team embrace technology. Jeff Kahn, president of NAI Daus, said Mr. Cooper's mastery of the Internet as a way to sell property not only in Cleveland but nationwide distinguishes him from brokers just a few years older



than himself.

"It's a new generation, a new way of doing things," Mr. Kahn said.

The Internet also accounts for Mr. Cooper's formation in 2006 of the Cooper Commercial Investment Group to distinguish the group as specialists. The team includes Bob Havasi, who is even younger than Mr. Cooper, and Mr. Cooper's wife, Melissa Trillis, who joined her husband's team from a job at shopping center giant Developers Diversified Realty Corp. in Beachwood.

The other way Mr. Cooper achieved his stature is by focusing

on the proverbial overlooked niche. In this case, it is concentrating on \$5 million to \$10 million sales of property, Mr. Cooper said, compared with many commercial brokers who focus on deals with values above \$30 million.

Ms. Trillis said members of her and Mr. Cooper's family are sometimes "in disbelief" about the magnitude of his sales. For his part, Mr. Cooper said he got a feel for small business and sales from his father, Ken Cooper, an insurance broker, and a love of education from his mother, Sylvia, an elementary school principal.

Mr. Cooper grew up in Westlake, and he and Ms. Trillis now live in Shaker Heights. After graduating from John Carroll University in 2003, he learned the real estate business first as a mortgage broker and then as a broker for RMS Investments of Cleveland.

"I know how a buyer and seller look at a deal," Mr. Cooper said. "Half of what we do is overcome objections."

Long term, he wants to own property himself to provide more stability for a career in brokerage. To that end, he already owns a drugstore in Wooster occupied by a Medicine Shoppe pharmacy. He also owns Jamaican-Me Tan in University Heights, a 15-employee tanning salon he opened in 2005 after noting how much need there was for it while he was a John Carroll student.

— Stan Bullard