



FLY CREEK CIDER MILL MOVES FORWARD OUT OF PANDEMIC

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WHEELS ARE IN MOTION FOR
BINGHAMTON ENTREPRENEUR

PHOTO CREDIT: SBA

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C&S, OTHER FIRMS LISTED ON NEW NYS HISTORIC
BUSINESS PRESERVATION REGISTRY

PHOTO CREDIT: C&S COMPANIES

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WRITERS/EDITORS:

- 

Adam Rombel
Editor-in-Chief
arombel@cnybj.com
315.579.3902
- 

Eric Reinhardt
Staff Writer
ereinhardt@cnybj.com
315.579.3915
- 

Traci DeLore
Staff Writer
tdelore@cnybj.com
315.579.3907

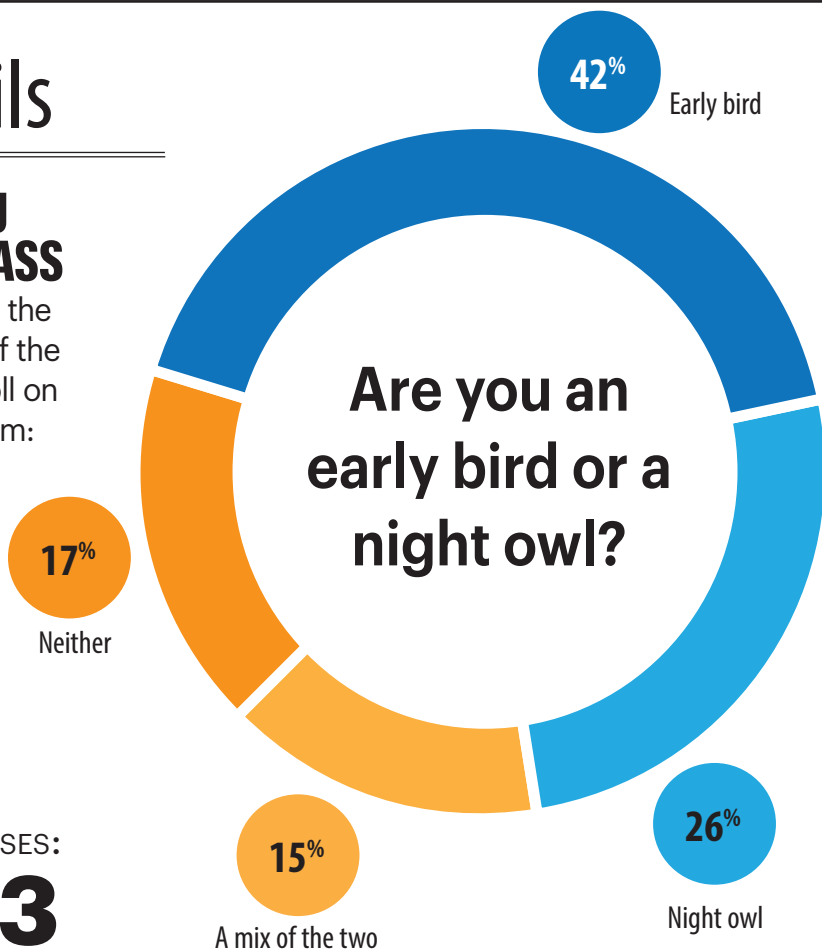
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CNYBJ Briefs



The construction site for a future Jiffy Lube service center that is being built at 5229 W. Taft Road in Clay.

New Jiffy Lube being built in Clay

CLAY — The property at 5229 W. Taft Road in Clay will soon be home to a new Jiffy Lube service center that is under construction.

Guggenheim Development Services recently purchased 1.43 acres at that address and is building the Jiffy Lube. Lee Salvetti and Patrick Hillery, of Cushman & Wakefield/Pyramid Brokerage Company, helped arrange the sale, according to a news release from the real-estate firm.

Jiffy Lube has service centers nationwide, offering a variety of services that range from oil changes and tire rotations, to brake services, transmission services, and everything in between, per its website. It currently has two Central New York service centers in Cortlandville and New Hartford, respectively.

Lockheed Martin's Syracuse-area plant secures Navy contract modification

SALINA — Lockheed Martin Corp.'s (NYSE: LMT) plant in suburban Syracuse was recently awarded an almost \$10.6 million cost-plus-incentive-fee modification to a previously awarded delivery order from the U.S. Navy.

It's a modification to an indefinite-delivery/indefinite-quantity contract for design, prototyping, and qualification testing of submarine electronic-warfare equipment, according to a May 3 contract announcement from the U.S. Department of Defense.

Work will be performed in Lockheed's facility in the town of Salina and is expected to be completed by February 2023.

Fiscal 2022 research, development, test, and evaluation (Navy) funds totaling \$10,574,736, will be obligated at time of award and will not expire at the end of the current fiscal year. The Naval Sea Systems Command in Washington, D.C. is the contracting authority.

State employee arrested for trying to scam state retirement system out of more than \$4,000

New York State Comptroller Thomas P. DiNapoli and the New York State Police announced on May 3 that a former New York State Department of Education employee — Shannon Brady, 52, of Albany — was arrested. Brady allegedly falsely claimed to the New York State and Local Retirement System (NYSLRS) that she never received a \$4,055 loan check in order to get a replacement check in the same amount.

Both checks were then cashed separately. This arrest was the result of a joint investigation conducted by the Office of the State Comptroller and the State Police, per a May 3 news release from the comptroller's office.

"Shannon Brady tried to scam the New York State and Local Retirement System by lying that she had never received a loan check," DiNapoli said. "Thanks to my partnership with the New York State Police, we uncovered this fraud, and she will now be held accountable for her actions."

Brady was working as a state employee when, on Oct. 14, 2021, she submitted a request to NYSLRS for a loan against her pension in the amount of \$4,055. After she received the check, Brady signed it over to an unrelated third-party, purportedly to satisfy a debt, the release stated.

Brady then called NYSLRS and falsely claimed that the first check had never arrived and requested a replacement. The system placed a stop payment on the first loan check and sent Brady a new one, which she cashed. In the meantime, the third party had deposited the original check. Once the stop payment was placed on it, however, the bank recovered the \$4,055 from the third-party's account.

Brady is scheduled to appear back in court on May 24, the comptroller's office said.

New York's utilized production of apples fell 4 percent in 2021

ALBANY — New York's utilized production of apples totaled 1.33 billion pounds in 2021, down 4 percent from 2020 as heavy rains in September probably hindered the fresh harvest, per a recent government report.

That may have contributed to a lower yield and an increase in the amount of apples allocated to processing, according to Donnie Fike, state statistician of the USDA's National Agricultural Statistics Service (NASS), New York Field Office.

The Empire State's apple-bearing acreage was estimated at 44,000, unchanged from the previous year. The average yield was 30,500 pounds per acre, down 1,000 pounds from the prior year, NASS reported.

Of the total apple utilized production, 753 million pounds were for the fresh market and 576 million pounds were for processing. The value of the crop totaled \$345 million, up 5 percent from a season ago, with an average annual price of 25.9 cents per pound, per NASS.



C&S, other CNY firms on new NYS historic business preservation registry

BY ERIC REINHARDT
ereinhardt@cnybj.com

Salina-based C&S Companies is part of the newly launched New York State Historic Business Preservation Registry. The online registry was established to honor and promote New York businesses that have been in operation for at least 50 years and have contributed to their communities' history. The first round of designations includes 100 businesses across the state.

The New York State Office of Parks, Recreation and Historic Preservation (OPRHP) on March 30 announced the launch of the registry.

An elected state official must sponsor nominations to the registry, C&S Companies said in its May 9 announcement. New York State Assemblywoman Pamela Hunter (D-Syracuse) submitted C&S's nomination, the firm added.

"We appreciate Assemblywoman Hunter and her staff for nominating C&S as a New York State Historic Business," John Trimble, president and CEO of C&S Companies, said. "Although we now operate across the U.S., considering we were founded in New York State and continue to be locally owned, makes this recognition very special."

C&S Companies, established in 1968 by engineers Emanuel (Mike) Calocerinos and

Frank Spina, began as a general partnership in Liverpool, per a description on the registry's website. In its news release, C&S Companies describes itself as a design, planning, and construction-services firm employing more than 500 staff members.

Assemblyman Daniel O'Donnell and State Senator Jose Serrano first proposed the preservation registry.

"Many of our state's homegrown businesses have helped shape the character and identity of the communities that they call home," OPRHP Commissioner Erik Kulleseid said. "From small bakeries owned by generations of the same family, and farms dating back to the 1700s, to manufacturers who ship products around the world, these homegrown businesses serve New Yorkers well. With the launch of the New York State Historic Business Preservation Registry, we are excited to showcase the businesses, large and small, that are the backbone of our state's economy."

The honorary program provides educational and promotional assistance to help ensure businesses in the state "remain viable." OPRHP will coordinate the program.

An interactive storyboard map — which provides information about the location and history of each business — is available on the agency website: <https://parks.ny.gov/historic-preservation/business-registry/default.aspx>



PHOTO CREDIT: C&S COMPANIES

Salina-based C&S Companies, a design, planning, and construction-services firm, is now part of the state's newly launched Historic Business Preservation Registry. The online registry honors and promotes New York businesses that have been in operation for at least 50 years. John Trimble (left), president and CEO of C&S Companies, holds the certificate recognizing the firm's inclusion. New York State Assemblywoman Pamela Hunter (D-Syracuse), standing with Trimble, had nominated the company for the registry.

Each elected official may nominate two businesses for inclusion per term. The program is non-competitive and as long as the nomination criteria are met, businesses will be added to the registry.

The sponsor of the nomination will present business owners with certificates, and they'll also be provided window decals with the program logo.

Any eligible business interested in a nomination for addition to the registry should contact the state representative for their area, OPRHP said.

Other regional firms added

Besides C&S Companies, other regional firms added to the registry include Fulton Boiler Works Inc., which was

founded in 1949.

Registry firms also include Mayhoods' Sporting Goods in Norwich which was established in 1960.

And, Empire Recycling Corporation, originally Empire Waste and Metal, made the list. It was founded in Utica in 1916 by Robert, Morton, and Louis Kowalsky.

The Crystal, Watertown's earliest restaurant, was also added. It has "remained virtually unchanged for nearly a century," per the registry's website. The restaurant, which was established by brothers Dennis and Jerry Valanos in 1925, occupies a "prominent spot" on Watertown's Public Square.

Sessler Companies of Waterloo and Phillip's Diner of Ogdensburg are also in the registry.

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OCC's next leader says education "can change your life"

Hilton will start his new role this summer

BY ERIC REINHARDT
ereinhardt@cnybj.com

ONONDAGA — The incoming president of Onondaga Community College (OCC) believes that education is "one of the biggest factors that can change your life."

Warren Hilton on May 10 visited the OCC campus, mingled with students and college officials, and spoke with local reporters.

In his remarks to the media, Hilton, who described himself as a first-generation college student, believes education can take a person to places that one "could never imagine," and that OCC "has that same belief."

"Putting students first; having just the most excellent faculty who provide a wonderful education for our students; staff

who are very supportive of the institution and provide the necessary support for our students, for our faculty and staff to thrive," Hilton said. "The wonderful work that is being done in this area is all attractive to me and I'm very pleased to be here ... to stand on the work that has been done by the executive leadership team under [outgoing OCC President] Casey Crabill's leadership."

He went on to say that OCC is "going to change the trajectory of many people's lives," whether it's a 15-year-old thinking about college or a 50-year-old thinking about a career change, "OCC is the education institution of choice."

The SUNY board of trustees on May 3 approved Hilton as OCC's next president. Hilton begins his new duties July 1 and will become OCC's 9th president and the school's first Black president.

He succeeds Crabill, who is retiring after nine years at OCC.

Hilton's background

Hilton comes to OCC from Kutztown University in Southeastern Pennsylvania, where he currently serves as VP for enrollment management and student affairs.

He has also held administrative roles at the Community College of Philadelphia; Drexel University in Philadelphia; Moravian College in Bethlehem, Pennsylvania; Johns Hopkins School of Public Health in Baltimore, Maryland; Stevenson University in Stevenson, Maryland; and the University of Maryland at College Park.

Hilton earned bachelor's and master's degrees at Indiana University of Pennsylvania and a doctorate at Drexel University.

"He comes with a wealth of experience in the [education] field," John Sindoni, chairman of the OCC board of trustees, told reporters in introducing Hilton.



ERIC REINHARDT / CNYBJ

Warren Hilton, the incoming president of Onondaga Community College (OCC), on May 10 visited the campus and addressed local reporters. He will succeed the retiring Casey Crabill and begins his new duties July 1. Hilton comes to OCC from Kutztown University in Pennsylvania, where he currently serves as VP for enrollment management and student affairs.

In his prior work, Hilton's focus has been on enrollment management, student retention, and student success. Sindoni called student retention a "huge focus" at OCC. ■

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The Central New York
BUSINESS JOURNAL

Tompkins Financial pays Q2 dividend of 57 cents

BY JOURNAL STAFF
news@cnybj.com

ITHACA — Tompkins Financial Corp. (NYSE: TMP) recently announced that its board of directors approved payment of a regular quarterly cash dividend of 57 cents per share for the second quarter.

The dividend is payable on May 16, to common shareholders of record on May 10. The dividend is the same amount that the Ithaca-based banking company paid in both the first quarter and last year's fourth quarter, when it increased its quarterly payment by 5.6 percent from the 54 cents a share it paid in the third quarter.

At Tompkins Financial's current stock price, the dividend yields just about 3.1 percent on an annual basis.

Tompkins Financial separately announced that it generated net income of \$23.3 million in the first quarter of

this year, down 9.2 percent from \$25.6 million in the same quarter in 2021. The banking company produced earnings per share of \$1.60 in the first quarter, off 7 percent from \$1.72 in the year-ago quarter. Reduced income from Paycheck Protection Program (PPP)

loans and a smaller recapture to the provision for credit losses in the latest quarter were the primary contributors to the reduced earnings when compared to the same quarter last year, the earnings report stated.

Tompkins Financial is a banking and financial-services company serving the Central, Western, and Hudson Valley regions of New York and the Southeastern region of Pennsylvania. Tompkins Financial is parent to Tompkins Community Bank, Tompkins Insurance Agencies, Inc., and offers wealth-management services through Tompkins Financial Advisors. ■

TOMPKINS
FINANCIAL

Overkill Truck Accessories leases industrial space in DeWitt

BY JOURNAL STAFF
news@cnybj.com

DeWITT — Overkill Truck Accessories has leased 2,300 square feet of industrial space at 6301 Meade Road in the town of DeWitt.

Gary Cottet, of Cushman & Wakefield/Pyramid Brokerage



Company, helped arrange the transaction, representing the landlord, according to a release from the real-estate firm. No lease terms were disclosed.

Benjamin Ridley and Lee J. Ridley, of Syracuse, are listed as the property owners, per Onondaga County's online real-estate records. ■

ConMed boosts 2022 forecast based on Q1 results, acquisition

BY TRACI DELORE
tdelore@cnybj.com

The lingering COVID-19 pandemic played a role in limiting sales to just single-digit percentage growth for the first quarter of 2022 for ConMed Corp. (NYSE: CNMD), a medical-device manufacturer with roots in the Utica area.

However, the company boosted its full-year guidance based on its first-quarter performance, along with a recently announced acquisition.

"March was our best month of the quarter as the impact of Omicron was strongest in January and dissipated throughout the quarter," ConMed's president, CEO, and chairman Curt Hartman told investors in a May 4 conference call. Sales lagged in Asia, Japan, and Canada, while they were strong in Europe and Latin America, he noted. U.S. sales were slow before picking up toward the end of the first quarter.

Sales for the quarter increased 4.1 percent to \$242.3 million from \$232.7 million in the year-ago period, while net income jumped 51 percent from \$9.9 million to \$14.98 million. Earnings per share increased nearly 52 percent from 31 cents

per share to 47 cents per share.

According to ConMed executive VP and CFO Todd Garner, the device maker was not immune from supply chain and other pandemic-related issues. Along with material-cost increases, the company has also seen an increase in the length of the sales backorder. Pre-pandemic, the backorder was just half a day, while it's currently two days.

Guidance and acquisition

In spite of the lingering pandemic woes, ConMed officials increased their forecasts for full-year revenue from between \$1.075 billion and \$1.125 billion to the range of \$1.105 billion to \$1.150 billion.

The increase is based in large part on an anticipated \$20 million revenue boost from the company's announced acquisition of Memphis, Tennessee-based In2Bones Global, Inc.

ConMed will acquire In2Bones for \$145 million including up to an additional \$110 million in growth-based earnout payments over a four-year period. ConMed expects the acquisition to close late in the second quarter or early in the third quarter of this year.

In2Bones develops, manufactures, and



PHOTO CREDIT: CONMED WEBSITE

distributes medical devices for treatment of the upper and lower extremities, with a large focus on the foot and ankle.

"The company brings to ConMed a very experienced leadership team, an innovative and comprehensive foot and ankle portfolio, a well-established and growing sales channel, an existing international presence, and an exciting platform for future innovation," Hartman told investors.

The foot and ankle market is a \$4.5 billion industry producing single-digit growth annually, ConMed executives said. At the same time, In2Bones has been growing in the double digits each year, with \$36.8 million in revenue in 2021.

Zacks Investment Research rated ConMed's stock as a "hold" with a quarter that ended on a strong note that beat its estimates.

"The company witnessed strong performances across its orthopedic and general surgery units," a Zacks report stated. "It saw sales growth in both its domestic and

overseas markets."

However, "the continued pandemic-led impact in the first quarter does not augur well. ConMed operates in a highly competitive environment, especially with respect to the general surgery business, which raises further apprehension," Zacks said.

Through May 10, ConMed's stock price is down 23 percent so far this year amid broader stock-market weakness. For the full-year 2021, ConMed shares gained 27 percent during a strong year for the broader equity market.

ConMed manufactures surgical devices for minimally invasive procedures for a number of surgical areas including orthopedics, general surgery, gynecology, neurosurgery, thoracic surgery, and gastroenterology. The company moved its corporate headquarters from its 525 French Road, New Hartford facility to Largo, Florida in 2021. It still maintains a number of functions including manufacturing in the New Hartford facility. ■

New state law bars colleges from withholding transcripts of indebted students

On May 4, 2022, Gov. Kathy Hochul signed into law A.06938B, which amends New York State Education Law. It adds a new Article 13-C; §640, which prohibits degree-granting institutions and licensed private career schools from withholding transcripts of students who owe a debt to the institution.



SANDRA M. CASEY
Viewpoint

It is also unlawful under §640 for institutions to condition the release of a transcript upon the student's payment of the debt. Finally, institutions may not charge a higher fee or provide less favorable treatment of a transcript request because a student owes a debt to the school.

The law provides authority for the New York Superintendent of Financial

Services to impose a penalty of \$500 for each violation an institution has been found to have committed after notice and hearing. Furthermore, individuals who have been injured as a result of prohibited practices under §640 may bring a civil action against [a college, university, or career school] to enjoin such practices, and a court, in its discretion, may award reasonable attorneys' fees to the prevailing plaintiff.

The new law is effective as of June 3, 2022. The full text of the new law can be found at: <https://www.bsk.com/uploads/NY-Educ-Law-640.pdf>. ■

Sandra M. Casey is senior counsel in the Albany office and Higher Education practice of Syracuse-based law firm Bond, Schoeneck & King PLLC. Contact her at scasey@bsk.com. This Viewpoint article is drawn and edited from Bond's Higher Education Law Report blog.



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Wheels are in motion for Binghamton entrepreneur

Chenango Point Cycles owner is SBA Upstate Small Business Person of the Year

BY ERIC REINHARDT
ereinhardt@cnybj.com

BINGHAMTON — The owner of Chenango Point Cycles in Binghamton has taken his love for bicycling and purchased a business that focuses on that activity.

His efforts also earned him recognition as the 2022 Small Business Person of the Year Award from the Upstate New York District of the U.S. Small Business Administration (SBA).

"I bought Chenango Point in 2019 with the goal of being a hub for cyclists new and old to come together — for families and for people who have never seen a bike before in their life. I wanted to help them find the love I knew from riding my bike," Anthony Folk said. "Taking my passion of having wheels underneath my feet and being able to share that with my community is one of the most rewarding experiences I can imagine."

Chenango Point Cycles is located in the old Gotham Shoe factory at 125 Park Ave. in Binghamton. SBA Atlantic Regional Administrator Marlene Cintron and SBA Upstate New York District Director Bernard J. Paprocki visited Folk at his store to present the award as part of National Small Business Week.

They were joined by U.S. Representative Claudia Tenney, New York State Senator Fred Akshar, and Sonya Smith, state director of the New York Small Business Development Center (SBDC), the SBA said.

Paprocki noted that the SBA Upstate New York District selected Folk for the honor not only for his success "creatively growing" his business to become a "premier" regional bike shop, but also for his "commitment to community service and

building a network of support" for cycling enthusiasts across the Southern Tier.

Road to ownership

As the SBA explains it, before becoming an entrepreneur, Folk was "always motivated to engage and encourage" other cyclists. He saw an opportunity to expand that mission in 2018 when the owner of Chenango Point Cycles — a "Southern Tier institution" — was contemplating retirement. Folk wanted to purchase and expand the business, with the goal of turning it into a top retail destination for cyclists and a center for community engagement for the region.

Before moving forward with the business acquisition, Folk turned to the Binghamton University SBDC, a member of the SBA-funded Resource Partner network, for help. He worked with then-business advisor Robert Griffin, now regional director of the Onondaga SBDC, on updating his business plan, developing cash-flow projections and securing financing.

Because Folk was a first-time business owner, lenders would have a "certain level of risk" in financing the acquisition, the SBA noted. Folk and Griffin worked with SBA lending partner KeyBank to consider Chenango Point Cycles' options. Folk was eventually approved for an SBA Express Loan to purchase the business, inventory, and equipment through the lender, the agency said.

After successfully purchasing Chenango Point Cycles, Folk "immediately faced new obstacles," the SBA said. They included a workforce shortage at a time when customers old and new started increasing their outdoor activity during the pandemic, directly leading to increased demand for bicycles, cycle parts, and repairs.

Coupled with addressing supply-chain issues, Folk relied on the SBDC to continue coaching him on human resources, management, accounting, and purchasing to help navigate the challenges.

Throughout the pandemic, Folk hired four new employees and added an online business, which led to a 15 percent year-



The Upstate New York District of the U.S. Small Business Administration (SBA) has chosen Anthony Folk (middle), owner of Chenango Point Cycles in Binghamton, as the recipient of the 2022 Small Business Person of the Year Award for the upstate region. Pictured with Folk are SBA Upstate New York District Director Bernard J. Paprocki and SBA Atlantic Regional Administrator Marlene Cintron.



The inside of Chenango Point Cycles at 125 Park Ave. in Binghamton.

over-year increase in inquiries. Folk foresaw and planned for future supply chain disruptions, expanding from two to four bike manufacturers and from one to almost a dozen accessory and parts suppliers.

During the three years after Folk

bought Chenango Point Cycles, the business has tripled its sales and become the "biggest bike retailer in the region," expanding from the Binghamton area to a regional market extending from Western New York to Maryland, the SBA said. ■

Ask Rusty: About the Earnings Test & Taxation of Social Security Benefits

Dear Rusty: I'm 63, married, and we file a joint tax return. If I claim Social Security (SS) now and keep working and earn \$7,000 more per year than the annual limit of \$19,560, I know I'd have benefits withheld at the rate of \$1 for every \$2 over the limit (\$3,500). But if I were to contribute \$7,000 to a conventional (not Roth) IRA and take the deduction, would this reduce my earned income and eliminate the SS benefit withholding? And will such an IRA deduction help avoid taxation of my SS benefits if I am above the \$32,000 taxation threshold for married — filing jointly? I'm trying to figure how much I can afford to earn while collecting Social Security benefits.

Signed: Searching for Ways

Dear Searching: Contributions to an IRA will not reduce the income-tax liability

on your Social Security benefits. Taxation of SS benefits is determined using something known as modified adjusted gross income (MAGI), which is your normal adjusted gross income (AGI) on your tax return, plus 50 percent of the SS benefits you received during the tax year, plus any other non-taxable income you had (which would include contributions to your IRA). As you know, MAGI over \$32,000 will cause 50 percent of your SS benefits received during the tax year to become taxable, but MAGI over \$44,000 will up that percentage to as much as 85 percent of SS benefits received during the tax year (taxed at your normal IRS tax rate).

For the Social Security earnings limit, which applies to anyone collecting early benefits, your gross income from working is what counts so contributing to an IRA won't reduce the amount you exceed the limit by — the Social Security Administration (SSA) will use your gross W2 amount, not the AGI from your tax return.

FYI, the 2022 annual earnings limit is \$19,560 and if that is exceeded, you'll pay

the penalty (\$1 for every \$2 over). But claiming mid-year you'll also be subject to a 2022 monthly limit of \$1,630 and, if that is exceeded, you aren't entitled to SS benefits for that month (the monthly limit will only apply for the remaining months of 2022). What will happen is the SSA will compute the penalty both ways and see which is greater — the penalty for exceeding the annual limit or the one for exceeding the monthly limit — and it will assess whichever penalty is smaller. As you may know, the earnings limit goes up by about 2.5 times during the year you reach your full retirement age (FRA) and goes away entirely starting in the month you attain FRA.

But there is also something to be aware of: If you have benefits withheld because you exceeded the earnings limit, when you reach your full retirement age you will be given time credit for the months benefits were withheld, meaning that the SSA will increase your FRA benefit amount according to the number of months you didn't get benefits before that. So, at least theoretically, you can eventually recover the benefits

withheld for exceeding the earnings limit by getting a higher benefit payment starting at your full retirement age. But income tax on SS benefits is different — there is no age cap for assessing federal income tax on your Social Security benefits. ■

Russell Gloor is a national Social Security advisor at the AMAC Foundation, the nonprofit arm of the Association of Mature American Citizens (AMAC). The 2.4 million member AMAC says it is a senior advocacy organization. Send your questions to: ssadvisor@amacfoundation.org.

Author's note: This article is intended for information purposes only and does not represent legal or financial guidance. It presents the opinions and interpretations of the AMAC Foundation's staff, trained and accredited by the National Social Security Association (NSSA). The NSSA and the AMAC Foundation and its staff are not affiliated with or endorsed by the Social Security Administration or any other governmental entity.



RUSSELL GLOOR
Viewpoint

Is Your Employee Retirement Plan Compliant?

We are approaching the time of year where we dust off our employee retirement plans and



BETTINA LIPPHARDT
Nonprofit
Management

auditors show up to ask us all sorts of questions about the plan and test a sample of contributions. Once that audit is complete, we can shelve our plan and not dust it off again until the next year. Of course, I am being facetious. However, it sometimes feels this way as nonprofits spend a significant amount of time with governance of

the agency, but often not as much attention is paid to governance of the retirement plan even with the significant risks that exist. Sponsoring a qualified employee retirement plan comes with a good deal of responsibility.

With the increased oversight of employee retirement plans, and recent law changes, agencies want to guarantee their plan is compliant. Ensuring compliance starts with the governance procedures an agency has in place. Plan governance is the oversight that is needed to keep the plan compliant. Good governance will give you the framework to help mitigate the risks in these plans. There is nothing scarier than having the Department of Labor show up on your doorstep. Here are some things that nonprofits can do to prepare for such a visit.

1. Establish a retirement plan committee.

Under the Employee Retirement Income Security Act of 1974 (ERISA), plans have

a duty to monitor, disclose their activities, diversify investments, and act in accordance with the retirement-plan document. A key component to complying with these ERISA requirements is having a retirement plan committee. The committee used to be considered a best practice, but with the number of lawsuits against sponsors of retirement plans over the last five to 10 years, it has become a must. A retirement plan committee is an effective way to provide the oversight needed to ensure compliance. Members of the committee should have a diverse set of skills and experience and must include representatives from finance and human resources. The committee should meet with the custodians of the plan and legal counsel as necessary. It should also ensure minutes of those meetings are maintained.

The review of investment options and fees is a significant responsibility for the retirement plan committee. Under ERISA, fiduciaries must engage in a prudent process to select and monitor investment options. Additionally, investment fees must be reasonable for the services being provided. Several lawsuits over the last few years have revolved around fees and hidden fees in investments.

2. Create an investment-policy statement.

While having an investment-policy statement is not required, it is a way to provide appropriate guidance over the retirement plan investment portfolio. An investment-policy statement addresses the process for selecting and monitoring investments. Having and following an investment policy statement can significantly reduce

fiduciary risk. An investment-policy statement provides a process for selecting and monitoring investment options.

A part of the investment policy should be the establishment of a qualified default investment alternative (QDIA). A QDIA protects plan fiduciaries and can reduce plan fiduciary liability due to participants' investment losses if QDIA requirements are met, such as notice requirements.

3. Review and understand the plan's governing documents.

The governing documents provide the terms to be followed and overall direction for operating the employee retirement plan. The plan document contains the provisions of the plan and sets forth key components. The adoption agreement contains the options that the sponsor completes, including the vesting schedules and definition of compensation.

4. Create a governance calendar.

Establishing and following an annual governance calendar ensures the annual items are not missed. Examples of items that should be included in the calendar are a review of vendor fees and services, review of the SOC reports for the vendors, and review of the annual audit and Form 5500 filing.

5. Training.

Providing training to all employees about the various components of the retirement plan, including the investment risks and opportunities, provides participants with the knowledge they need to make informed decisions. This training should be provided annually and be performed by experts hired by the sponsors.

With all the responsibilities on plan sponsors, there has been some relief with the SECURE Act that was passed in 2021. The SECURE Act allows unrelated employers to come together in a Pooled Employer Plan (PEP) that is managed by a pooled plan provider. The pooled plan provider is the fiduciary of the PEP and thus has the administrative burden and risks. The pooled plan provider is responsible for selecting and monitoring vendors, recordkeepers and, best of all, there is only one audit and 5500 filing for the PEP itself. There are plenty of good reasons to consider a PEP for your not-for-profit organization, including lower costs, less risk and responsibilities for the agency, and improved retirement outcomes. Streamlining and delegating retirement-plan administration to experts allows agencies to focus on their core business.

Additional legislation has been proposed, and passed the U.S. House of Representatives, that would require employers to automatically enroll all newly eligible employees at a 3 percent deduction level that ticks up by 1 percent annually until it reaches 10 percent. Employees have the choice to opt out, if they prefer, and existing plans wouldn't have to change.

With so many changes occurring in the retirement-plan arena, it can be difficult to stay on top of everything. Good governance processes and procedures reduce risks to the sponsor and the likelihood of a plan straying off course. ■

Bettina Lipphardt is a partner and the team leader in The Bonadio Group's Healthcare/Tax-Exempt Syracuse/Utica Division. She provides consulting and auditing services for a variety of tax-exempt clients. Contact her at blipphardt@bonadio.com

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BUSINESS JOURNAL

BUSINESS CALENDAR

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MAY 18

■ **CNY BEST Information Session** held virtually from 8:30-9:30 a.m. CNY ATD will hold an informational session regarding the CNY BEST Talent Development Program, recognizing excellence in talent development and the awards-application process. No cost to take part. For more information, call (315) 546-2783 or email: info@cnyatd.org. Register at: https://cnyatd.org/cny_best_information_sessions

■ **Planning for Transition: A Panel Discussion on Succession Planning** webinar from 9-10:30

a.m., presented by the Finger Lakes Grant Information Center. This virtual event seeks to help nonprofit organizations plan for smooth and thoughtful transitions of leadership, as well as for unexpected departures. Cost is \$20. For more information and to register, visit: <http://events.r20.constantcontact.com/register/event?oeidk=a07ej4x1qd4f5d6df59&llr=ttrel7bab>

MAY 19

■ **2022 Tompkins Chamber Annual Meeting & Celebration** from 11 a.m.-1 p.m. Hybrid event with in-person portion held at Hotel Ithaca and also streamed live in cooperation with the host and Well Said

Media. The event celebrates the chamber's accomplishments from 2021 and early 2022, recognizes its annual award winners, and begins to celebrate its 125th anniversary year. For more information, visit: <https://business.tompkinschamber.org/events/details/2022-annual-meeting-celebration-191544event?oeidk=a07eiz2f3l2eacc2a7e&llr=xzi69ddab>

■ **Buy Local Bash** from 4:30-7:30 p.m. at the CNY Regional Market Authority F SHED at 2100 Park St. in Syracuse. This event returns as a live, in-person shopping event. It's an initiative of SyracuseFirst, which is a program of CenterState CEO that helps independent local businesses and entrepreneurs thrive by facilitating collaboration and connections; focusing on buying-local initiatives and awareness; and helping those businesses capture a larger market share for growth, ultimately contributing to a stronger local

economy. For more information and to register, visit: <https://www.centerstateceo.com/news-events/buy-local-bash-presented-by-america>

MAY 20

■ **18th Annual Tioga Chamber Open Golf Tournament & Clambake** at Pheasants Hills Country Club in Owego. With exclusive giveaways and seasonal delights, you'll be able to immerse yourself in the challenging course and majestic views. The field is limited to 22 teams, and teams are encouraged to register early. The fee for the event is \$500 for a team and includes golf, a cart, continental breakfast, game prizes, and a clambake lunch. The tournament begins with a shotgun start promptly at 10 a.m. Registration, cart assignment, and continental breakfast start

CONTINUED ON PAGE 10 ▶

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NEWS

EDITOR-IN-CHIEF

Adam Rombel
arombel@cnybj.com

STAFF WRITERS

Traci DeLore
tdelore@cnybj.com**Eric Reinhardt**
ereinhardt@cnybj.com

CREATIVE DIRECTOR

Erin Zehr
ewebb@cnybj.com

COLUMNISTS

Will Barclay
Russell Gloor
Lee Hamilton
Bettina Lipphardt

SALES

Kelly Bailey
kbailey@cnybj.com

CIRCULATION

CIRCULATION MANAGER

Raviv Nesher
(315) 579-3927
circulation@cnybj.com

ADMINISTRATIVE

PUBLISHER
Marny Nesher
mnesher@cnybj.com

BUSINESS MANAGER

Kurt Bramer
kbramer@cnybj.com

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N.Y.'s Climate Goals Could Produce Reliability Crisis

New York Democrats have a long-standing habit of taking an issue like environmental policy and addressing it with the most extreme, unrealistic solutions conceivable. The Climate Leadership and Community Protection Act (CLCPA) passed in 2019 is one such example of that type of overreaction, and [as of press time] several Assembly committees were set to be

**WILL BARCLAY**
Opinion

meeting to discuss one of the proposals born of the law: all-electric buildings.

The hearing was to examine the feasibility of requiring all new construction to eliminate fuel combustion and move to an all-electric energy system. There are enormous concerns with this type of dramatic shift in energy policy. One such concern, as enumerated by the Empire Center for Public Policy, is a lack of power during the coldest, darkest months of the year. The policy analysts there estimate that energy

deficits could lead to a supply shortage of as much as 10 percent by 2040. An energy shortage or blackout during a severe winter storm could be fatal under these conditions.

For example, last year a polar vortex enveloped Texas and the state's energy grid was unable to keep up with demand. All told, as many as 750 people died and property damage approached \$200 billion. We simply cannot have a situation where there is not enough power to go around, and the CLCPA is setting us up for that very scenario.

Broadly speaking, the CLCPA is, essentially, a list of emissions goals. Outside of the obvious risks to the energy grid, the goals are financially unworkable. Estimates of the annual cost to implementing the recommendations in the legislation are in the billions of dollars. Taxes and utility costs are expected to rise dramatically to cover expenses like retrofitting the state's energy system. The motivation for the law is dubious as well, as New York only contributes about 0.5 percent of global carbon emissions and only 3 percent of

emissions here in the U.S. In other words, New York is "green" by any reasonable standard, especially Upstate.

The Assembly Republican Conference has always stood for creating a cleaner, healthier New York, and I believe there are responsible ways to leverage the benefits of renewable energy. But Democrats are forcing through climate policy and a massive overhaul of the utility sector without even the courtesy of telling the average New York household what it's going to cost.

Unfortunately, the current path we are on is dangerous and unsustainable. I urge the [state legislature] to consider closely the impact this law will have on the individuals asked to pay for and live through its standards; they are the ones most at risk. ■

William (Will) A. Barclay, 53, Republican, is the New York Assembly minority leader and represents the 120th New York Assembly District, which encompasses most of Oswego County, including the cities of Oswego and Fulton, as well as the town of Lysander in Onondaga County and town of Ellisburg in Jefferson County.

Bipartisanship Isn't Dead, But It's Not In Good Health, Either

Having just watched a U.S. Supreme Court nominee supported by a comfortable majority of Americans draw just three Republican votes in the Senate, you could be forgiven for thinking bipartisanship in Congress is a thing of the past. And in the case of Supreme Court nominees, you'd be right: The last time a nominee received more than half the votes of the opposition party was in 2005, and you have to go back nearly three decades — to Ruth Bader Ginsburg in 1993 — to find one who drew votes from almost all senators.

**LEE HAMILTON**
Opinion

But if you look carefully, there are plenty of signs that bipartisanship is still possible in Washington, D.C. President Joe Biden recently signed into law a bill reforming the Postal Service, which drew strong support from both parties in Congress. The same happened with a measure that keeps companies and universities from shielding themselves against lawsuits for sexual harassment. And both houses have passed a package aimed at boosting American competitiveness, again with support in both parties.

There are other examples, as well, but you'll notice something about them — they're not focused on hot-button issues like voting rights or gun control or immigration. This is in no small part because in the Senate, a measure effectively needs

60 votes to pass — which means neither party can get bills approved without members of the other party.

This is often intensely frustrating to partisans of whichever party is in power. Yet I'd argue it's not a bad thing. In fact, the need for bipartisanship is pretty much baked into our system.

We live in a time when political life is intensely polarized and many Americans live in what amount to partisan bubbles of like-minded neighbors. For many people, this is just fine — they're okay with avoiding contact with people who have different views. And ambitious politicians, always looking for an edge, have figured out how to navigate division: They use polarization to raise money from one group of potential supporters by attacking another group, and then goose election turnout by riling up their base.

There are some state legislatures where party-line lawmaking can produce actual laws, but at the national level, intense polarization yields legislative deadlock. And at both the federal and state levels, it produces laws with dubious futures.

The reason for this is that by requiring lawmakers to compromise and work with their political adversaries, bipartisanship often produces better, longer-lasting legislation. It helps ensure that a proposed law will take into account a broad range of views, produces wider acceptance both within a legislative body and in the public at large, and perhaps most importantly, means that the legislation has a chance of surviving the next change in power. That, inevitably in our system, will occur.

Politicians recognize this, of course.

It's not just that most Americans prefer to see bipartisanship. The reason you see politicians talking about finding bipartisan support and, less frequently but still often enough, working hard to secure it, is that they know that getting support from members of the other party is usually necessary not only to get something passed, but also to have it be implemented effectively.

To put it simply, if you're just interested in scoring points with the base, then bipartisanship doesn't matter. If you want to have a beneficial and lasting impact on American life, it matters a great deal.

It may be tempting these days to throw up one's hands in despair at the displays of highly partisan behavior in Washington, D.C., and all around us at home in our states. But as a voter, there is something you can do about it. Notice all the instances in which lawmakers work across the aisle to secure some piece of legislation. Pay attention to who does the heavy lifting to make it possible, and who stands in the way. Then support the people who recognize that bipartisanship is the route to effective legislating. ■

Lee Hamilton, 91, is a senior advisor for the Indiana University (IU) Center on Representative Government, distinguished scholar at IU Hamilton Lugar School of Global and International Studies, and professor of practice at the IU O'Neill School of Public and Environmental Affairs. Hamilton, a Democrat, was a member of the U.S. House of Representatives for 34 years (1965-1999), representing a district in south-central Indiana.

PEOPLE ON THE MOVE NEWS

ACCOUNTING

Dermody, Burke & Brown, CPAs, LLC recently hired **SUZANNE STEWART** as a controller in its Syracuse office. She has more than 20 years of administrative experience, including human-resources management, payroll, and executive administration. Stewart received a bachelor's degree in communication applications from SUNY Brockport.



Stewart

ADVERTISING MARKETING & PR

Pinckney Hugo Group, a full-service marketing-communications firm, has hired **KEVIN EARLEY**, of Syracuse, as a web developer. Prior to joining Pinckney Hugo Group, Earley worked as a web developer at QMP Enterprises Inc. in Phoenix, New York. He also gained experience as a web developer and senior implementation specialist at Dupli Envelope & Graphics. Earley has an associate degree in graphic design from Onondaga Community College.



Earley

BANKING

Tompkins Community Bank has promoted **DEBORAH HOOVER** to small business lending manager. Hoover has worked in the financial industry for 25 years, beginning her career as a teller and holding various positions in customer service and branch management. Most recently, she managed the company's main office branch in downtown Ithaca. In her new role, Hoover is responsible for the management of all aspects of small-business administration, overseeing and growing the small-business loan portfolio for Central New York, underwriting and approving small-business loans within the established lending limits, and developing programs designed to increase deposit and loan volumes. Hoover is a graduate of Dryden Central Schools and holds a degree in business administration with a concentration in management from Tompkins Cortland Community College (TC3). Founded in 1836, Tompkins Community Bank serves the Central, Western, and Hudson Valley regions of New York and the Southeastern region of Pennsylvania.



Hoover

JOSEPH MCMANUS has been named first VP, chief technology officer at Pathfinder Bank. He will oversee all bank-

wide technology investments, assure technology is used productively, securely, and within policy, and supervise computer-systems analysts and computer-support technicians. Prior to joining Pathfinder Bank in 2008 as computer operations manager, McManus worked at Oswego County National Bank as senior network technician, along with PCC Information Services as senior information systems architect. McManus holds a bachelor's in information and computer science from SUNY Oswego. **TIFFANY BARRETT** has been promoted to assistant VP, technology project manager at Pathfinder Bank. In her new role, Barrett will manage Pathfinder Bank's technology project portfolio, define project responsibilities and roles, monitor progress and develop and maintain analysis routines to support the management of technology channels and resources. Prior to joining Pathfinder Bank in 2018 as technology business analyst, Barrett worked at Little Lukes as an accountant. She was data coordinator for Coordinated Care Services, Inc., manager of management information for Travelers Insurance Agency and business analyst for Public Consulting Group. Barrett holds a master's degree in organizational psychology and a bachelor's in business administration from Northeastern University.



McManus



Barrett

CONSTRUCTION

AUBRI MOSIER has joined Welliver — a provider of comprehensive construction services in New York state and Northern Pennsylvania — as project manager. Mosier is a highly organized construction-management professional with experience working on capital improvement projects for K-12 school districts across the Southern Tier. In her role at Welliver, she will leverage her passion to get out in the field, collaborate with colleagues, establish and build client relationships, and manage projects from conceptual design to a completed functional building. Experienced in project management and onsite field management, Mosier's hands-on style is to assess the situation, address the issue, and recommend the best course of action. Previously, Mosier was an intern in Welliver's preconstruction department, where she worked as an estimator, analyzed designs and cost estimates, as well as inspected and monitored project spec-



Mosier

ifications. She most recently worked as assistant project manager for a regional construction firm, where she specialized in the K-12 market sector and sharpened her construction-management skills. Mosier is a graduate of Alfred State College.

EDUCATION

Herkimer County Community College has appointed **SARA GEGLER**, of Mohawk, as administrative assistant to the dean of students and director of athletics. Gegler will provide administrative support and assistance to the offices of the dean of students/director of athletics and the director of campus safety. She has held the position of office assistant in the humanities/social sciences division at Herkimer College since 2020. Her prior experience includes patient access associate for Mosaic Health, secretary for Utica Pediatrics, and administrative office assistant for Bassett Healthcare Network. Gegler holds an associate of occupational studies degree in executive administrative specialist from the Utica School of Commerce.

FINANCIAL SERVICES

Three employees in the Baird Utica branch have recently received new titles. **SCOTT GEORGE** is now a managing director. George is a certified financial planner (CFP) Professional, and a chartered retirement plans specialist. He has been with Baird since 2005. **ZACK MAXWELL** has been named senior VP. Maxwell holds a bachelor's of business administration (BBA) degree in corporate finance, and is Series 7, 66, and 24 registered. He has been with the firm since 2013. **MELISSA MOTYL** is now an assistant VP. Motyl is a senior client specialist and is Series 7 and 66 registered. She has been with the firm since 2014. Baird's Private Wealth Management business encompasses more than 1,300 financial advisors serving clients from over 160 locations in 33 states and has client assets of more than \$255 billion as of June 30, 2021.



George



Maxwell



Motyl

HEALTH CARE

Community Memorial Hospital (CMH) has added **KAREEM HAMAD**, M.D., and **MATTHEW MCKAY**, M.D., to its hospitalist team. These providers care for patients

admitted to the hospital, collaborating amongst other departments during patient admissions, post-surgical care, and swing-bed patients. Dr. Hamad has been providing care to patients in Central New York since 2010. He brings experience in inpatient management, integrative medicine, wound care, minor surgeries, and rapid response/code management. Hamad studied medicine at the Alexandria University Faculty of Medicine in Alexandria, Egypt, where he received his bachelors of internal medicine and general surgery. After that, he studied general surgery and etymology at Trafford Hospital in Manchester, United Kingdom. He received his boards in family medicine in 2013 and fellowship of anti-aging and regenerative medicine in 2016. McKay comes to Community Memorial Hospital after an extensive career as a local physician. Graduating from St. George's University School of Medicine and completing his family medicine residency at Mountainside Hospital, McKay was a private practice primary care provider with a local group and has served as a hospitalist in a neighboring facility since 2018 as well. As an Oneida native, McKay has served as the president and VP of a medical staff group as well the chairperson of the Department of Internal Medicine.

Nascentia Health welcomed four new staff members to its Syracuse office. **JP FRIED** is a pediatric RN case manager who assesses, plans, and implements in-home care for pediatric and maternal patients. He previously was a charge nurse at Golisano Children's Hospital. He is a graduate of Morrisville State College's nursing program and is a registered nurse and certified pediatric specialty nurse. **RACHEL NEILSON** is a care manager in Nascentia's managed long-term care plan, collaborating with members to develop care plans that address their specific medical needs. She previously worked with Hospicare of Cortland and Tompkins Counties as a primary nurse/care manager. She is a graduate of Onondaga



Hamad



McKay



Fried



Neilson



White

CONTINUED ON PAGE 11 ►

BUSINESS CALENDAR:

Continued from page 8

at 9 a.m. Contact the Tioga Chamber for registration at www.tiogachamber.com, or call for information at (607) 687-2020, or email: info@tiogachamber.com

MAY 25

■ **Align People, Jobs and Business** interactive virtual program from 8:15-10 a.m. This CNY ATD program will discuss talent optimization, aligning people strategies with business strategies for

optimal business results. Cost is \$25 for CNY ATD members and \$40 for non-members. For more information, call (315) 546-2783 or email: info@cnyatd.org. Register at: https://cnyatd.org/upcoming_program2

JUNE 8

■ **CNY ATD Orientation** from 12-1 p.m. Learn about CNY ATD and its activities in this complimentary virtual activity. For more information, call (315) 546-2783 or email:

info@cnyatd.org. Register at: <https://cnyatd.org/orientation>

JUNE 13

■ **GOFCC 2022 Golf Social** from 10 a.m.-5 p.m. at Oswego Country Club. The four-person captain and crew tournament, presented by Novelis, brings together business and community members for a relaxing day of golf and fun. Registration at 9:15 a.m. and shotgun start at 10 a.m. GOFCC and CenterState CEO member cost: \$140 person; \$550 per foursome; non-member cost: \$165 person; \$650 per foursome. For more

information and to register, visit: <https://centerstateceo.force.com/CEOEngage/s/lt-event?id=a2z1R000002bUi9QAE>

JUNE 16

■ **CNY ATD Coffee Chat – DeWitt** from 8:30-9:30 a.m. at Panera, 3409 Erie Blvd E. in DeWitt. CNY ATD hosts informal meetups for talent-development professionals to socialize, share stories/experiences, discuss issues, explore challenges, and learn from each other. No charge to attend. For more information, call (315) 546-2783 or email: info@cnyatd.org. Register at: https://cnyatd.org/coffee_chat.

PEOPLE ON THE MOVE NEWS

Community College and is a registered nurse. **LESLEY WHITE** joined the team as an LPN clinical coordinator, scheduling nursing visits for home-care patients. She has experience as a nurse with Crouse Medical Practice. White is a graduate of OCM BOCES and is completing a degree with Onondaga Community College to become a registered nurse. **LAUREN HEALY** is a care coordinator supervisor, helping oversee the team that coordinates care for members. She previously worked for Pass & Seymour in customer support. She has a bachelor's degree in health-care management from Western Governor's University.



Healy

LAUREN SISTO has been named the new clinical educator at Finger Lakes Health. Sisto will be responsible for working with nursing leadership to create an environment that supports the delivery of safe, high quality compassionate care for patients and families. She will conduct periodic educational needs assessments and coordinate education and professional development programs. This includes planning, implementation, delivery, and evaluation of competency validation, continuing education, professional development, and leadership development. Prior to her new role, Sisto was an ICU nurse at Geneva General Hospital. She was also previously a burn ICU nurse and medical surgical nurse at Upstate University Hospital in Syracuse. In addition to her position at Geneva General Hospital, Sisto is an adjunct clinical instructor at Finger Lakes Community College in Canandaigua. Sisto earned her bachelor's degree in nursing from SUNY Delhi. She received her associate degree in nursing from Cayuga Community College in Auburn. She will be graduating in December with her master's in nursing education from SUNY Delhi. **TYLER KELLY** is the new housekeeping manager at Finger Lakes Health. In this position, he oversees housekeeping operations across all of the health system's campuses and facilities. Most recently, Kelly was the operations manager for Crothall Healthcare at Montefiore St. Luke's Cornwall Hospital in Newburgh. There, he oversaw the environmental-service team and its duties on a daily basis. Kelly is proficient in the proper usage of Surfactive's UVC Helios disinfection system and trained staff to operate Surfactive's system in a safe and appropriate manner. He was a part of a patient-experience action team where the cleanliness score rose from below national average, to exceeding the median. Kelly earned an associate degree in criminal justice from Hudson Valley Community College in Troy.



Sisto



Kelly

HOUSING

Christopher Community, Inc. has announced the appointment of four new staff positions at its Syracuse corporate offices. **CHRIS QUINN** joins Christopher Community as senior development project manager after running his own real-estate brokerage



Quinn

and investment firm based in Boston for several years. Quinn is a graduate of Fayetteville-Manlius High School and the Wharton School of Business at the University of Pennsylvania. **JENNA MCCLAVE** joins Christopher Community as development project manager, after a decades-long history of working for local nonprofit organizations. Most recently, McClave worked for Home Headquarters, Inc., where she started as senior lending administrator before moving into its Home Ownership Department to run the pre-purchase home buyer education program. McClave is a HUD-certified housing counselor and spent the last three years as manager of the Syracuse Financial Empowerment Center, leading a team of counselors to assist more than 1,000 CNY residents to achieve many outcomes, most notably reducing their debt by more than \$2.6 million. **TONY GALLEGOS** has been appointed controller at Christopher Community, after working previously as an accounting manager at the Arizona Humane Society, a nonprofit based in Tempe, Arizona. Gallegos, who just recently moved to Phoenix, New York with his wife and son, has a bachelor's degree in accountancy from Northern Arizona University, with a certificate in entrepreneurship. **SHANE STEPIEN** has joined as marketing & communications director, where he will oversee and manage the organization's branding, public relations, and marketing initiatives. Stepien, who resides in Minetto, is also president of Step One Creative, an advertising and PR firm that he founded in 1996, and continues to operate alongside his position at Christopher Community. A graduate of St. John Fisher College in Rochester, Stepien holds a bachelor's degree in communications/journalism.



McClave



Gallegos



Stepien

LEADERSHIP & MANAGEMENT CONSULTANTS

Leadership coach **JEREMIAH POULSEN** recently joined Emergent, a leadership, team, and organizational development firm based in downtown Syracuse. "From my earliest years of athletics and workforce experience, I've loved teamwork and leadership development," Poulsen said. "I believe that local community leaders have the opportunity to change the world — with training, support and coaching, nothing stops them. I am honored to support and walk alongside so many talented and enthusiastic people in that pursuit."



Poulsen

NONPROFITS

The YMCA of Central New York announced it has recently transformed the face of its leadership by adding new roles to create more capacity to serve and provide greater diversity amongst leadership at all levels. Here are a few of the



Royce

new members of its senior leadership team. **JOSH ROYCE** is the nonprofit's new chief operating officer. He is a New Hampshire native and comes from the Central Connecticut Coast YMCA, where he served as their district executive director, leading several YMCA sites (including branches, an outdoor center and men's residences). He is responsible for senior operations leadership of branches/program sites, member-service delivery, program implementation, and supervises its VPs of operations. **MARIELLA CANADY-TOWNS** is the YMCA of Central New York's new chief philanthropy officer. She is a Los Angeles native but has worked for the Gateway YMCA in St. Louis and for Allegro Senior Living as senior marketing manager. She leads organizational strategy regarding all fundraising efforts (annual campaign, capital, planned giving, and sponsorships) for its association. With 18 years in the development and marketing industry, holding various senior leadership roles, she also sat on several boards. **HEATHER WORTHY WILSON** is the YMCA's new senior VP of membership and health innovation. She is recognized nationally as a resident expert and leading voice on community health and health-equity matters. She leads its strategic efforts to grow its membership base, cultivate and steward its relationships with healthy living partners (including hospitals, medical providers, and health insurance companies) and ensuring alignment with its broader membership and healthy living strategies. Worthy Wilson has worked for the Y in Central Maryland, most recently in the capacity of VP, operations & health strategy and brings 10-plus years of Y experience to the table. **PENNY SNELL** was selected to serve as the organization's VP of program development & growth. She leads organizational strategy (including quality assurance and strategic partnerships) for all youth development and social responsibility program areas. She most recently worked for the YMCA of Buffalo Niagara as VP - youth development & growth and brings 20-plus years of YMCA experience. **TONY WILLIAMS** is the YMCA of Central New York's new associate VP of facilities & capital planning and leads organizational strategy for facility maintenance, capital planning, and association-wide maintenance/facilities vendor management. He previously worked for Onondaga County, where he led facilities management for 11 county library locations. Additionally, the YMCA added leadership roles to its branch operations level to assist with support of its neighborhood branches as its facilities grow and continue to rebound from the effects of the COVID-19 pandemic. The new additions include **WALTER GACETA** and **JEFF EYSAMAN**, associate executive directors at the Downtown Syracuse YMCA; **DAVID SARGALSKI**, associate executive director at the Northwest Family YMCA; and **JESSE KANAPLE**, associate executive director at the North Area Family YMCA.



Canady-Towns



Worthy Wilson



Snell



Williams

TECHNOLOGY

ICS recently announced the following first-quarter hires. **BRUCE WHITE** has joined as technical accounts manager in Ithaca. He has a professional background in management and sales that gives him a unique approach to conflict resolution and business growth. White's position is all about the acquisition and maintenance of customers that builds a long-lasting positive relationship with the firm's clients. He is also the representative of the agreement that was signed by both parties to make sure that both sides are living up to the agreement. **DANIEL FIRTH** has come aboard as security analyst II - Integer, working remotely. Firth has a degree in applied mathematics and previously worked for another managed-service provider on the network-operations side of things. His responsibilities include working with clients to ensure they have the proper data/procedures in place as it relates to cyber compliance and gap-analysis. **JOHN MCVEY** has joined as level II remote operations technician in Syracuse. His role and responsibilities include utilizing the ticketing system to track and resolve IT-related issues for tier II concerns. Born in North Carolina but raised in Central New York, he has over eight years of experience working within the IT field. He also spent more than 16 years in the military. McVey has an associate degree in information technology from SUNY Empire State College. **VALERIE VANDEMARK** has joined ICS as a finance specialist in the Endicott office. Her job duties and responsibilities include collections, daily deposits, CSP (ownership), Datto (ownership), Audits for Datto, SaaS protection, CSP, Liongard, DUO, Domains/SSLs, Antivirus, Auvik, invoicing monthly agreements for domains and SSLs, and Azure. VanDeMark Worked at the New York State Department of Motor Vehicles for 15 years. She also worked for car dealerships, in positions ranging from receptionist to office manager, for 20 years. **ROBERT BRZOSTEK** has come aboard as technical account manager in Syracuse. His job duties and responsibilities include working closely with an assigned customer base to ensure all of their IT needs are met. He previously worked as a customer-success manager at a Cisco Gold Partner service provider for close to nine years. Brzostek spent the last three years, working one year in the utilities industry and two years in the medical-device industry as a support technician. **TAD CLINE** has joined ICS as finance controller in Endicott. He is responsible for the firm's overall finance, procurement, administrative functions and the day-to-day management of those departments. He is a Vestal native and a graduate of both SUNY Broome and Binghamton University. After obtaining his state CPA license, Cline went into private practice and before joining ICS, was most recently the controller for National Pipe and Plastics for nearly seven years. ICS also added the following new employees — **COREY CHEEVER** as systems administrator II in the Endicott office and remotely; and **CARSON BALCOM** as phone support I in Syracuse and remotely. ■

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SPECIAL REPORT:

NY FORWARD



Owner Bill Michaels stands in front of Fly Creek Cider Mill's historic water-powered cider press on the second floor of the mill.

TRACI DELORE/CNYBJ

Fly Creek Cider Mill moves forward out of pandemic

Has new offerings and
a new outlook

BY TRACI DELORE
tdelore@cnybj.com

FLY CREEK — “Apples and cider, apples and cider, apples and cider.” If you just sang that jingle in your head, you’ve probably visited the Fly Creek Cider Mill & Orchard just outside of Cooperstown.

The mill, located at 288 Goose St. in Fly Creek, opened for the season on April 29 after a rocky time during the COVID-19 pandemic that saw the mill owner close, liquidate inventory, and put the business up for sale.

Owner H. William Michaels — just call him Bill — kept the cider mill open through 2020 as the pandemic ramped up. However, in January 2021, much to the dismay for more than 2,000 fans who “disliked” the post on Facebook, he announced the mill would close on Jan. 31. More than 1,200 people commented on the post how saddened they were by the news and nearly 5,000 people shared it.

By May 2021, the business was listed for sale at \$1.9 million, and Michaels figured his cider-making days were over. But he kept hearing over and over how much the business that he grew up in — Michaels purchased the business from his parents — meant to people.

With some help from Farm Credit East in restructuring the business’s debt, Michaels was able to pivot, streamline the

business into a slightly leaner version, and reopened the doors on Aug. 14, 2021, just in time for the mill’s busiest months of September and October.

“Sometimes you have to recognize your strengths and weaknesses, and not be everything to everyone,” Michaels says of his leaner operation.

So what does this “new” version of the Fly Creek Cider Mill look like? Fortunately, for its many fans, it looks a lot like the version they have known and loved for years. It still sells cider pressed on site; cider donuts; mill-made fudge; an array of sauces, dips, marinades, and other co-packaged items sold under the Fly Creek brand; other baked goods such as cookies and pies; mill-aged cheese purchased from McCadam; farm winery products; and many gift items.

However, there have been a few changes.

One of the first changes customers might notice is that the mill’s line of wines and hard ciders, including the tasting station, are no longer located on the first floor.

All of the orchard’s winery products are now located on the second floor in former gift shop space. And some of that space is now home to a tasting room complete with tables and chairs where customers can now purchase a flight of four different products to sample.

The \$20,000 project, funded in cash, is designed to create more of an experience for customers, where they can really taste products before deciding what to purchase, Michaels says. As a New York State

farm winery, the mill can operate a tasting room selling its own farm wine products along with any New York farm brewery, winery, and distillery products.

Michaels says he plans to add some “grab and go” assortments of cheese and crackers after Memorial Day and can add additional seating as the demand grows.

Outside, Michaels is moving forward this year with plans to expand the boardwalk along the millpond and add a pavilion to showcase some older mill equipment. The boardwalk addition will include two wheelchair ramps, making it easy for everyone to enjoy the boardwalk and the feed the waterfowl in the pond.

Another change is that the business no longer operates an e-commerce side. While the mill was an early adopter of e-commerce, Michaels says, it never really took off and only comprised 1 percent of the mill’s total sales. Much of the issue stemmed from the cost of packing glass jars of mill goodies like salsa and barbecue sauce for safe shipping.

In the Amazon Prime market, Michaels says, “it’s very hard to compete with free. People aren’t willing to pay the price of shipping.”

The other major change Michaels implemented when he reopened in 2021 was to take the business back to a seasonal one. For five years prior, Michaels kept the mill open year-round, but found that customers treated it like a seasonal business. Sales couldn’t match the cost of keeping the business open all year long. The mill now closes after the holidays

before reopening in the spring.

For this season, Michaels is still looking for employees to bring him up to his full staffing level of 35 people. He utilizes the federal H-2B visa program, and this year was able to have 10 visa employees. The program allows employers to temporarily hire nonimmigrants for nonagricultural labor for temporary jobs such as the seasonal positions at the mill. Fly Creek houses the employees, who come from Jamaica in the mill’s case, and employs them until November, which gets the mill through its busy season.

“It’s costly, but helps offset the full-time needs,” Michaels says. Like many other businesses, he is struggling to find workers to fill vacancies. Currently, he is looking to hire a maintenance and lawn-care employee along with someone for the production team, office staff, two people for the snack barn, and three people for the mill’s retail side. He is advertising to fill those vacancies.

A year after listing the business for sale, the future is looking much different for Michaels and the Fly Creek Cider Mill & Orchard (www.flycreekcidermill.com).

“We’re starting to get motorcoach groups back,” he says. Both the Cooperstown Dreams Park and the Cooperstown All-Star Village are gearing up for their seasons that will bring in close to 200 visiting baseball teams to the area. And the mill’s jingle is happily playing once again: “Apples and cider, apples and cider, apples and cider at the Fly Creek Cider Mill!” ■

Greek Peak looks ahead to next ski season

Pursuing more than \$1M in capital improvements

BY ERIC REINHARDT
ereinhardt@cnybj.com

VIRGIL — A \$700,000 snow-making upgrade and new trail project, along with replacing and upgrading chair 3 in a \$600,000 project are in the works at Greek Peak Mountain Resort.

The ski resort in Virgil in Cortland County is focused on completing those projects ahead of the next ski season.

In total, crews plan to install more than 9,000 feet of new water pipe and 5,000 feet of new air line ahead of the next ski season. They'll also set up new snow-making lines on three trails that include Hercules, Zephyr, and Lower Pollux, per the Greek Peak announcement.

The project also involves the installation of a new midway pumphouse that will have two new pumps bringing total water output from 750 gallons per minute up to 2,000 gallons per minute in that area of the mountain. Similarly, two new pumps will be installed at the east mountain pumphouse, which will double water output from 900 gallons to 1,800 gallons per minute to run new, high-efficiency snow guns.

Wes Kryger, president of Greek Peak Mountain Resort, lauded the upgrades as a "continued commitment by ownership to add to the exceptional ski experience Greek Peak offers its guests each year."

"Investments like these are significant and they're part of what has made Greek Peak a regional skiing destination for so many years," Kryger contended. "Our focus continues to be on the mountain, the resort amenities, and the overall guest experience."

In addition to the snow-making upgrades, Greek Peak is also designing a new family-style ski trail between chair 4 and chair 5 for the next ski season.

The trail — nearly 2,000 feet long with 300 feet of vertical — will feature high-berm turns with rollers and beginner glades on the side.

The project will bring Greek Peak's ski-trail total to 56 this coming season, the venue noted.

Chair 3 upgrade

Chair 3 currently serves the Alpha slope of the mountain and will be upgraded to a triple-chair to better serve the growing number of new skiers coming to the resort, Greek Peak said.

"If there was anything positive that came from the pandemic, it's the number of new skiers who came outside and took the slopes to learn how to ski at Greek

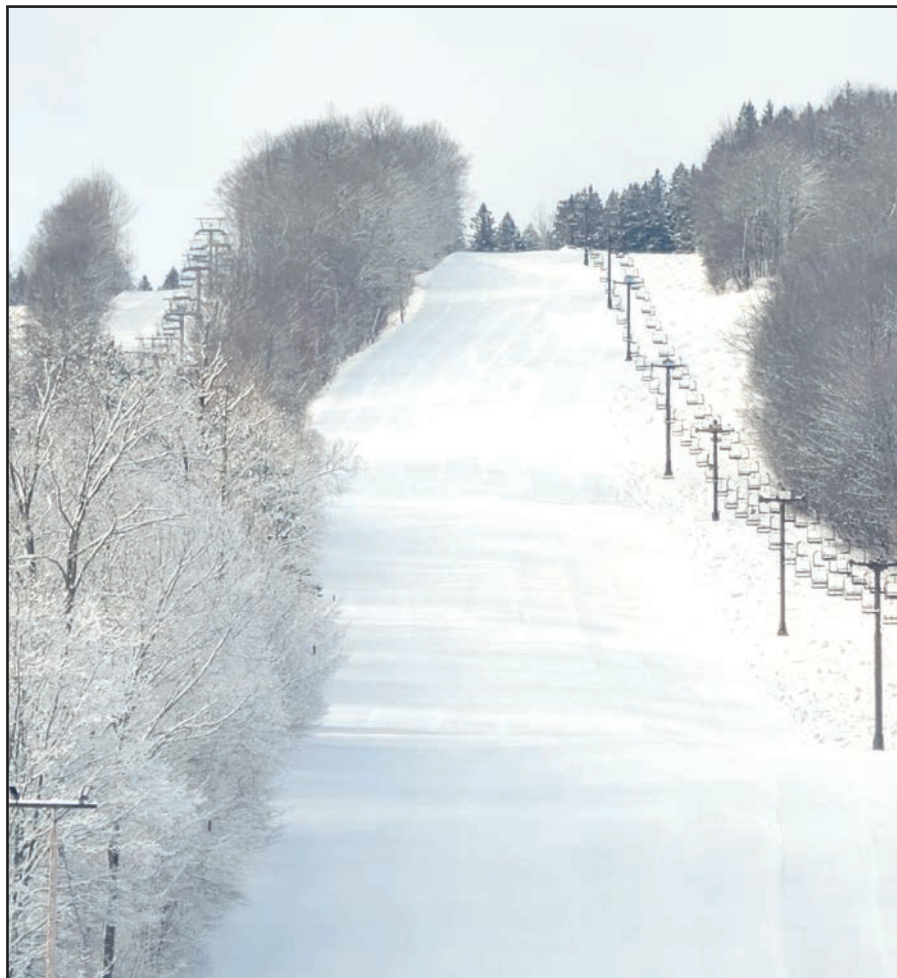


PHOTO CREDIT: GREEK PEAK MOUNTAIN RESORT

Greek Peak Mountain Resort in Virgil in Cortland County says it has started a \$700,000 project to upgrade its snow-making technology and to design a new trail. It's also replacing and upgrading chair 3 in a \$600,000 project for next ski season.

Peak," Kryger said. "The replacement of Chair 3 enables us to serve more new and beginner-level skiers on Alpha and speaks volumes to our commitment to making

Greek Peak a lifelong, family destination."

The chair 3 upgrade project will top \$600,000 and should be ready to go for next ski season. ■

Onondaga County searching for successor to health commissioner Dr. Gupta

BY ERIC REINHARDT
ereinhardt@cnybj.com

SYRACUSE — Onondaga County has started a search for a new health commissioner after Dr. Indu Gupta, who has held the position since late 2014, announced plans to step down this summer.

Dr. Gupta's last day in county government will be July 1, per a May 4 county announcement.

She helped guide the county through the coronavirus pandemic, occasionally joining Onondaga County Executive Ryan McMahon during his COVID-19 briefings to address pertinent medical matters related to the ongoing health crisis.

"It's sweet because there's nobody who has earned the right to start that next chapter of their life more than Indu Gupta," Onondaga County Executive Ryan McMahon said in a mid-afternoon press conference that day about Gupta's pending departure. "Dr. Gupta, from the beginning of the pandemic, was meeting with me, my deputy commissioner, my commissioner of emergency management regularly throughout every day. We worked countless hours together. We dealt with things that most people who will ever live in these roles will never deal with. It's been a long pandemic and I'm

happy for Dr. Gupta and whatever comes next for the next chapter of her life."

McMahon also noted that Gupta didn't join him on May 4 to speak with the media because it's an "emotional day" for Gupta, having informed her senior staff of the decision earlier in the day.

"She has put her heart and soul into this position," he added, noting that she'll share public comments in the near future. As of press time on May 12, Gupta had yet to comment publicly on her decision to step down.

For the last seven and a half years, Dr. Gupta has led the Onondaga Health Department through "several public health crises" and secured the department's first accreditation from the National Public Health Accreditation Board, per Onondaga County's announcement.

"Onondaga County has been incredibly lucky to have had the leadership and guidance of Dr. Gupta for the last seven and a half years," McMahon said. "She has served as a trusted advisor, especially during the COVID-19 pandemic, and I am eternally grateful for her service."

McMahon went on to say that Dr. Gupta has "admirably led" one of the biggest departments in county government and "leaves big shoes to fill," but McMahon says he knows the county will always



ERIC REINHARDT / CNYBJ FILE PHOTO

Dr. Indu Gupta, Onondaga County Health Commissioner, will leave the job on July 1, Onondaga County announced May 4. County officials have started a search for the next health commissioner.

be able to rely on her for her advice and counsel.

Onondaga County says Dr. Gupta's accomplishments includes two brand new public-health programs to address the opioid crisis and a tri-county tobacco-prevention program, along with securing recurring funding for the programs.

Dr. Gupta made "every decision with a focus on the overall mission of the Health Department which is to improve and protect the health of our community in collaboration with community partners to address and improve the physical, social and emotional wellbeing of the community," per the Onondaga County statement.

Along the way, Dr. Gupta also became president of the New York State Association of County Health Officials (NYSACHO). Under her leadership, NYSACHO secured increased reimbursement for Article 6 public-health programs in the state budget "which will result in savings of local dollars."

"In partnership and collaboration with our many partners in the health field, we will begin a nationwide search to find our next health commissioner. Dr. Gupta leaves an incredibly strong and robust health department and I am forever thankful for her service and commitment to our community," McMahon said. ■



A rendering shows what the completed Wynn Hospital will look like. The 10-story building will feature 373 patient rooms, a 62-room emergency department, and 14 operating rooms. The Mohawk Valley Health System expects to start treating patients in the building in October 2023.



The Community Foundation of Herkimer and Oneida Counties heads into the Wynn Hospital earlier this spring. The \$611 million Mohawk Valley Health System project is about 65 percent complete and on track for its August 2023 completion date.

Progress continues on Wynn Hospital project in Utica

BY TRACI DELORE
tdelore@cnybj.com

UTICA — The downtown Utica skyline has a new look these days as work continues on the Mohawk Valley Health System's (MVHS) new Wynn Hospital.

The project, slated for August 2023 completion, is about 65 percent finished right now, says Robert Scholefield, executive VP of facilities and real estate for MVHS.

"There is drywall and paint going up on the first two floors," he notes. "We don't anticipate not meeting the August 2023 deadline."

When completed, the 10-story hospital, encompassing 72,000 square feet, will include 373 patient rooms, a 62-room emergency department that can handle 95,000 visits a year, 14 operating rooms, two cardiac catheterization labs — just to name a few features.

MVHS and Seattle, Washington-based architecture firm NBBJ engaged 400 employees during the design process, Scholefield says. The focus was on both patient and staff flow. The goal was to make the process both efficient for hospital staff and quiet for patients.

"I think the end result is going to prove

we accomplished all that," he adds.

The hospital-construction project has not been severely impacted by the pandemic-induced supply-chain issues, he says, as the majority of supplies and materials were preordered before COVID.

"The other supply issue has been labor," Scholefield says. The project in April crossed the 1 million hours of labor mark, but it has been challenging at times to find enough workers.

"There are a number of projects going up in New York right now," Scholefield says. "That has greatly diminished the supply of labor."

Once complete, patients will move to the new Wynn Hospital in October 2023, leaving both the St. Elizabeth Medical Center campus in Utica and the St. Luke's Hospital campus in New Hartford empty. While the St. Luke's site was at one point considered for the new hospital, the plan now is to sell both campuses, Scholefield says. MVHS resent its request for proposals for those campuses last month after the initial RFPs were derailed by the pandemic.

MVHS will retain the Faxton building in Utica "That will remain in the system as an outpatient facility," Scholefield notes.

All services provided at the two main

campuses will relocate to the Wynn Hospital, and that will result in savings on utility costs as well as on duplication of staffing. MVHS estimates it will save \$15 million annually in operating efficiencies.

The new hospital will also create some growth as well. MVHS has received numerous inquiries from medical colleges about establishing residency programs. MVHS currently has one family medicine residency with 30 physician residents.

Under a new agreement with Lake Erie College of Osteopathic Medicine in Erie, Pennsylvania, that number will grow to more than 200 physician learners, Scholefield says.

"Being a teaching facility helps attract other staff," he adds.

The Genesis Group had the opportunity to tour the first three floors of the facility in March, says Raymond J. Durso, Jr., Genesis president and CEO.

"An absolutely phenomenal experience," he says. "How lucky are we in the Mohawk Valley region to be getting this state-of-the-art facility?"

Calling it an anchor project, Durso notes the project has spurred the start of other development in the area, such as the nearby Nexus Center indoor-sports complex.

"We've been waiting a long time for all

this positive development," Durso says. "It's an exciting time."

Gilbane Building Company — a Providence, Rhode Island-based firm with upstate New York offices in Albany and Rochester — is the project's construction manager. Hammes Company, a Milwaukee, Wisconsin-based health-care consulting firm, serves as the project-management company hired to facilitate the project. Hammes is offering advisory services and program management.

MVHS, formed in 2014, is an affiliation between St. Elizabeth Medical Center and Faxton St. Luke's Healthcare that also includes MVHS Rehabilitation and Nursing Center, Visiting Nurse Association of Utica and Oneida County, and Senior Network Health.

MVHS received a \$300 million grant from the New York State Department of Health and a \$50 million donation from casino magnate Steve Wynn's family foundation for the \$611 million project. MVHS also secured \$180 million in financing through Barclays, a multinational investment bank and financial-services company.

The 25-acre campus will also include an 80,000-square-foot central utility facility and a parking garage. Oneida County is building the \$40.5 million, 1,550-space garage with 1,150 spaces allotted for hospital needs.

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SBA's upstate office seeks T.H.R.I.V.E. business training participants

BY ERIC REINHARDT
ereinhardt@cnybj.com

SYRACUSE — Entrepreneurs interested in participating in the U.S. Small Business Administration's (SBA) T.H.R.I.V.E. business training have until the end of the month of May to submit an application to the SBA Upstate New York District Office.

T.H.R.I.V.E. — which is short for Train, Hope, Rise, Innovate, Venture, Elevate — is a free national training program for small-business leaders, formerly known as Emerging Leaders.

The SBA is currently recruiting small-business applicants who have been in business for at least three years, have annual revenues of at least \$250,000, have at least one employee other than the owner, and who can commit to participating in the six-month program from July 5 to Dec. 16.

Those interested can learn more about eligibility, how to apply, program format, and locations by visiting www.sbatrive.com.

com.

"T.H.R.I.V.E. is a unique SBA program that can be instrumental for entrepreneurs aiming to grow or expand their small businesses. Throughout the course, participants will receive core business knowledge, work directly with a business coach, meet with peers and develop a three-year Strategic Growth Plan," Bernard J. Paprocki, director of the SBA upstate New York district office, said in a release. "We will select 20 participants for the Upstate New York cohort, and I strongly encourage small-business owners who are ready for growth to consider applying for this opportunity by the May 31 deadline."

The SBA's T.H.R.I.V.E. Emerging Leaders Reimagined provides complimentary entrepreneurship education and training for executives of high-performing small businesses. Over six months, the intensive executive entrepreneurship training series includes in-person coaching and virtual, self-paced instruction, the



ERIC REINHARDT / CNYBJ FILE PHOTO

Bernard J. Paprocki, director of the SBA Upstate New York District office, is seen here speaking at the March 2019 event that started the recruitment period for the SBA's Emerging Leaders program. That program is now called T.H.R.I.V.E. Emerging Leaders Reimagined, and the recruitment for it started on May 2 and continues through the end of May, the SBA said.

agency said.

The hybrid program allows participants to work with a network of experienced subject-matter experts in core business topics like accounting, business strategy, marketing, and human resources customized for the unique needs of small-business owners.

"T.H.R.I.V.E. Emerging Leaders

Reimagined initiative will provide up-and-coming small business leaders with tools, knowledge, and access to the best and the brightest minds in economic development to help them accelerate their growth and help them become competitive in an increasingly global economy," Isabella Casillas Guzman, administrator of the U.S. Small Business Administration, said. ■



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- Downtown Awards of Excellence: Honoring champions who have been actively involved in making good things happen or have made a positive impact on the downtown environment.

Tickets: \$50 for individual seats and \$400 for a reserved table of eight.
To purchase tickets go to www.DowntownSyracuse.com

Broadwell starts new role as Cayuga Strategic Solutions CEO

BY ERIC REINHARDT
ereinhardt@cnybj.com

AUBURN — After serving as executive director of the Fulton Community Development Agency, Bradly Broadwell has started his new position as CEO of Cayuga Strategic Solutions (CSS).

CSS is a joint venture of the Cayuga County Chamber of Commerce and the Cayuga Economic Development Agency (CEDA).

Broadwell began his new duties on April 27, Devon Roblee, marketing manager at CEDA, tells CNYBJ in an email.

He succeeds Tracy Verrier, who announced last August she was leaving the organization for a new job, Roblee adds.

Broadwell brings to Cayuga Strategic Solutions more than 30 years of economic-development experience at the local, state, and federal levels, CSS said. He has roots in Cayuga County and has managed federal and state labor programs in the county.

His previous experience includes economic-development leadership or consulting work in North Carolina, Maryland, and Vermont. He's also worked in the federal government at

the U.S. Department of Commerce and overseas in Tokyo, Hong Kong, and Mongolia, per the CSS announcement.

"There are many people that are concerned about the uncertainty in our economy," Broadwell said. "Families are struggling, companies are looking for a reliable, committed workforce, markets have fallen, financing has become harder to find, and inflation continues to have a dramatic influence on our daily decisions. I am pleased to have come on board and see this as an opportunity to work with outstanding

professionals to find opportunity in the economic struggle. Cayuga Strategic Solutions will continue to look for new ways and solutions to current issues to stabilize and grow

Cayuga County's current workforce of 27,478 people working across 1,696 businesses."

Broadwell has a bachelor's degree from the University of Massachusetts and is a certified practitioner through the Smart Cities Academy.

Broadwell and his family have been a part of Northern Cayuga County for more than 50 years, CSS said. He volunteers as a member of the NOAA Lake Ontario National Marine Sanctuary Advisory Council and the Town of Sterling and Village of Fair Haven waterfront advisory committee. ■

"There are many people that are concerned about the uncertainty in our economy," Broadwell said.



Broadwell

Syracuse, CenterState CEO to help small firms train workers for digital industry

Using \$500K Microsoft grant for the effort

BY ERIC REINHARDT
ereinhardt@cnybj.com

SYRACUSE — The City of Syracuse and CenterState CEO will use a \$500,000 grant help target digital literacy and support entrepreneurship, small businesses, and workforce training for digital industries.

Microsoft Philanthropies awarded the \$500,000 Skills for Jobs and Livelihoods grant, CenterState CEO said.

A team representing Microsoft recently met with Syracuse Mayor Ben Walsh, and partners from CenterState CEO to discuss how community impact will be driven through the grant.

The Microsoft officials included Naria Santa Lucia, general manager of digital inclusion and U.S. community engagement at Microsoft Philanthropies. Santa Lucia participated in a panel discussion during CenterState CEO's annual meeting on April 26. The group conversation focused on digital transformation, workforce inclusion, and the impact of community investment and collaboration.

"Microsoft Philanthropies is making another major investment in the Syracuse Surge," Syracuse Mayor Ben Walsh said. "This is public-private collaboration at its very best. With this grant funding, the City of Syracuse and its Syracuse Surge collaborators will give more city residents the skills and abilities they need to build

successful careers in the New Economy. I am deeply grateful to Microsoft for its early and consistent commitment to the Syracuse Surge and to the people of the City of Syracuse."

CenterState CEO will partner with the City of Syracuse — under the Syracuse Surge initiative — to foster digital equity by enabling residents to increase their digital skills and better navigate online services; gain access to career pathways in software-related fields; and launch and grow companies.

The grant will pay for programs that will focus on members of low-income neighborhoods and communities of color, as well as women.

"By expanding access to digital skills, supporting small businesses, and accelerating the startup ecosystem, we are expanding opportunity," Santa Lucia said. "We are excited to work with the Syracuse community to drive digital literacy and workforce training programs needed for in-demand jobs."

The Syracuse Surge is the plan "to make Syracuse a world leader in the Fourth Industrial Revolution" and "jump-start investment to create economic growth, shared prosperity and neighborhood transformation," Walsh said in outlining the Syracuse Surge initiative during his 2019 State of the City address.

In those remarks, Walsh described the "Fourth Industrial Revolution" as that which "depends on connectivity — to one another, to jobs, to the internet, devices and data."



PHOTO CREDIT: ZOEYADVERTISING.COM

CenterState CEO recently announced that Microsoft Philanthropies has awarded the City of Syracuse and CenterState CEO a \$500,000 grant to target digital literacy and support entrepreneurship, small businesses, and workforce training for digital industries.

Grant-targeted programs

The Microsoft grant will target three areas of programming, CenterState CEO said.

They included digital-literacy programming that involves implementing solutions "through digital equity and inclusion programming" for Syracuse city residents that address "key community needs."

The funding will also target entrepreneurship and small-business development to advance programs, including the

"Surge Accelerator" and "Surge for Small Business," led by CenterState CEO and aligned with the city's Syracuse Surge strategy.

In addition, the funding will pay for "New Economy (Tech) Workforce Training" with the development of programs in coding, software, and digital customer service.

These investments will also continue work funded by JP Morgan Chase AdvancingCities and the American Rescue Plan Act, CenterState CEO said. ■

United Way of CNY board elects Ingram chair

Also names other officers and nine new board members

BY JOURNAL STAFF
news@cnybj.com

SYRACUSE — Evelyn Ingram, director of community engagement at Wegmans Food Markets, was recently elected chairperson of the board of directors of United Way of Central New York. She had served as board vice chair for the last two years.



Ingram

Kerry Tarolli, a partner at King + King Architects, has been elected the new vice chair of the board, according to a United Way of CNY news release.

Stephanie A. Crockett, president and COO of Mower, had been board chair and will remain an officer, as immediate past chair.

The other two board officers for United Way of CNY are treasurer: Martha

Winslow, director of government accounting & compliance at Saab, Inc.; and secretary: James D. Freyer, Jr., CEO of Haylor, Freyer & Coon, Inc.

The United Way of Central New York also announced the election of the following eight new board members: Bj Adigun, director of safety net community partnerships & market engagement at Excellus BlueCrossBlueShield; Katherine Beissner, dean, College of Health Professions at Upstate Medical University; Andrew Derrenbacker, senior portfolio manager & financial advisor at J.W. Burns & Co. Investment Counsel; Jennifer Ingerson, VP of housing at Loretto; Joseph Serbun, president of retail banking at Community Bank, N.A.; Jeremy Thurston, president of Hayner Hoyt; Kristin Walker, program manager at Lockheed Martin; and Keri Sweet Zavaglia, senior VP & U.S. general counsel at National Grid. The board also added an honorary board member — Karinda Shanes, executive director at Hillside Work-Scholarship Connection

The board members serve a three-year term, while officers are approved annually, per the release. ■



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Buffalo private-equity firm acquires ICM Controls

BY ERIC REINHARDT
ereinhardt@cnybj.com

CICERO — ICM Controls, Inc. of Cicero and its affiliates are now under the ownership of Lorraine Capital, LLC, a Buffalo-based private-equity firm.

ICM Controls is a manufacturer of electronic control products. ICM, which has about 300 employees, is based in Cicero at 7313 William Barry Blvd., off East Taft Road.

Lorraine Capital acquired ICM in

partnership with Ironwood Capital, LLC, an Avon, Connecticut-based subordinated debt fund. Lorraine didn't disclose any financial

terms of its acquisition agreement with ICM in its May 4 announcement.

William Maggio, one of Lorraine's partners, told *The Buffalo News* that it was the largest deal in the firm's nine-year history.

Joseph Bonacci, CEO of ICM, said



the firm is "excited" about its future and partnership with Lorraine, per the Lorraine announcement.

"We are of course grateful to the Kadah family for ensuring that ICM and its employees remain in Syracuse while also transitioning the company to a partner that will provide the resources needed for us to reach our potential," Bonacci said. "Today is an excit-

ing day in ICM's history and the future is very bright. Our customers, our suppliers, our employees, everyone will see the best of ICM in the coming years."

ICM Controls is the "perfect company" for Lorraine, Justin Reich, managing partner at Lorraine, contended. "ICM is a vertically integrated controls manufacturer with amazing capabilities. Most importantly, it has strong leadership and great people. We look forward to working alongside the ICM team to ensure that its future builds upon its bright past," he said.

New York Business Plan Competition Winners for 2022

BY JOURNAL STAFF
news@cnybj.com

NEW PALTZ — The Upstate Capital Association of New York recently announced the list of winners for its 2022 New York Business Plan Competition (NYBPC).

The association named the 2022 Grand Prize winner, along with special prize winners at Venture NY, which it says is its "marquee early-stage event."

The NYBPC Grand Prize Winner is Photonect from the University of Rochester. Photonect provides fiber-to-chip attachment solutions for companies like CISCO with proprietary technology. The team won \$15,000 in cash, as well as mentorship and connections from industry leaders throughout the Upstate Capital Association's ecosystem of innovators.

The Upstate Capital Association of New York says it has been leading the statewide intercollegiate entrepreneurship competition for the past five years to support New York's next generation of entrepreneurs and business leaders. The NYBPC has three goals: to develop entrepreneurial mindsets and skills, to build personal networks connecting students to organizations in New York, and to launch new ventures. The program started in 2010 and has served more than 6,000 students and helped launch hundreds of ventures.

The NYBPC is supported by more than 100 people and organizations with personal donations and corporate sponsorships, including NYSTAR, the SUNY Research Foundation, NY Ventures, and the Techstars Foundation.

2022 New York Business Plan Competition Results:

Grand Prize Winner: Photonect, University of Rochester

Founders: Juniyali Nauriyal and Sushant Kumar

First Place Track Winners:

Health & Wellbeing: BioSpire, University of Rochester

Food & Agtech: Happy Loose Leaf Tea, Syracuse University

Safety, Power & Mobility: KLAU Industries, Binghamton University

SEE WINNERS, PAGE 7B ►

Cheers to 25 years!



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Young professionals are vital to our region,
and it is important to acknowledge those making great strides
in shaping our community's future.

NOMINATIONS ARE OPEN!

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The judges want to know why the 40 Under Forty candidate you are nominating should be recognized for their accomplishments in business and in our community. What makes this candidate stand out. What has he or she accomplished – and why is that accomplishment significant? A well written nomination with supporting detail and documents makes the job of the judge so much easier.

Visit bizeventz.com to nominate

COMMERCIAL PROPERTY-MANAGEMENT FIRMS

Ranked by Total Square Feet Managed in CNY

Rank	Name Address Phone/Website	Sq. Ft. Managed/ Properties Managed	Services Offered	Notable Properties Managed	Key Local Executives	Year Estab.
1.	Sutton Real Estate Company 525 Plum St., Suite 100 Syracuse, NY 13204 (315) 424-1111/suttoncos.com	2,310,450 39	full-service management and commercial- brokerage company	550 Harrison Center, The Lofts at Franklin Square, University Health Care Center, Crouse Physicians Building, Jefferson Tower, Creekwalk Commons	Louis G. Fournier, III, President Linda Charles, VP Joseph Lewis, VP Barton Feinberg, Director of Brokerage Services	1933
2.	Cushman & Wakefield/Pyramid Brokerage Company 5845 Widewaters Parkway East Syracuse, NY 13057 (315) 445-1030/ pyramidbrokerage.com	1,100,000 4	commercial real-estate property management, leasing & sales, financing, advisory services, and construction/project management	Clinton Crossings Riverview Center	John L. Clark, President & CEO Robert Berkey, COO	1971
3.	RAV Properties, LLC PO Box 247 Jamesville, NY 13078 (315) 403-9000/ravproperties.com	1,090,000 2	property management, leasing	6361 Thompson Road, Salina Industrial Powerpark, 1 GM Dr.	Robert Lieberman, Managing Member	2010
4.	CBD Companies 100 Madison St. Syracuse, NY 13202 (315) 295-1900/cbdcos.com	1,013,913 5	property management, commercial brokerage, commercial construction, construction management, design	Equitable Towers, Barclay Damon Tower, 5000 Campuswood, WCNV, Radisson Health Center	Courtney Wilson, Principal Charles Sangster, Principal Eric Will, Director of Property Management	2009
5.	Oliva Companies 6724 Thompson Road Syracuse, NY 13211 (315) 463-8684/olivaco.com	1,000,000 50	leasing, brokerage, sales, development, general construction	Joy Road Corporate Center, 10 Adler Drive Business Center, Fly Road Professional Center 1 & 2, Collamer Office Building, Kirkville Professional Center, Cicero Professional Building, Macknight Bacon Professional Center, Fly Road Commons, Old Collamer Road Business Center	Anthony S. Oliva, President Stephen A. Oliva, Jr., VP	1937
6.	Mike Barney Management 5015 Campuswood Drive East Syracuse, NY 13057 (315) 634-5033/mikebarneymanagement.com	1,000,000 12	property management, financial reporting, construction oversight, sales & leasing	Crouse Medical Center, Pioneer Business Park, Erie Medical Plaza	Michael Barney, Licensed Real- Estate Broker	2002
7.	Property Management Alliance, LLC 323 East Water St. Syracuse, NY 13202 (315) 427-0189/ propertymanagementalliance.com	850,000 89	maintenance, leasing and sales, marketing, accounting, and tenant- management services for owners, businesses and homeowners' associations	new developments, multi-family, community associations- HOA, facilities and professional buildings	Douglas D. Shepard, President	2004
8.	VIP Structures One Webster's Landing Syracuse, NY 13202 (315) 471-5338/vipstructures.com	745,000 7	integrated design-build, architectural design, engineering, construction, and development	Pass & Seymour/Legrand, 1304 Buckley Road, National Grid Service Center, One Webster's Landing, Pike Block, 572 South Salina St., and The Post	David C. Nutting, Chairman & Owner Meg Tidd, CEO Katherine Nutting, Owner & Managing Member Charles C. Wallace, President Chris Paulus, CFO	1975
9.	Edgewater Management Company 225 Greenfield Parkway Liverpool, NY 13088 (315) 471-4420/theedgewatercompany.com	265,000 5	full-service property and facilities management, real-estate development, location and acquisition services, finance consulting, brokerage	Greenfield Corporate Office Center	Thomas R. Kennedy, President John F. Krisanda, Director of Real Estate	1988

THE LIST

CNYBJ Research
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ABOUT THE LIST

Information was provided by representatives of listed organizations and their websites. Other groups may have been eligible but did not respond to our requests for information. Organizations had to complete the survey by the deadline to be included on the list. While *The Business Journal* strives to print accurate information, it is not possible to independently verify all data submitted. We reserve the right to edit entries or delete categories for space considerations.

Central New York includes Broome, Cayuga, Chemung, Chenango, Cortland, Herkimer, Jefferson, Lewis, Madison, Oneida, Onondaga, Oswego, St. Lawrence, Seneca, Tioga, and Tompkins counties.

NEED A COPY OF A LIST?

Electronic versions of all our lists, with additional fields of information, are available for purchase at our website: cnybj.com/Lists-Research

WANT TO BE ON THE LIST?

If your company would like to be considered for next year's list, or another list, please email topranks@cnybj.com

Support Small Businesses, Key Drivers of Economic Growth

National Small Business Week [which ran May 2-6, presented] a time to recognize the critical contributions of America's entrepreneurs and small-business owners.



ROBERT M. SIMPSON
CEO FOCUS

In the Syracuse metro area, small businesses with fewer than 100 employees represent about 11,500 companies, which employ more than 80,000 people and contribute over \$3.5 billion in annual payroll to the local economy. These companies are powerful economic drivers that help our communities create a vibrant sense of place. We know the pandemic was disproportionately disruptive to many of these companies, which is why it's even more important to focus on ways we can support an engage them to drive their

growth and success.

For our part, CenterState CEO officially [launched] Click (<https://centerstate-ceo.force.com/click/s>) on May 9. This new digital platform was created in response to an expressed interest by members for a place to interact directly with each other and make meaningful connections in an increasingly virtual world. Click offers an ever-growing library of e-books, video tutorials, and other expert-authored business content, member-only discussion forums, access to on-demand webinars on key business topics and a more robust system of membership and technical support. Sign up to get started on the Click website or contact info@clickcny.com to learn more.

CenterState CEO is also launching The Surge XBE Exchange, a pilot program

“These companies are powerful economic drivers that help our communities create a vibrant sense of place.”

through Syracuse Surge to help connect select businesses to other larger businesses and anchor institutions for procurement opportunities. The program specifically targets minority, woman, veteran, and/or disabled owned businesses, as well as those with 50 or fewer employees, among other qualifications. Contact CenterState CEO's Honora Spillane, senior director of business and economic development, at hspillane@centerstateceo.com to apply.

There are also several upcoming events to support small businesses, including CenterState CEO's Small Business Toolbox Series (<https://www.centerstateceo.com/news-events/small-business-toolbox-series>) and the popular Buy Local Bash, back in person May 19 at the CNY Regional Market's F-Shed. Attendees

can shop and sample offerings from more than 50 different food and retail vendors during this unique annual event. Ticket information can be found at: <https://www.centerstateceo.com/news-events/buy-local-bash-presented-by-america>.

We all have a role to play in celebrating our community's small and locally owned businesses. I encourage you to think about where your business procures its services, where you host business lunches or meetings, where you shop for yourself or your family, and how you connect to businesses in our community. By shifting even a portion of your spending to small businesses you are helping drive growth and progress in our region. ■

Robert M. Simpson is president and CEO of CenterState CEO, the primary economic-development organization for Central New York. This article is drawn and edited from the “CEO Focus” email newsletter that the organization sent to members on May 5.

WINNERS: Continued from page 6B

- Media, Art & Entertainment: Open Beats, University at Buffalo
- Products & Hardware: Photonect, University of Rochester
- Software & Services: Lawn Admin, Siena College
- Special Prize Winners: KeyBank Healthcare Founder,

awarded to an under-represented founder in the health-care space: Maternal Health Monitoring Service, SUNY Polytechnic Institute

Gryt Award, presented to a founder with building a community as part of the business model: Step 2,3, SUNY Purchase

Tech Garden Special Prize, awarded to a historically under-represented founder that may become a Tech Garden resident, based in CNY or a neighboring region: AI Learners, Cornell University

Genius NY Prize, awarded to a founder leveraging drones, autonomous systems, robotics and/or big data in their business model: Small Farm Automation from SUNY Polytechnic Institute

In total, the NYBPC awarded \$50,000 in cash prizes to more than 20 teams from more than 200 teams that competed.

“This program has impacted more than 6,000 students since its inception in 2010, with more than \$150 million of economic impact that can be attributed to student-led ven-

tures that have gone through the program, and hundreds of innovations that have led to commercialization over the past decade,” Upstate Capital President and CEO Noa Conger-Simons said in a statement.

The Upstate Capital Association of New York says it is a member-driven organization that increases access to capital for companies and deal flow for investors by maintaining a statewide network of capital providers, professional advisors, and supporting organizations. ■

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* Companies are listed in alphabetical order, not ranking order

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- Arete HCMS – A La Carte Business Services
- David's Refuge
- The Garam Group
- Grimsley Agency
- JAS Recruitment
- LP&M Strategic Marketing
- Napierala Consulting Professional Engineer, P.C.
- Nave Law Firm
- Site-Seeker, Inc.

15-50 EMPLOYEES

- Advanced Business Systems
- American Fashion Network (AFN)
- ANDRO Computational Solutions, LLC
- Appel Osborne Landscape Architecture
- Big I New York
- CCMR3
- COAST PT
- ComSource, Inc.
- Congruent
- Ferrara Fiorenza
- Grossman St. Amour CPAs PLLC
- HOLT Architects, P.C
- M.A. Polce
- Onondaga Physical Therapy
- Oswego County FCU
- Sciarabba Walker & Co., LLP
- Staffworks Inc.
- Stanley Law Offices
- Strategic Financial Services
- United Way of Central New York

51-100 EMPLOYEES

- The Bonadio Group
- Bowers & Company CPAs, PLLC
- Dannible & McKee, LLP
- Dermody, Burke & Brown, CPAs, LLC
- Digital Hyve
- Environmental Design & Research
- Firley, Moran, Freer & Eassa, CPA, P.C.
- Meier Supply Co Inc.
- Olinsky Law Group
- Propel Pharmacy, LLC
- Reagan Companies
- Seneca Savings
- Servomation Refreshments, Inc
- Usherwood Office Technology

101+ EMPLOYEES

- Driver's Village
- Excellus BlueCross BlueShield
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- Luck Grove Telecom, Inc.
- NBT Bank
- Terakeet
- Thompson & Johnson Equipment Co.

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