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PHOTO CREDIT: A&P MASTER IMAGES



HEALTHLINKNY AWAITS NYAG APPROVAL OF PLANNED MERGER WITH HEALTHCONNECTIONS

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PHOTO CREDIT: HEALTHCONNECTIONS

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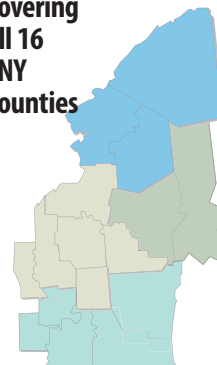
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March 11 Special Report: North Country Business/Agribusiness

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March 25 List: Craft Breweries/Wineries

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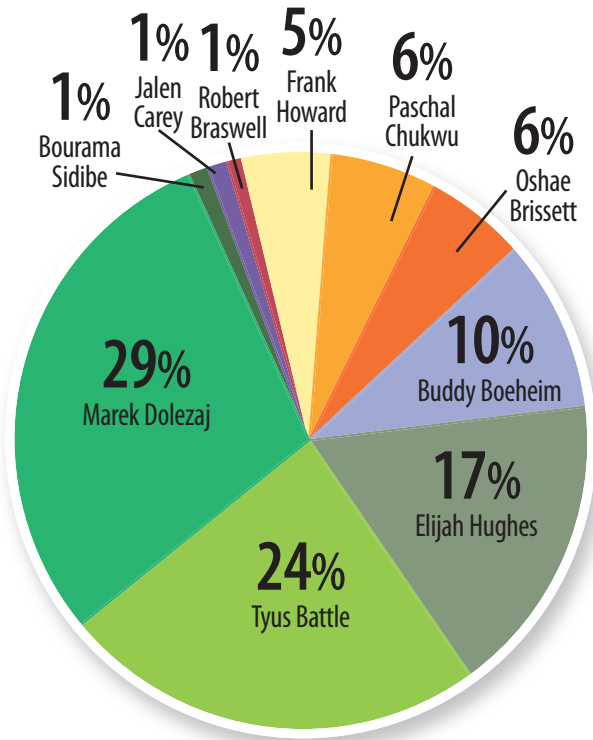
CNYBJ CANVASS

Here are the results of the latest poll on cnybj.com:

Who is your favorite player on this year's Syracuse men's basketball team?

Total Responses:

142



CNYBJ Briefs



PHOTO CREDIT: NEW YORK OGS FACEBOOK PAGE

Salina business receives New York State service-disabled veteran-owned business certification

New York Office of General Services (OGS) Commissioner RoAnn Destito recently announced that Veterans Contracting USA, LLC, a Salina-based business that provides excavating and earth-moving services, has been certified as a service-disabled veteran-owned business (SDVOB).

The New York OGS Division of Service-Disabled Veterans' Business Development (DSDVBD) issued the certification. The division was created by Gov. Andrew Cuomo in 2014 through enactment of the Service-Disabled Veteran-Owned Business Act. As of Feb. 4, 2019, a total of 597 businesses have been certified.

The law promotes and encourages participation of SDVOBs in New York State public procurements of public works, commodities, services, and technology to "foster and advance economic development" in

the state.

For a business to receive certification, one or more service-disabled veterans — with a service-connected disability rating of 10 percent or more from the U.S. Department of Veterans Affairs (or from the New York State Division of Veterans' Affairs for National Guard veterans) — must own at least 51 percent of the business. Other criteria include: the business must be independently owned and operated and have a significant business presence in New York, it must have conducted business for at least one year prior to the application date, and it must qualify as a small business under the New York State program. Several more requirements also need to be met.

More information on the program and the certification process can be found at <http://ogs.ny.gov/Core/SDVOBA.asp>

Berkshire Bank names Cimino regional president of Mid-Atlantic Region

Berkshire Bank, a Massachusetts-based regional bank that has a major presence in the Mohawk Valley area, recently announced the promotion of Jeannine Cimino to regional president of its Mid-Atlantic region.

Cimino previously served as senior VP of the retail market at Berkshire Bank. In her new role, she will work to drive brand awareness, increase market share, and identify and pursue business opportunities throughout the Mid-Atlantic region, according to a bank news release. She will also lead the expansion of the corporate banking concierge program to execute the Berkshire Bank@Work strategy that provides "comprehensive financial services and resources as an employee benefit at no cost to the business."

"Jeannine's vision, passion, and commitment to her customers and community have contributed greatly to the success of Berkshire," Tami M. Gunsch, senior executive VP and director of relationship banking of Berkshire Bank and president of First Choice

Loan Services, Inc., a subsidiary of Berkshire Bank, said in the release. "Her experience and strong relationships will be invaluable as we continue to grow and differentiate ourselves in the Mid-Atlantic region."

Boston-based Berkshire Hills Bancorp (NYSE: BHLB), the bank's parent company, has \$12.2 billion in total assets and 115 branches in Massachusetts, New York, Connecticut, Vermont, New Jersey, and Pennsylvania, providing personal and business banking, insurance, and wealth-management services. The company also offers mortgages and specialized commercial-lending services in select national markets.

Berkshire Bank has \$649.5 million in deposits in the Utica-Rome metro area through its 13 branches, which gives it a 15 percent share of all deposits in the market, according to FDIC data as of June 30, 2018. It ranks No. 3 in market share in the region. Berkshire Bank has 10 branches in Oneida County and three branches in Herkimer County.

CNY tweets

Some recent tweets that came across the @cnybj Twitter feed, offering various small business, tech, social media, HR, career, and personal tips..

SBA @SBAGov

Be prepared this #tax season by checking out SBA's #smallbiz tax guide — <http://ow.ly/UDnW30nuScf>

NFIB @NFIB

#SmallBiz owners cite finding qualified workers as one of their biggest challenges in 2019. NFIB's staffing resources may help you build a strong team: <https://www.nfib.com/content/resources/staffing/> ...

VIP Structures @VIPStructures

Did you know 3D printed buildings are part of the future of the #design #build industry? Learn more: <https://buff.ly/2p27Uvp>

Martin Jones @martinjonesaz

Why You Should Thoroughly Audit Your #Social-Media Presence <http://bit.ly/2CUalxs>

Techristic @techristic

Facebook users who quit the social network for a month feel happier — <https://www.techristic.com/facebook-users-who-quit-the-social-network-for-a-month-feel-happier/> ...

Mitch Mitchell @Mitch_M

5 Major Criteria To Be An Effective Leader <http://callcenterweekly.blogspot.com/2018/02/5-major-criteria-to-be-effective-leader.html> ... by Mitch Mitchell via @CallCntrWeekly #leadership

GetResource Inc. @GetResourceInc

If you want your organization to succeed this year, there are six key blind spots leaders must address. #HR <https://oal.lu/xANQ0>

Steve Browne @sbrowneh

A "new" skill for #HR would be for us to be more pliable and agile ourselves and help build that into our organizations. We shouldn't be giant brick walls or gatekeepers. We should be the ones who connect people to people and help them perform

Mark C. Crowley @MarkCCrowley

In order to evolve professionally & ensure the continuation of ones #leadership #career, managers must repeatedly take time to reflect on their personal effectiveness. Cultivating self-awareness & proactively seeking feedback are the most enlightened ways to grow.

Fun! @fun!talent

5 Reasons You Should Hire Remote Workers <http://bit.ly/2ShHlH6> #Careers #recruitment

Henry Bendik @HenryBendik

Practice meritocracy! Recognize, reward, and compensate employees based on abilities and achievements.

Snaprecruit.com @snaprecruit

8 Ways to Crush the Career Blues in 2019 <https://goo.gl/cT4KcA>

OCPL Central Library @OCPLCentral

1040 Federal #TaxForms are now available on our first floor, right next to the check-out stations. Visit <http://onlib.org/learn/resources/consumer-information/tax-resources> ... for a list of digital tax resources.

Death by Reps @deathbyreps

In #fitness, there are no short cuts. It involves immense discipline and hard work.

Utica's A&P Master Images plots further growth

BY CHARLES MCCHESENEY
Contributing Writer
news@cnybj.com

UTICA — Howard Potter started A&P Master Images as a hobby with his wife Amanda Potter, and grew it into a full-time business so he could keep a promise to his daughter.

At 3 years old, she was ill and hospitalized, he recalls in a phone interview, and “I promised I’d always be by her side.”

His job as a spare caster at Revere Copper Products in Rome made keeping that pledge complicated due to his skill set, so the college-trained graphic artist grew his home-based graphic arts business from a hobby to a company he could work for full-time by 2006.

It wasn’t easy to convince his wife that entrepreneurship was the answer for their family. “I really didn’t want to do it at all,” Amanda Potter says in a video on the company website. “There were lots of nights and lots of fights.”

Despite her doubts, Amanda was always his “No. 1 champion,” Howard says. She would work at the business after working at her day job — and taking care of their two children. By 2009, the business was running well enough that Amanda was able to leave her other job and join A&P full-time.

Last year, A&P’s revenue rose by \$250,000 to \$1.9 million on sales of custom screen printing, embroidery, promotional materials, and vinyl graphics.

Amanda and Howard Potter are two of the company’s 18 full-time employees, serving customers in 15 states and five countries, he explains. Amanda owns 51 percent of A&P Master Images, making it a woman-owned business enterprise.

Clients include area retailers, car dealers, not-for-profits, and associations. Some clients have online “stores” where employees can go to order work uniforms and other custom apparel from A&P.

The company has also won business in other states, and Howard Potter credits local colleges for that. Students who worked with A&P on projects for their college clubs or programs while at school in the Mohawk Valley or nearby, remember the company after they graduate and go to work elsewhere — and recommend it to their employers. “We’ve gotten a lot of business that way,” he says.

When traveling, the Potters are ready should an opportunity arise. Howard says he wears branded apparel and “we always have business cards on us.”

To keep faraway customers, he says A&P makes an extra effort. “You have to be more cognizant of being personable to your client.” He says they sometimes



Howard Potter (left), CEO and owner/partner, and Amanda Potter, CFO and owner/partner, of A&P Master Images, at work at the company's Utica facility.

video conference with distant clients to keep the relationship close “so you can be face to face.”

Howard Potter says the company has many guidelines to keep quality at the level that keeps customers coming back. A&P has built good relationships with quality vendors — only ones rated highly by an industry group. That’s particularly important, he adds, when more than 30 percent of A&P’s business is comprised of rush orders.

The company’s success has required some creative thinking when it comes to space. Five years ago, A&P moved into a 5,500-square-foot building on Water Street in Utica. “Eight months (later) and we grew out of the space,” he says.

Rather than move, the company has managed. Howard says the space is neat, clean, and very well organized — “it’s

ergonomically laid out.” Just 400 square feet is dedicated to the showroom where customers can see some of the array of products the company sells.

Rather than add onto the building, the Potters have brought in trailers to store material on the two-acre site. They have four trailers ranging from 6-feet to 53-feet long. They have considered expanding the building or constructing another one, but the site is on a flood plain and the cost of mandated flood insurance has them wondering if there may be a better option.

Where to grow may be a question, but whether to grow is not. Howard Potter says he expects annual revenue growth to continue at a 12 percent to 15 percent clip.

And that daughter? She’s 15 now and when she’s not at school or involved in activities, her father says she works part-time at A&P Master Images. ■

PHOTO CREDIT: A&P MASTER IMAGES

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SPECTRUM NEWS

HealthlinkNY awaits NYAG approval of planned merger with HealtheConnections

BY ERIC REINHARDT
ereinhardt@cnybj.com

SYRACUSE — Two regional nonprofits are waiting for the New York State Attorney General's office to approve their merger to create what they call a "health-improvement organization."

Binghamton-based HealthlinkNY plans to merge its operations with HealtheConnections, which is headquartered at 443 N. Franklin St. in Syracuse.

The upcoming merger will form an organization that spans 26 counties of the Central New York, Southern Tier, and Hudson Valley regions, HealtheConnections said in a news release.

The merger follows a strategic partnership announced last September during which the organizations "quickly agreed" that a merger would be the "best choice to accelerate their goal of delivering improved resources to their regions," Staci Romeo, executive director of HealthlinkNY, said.

"Our goal for a strategic partnership was to deliver enhanced services and combined synergies that would benefit our stakeholders," said Romeo. "We partnered with HealtheConnections because they have a proven record of success, and their quality of services and processes directly align with our mission. We're thinking progressively, and as a combined entity, there will be operational

efficiencies and increased value for our participants, stakeholders and partners as a single trusted resource."

Once the merger is approved, Romeo will become VP of strategic community engagement services for the combined entity, the organization said in an email reply to a CNYBJ inquiry.

Rob Hack, president and CEO of HealtheConnections, agrees that their collaboration is "grounded in shared mission, values and a commitment to excellence."

"We'll leverage best practices and team skills from both companies to create a stronger organization," Hack said. "Together, we have an opportunity to capitalize on the momentum we've gained in our separate regions, to deliver valued services that enable improvement and efficiencies in health and healthcare delivery."

HealthlinkNY and HealtheConnections each have 38 employees, so the combined organization will have an employee count of 76, per the email response.

When asked if the deal will result in any job cuts, Hack said, "As with any merger, we are looking for operating efficiencies in the areas of people, process, and technology."

HealthlinkNY has offices in Binghamton and Hopewell Junction in Dutchess County that will rebrand as HealtheConnections, the Syracuse nonprofit tells CNYBJ.

As HealtheConnections enters its 10th year of operation, Hack believes the orga-



PHOTO CREDIT: HEALTHECONNECTIONS

Rob Hack, president and CEO of Syracuse-based HealtheConnections, and Staci Romeo, executive director of Binghamton-based HealthlinkNY, announced that the two organizations are planning to merge with the combined organization operating as HealtheConnections. Both organizations operate regional health-information exchanges. The New York State Attorney General's office still has to approve the merger.

nization has reached a true inflection point in which its influence and reach will grow exponentially as a result of this decision.

"We are more focused and determined than ever to leverage our people, processes and technology to deliver the highest level of service to improve health and health-care delivery," Hack said. "Our mission is clear, and this merger accelerates us forward."

About the planned merger

The organizations expect the merger to "achieve" four goals, the organizations said. The goals include improved clinician experience, improved patient experience, improved quality of care, and lower cost of care.

HealtheConnections and HealthlinkNY are proceeding with operational and legal integrations that will provide health-information exchange (HIE), "population health improvement," and "value-based care" options for their service area.

"We're excited to bring together 4,100 participating providers in 1,800 locations in the Central and Southern Tier regions, with 4,600 participating providers and 1,000 locations in the Upper and Lower Hudson Valley, and this merger will increase usage and adoption," said Romeo.

HealtheConnections and HealthlinkNY

are accredited entities operating and connecting their regional HIEs with others in New York that together form the Statewide Health Information Network of New York (SHIN-NY). The New York State Department of Health supports their merger, which "aligns with the strategic goals of efficiency and affordability outlined in the SHIN-NY roadmap," per the release.

The new HealtheConnections will play a "leading role in health improvement" because HealtheConnections and HealthlinkNY are the "only" New York State HIE qualified entities that support the state Health Department's "population health improvement" agenda through regional collaborative efforts, the nonprofit contends.

An HIE "improves" population health and health-care quality and "efficiently" brings together patient-health records from participating providers, creating a "single, more complete" patient medical history. It allows hospitals, primary-care practices, specialists and other care professionals to "immediately access more complete" patient information where and when it is needed, so clinicians can make "quicker, more informed" diagnoses and avoid duplicative or unnecessary tests, per the release.

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SEASON 2.

THE INTERVIEW
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Area jobless rates dip in December as half of CNY regions gain jobs

BY ERIC REINHARDT
ereinhardt@cnybj.com

Unemployment rates in the Syracuse, Utica-Rome, Watertown-Fort Drum, Binghamton, Ithaca, and Elmira regions declined in December compared to a year ago.

The figures are part of the latest New York State Department of Labor data released Jan. 23.

The Syracuse, Utica-Rome, and Ithaca regions gained jobs between December 2017 and this past December.

At the same time, the Binghamton, Watertown-Fort Drum, and Elmira areas lost jobs in the same period.

That's according to the latest monthly employment report that the New York State Department of Labor issued Jan. 17.

Regional unemployment rates

The jobless rate in the Syracuse area was 4.0 percent in December, down from 5.2 percent in December 2017.

The Utica-Rome region's unemployment was 4.3 percent, down from 5.5 percent; the Watertown-Fort Drum area's rate was 5.6 percent, down from 7.3 percent; the Binghamton region's rate fell to 4.3 percent from 5.5 percent; the Ithaca area's rate was 3.0 percent, down from 4.0 percent; and the Elmira region jobless rate fell to 4.0 percent from 5.5 percent in the year-earlier period.

The local-unemployment data isn't seasonally adjusted, meaning the figures don't reflect seasonal influences such as holiday hires.

The unemployment rates are calculated following procedures prescribed by the U.S. Bureau of Labor Statistics, the state Labor Department said.

State unemployment rate

New York state's unemployment rate was unchanged at 3.9 in December, "remaining at its lowest level on record (current records date back to 1976)," according to preliminary figures from the state Labor Department.

In addition, the number of unemployed New Yorkers fell in December from 379,400 to 378,500, "its lowest level since August 1988." At the same time, New York's labor force grew by 24,400 to 9,781,500, "a new high for the state."

The 3.9 percent unemployment rate was equal to the U.S. unemployment rate of 3.9 percent in December.

The December statewide unemployment was down from 4.7 percent a year prior, according to department figures.

The federal government calculates New York's unemployment rate partly based upon the results of a monthly telephone survey of 3,100 state households that the U.S. Bureau of Labor Statistics conducts.

December jobs data

The Syracuse region gained 3,500 jobs in the past year, a 1.1 percent increase.

The Utica-Rome area picked up 700 jobs, a rise of 0.5 percent; the Watertown-Fort Drum region lost 100 jobs, a 0.2 percent decline; the Ithaca area gained 2,200 positions, an increase of 3.3 percent; the Elmira region shed 500 jobs, a dip of 1.3 percent; and the Binghamton area lost 100 jobs in the past year, off 0.1 percent, per the NYSDOL data.

New York state as a whole gained more than 123,000 jobs, an increase of 1.3 percent, in that 12-month period. The state economy gained nearly 12,000 jobs, a 0.1 percent increase, between November and December, the state Labor Department said. ■



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Tompkins Financial to pay quarterly dividend of 50 cents a share for Q1

BY JOURNAL STAFF
news@cnybj.com

ITHACA — Tompkins Financial Corp. (NYSE: TMP) recently announced that its board of directors has approved payment of a regular quarterly cash dividend of 50 cents a share for the first quarter.

The dividend will be payable on Feb. 15, to common shareholders of record on Feb. 5. It's the same amount that the banking company paid in the fourth quarter, when it boosted its dividend from 48 cents in the third quarter.

At Tompkins Financial's current stock price, the dividend yields 2.65 percent on an annual basis.

Tompkins Financial reported net income of more than \$82 million, or \$5.35 a share, in 2018, up from \$52.5 million, or \$3.46 a

share, in 2017. The passage of the Tax Cuts and Jobs Act of 2017 affected earnings as Tompkins Financial last year took a one-time, non-cash write-down of net deferred tax assets in the amount of nearly \$15 million. So, on an adjusted basis, Tompkins Financial's earnings per share rose to \$5.33 in 2018 from \$4.42 in 2017.

Tompkins Financial is a 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

Trust Company, Tompkins Bank of Castile, Tompkins Mahopac Bank, Tompkins VIST Bank, Tompkins Insurance Agencies, Inc., and offers wealth-management services through Tompkins Financial Advisors. Tompkins Financial has total assets of \$6.7 billion, up from \$6.4 billion a year ago.

THIS WEEK'S SPECIAL REPORT:

EDUCATION/INNOVATION/STARTUPS

George Kuhn, owner and president of Drive Research, in the market-research firm's new office and focus-group facility in the Sherwood Office Park on Buckley Road in the town of Salina.



ADAM ROMBEL/BNN

Drive Research growth shifts into overdrive after opening first office

BY ADAM ROMBEL
arombel@cnybj.com

SALINA — Less than three years after startup and four months after opening its first office, Drive Research's revenue growth is speeding up and the market-research firm is expanding its staff.

George Kuhn started Drive Research in June 2016 as a solo proprietorship, working from his home in Baldwinsville. The business focuses on voice-of-customer and customer-experience research using surveys, phone interviews, focus groups, and other research methods to obtain data. Kuhn previously worked in market research for more than 10 years at other local market-research firms including KS&R and Research & Marketing Strategies (RMS), before working for Advance Media New York (formerly Syracuse Media Group) as its research director.

Drive Research has grown to a team of nine people — four full-time employees (including Kuhn) and five part-time workers to help with research projects.

This past October, Drive Research opened its first office in an 1,800-square-foot space in the Sherwood Office Park on Buckley Road in the town of Salina. It includes office space and a fully equipped focus-group facility.

"All data pointed to us needing to grow our team and our capabilities here in Syracuse to support the additional project requests," Kuhn, sole owner and president of Drive Research, says regarding

the need to open an office after operating as a virtual company for more than two years. "It was time."

Revenue at Drive Research doubled in 2018 compared to 2017, Kuhn tells CNYBJ. Since opening its new office, the company's growth has accelerated.

Through the first three weeks of 2019, Drive Research was "halfway to how much we made in all of 2018 in revenue. So, we are growing fast after we [opened] this office," Kuhn says. "We closed a government contract...doing the math we're hoping to have a real good year," he adds.

The new contract is with the Education Development Center in New York City. This specific market-research study is being done for PBS, according to Kuhn. Other Drive Research clients include the New York State Fair, Syracuse University, VIP Structures, NBT Bank, and Advance Media New York. It has also worked with national and international clients like Google, T-Mobile, and Clorox.

Kuhn says that Drive Research will soon grow to a staff of six full-time workers.

"We've got two positions we're looking for right now. We're looking for kind of a facility/office manager — someone who can help book the facility, manage a team of part-time recruiters, and also manage the front office here for us," he says. The firm is also seeking to hire a marketing coordinator.

New office details

Kuhn says he looked for a new office

over a 12-month period, including several downtown Syracuse properties.

"We wanted to be downtown. We obviously knew we wanted to do a [focus group] facility. We had a lot of clients requesting that. The issues with downtown, obviously the parking, the accessibility... it was rough," says Kuhn.

"So, this spot being really close to downtown, highway access...you know, you can see 81 and the Thruway right there," he says, looking out the window of his office. "Parking is free on-site, which was huge for us... and the fact that we're still really close to downtown, really close to the airport was huge for our clients."

Drive Research signed a seven-year lease for its space at 6702 Buckley Road, which it moved into in late October. Kuhn says his landlord is Mufale Partners of Fayetteville. Onondaga County property records list the owner as Sherwood Office Park LLC, but describe the property as Mufale Office Lots.

As part of the custom office build-out, Drive Research offers a focus-group facility that includes a one-way mirror for clients to watch participants engage with each other about key topics like brand sentiment, customer satisfaction, and new product development.

"I've rented a countless number of focus group facilities across the country over the past decade. I wanted to make sure we offered some of this latest cutting-edge technology here in Syracuse," Kuhn says.

Drive Research randomly selects and recruits participants to come to the facility to include them in its research. It often includes 90-minute to 2-hour group discussions with a moderator leading the group. Participants are paid for their time and feedback, usually ranging from \$75 to \$250, depending on the project.

The company previously used local partners' conference rooms and hotel conference/event centers to host these focus-group discussions, which it can now do at its own facility.

When asked how critical the focus-group facility is to his business, Kuhn says, "Pretty critical. We have a lot of clients who do qualitative research. We have a mix of national clients and local clients ... If they want to do qualitative work, having an official facility is key. It's really nice to have all the systems and equipment, where they can record it and it can be official and they can watch from a different room."

In addition to the focus-group facility, Kuhn says having office space where the firm can meet with clients and prospects helps his company's standing. "I think [having the office] adds a certain level of credibility. I wasn't naive to think that we probably lost some business that we weren't aware of because we didn't have a physical location," he says.

Kuhn says he still intends to eventually open a downtown Syracuse office. But when he does, Drive Research will keep its Salina office for its focus-group work. ■

Genius NY 2018 firms still at Tech Garden as new firms arrive

BY ERIC REINHARDT
ereinhardt@cnybj.com

SYRACUSE — The six companies that participated in the second round of Genius NY at the Tech Garden in 2018 continue maintaining operations in the facility.

Genius NY — which stands for Growing ENTrepreneurs & Innovators in UpState New York — is a business-accelerator program.

At the same time, the five finalist companies selected for this year's third round of Genius NY have started their work at the Tech Garden.

The startup drone companies will participate in the year-long program and will compete for a total of \$3 million in direct investment, with one grand prize of up to \$1 million and four \$500,000 awards.

2018 startups remaining

The Genius NY finalists from 2018 have all decided to continue their operations in Syracuse. They are Fotokite, the \$1 million grand-prize winner, Dropcopter, Quantifly, Prevision (formerly Precision Vision), TruWeather Solutions, and UsPLM, according to a Jan. 8 news release on the Genius NY website.

"Of last year's group, all six have decided to have an office in the Tech Garden," says Jon Parry, director of the Genius NY program. "[For] some of them, it's a portion of their team. Others, it's their entire team."

They've stayed "for a number of reasons," he adds. The companies have hired

employees here or are working with other service providers to which they've been connected in the past 12 months. Plus, the cost of living and operating a business is "significantly lower" in a medium-sized city like Syracuse.

"They're only required to stay for the one year that they're actively participating in the Genius NY program," says Parry. "It's our goal to show them that there's value to staying."

Fotokite combines aerial and ground-based robotics with flight control algorithms to create a kite-like tethered drone system that can fly fully autonomously for 24 hours.

"We're building up sales, business development and customer support in Syracuse this year," Chris McCall, CEO of Fotokite, said in the Genius NY release. "We're also looking to expand some aspects of manufacturing and software engineering here. We're looking for the right resources and want to build on the very special team we have built up already."

The company is focused on "scaling into the [U.S.]" in 2019 making a product for firefighting and public-safety applications.

Dropcopter became the "first [unmanned aerial system] company in the world" to pollinate apple orchards via drones with its effort Beak & Skiff Apple Orchards in LaFayette. Dropcopter plans to continue the relationship with Beak & Skiff as well as other orchards and farms across New York moving into 2019. It has also started training new pilots and hopes to hire further qualified operators



All six companies that participated in the second round of the Genius NY competition at the Tech Garden in 2018 have "committed to staying in Syracuse to continue expanding their businesses and contributing to the unmanned systems ecosystem in Central New York and the Mohawk Valley," according to Genius NY.

this year.

Quantifly uses aerial imagery, computer vision, and analytics to automate the observation, measurement, and analysis of change in cities. Its potential vertical markets can be applied to urban planning, civil engineering, retail, economic development and real estate development.

In 2019, Quantifly will be making its shift from product development to marketing and customer discovery.

Prevision (formerly Precision Vision) creates image-processing technology that makes real-time precision imaging affordable. Its technology and manufacturing operations are located in New Mexico, but its sales, business development, and marketing departments remain at the Tech Garden.

TruWeather Solutions is building a service to improve the precision, accuracy, and communication of weather intelligence. The company plans to move its weather operations center to the Tech Garden, hire additional staff, and raise additional capital.

UsPLM's two founders are first-time entrepreneurs who transferred from the academic world to the business world to launch their company last January. The company works to develop, test, deploy, and safely operate a single or a fleet of unmanned aerial systems.

In 2019, it plans to launch its beta product, which focuses on asset tracking, forensic analysis and mission risk management.

Round three

The five finalist companies in this year's round of Genius NY moved into the Tech Garden in January to begin competing for the prize awards. The companies were selected from a pool of more than 350 submissions. Finalists include teams with international and regional representation.

The program uses the first three months to work through a model used at the Tech Garden called the integrated business-planning process, says Parry.

It helps the company create a strategy with a business case, a pitch presentation, and a financial model. That strategy will be the focus after the pitch night in

April once the program awards investment funding.

"In the first three months, we're working them on the basics of refining their business plan and setting up a strategy for their use of funds later on," Parry tells CNYBJ.

The Genius NY finals night is set for April 9 at the Marriott Syracuse Downtown.

2019 finalists

The five finalists in the third round of Genius NY include ResilienX of Syracuse. The company is focused on improving safety in the "autonomous traffic-management ecosystem," CenterState CEO said. Its products will "increase system resilience and operational uptime by automating fault detection and contingency management, benefiting adopters through decreased expenditures in operations, regression testing, and maintenance."

EagleHawk of Buffalo is a drone-powered technology company "revolutionizing" the way commercial roofs are inspected and managed. "In just two years," EagleHawk has inspected more than 500 buildings and 11 million square-foot of rooftop. It is helping customers detect unknown issues, mitigate risk, and reduce roof-maintenance costs.

Vermeer of Brooklyn is an "augmented reality drone solution" that enables anyone to capture aerial photos, videos, and data. Users can now design their aerial shot in an "augmented reality environment" and then send it to a drone to execute autonomously in the real world.

Civdrone of Israel says it develops "fast, reliable and autonomous-marking solutions" on enterprise drones for the construction industry. Digitalizing and automating land-surveying services will "increase productivity and shorten time of construction while lowering its costs," it promises.

Sentient Blue of Italy says it develops "efficient, more environmentally friendly" micro gas turbine-based power plants for use in unmanned aerial vehicles (UAVs) to increase flight endurance. ■

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Binghamton University takes part in packaging research center

BY ERIC REINHARDT
ereinhardt@cnybj.com

BINGHAMTON — Durham, North Carolina-based Semiconductor Research Corp. recently selected a team of researchers from both Binghamton University and Purdue University to lead a new multimillion-dollar research center.

The Center for Heterogeneous Integration Research in Packaging, or CHIRP, will help to “define the future of electronics packaging in the United States and globally for the next decade,” Binghamton University contended in a news release.

CHIRP will enable the Binghamton and Purdue researchers to expand their existing work, much of which has been federally funded, into products and applications.

Semiconductor Research Corp., a technology research consortium, promotes collaborations among universities, technology companies, and government agencies. It will provide \$1.8 million to the center in the first four years. An additional \$1.8 million will come from the campuses, the State University of New York, and other sources.

Binghamton and Purdue have a history of collaboration that stretches back nearly two decades. About one dozen faculty members in engineering and computer

science at the two universities will participate in the center’s research. The center expects to expand in faculty participation as Semiconductor Research Corp. initiates additional projects.

Kwok Ng, senior director at Semiconductor Research, said he’s excited to partner with the Purdue-Binghamton team.

“They have a successful track record of working with the semiconductor industry,” he said. “CHIRP will capitalize on this heritage and will partner with [Semiconductor Research] to address industry needs.”

The founding members of Semiconductor Research Corp.’s CHIRP are United Kingdom-based ARM; Armonk, New York-based IBM (NYSE: IBM); Santa Clara, California-based Intel Corporation (NASDAQ: INTC); Eindhoven, Netherlands-based NXP (NASDAQ: NXPD); Dallas, Texas-based Texas Instruments (NASDAQ: TXN); and Seoul, South Korea-based Samsung, which will guide the research at Binghamton and Purdue.

CHIRP’s work

In explaining the work that CHIRP will do, Binghamton University points to Moore’s Law, “the observation that the number of transistors in an integrated



Bahgat Sammakia, VP for research and a distinguished professor of mechanical engineering at Binghamton University, will co-direct a new research center.

PHOTO CREDIT: BINGHAMTON UNIVERSITY

circuit doubles about every two years.” It held steady for 50 years, the school said.

However, due to increased integration, along the way, consumers became accustomed to steady reductions in the cost of computing. That trend cannot continue without some significant changes in thinking; transistors simply can’t get much smaller than they already are.

That’s where CHIRP comes in, the school noted.

Bahgat Sammakia, VP for research and a professor of mechanical engineering at Binghamton, developed the winning proposal with Kanad Ghose, professor of computer science at Binghamton, and Ganesh Subbarayan, professor of mechanical engineering at Purdue.

Sammakia and Subbarayan will serve as

co-directors of the center, whose research will address issues in global interconnects, efficient power delivery, system design, thermal management, novel materials, reliability and other topics.

Heterogeneous integration of many microchips into single packages will be “essential” to technology ranging from cell phones to mainframe computers for at least the next decade, Sammakia said.

“Anywhere you have chips that benefit from small transistors, we’re heading toward heterogeneous integration,” he explained. “It’s really the only solution available for the next five to 10 years. There’s an increasing challenge to shrink transistors much further. Other approaches, like quantum computing, are at least a decade away.”

CNY SHRM names new board members

BY JOURNAL STAFF
news@cnybj.com

SYRACUSE — CNY SHRM announced it has added several new members to its board of directors.

It named the following people to these committees:

Total Rewards Committee — Michelle E. Leombrone is the senior human resource representative at Lockheed Martin, where she advises leadership and oversees day-to-day HR operations.

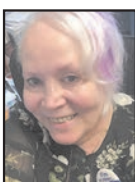


Leombrone

Diversity and Inclusion Committee — Catherine Green Harris is director of human resources at PEACE, Inc. She has worked at PEACE, Inc for 16 years and previously was VP of human resources at the American Heart Association. Also joining this committee is Mary Anne Ciccarelli, director of human resources at Syracuse Community Connections, who also serves with OnPoint for College and the Human Services Leadership Council.



Harris



Ciccarelli

Marketing Committee — Tiffany Falcone, sales and marketing coordinator at HR Works. She promotes the HR Works brand and supports sales by connecting businesses with HR management solutions.



Falcone

Executive Committee Secretary — Iolanda Cooper, employee representative at Wegmans in DeWitt. She has 22 years’ experience representing employee needs at Wegmans in stores throughout the Syracuse area.



Cooper

CNY SHRM also announced it has hired Julianna Pastella as chapter management professional, where she oversees administrative and marketing functions. She is an experienced coordinator in health-care consulting, fashion, and sales. Pastella is owner of Pastel Make up and Style.



Pastella

CNY SHRM, an affiliate of the Society for Human Resource Management (SHRM), says it provides a variety of professional development and networking opportunities for human-resource professionals in the greater Syracuse area, with a membership of more than 300 companies.

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<p>Zetagen Therapeutics, Inc.</p> <ul style="list-style-type: none"> • Raised \$2.7 million in seed financing • TACNY Company of the Year award <p>Quadrant Biosciences, Inc.</p> <ul style="list-style-type: none"> • Raised \$30 million grant and investment funding • Grown to a team of 40 fulltime employees <p>Pelitex, Inc.</p> <ul style="list-style-type: none"> • Finalized \$500K term sheet • Awarded Breakout Labs funding <p>3D PARS</p> <ul style="list-style-type: none"> • Expanded Virtual Launch Pad for global presence 	<p>ANDRO Computational Solutions, LLC</p> <ul style="list-style-type: none"> • Achieved product license <p>AptaMatrix, Inc.</p> <ul style="list-style-type: none"> • Completed Phase I SBIR grant; submitted Phase II <p>LifeUnit, Inc.</p> <ul style="list-style-type: none"> • Received Cystic Fibrosis Foundation Research Grant <p>EndoGlow, LLC</p> <ul style="list-style-type: none"> • Won FuzeHub manufacturing grant • Obtained commercialization run funding <p>Repair Biotechnologies</p> <ul style="list-style-type: none"> • New client at CNYBAC
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Veteran-led Ithaca startup selected for Veteran Founder Lab program

BY JOURNAL STAFF
news@cnybj.com

ITHACA — EMPEQ, an Ithaca-based startup company, announced it has been selected to join the “exclusive” Veteran Founder Lab program of the Founder Institute, a Palo Alto, California-based pre-seed startup accelerator.

Veteran Founder Lab is a fundraising program that is part of the Founder Institute’s Veteran Founder Initiative. Through this initiative, EMPEQ, an energy efficiency project investment and asset management firm, said it will gain access to free program-

ming and resources within the Founder Institute’s global network while receiving hands-on acceleration support from Vet-Tech, a startup accelerator in Silicon Valley that helps fund and scale veteran-led startups. With Vet-Tech headquartered at the Plug and Play Tech Center, “EMPEQ sits at the intersection of two of the largest startup organizations in the world whose combined networks span over 200 cities and 11,000 mentors,” the company said in a release.

EMPEQ, a NYSEERDA and LaunchNY portfolio company, said that participating in the Veteran Founder Lab program will help fund and scale EMPEQ’s energy efficient

project financing business globally.

“Being selected for this highly competitive program is quite an honor. The best part is that we aren’t forced to relocate to Silicon Valley or New York City to access world class investors and advisers. These types of impactful resources enable EMPEQ to more efficiently create jobs and invest capital right here in Upstate NY,” Herbert Dwyer, CEO of EMPEQ, a U.S. Marine Corps veteran, and Ithaca resident, said in the release. “Many Upstate NY startups believe they must leave our region to access the necessary resources needed to become successful. With programs like the Founder Institute, this is



FOUNDER
INSTITUTE

simply not the case.”

The Founder Lab is a virtual advisory program that helps early-stage startups raise seed funding. Over the course of the “regimented” three-month program, participants will work closely with the Founder Institute and Vet-Tech teams in Silicon Valley to “improve their pitch materials, build an investor pipeline, pitch to angels, negotiate terms, and generate strong investor interest,” the release stated.

Veteran-led startups also gain access to the combined global networks of the Founder Institute and Vet-Tech to scale their companies using corporate partnerships, customer introductions, and a network of startup talent as part of the initiative’s wide global network.

The Veteran Founder Initiative was created by Ryan Micheletti, director of global operations at the Founder Institute and co-founder of Vet-Tech.

EMPEQ says it helps businesses to access commercial energy efficiency equipment, such as LED lighting or an air source heat pump system, quickly and without upfront costs. ■

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Cornell receives \$1.4M in federal funding for transportation research

BY JOURNAL STAFF
news@cnybj.com

The U.S. Department of Transportation (USDOT) on Feb. 5 announced more than \$60 million in funding for 32 University Transportation Centers (UTCs) around the nation.

Cornell University in Ithaca will receive \$1.4 million for its UTC as part of this program.

UTCs are made up of groups of universities seeking “solutions to national, regional and local transportation issues,” the USDOT said in a news release.

Cornell is one of 20 Tier 1 UTCs that received \$1.4 million each. Seven universities designated as Regional UTCs were allocated nearly \$2.6 million each. Five universities labeled as National UTCs received \$2.8 million each.

The 32 UTCs were previously selected for grants authorized under the Fixing America’s Surface Transportation (FAST) Act.

“The Department continues to invest in the future of American transportation by funding these research efforts at leading institutions of higher education,” U.S. Secretary of Transportation Elaine L. Chao said in the release.

The USDOT says it is seeking to develop and deploy “innovative practices and technologies to improve the safety and performance” of the nation’s transportation system. UTCs help foster U.S. research, technology, and expertise across modes of transportation, including in the areas of STEM (science, technology, engineering, and math), the department said. The UTCs also help train future leaders in the transportation sector. ■

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Hartwick College to offer first-ever master's degree

BY ERIC REINHARDT
ereinhardt@cnybj.com

ONEONTA — Hartwick College plans to offer a master's-degree program for the first time in the school's 222-year history.

Hartwick on Jan. 21 announced that the New York State Education Department has approved the addition of the school's



HARTWICK COLLEGE

est. 1797

graduate program in translational biomedical research management (TBRM).

The master of science program, which is set to begin this fall, will be administered "mostly online," Hartwick College said.

Hartwick has hired Alice Ceacareanu

as the new TBRM program director. She joined the college on Jan. 7.

Every institution of higher education has the responsibility to assess, from time to time, how best to meet the needs of learners as they "navigate emerging, expanding and maturing industries," Hartwick College President Margaret Drugovich said in a release.

"This master's program will prepare professionals to make pivotal contributions to the growing biomedical and biopharmaceutical industry. This program will both launch and advance careers, providing new opportunities for professional success. We appreciate the support and encouragement of the New York State Education Department as we prepared to open this program," she added.

About the program

The TBRM program will be offered cohort-style, with groups of students starting and progressing through the program together in sequence.

The two-year curriculum includes four semesters of traditional study, and experiential training via internships and clinical trials in the summer. Coursework will focus on areas including epidemiology, biostatistics and informatics, and molecular genetics and personalized medicine.

The new program is "ideal" for students with bachelor's degrees in the natural/so-



PHOTO CREDIT: HARTWICK COLLEGE

Alice Ceacareanu has started work as the new translational biomedical research management (TBRM) program director at Hartwick College.

cial sciences or health professions; those with good oral and written-communication skills; and those who hold entry-level professional positions in clinical/applied research and development, the college contends.

The program is also for people with advanced professional degrees, such as doctorates in business, nursing, or public health. TBRM students may not necessarily plan to pursue a doctoral degree, the school noted.

About Ceacareanu

The new TBRM program director, Ceacareanu, has relocated to Oneonta from Buffalo for her new position at Hartwick, David Lubell, media-relations manager at Hartwick College, said in an

email reply to a CNYBJ inquiry.

She had founded and served as president of ROAKETIN, Inc., a health-care consultancy, but has since departed the company for the Hartwick position, he added.

Ceacareanu also previously served as an assistant professor of pharmacy practice and adjunct professor of pharmaceutical sciences for the University at Buffalo.

For nine years, she served also as an oncology clinical pharmacist at the Roswell Park Cancer Institute in Buffalo.

Ceacareanu has been published extensively, earned multiple awards for her research, teaching and mentorship, and been awarded several grants and patents, Hartwick College said.



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2.	Cathedral Corporation 632 Ellsworth Road Rome, NY 13441 (315) 338-0021/cathedralcorporation.com	130	statement presentment, transactional notices, checks, direct mail and customer communications, data management, graphic design, marketing services	Impika Xerox continuous form inkjet printer	Marianne W. Gaige, Chairman & CEO Danielle Platis, Controller Mary Keating, VP IT Conrad Law, Plant Manager	1916
3.	Syracuse Label & Surround Printing 200 Stewart Drive North Syracuse, NY 13212 (315) 422-6619/syrlsp.com	88	pressure sensitive labels, shrink sleeves, flexible packaging, SBS board and carton-stock printing, and other custom-print label materials	digital, flexo	Kathleen Alaimo, President Paul Roux, VP Development	1967
4.	IMS, Inc. 245 Commerce Blvd. Liverpool, NY 13088 (315) 437-4189/imsdirect.com	85	full color, digital, black & white, variable data transactional and direct marketing, and full capability mailing services in-house	digital	John Mashia, Jr., President & COO	1986
5.	The Mid-York Press, Inc. 2808 State Highway 80 Sherburne, NY 13460 (607) 674-4491/midYorkpress.com	84	printed fiberboard, folding cartons, package inserts, digital printing including digital packaging	sheetfed offset/digital	Robert W. Tenney, CEO Patrick W. Dowdall, CFO Shawn M. Aikins, VP Operations	1828; inc. 1946
6.	Avalon Document Services, Inc. 901 N. State St. Syracuse, NY 13208 (315) 471-3333/teamavalon.com	80	digital printing and copying, document scanning, signage	digital	John P. Midgley, CEO Shawn J. Thrall, President	2000
7.	The QMC Group 4707 Dey Road Liverpool, NY 13088 315-449-0900/theqmcgroup.com	42	certified G7 master-printer, 8 color press with HUV LED printing, full bindery, marketing, mailing, fulfillment, and storefront	8 color HUV LED 40"	Thomas Quartier, President	2017
8.	Seaboard Graphics/Liverpool Litho 6881 Schuyler Road East Syracuse, NY 13057 (315) 457-7007/seaboardgraphics.com	29	offset printing, variable printing, mailing, large-format printing, digital color, screen printing, embroidery, promo items, die cutting, fulfillment, kitting	Komori Lithrone, Xerox IGen 5	Laurence Kuhn, President Melinda Kuhn, CFO	1986
9.	Bob Carr 2.0 Printing & Mailing 12 Hall St. Binghamton, NY 13903 (607) 772-0687/bobcarrprinting2.com	25	stationery, envelopes, carbonless forms, newsletters, brochures, sell sheets, annual reports, digital short-run printing	offset, sheetfed and digital	Bob Carr, President & CEO Mark Bliznik, VP Sales/Marketing	2013
10.	Syracuse Blue Print Co., Inc. 825 E. Genesee St. Syracuse, NY 13210 (315) 476-4084/syracuseblueprint.com	20	large-format digital printing, document-management services & distribution, Canon and Hewlett-Packard- authorized sales and service dealers, finishing & framing	digital, offset	Carl S. Nye, President Andrew B. Nye, II, VP	1909
	Courier Printing Corp. 24 Laurel Bank Ave. Deposit, NY 13754 (607) 467-2191/ courierprinting.homestead.com/home.html	20	large runs with 1 & 2 color, moderate 4-color quantities, 7-color press with aqueous coating	offset sheetfed	Sarah Evans, CEO Maria Bachrach, Production Mgr. Brenda Lea deGraw, Sales Executive	1848
12.	Eastwood Litho 4020 New Court Ave. Syracuse, NY 13206 (315) 437-2626/eastwoodlitho.com	18	10-color, 5-color & 2-color presses, digital printing, promotional printing, custom index-tab cutting, in-house die cutting, folding & stitching, FSC certified, 100% wind powered	offset, digital	Christian Cox, CEO	1946
13.	Coughlin Printing Group 210 Court St., Suite 10 Watertown, NY 13601 (315) 788-8560/coughlin.co	15	commercial printing, mailing, marketing products	offset & digital	Michael Biolsi, General Manager	1886
14.	Ansun Graphics, Inc. 6392 Deere Road Syracuse, NY 13206 (315) 437-6869/ansun.biz	14	graphic design, high-quality printing, variable-data digital color printing, mailing, apparel & promotional products.	offset, digital	Jeffrey Schoenfeld, President Todd W. Thomas, VP & CFO Jared Massett, CEO Director of Sales Joseph Mulligan, CFO Director of Operations	1995
15.	The Jacobs Press Inc. 87 Columbus St. Auburn, NY 13021 (315) 252-4861/jacobspress.com	12	marketing collateral, manufacturing manuals, labels, ID stationery, annual reports, books, direct-mail campaigns-postcard, customized pieces, graphic design	digital, offset, letterpress	Michael K. Trapani, Chairman David A Verdi, President	1915
	Cooley Group, Inc. 6700 Kirkville Road East Syracuse, NY 13057 (315) 432-1029/cooleybrand.com	12	direct mail, catalogs, collateral, variable printing, long, medium, and short runs	web, sheetfed, digital	Stuart Boyar, President Karie L Ballway, Executive VP	1945
17.	Mitchell's Speedway Press 1 Burkle St. Oswego, NY 13126 (315) 343-3531/speedwaypress.com	8	full-color printing, direct mail, large format printing, signage, digital color printing, legal copy service, offset printing	full color	John M. Henry, CEO Kathleen Randall Henry, Managment	1930
18.	SpeedPro of Central New York 6507 Basile Rowe East Syracuse, NY 13057 (315) 565-5396/speedprocentralny.com	6	large format printing, design and installation	digital	Bob Kelleher, Owner/President	2011
19.	Presto Print, LLC 5168 A Commercial Drive Yorkville, NY 13495 (315) 768-3100/prestoprintllc.com	5	printing: offset, thermography, digital; mailing services, UV coating, full-service bindery	sheetfed offset	John St. Pierre, CEO	1979
	The Sherburne News 17 East State St. Sherburne, NY 13460 (607) 674-6071/sherburnenews.net	5	hotsheets, menus, brochures, rack cards, newsletters, notepads, booklets with in-house finishing/bindery; also offer diecutting and pharmaceutical folding	sheetfed	James McDaniel, Owner	1864
21.	PostNet 2363 James St. Syracuse, NY 13206 (315) 218-6223/postnet.com/ny135	3	wide format, canvas printing, graphic design, booklets, brochures, post cards, business cards, stationery, invitations, signs, posters, banners, promotional products, EDDM, direct mail	Xerox C75, Xerox 550	Shelly Whyland, Owner	2010
22.	Rowlands Graphics 9453 Coates Road E. Holland Patent, NY 13354 (315) 865-4100/rowlandsgraphics.com	1	business printed materials, corporate communications, brochures, newsletters, catalogs, maps, flyers, websites, web hosting	digital	Lucinda Rowlands, Owner/Operator	2017

THE LIST

Research by Vance Marriner
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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 consists of Broome, Cayuga, Chemung, Chenango, Cortland, Herkimer, Jefferson, Lewis, Madison, Oneida, Onondaga, Oswego, St. Lawrence, Seneca, Tioga, and Tompkins counties.

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

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NEWS

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New GENIUS NY Teams Move into The Tech Garden

[On Jan. 30] nearly 100 CenterState CEO members braved the cold to meet the five new teams participating in round three of our successful GENIUS NY program during a special welcome event held at Dinosaur Bar-B-Que. Teams were able to interact with members who could serve as clients, resources, or mentors as they grow their businesses here in Central New York.



ROB SIMPSON
Opinion

The teams begin the year-long program with newly renovated offices in the

GENIUS Center at The Tech Garden, which offers opportunities to collaborate with each other and other Tech Garden members. Over the next few months, the teams will refine their pitch as they prepare to compete for \$3 million in investments during Finals Night on April 9. One team will be awarded a grand prize of \$1 million, while the four remaining teams will each receive a \$500,000 investment. Over the next year, all teams will access a variety of targeted resources to advance their technologies and contribute to the unmanned-aircraft systems ecosystem in Central New York and the Mohawk Valley.

Round three companies will also explore synergies with teams from the competition's first two rounds. All six GENIUS NY round two companies have committed

to staying in Syracuse. Teams from the program's first two rounds continue to hit growth milestones; have raised more through outside investments than what was invested in the program; are making connections and establishing partnerships with local businesses; and have hired or currently have openings.

To learn more about how you can connect with these teams contact Jon Parry, director of GENIUS NY, at jparry@thetechgarden.com ■

Robert M. (Rob) Simpson is president and CEO of CenterState CEO, the primary economic-development organization for Central New York. This viewpoint is drawn and edited from the "CEO Focus" email newsletter that the organization sent

The Intelligence Community Isn't As Smart As It Thinks

One of the latest squabbles big media promoted is that our president disagrees with our national intelligence chiefs. The line is simple: Trump is a dummkopf in this. The brilliant intel guys know *so much* more than he does. Impeach him for his ignorance.

Do I think Trump knows more than the intel guys? No idea. Above my pay grade.

He may be totally whacky when he calls them naïve about Iran. I don't know.

Our intel guys have a bad record, though. Pearl Harbor? They missed it. Or bungled the info they had.

Bay of Pigs? They miscalculated big time. Egypt and Syria's surprise attack on Israel? Surprised them. They said, "Nah. It's not in the cards." Our intel people said this on the very day of the attack.

Sputnik? They had no idea the Soviets would beat us into space.

Iranian Revolution? Our intel guys said Iran was not in a revolutionary situation. Or even in a pre-revolutionary situation. That was mid-1978. In 1979, came the revolution. Thanks guys, for the heads-up. The small problem was where your heads were up.

"Soviets Invade Afghanistan!" Our intel guys read about it in the newspapers. The joke in Washington was that our intel analysts got it right. It was the Soviets who got it wrong.

India's multiple nuclear tests? This was a big deal. Our intel guys missed it. The chair of the Senate Intelligence Committee called it a "colossal failure of

our nation's intelligence gathering."

Our intel people did not uncover the first plot to bring down the World Trade Center towers. They were blind to the Blind Sheik who organized the basement bombing. Now you would think that this failure would have made them more suspicious of future attacks. "Gollee, they tried to bring down the Trade Towers. Do you suppose ...? Nah." And so, they bungled any info they had on the 9/11 attack that came a few years later.

They failed to foresee or prevent bombings of our embassies in Africa.

But, but, but ... our intelligence experts did see what was going on in Iraq. Saddam had weapons of mass destruction, they assured world leaders. Iraqis were plunging ahead on WMD programs. Nuclear weapons would arrive within 1 to 12 months. Right. Maybe they used one of those whacky calendars from the times of Nostradamus. You know, the ones that say we are in the year 122.

The Russians tampered with our 2016 election. This was a deep, deep stealth operation. They used a top-secret operation called Facebook — and other social media — for six months. Pretty amateurish. Our intel pros don't notice amateur behavior. They totally missed it.

The CIA director during that period was John Brennan. Yes, the guy who loves to berate and belittle President Trump on TV. The guy who likes to lie to Congress. John said it wasn't the CIA's fault that we missed the Ruskies tampering. "There was no playbook for this."

Duh, John. You were supposed to write the playbook. That was your job. It's not as if you had no time. The Russians cyber-tampered with Ukrainian elections two years earlier. They sort of wrote half the book for you, John. A State Department

official called this "a failure of imagination. Everyone was guilty of the same sin." You might remember that, John, when you feel the urge to fling stones again.

Thus far, it looks as if the intel community completely screwed up in their Trump-collusion-with-Russia plot. (Brennan was at the center of this.) Even though there is barely any serious investigating of the intel guys over this, enough have retired or been fired to fill a large interrogation room.

The spooks work hard to cover their backsides. They point fingers at everyone else. This is human nature. Also, let us admit their work is extremely difficult. Maybe some of their mistakes were simply unavoidable.

Let us also admit their record is dismal.

The U.S. intel community scorned President Reagan. They reckoned he was a know-nothing when it came to understanding the USSR. They said he was an amiable dunce. Just a former entertainer. Gorbachev would eat him alive. They leaked garbage to big media, who roasted that amiable dunce.

Maybe President Trump is an un-amiable dunce when it comes to our intelligence guys. Maybe. It is also highly possible our intel chiefs are back to their old habit of grazing in left field. Out where the pot grows. Well, that's where it is, according to our intel guys. They always know these things, dude.

From Tom...as in Morgan. ■

Tom Morgan writes about political, financial, and other subjects from his home in upstate New York. He has a new novel out, called "The Last Columnist," which is available on Amazon. Contact Tom at tomasinmorgan@yahoo.com, read more of his writing at tomasinmorgan.com, or find him on Facebook.

Business Calendar

FEBRUARY 13

■ **The Science of Learning** from 8 to 10:30 a.m. at Liberty Resources, 1045 James St., Syracuse. Understand how to leverage knowledge about the brain to effectively develop talent, tap into their potential, and create more powerful, long-lasting learning. The presenter is Dr. Scott Vinciguerra, Vinciguerra Consulting Group and SUNY SAIL Institute. The cost for CNYATD members is \$25; nonmembers pay \$40. Register at cnyatd.org. Call (315) 546-2783 or email info@cnyatd.org for details.

■ **GOFCC Annual Meeting**, presented by Exelon Generation from noon to 1:30 p.m. at Lake Ontario Event Center, 26 East First St., Oswego. Join the Greater Oswego-Fulton Chamber of Commerce for this gathering of business and community leaders at its annual meeting. This year's theme is "Inspire. Invest. Achieve." The event's keynote presentation will be given by Arel Moodie, founder of The Art of Likability. Member tickets cost \$39; nonmember tickets are \$49. For more information, email: sfults@centerstateceo.com

■ **February Tompkins County Chamber Business After Hours** event from 5-7 p.m. at Cayuga Medical Center, 101 Dates Drive, Ithaca (enter through main lobby). Learn about the newly renovated Behavioral Health Unit, on the 2nd floor, which offers inpatient care mental-health services. Cost is \$10 for members pre-registered, or \$15 at the door. Non-members pay \$25. For more information, contact Steph Bailey at info@tompkinschamber.org

FEBRUARY 16

■ **Tioga County Chamber Centennial Gala Celebration** beginning at 6 p.m. at Tioga Downs Casino & Resort. The event features a full-course dinner including a complimentary champagne toast, a historical look into the past, as well as entertainment and dancing. Tickets for the black-tie optional event are \$55 and can be purchased at www.tiogachamber.com or by calling (607) 687-2020. For overnight guests, a special room rate is available. Contact the Tioga Chamber for reservation details at www.tiogachamber.com or email info@tiogachamber.com

FEBRUARY 22

■ **Tioga County Chamber of Commerce to present 'Sexual Harassment Prevention Training'** from 8:00 to 9:30 a.m. at the Tioga County Chamber of Commerce office at 80 North Ave. in Owego. Upstate Safety Services will provide this state-mandated training on sexual harassment prevention. Under this strict new law, every employer in New York state is now required to establish a sexual harassment prevention policy and give interactive training at least annually for all employees, supervisors, and managers by Oct. 9, 2019. This training discusses implementation of the policy, complaint form, business owner's responsibilities, and

investigative procedures. The training session is geared toward small and mid-sized companies. There is no cost for the first two employees of any Tioga County Chamber of Commerce member; it's \$25 for additional employees and non-members. Registration is limited to 10 people. To reserve your spot, call the Tioga County Chamber at (607) 687-2020, or register online at www.tiogachamber.com by Feb. 20.

■ **FLGIC Foundation Friday: Introduction to Proposal Writing** from 9-10 a.m. at Cayuga County Chamber of Commerce, 2 State St., Auburn. This class will provide you with an overview of how to write a standard project proposal to a foundation. It will include the basic elements of a proposal, the "do's" and "don'ts" of writing and submitting a proposal, and how to follow up — whether the answer is yes or no. If you're interested in learning more about this crucial skill, register at: <http://events.r20.constantcontact.com/register/event?oeidk=a07eg25b70c996d9725&llr=ttrel7bab>

FEBRUARY 25

■ **2019 Fab5 Young Professional Celebration & Awards Ceremony** from 5:30 to 8:30 p.m. at Coltivare, 235 South Cayuga St., Ithaca. The Fab5 Young Professional Celebration highlights the achievements and impact of young professionals, under 40, who are excelling and making an impact in Tompkins County. The Fab5 Awards are given out to five local young professionals who are growing and excelling in their respective fields and in the community. The cost is \$25 per person. To register, visit <https://tompkinschamber.chambermaster.com/eventregistration/register/189202>

FEBRUARY 26

■ **Money Management For Your Small Business** workshop from 10 a.m. to 12 p.m. at East Side Business Center, 1201 E. Fayette St., Syracuse. You will learn what sources of cash you have and how to control and use that valuable asset. Cost is \$20 if pre-registered/cash or check at the door. Veterans are admitted free, courtesy of a grant from M&T Bank. To register, visit: <http://events.r20.constantcontact.com/register/event?llr=mqwp6ucab&oeidk=a07eg1n50gbe2588c1d>. For more information, contact Gina Odell at SCORE Syracuse at info@scorevolunteer.org or (315) 471-9393, ext. 245.

FEBRUARY 27

■ **Cayuga County Chamber Business After Five** event from 5-7 p.m. at the Equal Rights Heritage Center, 25 South St., Auburn. Learn more about the Equal Rights Heritage Center and all it has to offer at this networking event. The cost is \$5 for basic level chamber members and \$7 for non-members. For more information or to register, visit: <http://events.r20.constantcontact.com/register/event?oeidk=a07eg2aae372281ba0&llr=ttrel7bab>

FEBRUARY 28

■ **Building Professional Relationships in a Depersonalized World** from 11:30 a.m.-1 p.m. at Advance Media New York. In a world with more responsibility, less time, tighter regulations, and even more competition, how can we, as professionals, build relationships with clients who just don't have the time? This event will discuss the challenges in breaking through the "digital" barriers that keep us from building personalized relationships. Lunch served at 11:30 a.m., program at noon. Cost is \$10 for members and \$25 for non-members. For more information, email: info@cnymsme.org or call: (315) 876-1868.

MARCH 5

■ **Agriculinary Tourism Conference** at the Hotel Ithaca at 222 South Cayuga St. in Ithaca from 8:30 am to 5 p.m. Visit Ithaca and Cornell Cooperative Extension of Tompkins County present this conference, which is organized for agriculture and culinary professionals, in and around Tompkins County, who are looking to expand their business, offerings, and revenue. A series of panel discussions and presentations will help attendees learn about hosting events or overnights on their land, how to market their business, and how to develop an efficient farm-to-table relationship. Early bird registration by Feb. 15 costs \$45 per person; if you register after Feb. 15, it's \$50. For more information, visit: <https://business.tompkinschamber.org/events/details/agriculinary-tourism-conference-2019-189414>

MARCH 7

■ **CenterState CEO Speed Networking** event from 8 to 10 a.m. Bring your business cards and be prepared to engage in small group dialogue while building relationships with other CenterState CEO members. For details, visit ceo@centerstateceo.com

MARCH 13

■ **March Tompkins County Chamber Business After Hours** event from 5-7 p.m. at Boyce Thompson Institute, at 533 Tower Road, Cornell University, Ithaca. Cost is \$10 for members pre-registered, or \$15 at the door. Non-members pay \$25. For more information, contact Steph Bailey at info@tompkinschamber.org

MARCH 15

■ **Sharing the BEST** event from 8-10 a.m. at OneGroup Center, 706 N. Clinton St., Syracuse. CNY ATD hosts a sharing of information and experiences of a diversity of talent-development practices including talent-development planning, engaging compliance training, badging-development programs, and refugee workforce. The member cost is \$25; non-members pay \$40. Register at cnyatd.org. For more information, call (315) 546-2783 or email: info@cnyatd.org.

APRIL 17-18

■ **17th Annual New York State Green Building Conference** at the Marriott Syracuse Downtown. More

information coming at: www.esf.edu/greenbuilding.

APRIL 24

■ **2019 CenterState CEO Annual Meeting** from 12-1:30 p.m. at the Oncenter in Syracuse. The annual meeting is the largest gathering of business and community leaders in the region. It also celebrates the prestigious Business of the Year Awards, recognizing outstanding CNY businesses and organizations in five categories. Cost is \$70/person for CenterState CEO members and \$85/person for non-members. For more information, visit <http://www.centerstateceo.com/news-events/2019-centerstate-ceo-annual-meeting>, or email: lmotot@centerstateceo.com

MAY 7

■ **Speed Networking** event from 8-10 a.m. at TERACAI, 217 Lawrence Road E., North Syracuse. Bring your business cards and be prepared to engage in small group dialogue while building relationships with other CenterState CEO members. There is time for informal networking and sharing your one to two minute "pitch." Space is limited. Please pre-register at <https://centerstateceonyoc.wliinc14.com/events/2019-speed-networking-2810/register>

ONGOING EVENTS

■ **Every Tuesday, Cayuga Toastmasters Club** from 6 to 7 p.m., at Cornell University, Ithaca, Rhodes Hall, Hoy Road, 6th Floor Conference Room #655. Free parking is available on first floor of parking garage across from Rhodes Hall. For more information, visit the website at 4998.toastmastersclubs.org and select "Contact Us," or email: Jeff@jefurst52@gmail.com

■ **Every Tuesday, Gung Ho Referrals Group**, the premier networking group in CNY since 1999, from noon to 1:30 p.m. at The Gem Diner, 832 Spencer St., Syracuse. The cost is \$10 and includes lunch. No reservation required. Please bring 30 business cards. For more information contact Paul Ellis at (315) 475-0392 or email Paul.Ellis@ComfortSystemsUSA.com or go to www.GungHoReferrals.com

■ **Every Tuesday, CNY Referral Group** from 8 to 9:30 a.m. at Denny's Restaurant, 201 Lawrence Road, North Syracuse. Looking to expand your network and increase referral business? For more information, call Matthew Hunt at (315) 416-8881, or email: huntm24@nationwide.com

■ **Every Wednesday, 1 Million Cups** at 9 a.m. at Syracuse CoWorks, 201 E. Jefferson St., 2nd floor, Syracuse. 1 Million Cups is a weekly educational program designed to engage, educate, and accelerate local startups/unique businesses. No cost to attend. For more information, visit www.1millioncups.com/syracuse

■ **First and third Wednesday of each month, Preferred Toastmasters** from noon to 1 p.m. at Golden Artist Colors, 188 Bell Road, New Berlin. Contact Jonie Bassett at (607) 847-6154, x1217.

■ **Fourth Wednesday of each month, Preferred Toastmasters** from 5:30 to 6:30 p.m. at Chenango County Council of the Arts, 27 W. Main St., Norwich. Contact Jonie Bassett at (607) 847-6154, x1217.

■ **Every Thursday, Free Business Counseling with SCORE** from 10 to 11:30 a.m. at the Tioga County Chamber of Commerce, 80 North Ave., Owego. Contact the Tioga County Chamber of Commerce to make an appointment at (607) 687-2020.

■ **Every Thursday, Empire Statesmen Toastmasters** at 6:30 p.m. at Denny's Restaurant, 201 Lawrence Road, North Syracuse. For the latest information, visit <http://1427.toastmastersclubs.org/>

■ **Every second and fourth Thursday of the month, The North Star Toastmasters** from 11:45 to 1 p.m. at CXtec, 5404 South Bay Road, North Syracuse. The contact is: Sandy Jurkiewicz, member retention manager, (315) 470-1802.

■ **Every second and fourth Thursday each month Business Referral Network (BRN)**, from 7:30 to 8:45 a.m. at St. Michael's Lutheran Church, 5108 W. Genesee St., Camillus. Membership fee is \$150. For more information, contact Bob Brantner at (315) 494-1135.

■ **Every Friday, Tip Club of Syracuse**, at the Sheraton Syracuse University Hotel, 801 University Ave., Syracuse, 8 to 9 a.m. Call Bernie Bregman at (315) 430-5249 or email: bbregman@cnybj.com

■ **First Friday of each month, Toolkit Day with SCORE** by appointment at The Tech Garden. Counselors provide free, confidential, individual business mentoring to prospective or current business owners. For more information or to make an appointment, contact Lynn Hughes at (315) 470-1969 or email Lynn@TheTechGarden.com

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People on the Move **NEWS**

ACCOUNTING

NICOLE C. WOODALL has joined Fust Charles Chambers LLP as a principal in the tax department. Bringing more than 20 years of experience in public accounting, she received her bachelor's degree in accounting from SUNY Oswego and is a licensed CPA in New York and Ohio. **SARI K. REIKES** has joined the firm as a manager in the healthcare consulting department. She has more than 15 years of experience in the health care industry, where she held various reimbursement and accounting positions. She received her bachelor's degree in finance from the University of Connecticut and her master's degree in public administration/healthcare from Suffolk University. **BORA NANAJ** has joined Fust Charles Chambers as an audit associate. She received her bachelor's and master's degrees in accounting with a concentration in accounting theory and fundamentals from Siena College. Nanaj also interned with the firm. **JUSTIN M. HALL** has joined the firm as a tax associate. He received his bachelor's and MBA in accounting from Le Moyne College. He also interned with the firm.



Woodall



Reikes



Nanaj



Hall

ADVERTISING, MARKETING & PR

GARY SCHUELER has joined LP&M Advertising in Syracuse as senior account planner. Prior to joining LP&M, he was VP of U.S. operations for Perigord, a global literature and package design company dedicated to human and animal life science. Schueler has managed accounts ranging in size from global life science organizations to development-stage companies.



Schueler

ARCHITECTS

BCA Architects & Engineers has named a new owner in the engineering department. **MICHAEL L. CHURCHILL**, director of aviation, has been a leader in the aviation market for 36 years. He joined BCA in 2017, officially launching its aviation division. Churchill manages the Saratoga Springs office while servicing BCA's aviation market, including Watertown International Airport. He graduated from Norwich University in 1982.



Churchill

Appel Osborne Landscape Architecture has named **CORY JENNER** a partner. He has been with Appel Osborne since graduating from SUNY College of Environmental Science and Forestry in 2001. Jenner is a CLARB certified landscape architect and also has certifications in storm water management and erosion control.



Jenner

He has been a guest lecturer for the Syracuse University Engineering Program and is well-versed in the State Environmental Quality Review Act (SEQRA).

ENGINEERING

Barton & Loguidice has promoted 15 members of the firm's Syracuse office this year. Promoted to associate are: **MARK C. BUDOSH**, who is a member of the firm's transportation/highway practice area and received his bachelor's degree from the Rochester Institute of Technology; **DONALD R. GENTILCORE, JR.**, who earned his bachelor's degree from the Rochester Institute of Technology and is a member of the firm's solid waste practice area; **JEFFREY J. REED**, who is a member of the firm's environmental practice area and received his bachelor's and master's degrees from Cornell University; **BRYAN M. TREMBLAY**, who is a member of the firm's transportation/bridge practice area and received his bachelor's degree from Clarkson University; and, **CHARLES A. WHITE**, a member of the firm's sustainable planning & design practice area who received his bachelor's degree from the University of Kentucky. Barton & Loguidice promoted the following to senior VP or VP. **RICHARD J. MAXWELL**, who serves as the firm's chief financial officer, has been promoted to senior VP. A member of the firm's administrative department, he received his bachelor's degree from Le Moyne College. **MATTHEW C. FULLER** has been promoted to VP in the firm's facilities practice area. He received his bachelor's degree from the Rochester Institute of Technology. The firm promoted the following to senior engineers. **JESSE W. CARY** has been promoted to managing engineer in the firm's facilities practice area. He earned his bachelor's degree from SUNY Binghamton. **ALEXANDER S. KERR** has been promoted to senior project engineer as a member of the firm's transportation/highway practice area. He received his bachelor's and master's degrees from the University at Buffalo. **JESSE D. SEMANCHIK** has been promoted to senior managing engineer as a member of the firm's water/wastewater practice area. He received his bachelor's degree from the University of Delaware and his master's degree from Villanova University. Barton & Loguidice has promoted the following to administrative senior manager/specialists. **ANDREA L. DRAPEAU** has been promoted to senior human resource manager. She received her bachelor's degree from Ithaca College and her master's degree from Suffolk University. Drapeau leads the firm's human resources department. **LISA M. HOFMANN** has been promoted to senior accounting specialist. She is a member of the firm's accounting & finance department. **BARBARA S. WEBER** has been promoted to senior accounting specialist in the accounting & finance department. She received her bachelor's degree from Colby-Sawyer College. The firm has named the following new managing industrial hygienists. **DAVID A. MORSE** was promoted to senior managing industrial hygienist as a member of the firm's environmental practice area. He received associate degrees from SUNY Morrisville & Mohawk Valley Community College. **DAVID RONALD C. THORP** was promoted to senior managing industrial hygienist as a member of the firm's environmental practice area. He received his associate degree from Paul Smith's College.

INSURANCE



Lopata



Rinehart



Graham



Hyle



Muller



Smith



Weeks

Preferred Mutual Insurance Company recently announced several key promotions within the company's management team. **JEFF LOPATA** is executive VP and chief strategy officer. He joined the firm in 2005. Lopata has been instrumental in developing and driving enterprise digital, project management, and operational strategy. **JENIFER RINEHART**, executive VP and chief human resources officer, joined Preferred Mutual in 2017 and has more than 20 years in the insurance industry and over 30 years in human resources. **MICHELE GRAHAM**, senior VP of strategic services, joined Preferred Mutual in 2004. **TIM HYLE**, senior VP, chief financial officer, and treasurer, joined Preferred Mutual in 2008. **RAY MULLER**, senior VP and chief actuary and data analytics, joined Preferred Mutual in 2018, bringing more than 30 years of actuarial expertise to the company. **DAVE SMITH**, senior VP of technology, has been with Preferred Mutual in 2010. **ERNIE WEEKS**, senior VP of underwriting

LAW

ing and sales, joined Preferred Mutual in 2015, bringing over 35 years of insurance industry experience in both underwriting and sales

IAN S. LUDD has joined the business department of Mackenzie Hughes LLP, where his practice will focus on business, litigation, mergers & acquisitions, regulatory compliance, as well as public law and policy. He graduated with both a juris doctor degree from the Syracuse University College of Law and a master's degree in public administration from the Maxwell School of Citizenship and Public Affairs.



Ludd

NONPROFITS

KELSEY NOBIS has joined the Manlius YMCA as senior program director. She grew up in the Tri-Valley Y and YMCA Camp Gorham, and then joined the Greater Syracuse association at age 16, working in a variety of departments at the Hal Welsh East Area Family YMCA in Fayetteville. Nobis graduated from Springfield College, majoring in youth development and YMCA professional studies. She also held an officer position in the YClub. Her volunteer work and senior thesis project both focused on serving at-risk youth and victims of domestic violence. In 2017, Nobis graduated from Vermont Law School with her juris doctor degree. ■



Nobis

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THE LOOK AHEAD: UPCOMING SPECIAL REPORTS

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FEB. 18: SMALL BUSINESS/BUY LOCAL

Covers news on small businesses and the key trends, legal, and policy issues facing these firms. Also offers tips and resource information for buying local and related topics.

FEB. 25: ANNIVERSARY ISSUE The List: Tax Preparers

Spotlights Central New York businesses celebrating major anniversaries.

MAR. 4: CNY CONSTRUCTION PROJECTS The List: Conference & Meeting Facilities

This issue is a showcase for construction projects in our region and the firms that are building and designing them.



Jason Webb
CO-FOUNDER
SOCCER SHOTS

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