

Sarah Bothner

Don Golini

Founder of QED Technologies

Don Golini is the founder of QED Technologies. He was the president for several years, but retired recently and sold the company.

QED employs about 50 workers. The American headquarters is located in Rochester, NY on University Avenue. The Asian headquarters is located in Tokyo, Japan. The European headquarters is located in Fontainebleu, France.

The products that QED offers include automated polishing and metrology equipment and supplies, and related enhancement. On July 15, 2006, Mr. Golini sold QED Technologies to Cabot Microelectronics Corp, which it is now a subsidiary of.

Don Golini's "turning point" occurred in his late teen years, chatting with a friend in his car, listening to The Beatles. Their discussion turned to topic of careers. This was the moment when Mr. Golini realized that he wanted to be successful in his field- but that he also needed to have passion for what he did. His family was not wealthy, with his parents both working 9-5 shifts to support the family. However, Don's parents always had complete faith in him and supported his decisions, leaving him very self-confident and assured that he could do whatever he set his mind to. Don started college majoring in pre-med, but eventually switched to engineering, where his true passion was. Wanting to follow a unique career path while still being successful, he chose to specialize in optical engineering. After college he took an engineering job at Itek Optical systems, where he not only received positive and negative criticism from any employee of any rank, he was also able to offer his criticism to any employee anywhere in the company, including the CEO. He used this company structure as a reference while running QED Technologies.

Don decided to become a specialist in optical engineering, which was a rapidly growing industry and would undoubtedly offer him plenty of job options. Don himself said, "Spend ten years becoming an expert at something... if it can be differentiated and specialized, even better...because if you're the best at something, you can leverage that." He could have worked at Itek forever and always had a secure job, but eventually took a job at University of Rochester's Center for Optics Manufacturing. Finally, in 1996, he decided that he wanted to open his own company. His wife, Tracey, had absolute trust and faith in him. Thus, QED Technologies was founded, and became successful very quickly, becoming a market leader not only in the United States but also Asia and Europe.

"So easy it seems once found, yet when unfound most would have thought impossible." -John Milton. This quote is relevant to Don's story because, before creating

QED Technologies and making it as successful as it is, there was always the possibility of it not working out, and of having quit a stable job at Itel and not succeeding. This possibility is scary, and before knowing that everything is going to work and the company is going to be successful, it seems almost impossible that things will turn out perfect. However, once the company became successful, it's just a given that it would always have been so.

don Bolner

Arunas Chesonis

Chairman and CEO of PAETEC

Arunas Chesonis was the chairman and CEO of PAETEC, but recently sold the company. PAETEC employs 1000 to 5000 employees and has over \$1 billion in revenue. Headquarters are located in downtown Rochester, but there are offices all over the United States. The products and services they offer include data, voice, and Internet communications, data center solutions, communications management software, equipment, and equipment and software financing programs. PAETEC has won several awards, such as placing in the Best Companies to Work for in New York (Large) in 2010 and Training Top 125 in 2009.

Chesonis's turning point came later than most do. During college, it came to him that his success would be determined on who he could convince to work with him. This idea grew stronger and more outlined throughout his career. After college, he got a job at ACC, a telecommunications company. Like Don Golini, Chesonis's job allowed him to freely give receive constructive criticism from his coworkers. He loved his job there.

However in 1997, he learned that the metaconglomerate AT&T had bought out ACC and was planning to take over operations. Unsure of how it would go, Chesonis decided to look on the bright side and anticipate the change in procedures. However, when the switch finally happened, he was extremely disappointed in how it had played out. His new managers were not open with him, withholding information from him for virtually no reason.

Upon learning that AT&T was not considering in renewing previous employee contracts, he made up his mind to open his own telecommunications business with the same beliefs and structure as ACC. He handpicked 75 employees from AT&T that he wanted to work for him at his new company, PAETEC Communications. He wrote all of their names in red marker on his whiteboard and called each of them in, hoping to get at least ten to agree to join him. Surprisingly, 71 out of the 75 agreed to work at PAETEC. The goal of the company was simply to "do the right thing" and treat people with respect as individuals."

AT&T attempted to sue PAETEC but the lawsuit only brought PAETEC more publicity. After only 15 months, the "dream team" had raised 46 million dollars in equity. PAETEC is still an unbelievable success to this day.

"Leadership is more doing than dash." -Peter Drucker. This quote relates to Chesonis's story because his entire success was based on his learning the good skills of a victorious leader. These qualities involve much more than just overseeing the company- it is also necessary to have the social structure within the business that allows free communication

among employees. No one could ever say that Chesonis simply did "dash" because he took the initiative to start his own business and risk everything for its success. Not only that, but he acquired 71 out of 75 of his preferred employees because they trusted him and they trusted his judgment as a leader.