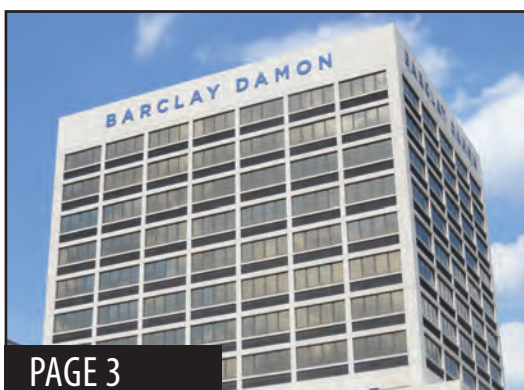


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**BOEHEIM HONORED WITH
 NAME ON ENTRY TO THE
 MELO CENTER**

ERIC REINHARDT / CNYBJ FILE PHOTO



PAGE 3

**BARCLAY DAMON ADDS
 WASHINGTON, D.C. OFFICE
 THROUGH COMBINATION**

ERIC REINHARDT / CNYBJ FILE PHOTO



PAGE 7

**NORTH COUNTRY WINNERS
 OF STATE FUNDING FOCUS ON
 PLANNING PROCESS**

PHOTO CREDIT: MIKE GROLL VIA HOCHUL.FLICKR



**SMALL BUSINESS SPOTLIGHT:
 M3 PLACEMENT AND PARTNERSHIP
 THRIVES DURING UNCERTAIN ECONOMY**

PAGE 10

PHOTO CREDIT: M3 PLACEMENT AND PARTNERSHIP



**SPECIAL REPORT:
 NORTH COUNTRY BUSINESS/AGRIBUSINESS**

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PHOTO CREDIT: WATERTOWN INTERNATIONAL AIRPORT

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CNYBJ CALENDAR:

March 11 List: Coworking Spaces

March 11 Special Report: Energy/Environment/Sustainability

March 18 List: Architects

March 18 Special Report: CNY Construction Projects

March 25 List: Hotels

March 25 Special Report: Employee Benefits/HR/Insurance

2024 Book of Lists

April 1 List: Commercial Printers

April 1 Special Report: Manufacturing Directory

April 8 List: Staffing Firms

April 8 Special Report: Battle for Talent/Succession/Crystal Ball & CNY SME Awards

April 15 List: Commercial-Property Management Firms

April 15 Special Report: Small Business/Minority and Women-Owned Business Directory *NEW!*

April 22 List: Airports

April 22 Special Report: Employee Benefits/HR/Insurance/Generations

April 29 List: MBA Programs

April 29 Special Report: Banking & Credit Union Report

May 6 List: Technology Companies/Addiction Treatment Programs *NEW!*

May 6 Special Report: Health Care Quarterly

May 13 List: Minority-Owned Businesses

May 13 Special Report: Construction/Luxury Living

CORRECTION

The article “Bowers CPAs & Advisors makes a pair of Rochester moves” in the Feb. 26, 2024 issue of *The Central New York Business Journal*, had an error regarding the address of its headquarters office. The correct information is that the firm is based at 333 West Washington St. in Syracuse.

CNYBJ BRIEFS



Don Radke (left), of FM Realty Group, poses with the 2023 Community Service Award he received. PHOTO CREDIT: NYSAR

Fayetteville—area realtor wins NYSAR Community Service Award

ALBANY — The New York State Association of Realtors (NYSAR) recently honored Don Radke, of Fayetteville, as one of two recipients of its 2023 Community Service Award.

The honor recognized Radke, of FM Realty Group, for his dedication and commitment to various organizations and causes in Central New York. He was presented with the award during the association’s recent “Opportunity Awaits” Mid-Winter Business Meetings at the Crowne Plaza Albany - Desmond Hotel in Albany, NYSAR said in a recent news release.

A member of the Greater Syracuse Association of Realtors, Radke helped save the George and Rebecca Barnes Foundation mansion and secured a \$400,000 grant to help renovate the historic building. For this effort, he was selected as nonprofit President of the Year in Syracuse.

Radke’s involvement at Focus Greater Syracuse helped enhance this vital citizen-engagement organization that has made an impact throughout Central New York, NYSAR stated. As a board member and chair of the

City of Syracuse Landmark Preservation Board, Radke was responsible for securing the preservation of countless historic structures across the city, including the cleaning and restoration of Onondaga Lake.

“I am humbled but very proud,” Radke said in the release. “If this can be an inspiration to somebody else in our industry, for them to take the next step and volunteer in their community, it’s what it’s all about. I am truly honored to accept this award.”

The NYSAR Community Service Award honors realtors for community involvement supporting initiatives aimed at a community’s youth, improving the quality of education, quality of life for older Americans, homelessness prevention, as well as efforts following natural disasters and other community needs.

Along with an inscribed award, a grant of \$1,500 will also be made in Radke’s name to a charity of his choice.

NYSAR is a not-for-profit trade organization representing more than 63,000 of New York state’s real-estate professionals.

St. Elizabeth College of Nursing plans March 29 open house

UTICA — The St. Elizabeth College of Nursing (SECON) will hold an open house for prospective students on March 29 from 3-5 p.m. at the college, located at 2215 Genesee St. in Utica.

The event will include tours along with question-and-answer sessions.

SECON offers a nursing-education loan program that provides students with the opportunity to receive tuition payments in exchange for an employment commitment with the Mohawk Valley Health System (MVHS) post-graduation, per the announcement.

The college offers a two-year associate degree in nursing, providing hands-on clinical experience, a one-to-one relationship with faculty, and experience with technolo-



The St. Elizabeth College of Nursing in Utica will hold an open house on Friday, March 29 from 3-5 p.m. at the college, which is located at 2215 Genesee St. in Utica. PHOTO CREDIT: ST. ELIZABETH COLLEGE OF NURSING WEBSITE

gy, SECON said.

SECON says it offers curriculum plans that include a weekday program and an evening/weekend program.

It also provides the SUNY Polytechnic Institute (SUNY Poly)/SECON nursing partnership pathway (1+2+1), which provides students the opportunity to earn two degrees in four years: an associate degree from SECON and a bachelor’s degree from SUNY Poly.

Chemung Financial to pay Q1 dividend of 31 cents

ELMIRA — Chemung Financial Corp. (NASDAQ: CHMG) said its board of directors has approved a cash dividend of 31 cents per share of its common stock for the first quarter.

The Elmira-based banking company will pay the dividend on April 1, to shareholders of record as of the close of business on March 18, according to its Feb. 21 news release.

At Chemung Financial’s current stock price, the payment yields about 2.9 percent on an annual basis.

Chemung Financial is a \$2.7 billion financial-services holding company that operates 31 offices through its principal subsidiary,

Chemung Canal Trust Company, a full-service community bank with full trust powers. Founded in 1833, Chemung Canal Trust says it is the oldest locally owned and managed community bank in New York state.

Chemung Financial is also the parent of CFS Group, Inc., a financial-services subsidiary offering non-traditional services including mutual funds, annuities, brokerage services, tax-preparation services, and insurance.

Chemung Financial reported net income of \$25 million, or \$5.28 per share, in 2023, down from \$28.8 million, or \$6.13 per share, in 2022.

MACNY names manager of workforce operations and advancement

DeWITT — MACNY, The Manufacturers Association of Central New York, says it has promoted Amanda Rice to manager of workforce operations and advancement.



Rice

She first joined MACNY in February 2022 as the association’s finance and contract administration specialist. In this role, Rice has managed MACNY’s state and federal grants in addition to sourcing and administering various funding opportunities. She has been an “integral part of developing and implementing new processes that impact multiple departments as well as internal and external reporting activities,” MACNY said in a recent release.

In her new role, Rice will use her skills in managing essential elements of MACNY’s workforce-development initiatives to lead efforts to research, develop, and apply for new grant-funding opportunities, while also collaborating closely with the organization’s finance team to optimize how grant money is allocated and used. She will also oversee key initiatives including the development and maintenance of both data and time-tracking systems and other relevant technologies.

“Amanda has consistently demonstrated remarkable dedication to optimizing processes with a keen understanding of the intricacies involved in managing our workforce development portfolio. We are confident Amanda will continue to excel in her new role and significantly contribute to the success of our programs and the broader mission to serve the manufacturing community and the MACNY membership,” Mike Frame, MACNY executive VP, said in the release.

Prior to joining MACNY, Rice worked as an economic-development specialist at the Fulton Community Development Agency (FCDA), and also previously interned with NYSERDA’s market characterization & evaluation team. Rice holds an MPA degree, with a dual concentration in public economics & finance and environmental politics & policy from the Rockefeller College of Public Affairs & Policy at SUNY Albany. She also holds a bachelor’s degree in economics and political science from SUNY Genesee.

Broome County hotels post solid business gains in January



BINGHAMTON — Broome County hotels registered increases in three separate key indicators of business performance in January.

The hotel-occupancy rate (rooms sold as a percentage of rooms available) in the county rose 11.1 percent to 47.7 percent in the first month of 2024 versus January 2023.

Revenue per available room (RevPar), an industry gauge that measures how much money hotels are bringing in per available room, jumped 14.1 percent to \$47.42 in January compared to the year-ago month.

Average daily rate (ADR), which represents the average rental rate for a sold room, edged up 2.8 percent to \$99.44 in the county this January, versus the same month a year earlier.

Barclay Damon adds Washington, D.C. office through combination

BY ERIC REINHARDT
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SYRACUSE — Barclay Damon LLP is now operating an office in Washington, D.C. after a law firm in the nation’s capital combined with the Syracuse-based firm.

Shapiro, Lifschitz & Schram (SLS) joined Barclay Damon, effective Jan. 1, per the Jan. 10 announcement. The deal allows both law firms to expand their footprints and client-service offerings, Barclay Damon noted.

The leadership of both firms in December unanimously voted to approve the deal, citing a “strong belief in the benefits of the combination, which brings the best in legal service together to accelerate growth in each firm’s respective practice areas.”

At the time of the announcement on Jan. 10, Barclay Damon said the 10 lawyers, three paralegals, and four administrative staff of SLS would join the Syracuse-based firm while maintaining operations in their current 11,500-square-foot office space located in the heart of Washington, D.C.’s central business district, a few blocks from Dupont Circle and the White House.

“Our firm has been serving clients in

the DC Metro Region for many years, while our long-term strategy has been to develop a fully staffed, established presence in that market. After evaluating many opportunities, SLS was the right fit in terms of top attorneys, complementary practices, and energy industry experience that overlaps with Barclay Damon’s leading practices,” Connie Cahill, Barclay Damon’s managing partner, said in a statement. “We hope to continue growing in the DC Metro Region and are always interested in meeting with talented attorneys looking to expand their breadth of services in a shared culture of collaboration, innovation, and diversity, equity, and inclusion.”

SLS will serve as Barclay Damon’s Washington, D.C. office.

“This is a beneficial move for SLS, as this combination meets the long-term strategic goals of the firm and allows our people and clients to immediately have access to a multidisciplinary approach to legal services as well as a full-service law firm,” Judah Lifschitz, principal and co-president of SLS, said in the Barclay Damon release.

Lifschitz, Steve Schram, and Christopher Mahoney will continue to lead the D.C. office.

“Landing an integrated team of at-



Syracuse-based Barclay Damon LLP says Washington, D.C.-based Shapiro, Lifschitz & Schram (SLS) has combined with it as of the beginning of the year. SLS will serve as Barclay Damon’s office in Washington, D.C.
ERIC REINHARDT / CNYBJ FILE PHOTO

torneys with corporate, real estate, finance, commercial litigation, and large construction litigation experience with a national profile in the power and energy industry was simply a home run,” Rick Capozza, chief marketing officer and chair of Barclay Damon’s energy practice area, said in the news release. “That the SLS team is located in a strategically significant part of our platform, Washington

DC, advances a key strategy of expanding our strong regulatory experience at the federal level.”

Together, the combined firm will have nearly 300 lawyers in nine offices. They include New York offices in Syracuse, Albany, Buffalo, Rochester, and New York City, as well as offices in Boston, Massachusetts; New Haven, Connecticut; Washington, D.C.; and Toronto, Ontario. ■

New York manufacturing index rebounds in February

Benchmark stays negative, pointing to continued contraction

BY ERIC REINHARDT
ereinhardt@cnybj.com

The Empire State Manufacturing Survey general business-conditions index jumped 41 points in February — bouncing back from nearly a four-year low the prior month — but remained in negative territory at -2.4.

The general business-conditions index is the monthly gauge of New York state’s manufacturing sector.

Based on firms responding to the survey, the February reading indicates business activity “edged slightly lower” in the state, the New York Fed stipulated in its Feb. 15 report.

A negative index number indicates a decline in the state’s manufacturing sector, while a positive index reading shows expan-

sion or growth in manufacturing activity.

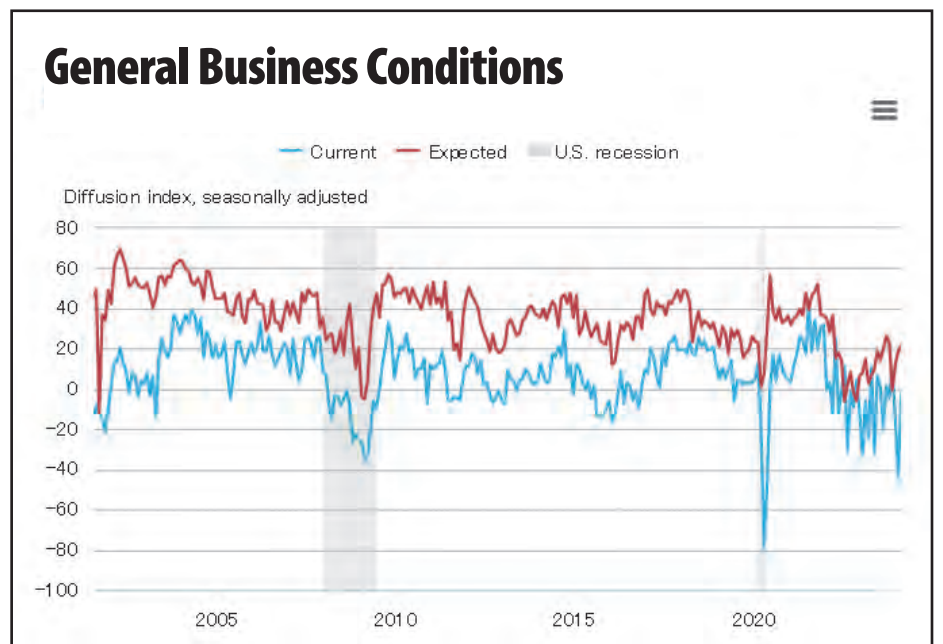
The Empire State Survey found new orders declined modestly, while shipments edged higher, the New York Fed said. It also found the six-month outlook improved, though optimism “remained subdued.”

Survey details

The new-orders index soared 43 points to -6.3 in February. That still pointed to an ongoing decline in orders, though at a slower pace than the previous month. The shipments index increased 34 points to 2.8, indicating a small increase in shipments, the New York Fed said.

The unfilled-orders index came in at -9.6, a sign that such orders continued to fall. The inventories index was little changed at -9.6, suggesting that inventories fell modestly, and the delivery-times index remained negative at -3.2, indicating shorter delivery times.

The index for number of employees climbed to a level of near zero, suggesting employment levels were “unchanged,” while the average-workweek index came in at -4.7, pointing to a small decline in hours



VISUAL CREDIT: NEW YORK FED WEBSITE

worked, the New York Fed reported.

The prices-paid index moved higher for a second straight month, rising 10 points to 33.0, and the prices-received index climbed 8 points to 17.0, pointing to a pickup in both input and selling-price increases.

New York manufacturing firms expect activity to grow over the next six months, though optimism “remained subdued,” per the survey report. The index for future business conditions edged up 3

points to 21.5.

The capital-spending index was little changed at 11.7, suggesting that capital-spending plans remained “somewhat soft,” the report stated.

The New York Fed distributes the Empire State Manufacturing Survey on the first day of each month to the same pool of about 200 manufacturing executives in New York. On average, about 100 executives return responses. ■



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Boeheim honored with name on entry to the Melo Center

Also received scholarship, banner

BY ERIC REINHARDT
ereinhardt@cnybj.com

SYRACUSE — Syracuse University plans a new scholarship and hoisted a new banner in the JMA Wireless Dome to honor long-time former men's basketball head coach Jim Boeheim during a post-game ceremony on Feb. 24.

The university also plans to name the entrance to the Carmelo K. Anthony Basketball Center after Boeheim, who concluded his 47-year coaching career following the 2022-23 season.

Those announcements, along with local and state-government proclamations declaring Feb. 24 as Jim Boeheim Day, were part of the ceremony inside the Dome after Syracuse held off Notre Dame, to win 88-85.

Mike Tirico, an SU graduate who handles play-by-play for NBC's Sunday Night Football, served as the ceremony's emcee on the Jim Boeheim court.

CNYBJ monitored the event online at ACC Network Extra.

Syracuse University Chancellor Kent Syverud and his wife, SU professor Ruth Chen, presented Boeheim a plaque signifying the creation of a new, endowed scholarship in his name.

"The Jim Boeheim '66 Central New

York scholarship ... will be awarded to undergraduate students with demonstrated financial need with a preference to students who are residents of the Central New York and Finger Lakes region," Tirico said in addressing the crowd.

Head coach Adrian Autry and current members of the Syracuse men's basketball team presented the former coach with a painting they had commissioned that represents "some of the most iconic moments through [Boeheim's] career," as Tirico described it.

The ceremony also included a video showing new renderings from the Carmelo K. Anthony Basketball Center, and as Tirico announced, "As a permanent feature, the entry way to the Melo Center will pay homage to Coach Boeheim and forever be known as the Jim Boeheim Entrance to the Carmelo K. Anthony Basketball Center. That means that every recruit and student-athlete who walks through those doors will know the rich history and the expectation of playing basketball at Syracuse."

John Wildhack, SU's director of athletics, was then introduced and shook Boeheim's hand as the university raised a banner above section 309, acknowledging Boeheim's Hall of Fame basketball-coaching accomplishments between 1976 and 2023, including the 2003 NCAA Championship, five NCAA Final Fours, and 35 NCAA Tournaments.



Former Syracuse University men's basketball coach Jim Boeheim — pictured here at his retirement announcement in March 2023 — was honored after the Feb. 24 game against Notre Dame in the JMA Wireless Dome.
ERIC REINHARDT / CNYBJ FILE PHOTO

Government recognition

Syracuse Mayor Ben Walsh and Onondaga County Executive Ryan McMahon presented Boeheim with a proclamation declaring Feb. 24, 2024 as Jim Boeheim Day throughout the city of Syracuse and Onondaga County.

New York State Assemblyman William Magnarelli and New York State Senator John Mannion also presented Boeheim with a resolution from the New York State Legislature that also declared the day as Jim Boeheim Day.

A representative for Gov. Kathy Hochul also presented Boeheim with a proclamation declaring the day as Jim Boeheim day throughout the state of New York.

The ceremony also included a greeting from Gov. Kathy Hochul, a 1980 graduate of Syracuse University.

Boeheim remarks

In his remarks, Boeheim acknowledged his wife Juli; children Elizabeth, Jimmy, Buddy, and Jamie; the current Orange basketball team; and Coach Autry, the coaching staff, and former players who attended the event.

Those players included Boeheim's former teammate, Dave Bing, who Boeheim called "the greatest player to ever play at Syracuse University who started this all," which was greeted with applause from the crowd in the JMA Wireless Dome.

He also thanked the fans who Boeheim said come to the games "no matter what." "I've been forever grateful for that," he added.

Boeheim then went on to say, "From the bottom of my heart, thank you for giving me a life nobody could've asked for." ■

CNY BUSINESS JOURNAL
MOHAWK VALLEY
GEAR AWARDS
GROWTH, ENERGY, AND REVITALIZE

PRESENTED BY
BerkshireBank

Representatives from Berkshire Bank, BizEventz and the Central New York Business Journal recently took a tour of the Delorior's facilities.

Congratulations to Delorior's, one of this year's Mohawk Valley GEAR honorees!

Join us May 22, 5:00pm-8:00pm, as we recognize those making an impact in the Mohawk Valley.

For information on discounted Congratulatory Ad/Ticket Packages, email registration@bizeventz.com

Five Star Bank parent company to pay Q1 dividend of 30 cents a share on April 2

BY JOURNAL STAFF
news@cnybj.com

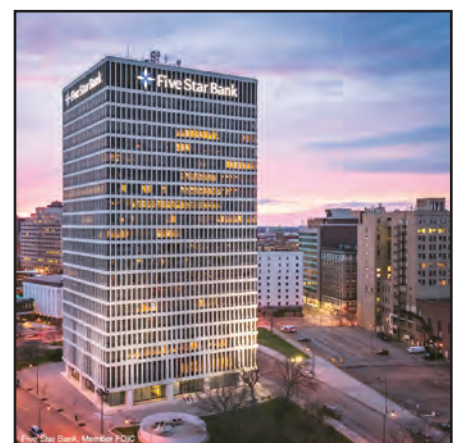
WARSAW, N.Y. — Financial Institutions, Inc. (NASDAQ: FISD), parent company of Five Star Bank, announced that its board of directors recently approved a quarterly cash dividend of 30 cents per share of its common stock outstanding.

The banking company will pay the first-quarter dividend on April 2, to shareholders of record on March 15.

At Financial Institutions' current stock price, the dividend yields about 6.5 percent on an annual basis.

Five Star Bank, based in Warsaw in Wyoming County, has about 50 retail branches located throughout Western and Central New York. Its CNY branches include offices in Auburn, Waterloo, Geneva, Ovid, Horseheads, and Elmira.

Five Star Bank last year expanded into the Syracuse market with a new commercial-loan production office at 115 Solar St.



The Five Star Bank office building in downtown Rochester.
PHOTO CREDIT: FIVE STAR BANK FACEBOOK PROFILE

in the city's Franklin Square area.

Financial Institutions has about \$6.2 billion in assets, offering banking, insurance, and wealth-management products and services through a network of subsidiaries. ■

KeyBank parent company has a new director of investor relations

BY JOURNAL STAFF
news@cnybj.com

Brian Mauney is the new director of investor relations at KeyCorp (NYSE: KEY) — parent company of KeyBank, the No. 2 bank ranked by deposit market share in the 16-county Central New York region. He started in the position on March 1.

Mauney, who has more than 25 years of experience in the financial-services industry, previously served as the deputy director of investor relations at BNY

Mellon, including responsibility for that financial-services company's fixed-income investor relations program, KeyCorp said. Prior to that, he held a number of senior roles at Citigroup including working in corporate strategy and as a sell-side equity analyst covering U.S. banks.

In his new role at KeyCorp, Mauney reports to Clark Khayat, chief financial officer.

Vernon Patterson, the prior director of investor relations at Key, is retiring this spring after a 30-year career at the bank company, Key announced in January.

"Vern has made a lasting impact on the way Key shares its financial story to our shareholders, clients, and teammates over the course of his 30 years at the company," Chris Gorman, chairman and CEO of KeyCorp, said in a Jan. 10 news release. "His leadership, wise counsel, and focus on building strong relationships with our investors and equity analysts have helped Key navigate both prosperous and challenging times over the years."

Gorman added that he welcomed Mauney to Key and said he "brings a

depth and variety of financial services experience to the role that I am excited to add to the organization."

Headquartered in Cleveland, Ohio, Key is one of the nation's largest bank-based financial-services companies, with assets of about \$188 billion as of Dec. 31. Its roots trace back nearly 200 years to Albany. KeyBank has a network of more than 950 branches and over 1,200 ATMs in 15 states. ■



Mauney

Port of Oswego CNY Agricultural Center wins ACEC award

BY JOURNAL STAFF
news@cnybj.com

OSWEGO — The Port of Oswego Authority's Central New York Agricultural Center, a project handled in partnership with C&S Companies, has received a silver award from the American Council of Engineering Companies (ACEC), New York Chapter.

"Oswego is home to the largest facility of its kind on Lake Ontario and the most technologically advanced handling system in New York State and on the Great Lakes and has an on-site USDA lab," William Scriber, executive director and CEO of the Port of Oswego Authority (POA), said in announcing the award. "The grain handling capacity and conveyance improvements from this project have helped propel the Port to its highest level of business in years. We applaud C&S for being recognized for this award, and for the great job they did on the project."

The \$15 million project involved the construction of a centralized control

building with dedicated spaces for electrical controls, the air-compressor system, and the automated silo-controls center. Installation of a new 4,000-amp electrical service powered the new silo. It also entailed setting up a fiber-optic network, implementing security upgrades, and executing drainage improvements.

The POA selected C&S Cos. to design and oversee the construction of its Grain Handling Capacity and Conveyance Improvements Project. For decades, the POA stored grain from local farmers on the ground under aging, timber-domed buildings, it said. The authority manually loaded it out for shipment by ship or rail. Recently, the POA began exporting grain internationally. To maintain its USDA export license, the Port of Oswego needed a modern silo and conveyance system, per the release. The new system is automated and includes a 21,000-metric-ton silo, an unloading pit for trucks and rail, and load-out systems for railcar, truck, and ship. Additionally, two on-site laboratories were



The Port of Oswego Authority's Central New York Agricultural Center, a project handled in partnership with C&S Companies, has been honored by the American Council of Engineering Companies (ACEC), New York Chapter. PHOTO CREDIT: PORT OF OSWEGO AUTHORITY

upgraded: one for USDA inspectors to verify exports and one for SUNY Oswego to test inbound grain.

"We have more than 100 local farmers who deliver grain to the Port. This system can unload a truckload of grain (35,000 lbs.) in less than a minute, and it can load a railcar (100 tons of grain) in just minutes. This reduced unloading time allows farmers the ability to flow more grain into the facility," Scriber said.

ACEC New York represents and supports engineering professionals in New York state. It advocates for them with its clients and all levels of government. It also offers education, inclusion, partnering, and knowledge sharing.

The Port of Oswego says its strategic location at the crossroads of the Northeastern North American shipping market, puts it less than 350 miles from 60 million people. ■

Ask Rusty: Can One Work While Collecting SS Disability?

Dear Rusty: If a person is collecting Social Security (SS) disability benefits, can he, at any point, work at all? If he can, what is the maximum he can earn and still keep the disability benefit? I am asking because my husband is still young, but his injuries will not allow him to go back to the job he had prior to his injuries and surgeries. He does not just want to sit at home doing nothing.

Signed: Concerned Wife

Dear Concerned: Actually, the Social Security Administration (SSA) encourages those collecting SSDI (Social Security Disability Insurance) benefits to attempt to go back to work and it provides considerable leeway for them to do so. The monthly earnings limit for those collecting SSDI benefits in 2024 is \$1,550. As long as your husband earns less than the limit while working, his SSDI benefits will not be in jeopardy. Your husband should contact Social Security's Ticket to Work program directly to protect his disability status and discuss returning to work while collecting SSDI benefits.

The Ticket to Work program assists those now receiving SSDI benefits who

wish to test their ability to return to work without putting their SSDI benefits at risk. The program provides considerable assistance — including new career-training opportunities and connection to potential employers — and it is voluntary and costs nothing. More information on Social Security's Ticket to Work program is available at: <https://choosework.ssa.gov/>

It's not mandatory for your husband to enroll in the Ticket to Work program but, in addition to other available assistance, he can request a trial-work period, which would allow for nine months, over a rolling five-year period, during which he can earn any amount (even over the normal monthly limit mentioned above) without risking his SSDI benefits. Within the trial-work period, only those months he earns over the normal monthly SSDI limit would count as a trial-work month. So, for example, your husband could work part time regularly earning under the normal monthly

"The monthly earnings limit for those collecting SSDI benefits in 2024 is \$1,550."

limit and if, in some months (up to nine), he earned more it wouldn't affect his SSDI benefits.

So, your younger disabled husband can, indeed, work

while on Social Security disability, for as long as he wishes while earning under the monthly SSDI limit (the SSDI earnings limit changes yearly). He may also wish to enroll in Social Security's Ticket to Work program for assistance with developing a new career. Plus, he can take advantage of using trial-work months in the event his work earnings will, at times, exceed the monthly SSDI limit. If your husband earns over the SSDI limit for more than the nine trial-work months and his benefits are consequently stopped, he can — within the 5-year trial-work period — have his benefits reinstated (without again going through the full application process) if his disability, once more, renders him unable to work full time.

For starters, I suggest your husband contact Social Security's Ticket to Work

program directly at (833) 889-0108 to discuss returning to work part time. The SSA will guide him through the entire process. ■

Russell Gloor is a national Social Security advisor at the AMAC Foundation, the non-profit 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: ssadviser@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
Social Security Matters

NORTH COUNTRY BUSINESS/AGRIBUSINESS

Watertown Airport's new approach lighting system is certified

BY ERIC REINHARDT
ereinhardt@cnybj.com

HOUNSFIELD — A Federal Aviation Administration (FAA) flight-inspection team from Atlantic City, New Jersey on Feb. 21 certified the approach-lighting system at the Watertown International Airport.

The new navigation aid is designed to help pilots who are landing aircraft in “poor visibility conditions,” said officials from the airport, which is located in the town of Hounsfield in Jefferson County.

The flight-inspection team performed both a daytime and a nighttime inspection at different approach paths and angles of the new navigation aid to the airport's runway 28.

The airport will operate and maintain the system, known as

a MALSR, or a medium-intensity approach lighting system with runway-alignment indicators. The system is one of a small number of “brand-new” approach-lighting systems that airports nationwide are installing. The new instrument-approach procedure — that pilots will use to approach a landing at the airport — is published and available to pilots for immediate use.

“The project has been a lengthy planning, programming, and certification process, and we are thankful for our federal partners for assisting us in getting this project completed,” Grant Sussey, director of aviation at the Watertown International Airport, said in a news release. “A special thank you to the FAA New York Airports District Office and the FAA Tech Ops team in Syracuse



PHOTO CREDIT: WATERTOWN INTERNATIONAL AIRPORT

for providing the guidance for this system and continued support in keeping the existing Runway 7 Approach Lighting System in service.”

“This project is an important

one for our airport and I am glad to see it lighted up and this will go a long way in improving safety and access to our airport,” William Johnson, chairman of the Jefferson County Board of

Legislators said. “Special thank you to our Congressional team in the support of the funding for this navigation aid — without their support we would not be able to do this project.” ■

New network aims to connect farms, agribusiness to resources

BY TRACI DELORE
tde lore@cnybj.com

MOHAWK — Last fall, the Mohawk Valley Economic Development District (MVEDDD), in partnership with Schoharie County, launched the Mohawk Valley Farm and Agribusiness Network (MVFAN) as a clearinghouse for farms and agribusinesses to provide information, resources, networking, and more.

The network is the next iteration of the former Mohawk Valley Food Action Network, formed in 2010 by Cornell Cooperative Extension of Oneida County and other partners to strengthen the local food system and promote efforts that increased food-system business opportunities.

The group went by the wayside, says MVEDDD Deputy Director Heather Devitt, but a roundtable session last year in Schoharie County revealed that farmers and agribusinesses really needed a place where they could get information about resources such as loans and grants available to them.

Since MVEDDD still owned the www.mvfoodaction.org URL, Devitt says the district decided to create MVFAN as a subcommittee and revive that website. The new site launched in October 2023.

“For the most part, it's a clearinghouse,” says Devitt. It lists information on loans and grants, other programs, state and county resources, and even includes links to things like local farmer's markets.

“Everyone wants to support farmers,” Amanda Whalen, MVEDDD clean energy community coordinator,



Whalen

says. MVFAN is a way to give that support and provide vital information.

The best part, she says, is that MVFAN has already done the work, researching what funding is available for what projects and providing links to more information or online applications.

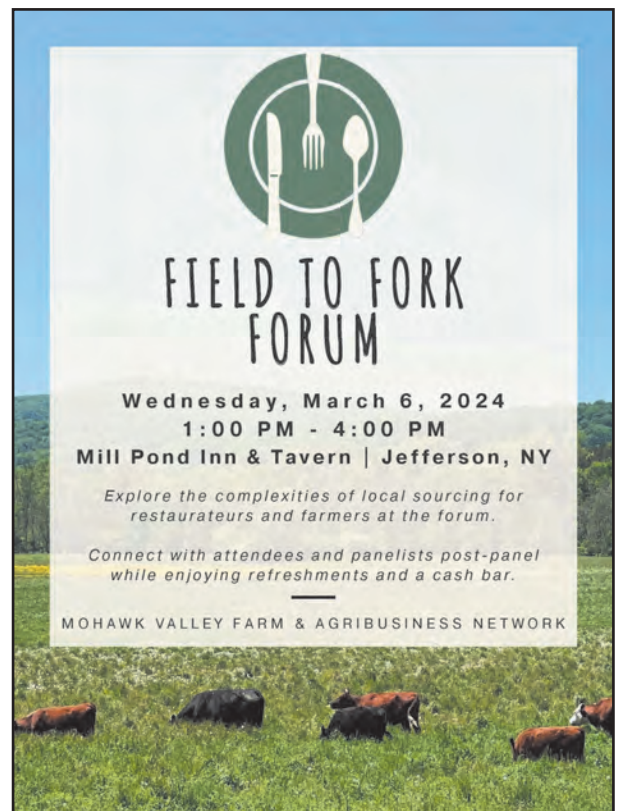
Farmers and other agribusinesses can access the site during their own time, taking what information from it they need. But they can also reach out to MVEDDD if they need more help, Whalen notes.

“I don't know how to farm, but I can help people fill out paperwork,” she quips.

Beyond just providing information on the website, MVFAN is taking even more steps to not only provide information, but also present educational and networking opportunities. Last year, it hosted a workshop on becoming “New York State Grown and Certified.”

“This was our way to connect the farmers ... to funding,” Devitt notes. Along with providing all the information on how to become certified, the organization also provided information about funding available to help in that process.

On Wednesday, March 6, MVFAM is hosting a free “Field To Fork Forum” in the town of Jefferson in Schoharie County, in conjunction with the New York State Restaurant Association for restaurateurs and farmers to discuss locally sourcing food. The goal is to help farmers learn what they need to do in order to supply local restaurants and to help eateries learn about the local food options available to them.



“There's going to be restaurants there,” Devitt says. “There's going to be farmers there. There's going to be a panel discussion.” There will also be a question-and-answer session and networking opportunities.

“It helps the farms,” she says. “It helps the restaurants. It helps the Mohawk Valley economy.”

The Mohawk Valley area was known as the breadbasket during the Revolutionary War because of its rich agricultural opportunities, and agriculture remains a large component of the area's economy today, Devitt notes.

“I think this is the time really for the resurgence of local farms,” she concludes. ■

North Country winners of state funding focus on planning process

BY ERIC REINHARDT
ereinhardt@cnybj.com

LAKE PLACID — Three communities in Jefferson and Lewis counties are looking ahead to the planning process and figuring out how to spend millions in state-grant funding for local improvements.

The Village of Lowville in Lewis County will receive \$10 million in funding as the North Country winner of the seventh round of the Downtown Revitalization Initiative (DRI).

At the same time, the state announced the Villages of Canton and Alexandria Bay as this year's North Country region NY Forward winners, receiving \$4.5 million each, the office of Gov. Kathy Hochul announced Jan. 23.

Hochul announced the awards during a visit to Lake Placid.

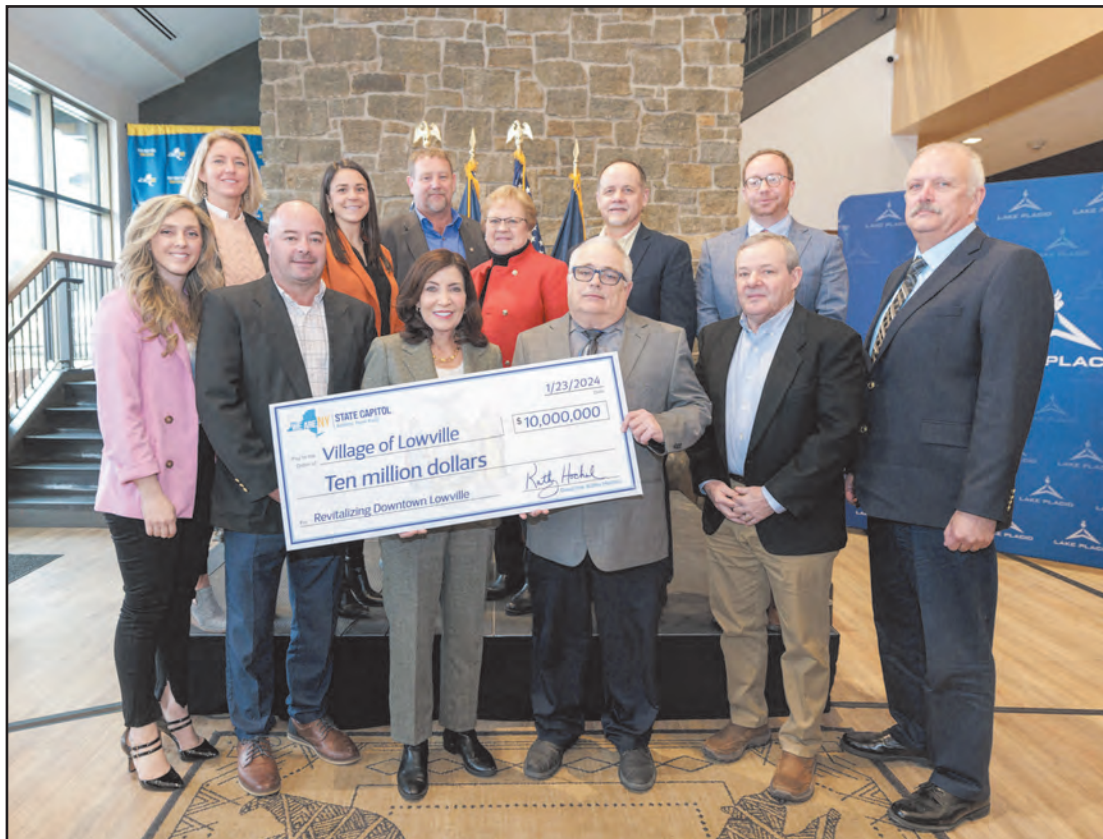
Lowville will begin the process of developing a strategic-investment plan to revitalize its

downtown with up to \$300,000 in planning funds from the \$10 million DRI grant. A local planning committee made up of municipal representatives, community leaders, and other stakeholders will lead the effort, supported by a team of private-sector experts and state planners.

Canton's NY Forward application presented a "realistic, visionary and comprehensive" plan to transform blight into new mixed-use development that will offer housing options, retail space and entrepreneurial opportunities, per a release from the governor's office.

Alexandria Bay's NY Forward application presented "impressive" private-sector project opportunities that will renovate blight, improve public amenities, grow the business sector, and build "much needed and diverse" downtown housing opportunities, Hochul's office said.

In DRI's seventh round of



Representatives from Lowville and Lewis County join Gov. Kathy Hochul (third from front-row left, holding check) in Lake Placid for a \$10 million check presentation as the North Country winner in the seventh round of the state's Downtown Revitalization Initiative (DRI). Besides Lowville, both Canton and Alexandria Bay were announced as \$4.5 million grant recipients in the NY Forward program.

PHOTO CREDIT: MIKE GROLL VIA HOCHUL FLICKR

funding awards, the state will award \$10 million to a community in each of New York's 10 economic-development regions. It amounts to a total state commitment of \$100 million in funding and investments to help commu-

nities boost their economies by "transforming downtowns into vibrant neighborhoods," according to the release.

As is the case with DRI, the \$100 million NY Forward program applies the same "plan-

then-act" strategy as the DRI but for New York's smaller and rural communities. Both involve "strategic planning with immediate project implementation to support a more equitable downtown resurgence." ■

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Long-time employee now leads Children's Home of Jefferson County

BY ERIC REINHARDT
ereinhardt@cnybj.com

WATERTOWN — The new president and CEO of the Children's Home of Jefferson County (CHJC) has only been working in the role since early January but is very familiar with the organization.

Michelle Monnat, who has worked at CHJC for 16 years, most recently served as its CFO. CHJC describes itself as north-

ern New York's longest continuously running nonprofit organization.

Monnat succeeds Marianne DiMatteo in the role.

Prior to serving as CFO, Monnat worked in several departments within CHJC, including residential, non-secure detention, and the community clinic. The organization sees Monnat as having a "comprehensive understanding of all aspects of CHJC programming and

operations," per the organization's announcement.

As CFO, Monnat oversaw all aspects of the agency's finance department, aligning financial operations with program services and the overall organizational strategy, CHJC said.

A native of Lewis County, Monnat earned a bachelor's degree in psychology and a master's degree in mental-health counseling from St. Lawrence University.



Michelle Monnat is the new president and CEO of the Children's Home of Jefferson County. The organization describes itself as northern New York's longest continuously running nonprofit organization.

PHOTO CREDIT: CHILDREN'S HOME OF JEFFERSON COUNTY WEBSITE

Ball outlines priorities in State of Agriculture address

He spoke at Agricultural Society Forum in Syracuse

BY ERIC REINHARDT
ereinhardt@cnybj.com

SYRACUSE — New York State wants to make \$34 million in funding available for on-farm fluid-milk storage technologies and processing infrastructure.

It also seeks \$21 million for a new alternative waste management and enhanced precision-feed program to further the mitigation of agricultural greenhouse-gas emissions.

Those elements were part of the State of Agriculture Address that Richard Ball, commissioner of the New York State Department of Agriculture and Markets, delivered on Jan. 11 at the 192nd New York State Agricultural Society Annual Forum held in Syracuse.

His remarks outlined the progress made in 2023 and priorities for the state's agricultural industry in 2024.

The forum, which is traditionally the oldest and largest agricultural meeting of its kind in the state, was held at the Nicholas J. Pirro Convention Center at Oncenter in Syracuse.

In keeping with this year's forum theme of "Harnessing Regenerative Business," Ball spoke about the state's work to boost the agricultural industry and strengthen the food system while also combatting climate change.

Ball outlined the state's goals for the new year as part of Gov. Kathy Hochul's 2024 State of the State plan. It includes a number of new programs and initiatives to help grow the agricultural community and "promote a more resilient future for the agriculture, food, and forestry

sectors," per a Department of Agriculture and Markets news release.

The plans also include key investments into the Eastern Finger Lakes Coalition of Soil and Water Conservation Districts to accelerate agricultural and resiliency-related projects on farms of all types. This will also include support for the use of more cover crops, to reduce runoff, and to improve soil health and reduce water quality impairments in the region.

Additionally, the state said it will provide increased support for agricultural education and agricultural workforce development, and will introduce new initiatives to safeguard public, plant, and animal health.

New York will also focus on developing bio-production within the agriculture and forestry sectors and revitalizing the state's aquaculture industry, ensuring New Yorkers can access a "wider range of local food while promoting a healthy climate," the department said.

"We are all working through a number of concerns and uncertainties, from disruptions in the marketplace and skyrocketing inflation impacting our farmers and the people we serve, to labor and immigration challenges, the ever-increasing threat of climate change, and everything in between. But I believe we were designed for such purposes, and no problem is too big for us if we work together. Where there are challenges, there are also opportunities for us to become stronger, more resilient," Ball contended.

In his address, Commissioner Ball also highlighted the department's continued work alongside its many partners to ensure a strengthened food supply chain through several programs and initiatives.

They include the Farmers' Market Resiliency Grant program; the Farm-to-School initiative; the 30 percent



Richard Ball, commissioner of the New York State Department of Agriculture and Markets, delivered the State of Agriculture Address on Jan. 11 at the 192nd New York State Agricultural Society Annual Forum held at the Nicholas J. Pirro Convention Center at Oncenter in Syracuse.

PHOTO CREDIT: NYS DEPARTMENT OF AGRICULTURE & MARKETS

NYS Initiative; the FreshConnect Program; and the New York Food for New York Families program, which is funded by the U.S. Department of Agriculture.

Ball also spoke about the department's ongoing activities to promote New York producers through the Taste NY and the state's Grown & Certified programs. He also noted efforts to continue to increase diversity and racial equity in New York agriculture. ■

NYS comptroller's audit finds Village of Mexico didn't adopt realistic budgets

BY JOURNAL STAFF
news@cnybj.com

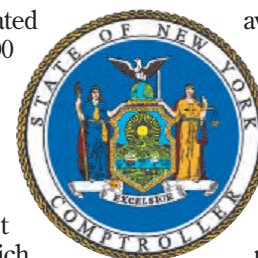
MEXICO — New York State Comptroller Thomas P. DiNapoli on Feb. 21 announced the results of six local government and school audits, including an audit of the Village of Mexico in Oswego County, regarding its financial management.

The comptroller stated that the Village of Mexico board "did not adopt realistic budgets or manage fund balance. As a result, more taxes were levied than needed to fund operations."

For the four fiscal years reviewed (2019-20 through 2022-23), the board did not establish a fund-balance policy and maintained an excessive level of unassigned surplus fund balance in the general fund with balances ranging between nearly \$840,000 and \$1.1 million, or between 109 percent and 124 percent of the ensuing year's budget, according to the audit report summary.

The comptroller's office said the Village of Mexico board did not consider historical or known trends of revenues and expenditures when developing the budgets,

so revenues were underestimated by a total of almost \$440,000 and expenditures were over-estimated by a total of more than \$287,000 for the audit period. The board also appropriated a fund balance of nearly \$217,000 that was not needed to fund operations, which helped contribute to the accumulation of surplus fund balance, per the audit. Additionally, the property tax levy for 2023-24 was \$509,000 while the village had more than \$1.1 million in surplus funds



available at the end of 2022-23 to use toward supplementing next year's budget.

DiNapoli's office recommended that the Village of Mexico adopt a fund-balance policy and "realistic budgets based on historical trends and maintain a reasonable fund balance level."

"Village officials agreed with our recommendations and indicated they will take corrective action," the comptroller's office concluded in its audit report summary. ■

Agriculture census shows steep drop in family farms statewide

N.Y. Farm Bureau reacts

BY ERIC REINHARDT
ereinhardt@cnybj.com

ALBANY — The USDA's 2022 Agriculture Census report indicated about a 9 percent drop in family farms in New York state to 30,650 farms from 33,438 farms in the 2017 census, representing "the steepest decline in the past three decades."

That's according to the New York Farm Bureau, which said the figure represents a "cause of concern for New York agriculture," per its Feb. 14 statement.

The Farm Bureau said 98 percent of farms in the Empire State remain family-owned, but the overall number of farms declined by nearly 2,800. The state also lost 364,000 acres of farmland over the past five years, the Bureau noted.

A "significant" portion of the decline is in dairy farming, the largest commodity



value in New York state.

New York had a decrease of nearly 1,900 dairy farms, though the total number of dairy cows "slightly increased." This reflects the market consolidation that has been happening in the industry. Other farms showing losses include vegetable, berry, and organic farms, the bureau said.

The census did reveal some "bright spots," including an increase in the number of orchards, as well as oyster producers. Market value also rose significantly, topping \$8 billion. This largely resulted from temporary increases in major commodity prices during the pandemic, which have since fallen in the past

year.

The USDA predicts farm income to fall another 25 percent in 2024. The department also noted a "significant climb" in farms using conservation practices like no-till and cover crops with an increase of about 200,000 acres statewide.

Farm costs also represent another significant increase. Every production expense had a rise — from fertilizer and fuel to seed and lease prices. The biggest increase in production expenses is labor, which had an "astounding" 41 percent jump in five years, the Farm Bureau said. It's "not surprising" with the surge in wage rates and overtime expenses on farms in the Empire State.

Employment increased slightly with about 1,000 new farmworkers in the state, bringing the total to 56,678 employees.

"The numbers do not come as a surprise but should be a renewed wakeup call for the state. As we continue to see the decline in the number of farm families, we must do all that we can to reduce regulatory costs and expand market opportunities," David Fisher, president of the New York Farm Bureau, said in the



Fisher

statement. "New York Farm Bureau has stressed that the costlier it is to do business in this state, the harder it is for farms to stay in business. The loss of farmland and food production has major impacts on the economy and quality of life for all New Yorkers. We must work together to reverse this trend, include passing a strong Farm Bill that supports New York's diverse agriculture."

Additional N.Y. figures

The Agriculture Census figures also showed 6,502,286 acres in production in New York, down from 6,866,171 in 2017; average farm size is 212 acres, up from 205 acres in 2017; and the average net farm income of \$76,281 per farm is slightly below the national average.

The data for New York also indicate 21,894 female producers and 35,664 male producers; the average producer age is 56.7 years old, up from 55.8; and 6,335 farmers are under the age of 35, a drop from 6,718 producers in 2017. ■

ANCA: Center for Businesses in Transition announces 2024 team, programs

BY ERIC REINHARDT
ereinhardt@cnybj.com

SARANAC LAKE — The Center for Businesses in Transition (CBIT) partnership has announced upcoming networking and learning opportunities that aim to connect retiring business owners and prospective buyers with customized business-transition support.

CBIT is a program of the Adirondack North Country Association (ANCA).

North Country business owners who are ready to sell now or in the next several years, as well as entrepreneurs who are interested in purchasing an existing business, can participate in CBIT's programs, ANCA said.

Programming for this year includes matchmaking events, educational workshops, and opportunities to meet with any of the 20 CBIT community liaisons and partners who represent 16 organizations across ANCA's 14-county service area.

The partnership confirmed its 2024 team at its annual retreat held in Lake Placid on Jan. 26, ANCA said.

Returning liaison and partner organizations include Franklin County Economic Development Corporation, Hamilton County Economic Development, Lewis County Economic Development/Naturally Lewis, LivingADK, St. Lawrence County Chamber

of Commerce, Saranac Lake Area Chamber of Commerce, Ticonderoga Area Chamber of Commerce, Greater Watertown-North Country Chamber of Commerce, Adirondack Economic Development Corp., Adirondack Park Agency Economic Services, Essex County Industrial Development Agency, SUNY Canton Small Business Development Center (SBDC), and the Ti-Alliance.

With the goal of expanding CBIT services to more North Country communities, CBIT welcomed two new liaisons who are based in the Mohawk Valley — Denise Cavanaugh of the Herkimer County Chamber of Commerce and Heather Devitt of the Mohawk Valley Economic Development District, Inc. (MVEDD). A grant from the Community Foundation of Herkimer and Oneida Counties supports the inclusion of those two organizations, ANCA said.

The program's reach has also been expanded with the addition of Robert Griffin of the Onondaga Small Business Development Center at Onondaga Community College to the partnership.

"This is a big step for CBIT to reach an additional six counties located on the fringe or border of the Adirondack Park," Dan Kieferbach, director of community engagement at LivingADK, said in a news release. "We are excited to see this program enter



Center for Businesses in Transition community liaisons and partners gathered in Lake Placid for a planning retreat on Jan. 26. PHOTO CREDIT: ANCA

new territory and look forward to strengthening our partnerships as the program continues to grow."

The nonprofit LivingADK serves communities in the Western Central Adirondack region. Kieferbach has been a CBIT community liaison since 2023.

Goals for this year

The CBIT partnership is focused on four main goals for 2024. They include expanding opportunities for aspiring entrepreneurs to visit the region through its Familiarization Tour Program, along with "enhancing the experience of aspiring entrepreneurs who engage with the Center."

The CBIT also wants to work at measuring the program's economic impact on local communities and the broader North Country region and preparing for the "2025 Small Communities, Big Opportunities Conference,"

a two-day gathering that focuses on matchmaking, networking, and sharing business transition information and resources.

Since 2019, CBIT has supported more than 250 owners preparing for retirement or other life changes and engaged over 120 individuals interested in owning a business in the region. The partnership supported successful ownership transitions at 63 North Country businesses, which retain local jobs as well as key products and services that enhance quality of life in their rural communities. Business-transition success stories are shared in CBIT's Five-Year Case Study, which can be viewed on the center's website (<https://www.adirondack.org/center-for-businesses-in-transition>).

"Even the smallest of these businesses have a big impact on the overall economic health of our region," Danielle Delaini, en-

trepreneurial economy program director at ANCA, said in the release. "Each shop, each restaurant, each service provider — they serve local needs and bring diversity and vibrancy to their communities. Our 2024 team is extremely knowledgeable about their local areas and passionate about CBIT's mission. We are all eager to support more North Country businesses with the connections and resources they need to successfully move on to the next generation."

CBIT launched in 2018 with grant funding from the Northern Border Regional Commission (NBRC) and has since been supported by funding from the U.S. Department of Agriculture Rural Community Development Initiative, National Grid's Project C, Franklin County Government Office of Economic Development, Adirondack Foundation and local-business sponsors. ■

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SMALL BUSINESS
SPOTLIGHT

MARCH 2024

The Small Business Spotlight is Brought to You By:



M3 Placement and Partnership thrives during uncertain economy

BY ERIC REINHARDT
ereinhardt@cnybj.com

M3 Placement and Partnership, an Albany-based recruiting firm that services areas that include the Mohawk Valley, says it would like to expand its outsourced-recruitment (RPO) services, or what is also known as recruitment-process outsourcing.

It's a division of the business that offers outsourced-recruiting services to companies "looking place a high volume of candidates in open roles," Amanda Bogorad, VP of marketing for M3 Placement and Partnership, tells CNYBJ in an email.

The company also wants to increase the number of executive searches and direct placements that it's involved in during 2024.

"So far this quarter, we have already added new clients and are seeing a number of successful searches," Bogorad adds.

M3 Placement and Partnership also says it has "doubled in size" over the past five years, both in its employee count and revenue generation, although declining to disclose specific sales figures.

The business has also been awarded

Minority and Women-Owned Business Enterprise (MWBE) recertification from the state, along with the U.S. Small Business Administration Upstate New York District's Women in Business Champion of the Year award for its CEO's "unwavering commitment to women entrepreneurs," per M3's Feb. 6 announcement.

"We attribute this growth to our integrated services model that looks to understand the root causes of a company's challenges and our highly talented team's dedication to delivering exceptional customer service," Mary Malone McCarthy, CEO and founder of M3 Placement and Partnership, said in the announcement. "Whether a company is in a stage of transition or high-growth, or they're searching for stability during a fluctuating market, we're able to help companies thrive with the talent they need to achieve their long-term vision. At the end of the day, all companies start and end with the right people in the right positions."

Launched in 2012, M3 Placement and Partnership offers executive search, direct placement, and recruitment-process outsourcing services to clients in industries such as health care, professional services, renewable energy, nonprofits, and manufacturing.

The majority of the M3's 20 employees live and work within the Albany, Rochester, Utica, and Saratoga Springs areas, the company said.

"Our philosophy is to learn the why behind each company, understanding not just the needs of the position but also the strategy and vision behind the decisions that have made the company who it is today," McCarthy said. "Because of this philosophy, we've attracted some incredibly talented experts that really want to be a part of this growth journey with us and are thrilled to match top talent with the top talent of our region."

Over the past two years, M3 says it



Mary Malone McCarthy (right), founder and CEO of M3 Placement and Partnership, is pictured with Paige Treen Maciewicz (left), the firm's director of special projects.
PHOTO CREDIT: M3 PLACEMENT AND PARTNERSHIP

has placed more than 60 individuals in executive and direct search positions and more than 800 individuals through its outsourced recruitment-process service. Many of its clients utilize a combination of services to meet their business needs and strategically grow as an organization.

"My father was an entrepreneur, mentor, and an incredible guiding force in my life. From an early age he taught me to care passionately for your team, customers, and community while living by the phrase 'do a little more, a little better every day.' Much of my success today is based on those life lessons and the exact philosophy I've applied to M3," McCarthy said. "We have so many repeat clients that seek out our services year after year, in addition to our ever-growing list of new clients,

many of whom we become connected with via referrals from current clients. In a time when the economy has been so uncertain, I think this really speaks to how much companies rely on a trusted partner to help them find talent they can navigate these uncertain waters with."

Prior to launching M3 Placement & Partnership, McCarthy spent more than 15 years as senior VP at Northland Communications, a company her family owns. She was responsible for the firm's public relations, marketing, and customer relations.

Before her service with the family business, McCarthy worked as a regional manager for the staffing unit of Olsten Corp. in Albany, which Adecco, a Switzerland-based staffing company, acquired in 1999. ■

SMALL BIZ SNAPSHOT:

M3 Placement and Partnership

P.O. Box 11247
Albany, N.Y. 12211
Phone: (315) 624-2210

- **CEO and founder:** Mary Malone McCarthy
- **Type of business:** Recruitment firm
- **Employees:** 20 (including 9 in the greater CNY area)

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CNY ECONOMIC-DEVELOPMENT AGENCIES

Listed in Alphabetical Order

Rank	Name Address Phone/Website and/or E-mail	No. of Paid Staff	Services Offered	Key Executives	Year Estab.
	Binghamton Economic Development Office/ Binghamton Local Development Corporation 38 Hawley St. Binghamton, NY 13901 (607) 772-7161/binghamton-ny.gov	3	site selection; assistance with securing planning & zoning approvals and/or obtaining municipal permits; business-plan assistance; low-interest loans from Binghamton Local Development Corporation; connections with business resources	Sarah A. Glose, Director, Economic Development	1984
	Broome County Planning & Economic Development P.O. Box 1766 Binghamton, NY 13902 (607) 778-2114/gobroomecounty.com/planning	NA	community development, navigation of government economic-development programs, grant-writing assistance, planning, marketing assistance	Beth Lucas, Director	NA
	Cayuga Economic Development Agency (CEDA) 2 State St. Auburn, NY 13021 (315) 252-3500/cayugaeda.org	NA	coordination of resources for business expansion, startup and attraction — CEDA provides a single source to market and deploy financial and technical assistance available from Cayuga County, the City of Auburn, the County and City IDAs, and several other county, state, and federal agencies	Maureen Riester, Economic Development Specialist	2009
	CenterState CEO 115 W. Fayette St. Syracuse, NY 13202 (315) 470-1800/centerstateceo.com	58	economic-development support and consulting; business attraction; business retention and expansion; inclusive and equitable growth strategies (community investment, workforce strategies, place making); research and data analysis; visibility opportunities; business resources; training/education; entrepreneurial assistance; export-assistance programs; digital chamber of commerce portal; government relations and policy expertise	Robert M. Simpson, President & CEO Honora Spillane, VP of Economic Development	2010
	Central New York Regional Planning and Development Board 126 N. Salina St., Suite 200 Syracuse, NY 13202 (315) 422-8276 x 1207/cnyrpd.org	20	economic development, small business financing, energy management, land use and transportation planning, community development, project development, grants assistance and management, intergovernmental coordination	David Bottar, Executive Director	1966
	CITEC Business Solutions Box 8561 Clarkson University Potsdam, NY 13676 (315) 268-3778/citec.org	6	consulting and training services to help businesses grow; works across the seven-county North Country region, mostly with small and medium-sized manufacturers, but other businesses and organizations as well; focus areas are continuous improvement/lean/efficiency, safety, marketing and business development, human resources, leadership development, and executive services	Steve Lockwood, Executive Director	1987
	Commerce Chenango 15 S. Broad St. Norwich, NY 13815 (607) 334-1400/commercechenango.com	NA	startup assistance, small-business counseling, site selection, expansion, relocation, demographic information, IDA benefits, state incentive programs	Salvatore (Sal) Testani, President & CEO	1959
	Cortland County BDC & IDA 40 Main St., Suite A Cortland, NY 13045 (607) 756-5005/cortlandbusiness.com	NA	coordinate financial incentives for projects that produce investment and job creation in Cortland County	Brendan O'Bryan, Executive Director	1982
	Development Authority of the North Country 317 Washington St. Watertown, NY 13601 (315) 661-3200/danc.org	91	regional solid-waste management, water and wastewater infrastructure, open-access telecommunication network, housing and business loan programs	Carl E. Farone, Jr., Executive Director	1985
	Greater Syracuse Business Development Corp. 224 Harrison St. Syracuse, NY 13202 (315) 373-0273/gsbdc.com	2	SBA 504 loans for owner-occupied commercial real-estate projects and capital-asset acquisition up to \$5.5M, working-capital and machinery and equipment loans up to \$100,000 through revolving-loan fund for manufacturing and net wealth-generating companies	Bob Ellis, Executive Director	1964
	Griffiss Local Development Corp. 584 Phoenix Drive Rome, NY 13441 (315) 338-0393/GriffissBusinessPark.com	11	promotes, facilitates, and oversees the redevelopment of the former Griffiss Air Force Base in Rome	Elis DeLia, Board Chair Steve DiMeo, Authorized Representative	1995
	Herkimer County IDA 420 East German St., Suite 101A Herkimer, NY 13350 (315) 866-3000/herkimercountyida.org	4	exemption from sales taxes, mortgage-recording taxes, real-property tax exemption, low-interest loan financing	V. James Bono, Board Chairman John J. Piseck, Jr., CEO	1969
	Ithaca Area Economic Development 119 E. Seneca Street, Suite 200 Ithaca, NY 14850 (607) 273-0005/ithacaareaed.org	NA	technical assistance, direct incentives, strategic planning	Heather D. McDaniel, President	1964
	Madison County IDA 3215 Seneca Turnpike Canastota, NY 13032 (315) 697-9817/madisoncountyida.com	2	site location, business recruitment, business retention and expansion, business startup, and financial assistance; nonprofit bonding	Kipp Hicks, Executive Director	1975
	Mohawk Valley EDGE 584 Phoenix Drive Rome, NY 13441 (315) 338-0393/mvedge.org	14	a vertically integrated resource for businesses in Oneida and Herkimer counties, providing solutions for project financing, packaging, alongside business outreach, retention, and attraction initiatives	Steve DiMeo, President Shawna Papale, SVP of Economic Development	1997
	Mohawk Valley Small Business Development Center 326 Broad St. Utica, NY 13501 (315) 731-5884/mvcc.edu/sbdc	NA	one-on-one business counseling, business-plan development, startup assistance, sources of financing, government contracting assistance, training workshops, research services, and MWBE resources	Zach Steffen, Director	1986
	Naturally Lewis: Lewis County Economic Development 7551 S. State St. Lowville, NY 13367 (315) 376-3014/naturallylewis.com	NA	provide assistance to existing businesses, work with private companies on tax benefits for new projects, administer loan funds, emphasize the assets of Lewis County for new business attraction	Brittany Davis, Executive Director of Economic Development	1975
	North Country Alliance Local Dev. Corp. 317 Washington St. Watertown, NY 13601 (315) 661-3200/northcountryalliance.org	0	real estate, inventory, working capital	Marijean Remington, President	1988

UPCOMING LISTS:

March 11
Coworking Spaces

March 18
Architects

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.

WANT TO BE ON THE LIST?

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CNY ECONOMIC-DEVELOPMENT AGENCIES

Listed in Alphabetical Order

Rank	Name Address Phone/Website and/or E-mail	No. of Paid Staff	Services Offered	Key Executives	Year Estab.
	Oneida County IDA 584 Phoenix Drive Rome, NY 13441 (315) 338-0393/oneidacountyida.org	0	sales-tax exemption, mortgage-recording exemption, real-property tax exemption, bonding	David C. Grow, Board Chair	1970
	Oneida County Local Development Corporation (OCLDC) 584 Phoenix Drive Rome, NY 13441 oneidacountyldc.org	NA	assists in the enhancement and diversity of the economy of Oneida County by acting in support of projects in Oneida County that create and/or retain jobs and promote private sector investment utilizing the statutory powers of the Local Development Corporation as set forth under the provisions of the of the laws of the State of New York	David C. Grow, Board Chair	2010
	Onondaga Community College Small Business Development Center Mulroy Hall, Room 400 Syracuse, NY 13215 (315) 498-6070/onondagasbdc.org	10	small-business counseling, business-plan development, financial analysis, cash flow projection development, consulting, workshops, webinars, MWBE resources, exit & succession planning	Robert Griffin, NYSBDC Regional Director	1986
	Onondaga County Office of Economic Development 335 Montgomery Street, Floor 2M Syracuse, NY 13202 (315) 435-3770/https://ongoved.com/	7	collaborative organization that provides information and services to relocating companies, expanding companies and local businesses. It is our goal to improve and grow the physical, financial and human infrastructure in Syracuse and Onondaga County, improving the area's ability to retain and recruit businesses	Robert Petrovich, Executive Director	1970
	Operation Oswego County, Inc. 44 W. Bridge St. Oswego, NY 13126 (315) 343-1545/oswegocounty.org	NA	site-selection assistance, assistance in accessing special incentive programs, financial packaging, SBA Grow (504) loans, industrial park development and management, small-business incubators, assistance with state and federal programs	Austin Wheelock, Executive Director	1953
	Rome Industrial Development Corp. 584 Phoenix Drive Rome, NY 13440 (315) 338-0393/romeindustrial.com	13	commercial/industrial real-estate development and management, site/building location assistance, incentive and financial packages	Christian Mercurio, VP of Planning and Development	1959
	Seneca County IDA One DiPronio Drive Waterloo, NY 13165 (315) 539-1725/senecacountyida.org	NA	land, IDA benefits, site selection, coordination of public support, retention, and expansion services	Sarah R. Davis, Executive Director	1973
	Small Business Development Center at Binghamton University 120 Hawley St. Binghamton, NY 13901 (607) 777-4024/sbdc.binghamton.edu	9	no-cost, confidential small-business assistance, business-training workshops, research services, business-plan development, financial forecasting, marketing, agri-business programs	Rochelle Layman, Regional Director	1983
	Southern Tier 8 Regional Board 49 Court St., Suite 222 Binghamton, NY 13901 (607) 724-1327/southerntier8.org	5	federal funding programs: Appalachian Regional Commission (ARC) grant programs, Economic Development Administration (EDA) grant programs, New York	Jen Gregory, Executive Director	1968
	Syracuse Economic Development Corp. 300 South State Street Syracuse, NY 13202 (315) 448-8100/syrgov.net	2	not-for-profit development corporation providing low-cost, fixed asset financing for commercial businesses operating in the city of Syracuse; loan proceeds may be used to finance a portion of the cost of the acquisition and rehabilitation of real property or purchases of machinery and equipment	Vaughn Davis, Business Loan Manager	1979
	Syracuse Industrial Development Agency (SIDA) 300 South State Street Syracuse, NY 13202 (315) 448-8100/syrgov.net	2	provides a variety of financial incentives to projects, including exemptions from property, sales, use and mortgage recording taxes; bond financing, PILOTS	Eric Ennis, Executive Director	1979
	TDO 445 Electronics Parkway, Suite 102 Liverpool, NY 13088 (315) 425-5144/tdo.org	NA	helps manufacturers and technology entrepreneurs through lean manufacturing, Six Sigma, supply-chain management, Toyota Kata, Quality Management Systems, global business development, technology commercialization, SBIR assistance, ISO 9001 certification, AS9100 certification	Jim D'Agostino, CEO/Center Director	1988
	The Agency - Broome County IDA/LDC FIVE South College Drive, Suite 101 Binghamton, NY 13905 (607) 584-9000/theagency-ny.com	NA	needs assessment, site selection, liaison to other public programs, confidential consultation	Stacey Duncan, Executive Director	1970
	The Leadership Alliance FIVE South College Drive Binghamton, NY 13905 (607) 584-9000/leadershipalliancebinghamton.com	18	The Leadership Alliance is the strategic partnership between the Broome County IDA/LDC (The Agency) and the Greater Binghamton Chamber of Commerce. The Agency provides key economic-development programs including gap financing via three revolving loan funds, sales-tax exemptions, and PILOTS in addition to conducting needs assessments, site-selection services, serves as liaison to other public programs, and offers confidential consultations for business expansion and retention. The Chamber provides additional support through business-development services including workforce development programming, business to business networking, community outreach and development, tourism, business advocacy, and more	Stacey Duncan, CEO	Partnership Est. 2019 / IDA Est. 1970 / Chamber Est. 1964
	Tier Energy Network Endicott, NY TierEnergyNetwork.org	0	a volunteer organization that is comprised of a network of industry, government, community, and higher-education leaders with expertise and interest in energy conservation, emerging energy technologies, renewable generation, sustainability, finance, venture capital, workforce development, innovation, building construction, and marketing	Jeff Smith, President Mike Straight, VP Rick Mancini, Treasurer	2018
	Tioga County Economic Development & Planning/ TEAM Tioga 56 Main St. Owego, NY 13827 (607) 687-8255/TiogaCountyNY.com	NA	economic development, planning, small-business assistance	LeeAnn Tinney, Economic Development & Planning Director	1993
	Town of Union Local Development Corporation/ Economic Development Office 3111 E. Main St. Endwell, NY 13760 (607) 786-2945/townofunion.com	2	below market-rate business loans (direct lending), grants, site selection, grand-opening/ribbon-cutting assistance, relocation assistance, referrals, designated America's tech hub for battery innovation, HUBZone, brownfield opportunity areas, NYS downtown revitalization initiative areas, opportunity zones, municipal electric area, new energy New York region, property-tax abatements	Joseph M. Moody, CEO Steve Trichka, President	1982
	Watertown Small Business Development Center 1220 Coffeen St. Watertown, NY 13601 (315) 782-9262/watertown.nysbdc.org	NA	free, confidential, one-on-one business counseling for new and existing businesses in Jefferson, Lewis, and Oswego counties including business planning, marketing, financial projections and assistance, government-procurement opportunities and COVID-19 economic-recovery assistance; also offers online entrepreneurial-skills training, Facebook Live sessions, and Zoom sessions on a variety of topics	Robert D. Griffin, Director	1986

THE LIST

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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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New Yorkers are Not Happy, and It's Not Surprising

It's no surprise New Yorkers expressed dissatisfaction with the state's direction in a Siena College poll [released on Feb. 20]. We are [about] two full months into 2024, and Gov. Kathy Hochul and her legislative counterparts have done little to address the root causes of New York state's major economic challenges and spiraling cost-of-living issues.

**WILL BARCLAY**
Opinion

Budget talks have danced around big-ticket policy problems like a looming multi-billion-dollar deficit, one of the worst tax climates in the U.S., and the staggering expense of accommodating the thousands of migrants arriving here, which continues to grow, but there has been little talk about overhauling what is a clearly misguided agenda.

According to the Siena poll, 56 percent of New Yorkers reported that the quality of life in the state is worsening while only 14 percent indicated they believe it is improving. That is an overwhelming margin and clearly shows the existing policies are not working. What makes this data even

more frustrating is the fact that none of these issues are particularly new to New York. For years, the Assembly minority conference has been calling for a friendlier business and taxpayer environment only to watch the out-of-touch Assembly majority conference double down on failing tax-and-spend policies that exacerbate our struggling economy.

As elected officials, it is imperative we listen to the concerns of those we represent. Polling matters. The voice of the constituency matters. And you don't have to simply rely on the survey data to see the problems here. New Yorkers continue to leave the state in record numbers, and the overwhelming outmigration numbers tell you all you need to know about what is wrong with New York state. I'm not really sure what else the governor and her allies need to see; the people have expressed extreme dissatisfaction with the work being done here, and many of them have simply left.

Earlier this year, I spoke on the Assembly floor about how we can make wholesale improvements to New York's quality of life. [The changes include] stop treating criminals better than law-abiding citizens, expand the availability and visibility of vocational job training in our schools to fill

"As elected officials, it is imperative we listen to the concerns of those we represent."

much-needed labor gaps, deliver increased resources and improve services for our state's rural communities, and bring ethics oversight, transparency, and accountability to government operations. [That is] so we stop wasting money on programs that do nothing to make residents' lives better and enhance and create programs to make childcare more affordable and accessible.

[In budget negotiations], I sincerely hope that the voices of our constituents rise to the second floor of the Capitol and provide the push needed to give the people what they want — and need. The people aren't happy, and we must do something about it now. ■

William (Will) A. Barclay, 55, Republican, is the New York Assembly minority leader and represents the 120th New York Assembly District, which encompasses all of Oswego County, as well as parts of Jefferson and Cayuga counties.

Yes, Congress needs to represent us, but it also needs to act

Back in January, you might have noticed a story from Oklahoma about James Lankford, that state's senior U.S. senator. Lankford, a Republican, was spearheading his caucus's negotiations with Democrats over the country's border policies. This made GOP activists back home unhappy, and at a weekend meeting, members of the state party approved a resolution condemning Lankford and vowing to withhold their support until he ended negotiations.

I get that people can legitimately disagree over policy. But condemning someone for negotiating in Congress? That's what Congress is all about.

Let's begin with this simple point: Yes, we send people to Congress to represent us, but that's only half of the reason they're there. The other half is that it's their responsibility to make hard decisions on behalf of the American people and to help us meet the challenges we face. In our system, it's the people we elect — in this case, Congress and the President — who do that. Thankfully, no one else can swoop in and do it for them.

I say "thankfully" because one of the things that makes their work so difficult is the first part of their responsibilities: to represent their constituents. They're our voices in the halls of power — and if you think about the broad expanse of this

country and the diversity of its people, its cities and small towns, its counties and its states, you can understand why the ability to seek common ground and to negotiate is so crucial. Without it, huge swaths of the American people lose their voice and their representation. You could argue, in fact, that negotiation and compromise lie at the heart of the American experiment with democracy.

Yet they're just part of what needs to happen. The other part of what's required from Congress is to make the country work.

As we've seen over the past decade or more — and certainly so far this year — this is extremely tough when the U.S. is as politically divided as it is now. And it's especially tough when one of the chambers has a strong faction of members who put ideological purity ahead of taking action on the country's problems and responsibilities. House Republicans' intractability on the border and on aid to Ukraine and Israel almost certainly plays well at home in their GOP-dominated districts, but [I believe] it weakens the U.S.'s ability to meet the moment. It means that Congress is keeping the country from doing what needs to be done.

It's at moments like these that I'm reminded of one of my favorite statues in the Capitol. It's of another Oklahoman, Will Rogers, and it stands in the second-floor corridor between the rotunda and the House chamber. The story — passed from generation to generation of members of Congress — is that Rogers requested it be placed there so he could keep an eye on them. Capitol officials say the location was actu-

ally chosen by the sculptor because it had the best light, but I'm with tradition here: Congress needs watching over by ordinary Americans. And if it's not doing its job — if it's keeping the U.S. gridlocked and unable to act wisely and forcefully as needed — then its members need to hear from us.

I believe strongly in representative democracy. I think it's one of the great ideas developed by humankind and given form, in part, by the U.S. But the more I watch it in action, the more I'm impressed by how difficult it is to make it work. Giving the multitude of Americans their voice while at the same time crafting policies that can get a legislative majority and move the ball forward takes a huge amount of effort by people who are working hard to find common ground. This requires that members of Congress square their shoulders and step up to their responsibilities — [overcoming] whoever is trying to knock them off their path.

But it also requires that we, as ordinary Americans, give [our representatives in Congress] room to make things work. Not condemn them for trying. ■

Lee Hamilton, 92, is a senior advisor for the Indiana University (IU) Center on Representative Government, distinguished scholar at the 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.

MARCH 5

■ **2024 Legislative Agenda Rollout & Advocacy Day** from 7:30-9:30 a.m. at the Holiday Inn Binghamton, 2 Hawley St., Binghamton. Join Leadership Alliance CEO Stacey Duncan and Upstate United Executive Director Justin Wilcox as both organizations unveil their legislative agenda for this year. For more information and to register, visit: <https://business.greaterbinghamtonchamber.com/events/details/2024-legislative-agenda-rollout-local-advocacy-day-9352?calendarMonth=2024-03-01>

MARCH 6

■ **CNYSME Headshots & Networking** event from 3-7 p.m. at Collegian Hotel & Suites, 1060 E. Genesee St. in Syracuse. Need a new professional headshot? Sign up to get yours taken by Ali, of Excel Media Solutions. He'll snap a photo of you and you'll have your copy in 1-2 weeks. This opportunity is open to anyone. Just sign-up for your time slot, and

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you're good to go. Don't need your headshot refreshed but still want to mingle? CNYSME has you covered. The headshots program runs from 3-6 p.m., and the networking event is from 5-7 p.m. Headshots cost \$25 for CNYSME members, \$40 for non-members (includes networking event). The networking event by itself is free for members, \$10 for non-members. For more information and to register, visit: https://cnysme.org/cb_home/#event/2024/3/6/headshots-networking

MARCH 8

■ **CNY Women's Summit** from 10 a.m.-6 p.m. at the Oncenter in Syracuse. Celebrate International Women's Day at the largest event in Central New York for women in business.

The CNY Women's Network plans to use this event to spread the message that leadership comes in all forms. Whether you are an entrepreneur, a high-level executive, running a household, or in the early stages of your career, every woman has something to gain from the CNY Women's Summit. Cost is \$197-\$250. For more information and to register, visit: <https://www.cnywomensnetwork.com/summit>

■ **MWBE Information Session** from 1-3:30 p.m. at the NYS Equal Rights Heritage Center, 25 South St., Auburn. The event is presented through a collaboration of Cornell Cooperative Extension's Harvest NY program, Cornell Cooperative Extension Cayuga County, and Taste NY, a program of the New York State Department of Agriculture & Markets. Topics will include the process for how businesses

can become certified New York State MWBE contractors, developing value-added products with the Cornell Food Venture Center, and doing business with Taste NY, plus much more. The event is free to attend, but registration is required. Register online at: <https://bit.ly/MWBE-3-8-24> or at <https://ccecayuga.org/mwbe-info>. For more information, contact Heather Ward, manager, Taste NY Market at the NYS Equal Rights Heritage Center, at: hab27@cornell.edu or call: (607) 229-3650.

MARCH 12

■ **Successful Successions: Learnings from Rochester Family Firm Leaders and Their Journeys to the Top** program from 5-8 p.m. at Cleary Family Auditorium in Kearney Hall on the campus of St. John Fisher University in Pittsford. Attendees will hear panelists' invaluable insights, lessons learned, and advice for families navigating the intricate process of succession planning. The

CONTINUED ON PAGE 15 ▶

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PEOPLE ON THE MOVE NEWS

ADVERTISING MARKETING & PR

Pinckney Hugo Group recently announced the promotion of 10 employees within its creative services, digital, and client engagement departments. In creative services: **TRISHA FREEMAN**, of Pennellville, was promoted to creative director. She was previously an associate creative director and has been with the agency for more than 13 years. Freeman has a bachelor of fine arts degree in advertising design from the College of Visual and Performing Arts at Syracuse University. **ELAINA BRUNO** of Lee Center, was elevated to associate creative director. Bruno was previously a senior art director and has been with Pinckney Hugo for more than 11 years. She has a bachelor's degree in graphic design from SUNY New Paltz. **KIM VENUTI** of Solvay, was promoted to associate creative director. She was previously a senior art director and has been with the agency for 10 years. Venuti has a bachelor of fine arts degree in visual communications from Cazenovia College. **KATIE COFFEY**, of Camillus, was promoted to senior art director – production manager. She was previously a senior art director and has been with Pinckney Hugo for more than seven years. Coffey has a bachelor of fine arts degree in communications design from the College of Visual and Performing Arts at Syracuse University. In digital: **TERENCE HOVERTER**, of Camillus, was advanced to director of dev ops. He was previously a senior digital developer and has been with the agency for more than nine years. Hoverter has a bachelor's degree in information sciences and technology from Penn State Harrisburg. **KRISTIN ROLFE**, of Camillus, was promoted to associate creative director. She was previously a senior digital designer and has been with Pinckney Hugo for more than five years. Rolfe has a bachelor's degree in communications from Le Moyne College. In client engagement: **OLIVIA REAGAN**, of Fayetteville, was elevated to senior account manager. She was previously an account manager and has been with the agency for more than four years. Reagan has a master's degree in integrated marketing communications from Marist College and a bachelor's degree in communications with a minor in public relations from the College of Saint Rose. **SCOTT ROBERTS**, of Memphis, was promoted to senior account



Freeman



Bruno



Venuti



Coffey



Hoverter



Rolfe



Reagan



Roberts



Perry



Reilly

manager. He was previously an account manager and has been with Pinckney Hugo for more than four years. Roberts has a bachelor's degree in communication studies from SUNY Cortland. **MATT PERRY**, of Syracuse, was promoted to account manager. He was previously an assistant account manager and has been with the agency for nearly two years. Perry has an MBA degree from the Madden School of Business at Le Moyne College, a master's degree in international public relations from Cardiff University in Wales, and a bachelor's degree in communications from Le Moyne College. **MAKENNA REILLY**, of Liverpool, was promoted to account manager. Reilly was previously an assistant account manager and has been with Pinckney Hugo for nearly two years. She has a bachelor's degree in management from Cazenovia College.

CREDIT UNIONS

First Source Federal Credit Union announced that **MELODIE (MEL) GREINER** is retiring as its Herkimer branch manager, after serving as “an outstanding and dedicated part” of the credit union's team for the last 25 years. She joined First Source in 1999 as

an assistant branch manager, coming from Herkimer County Trust. Greiner shared a passion for her community as a member of the Herkimer County Chamber of Commerce board of directors, and held the role of president of the Herkimer Chamber for two years. First Source announced that its new Herkimer branch manager is **TAMMY SMITH**. She comes to the credit union from Citizens Bank, with 27 years of banking experience. Smith has been getting acclimated to First Source's Herkimer branch since December, working alongside Greiner.



Greiner



Smith

EDUCATION

Syracuse University's Whitman School of Management announced the appointment of two new associate deans, effective Feb. 1. Professor **JOE COMPRIX** has been named associate dean for faculty affairs and Professor **WILLIE REDDIC** has been named associate dean for business education. In his new role, Comprix will provide leadership of faculty issues and efforts, including faculty development and mentoring, workloads, and reviews, leaves, and contract renewals. He will work closely with Academic Affairs, department chairs, Human Resources, and the Office of Research, among other offices. Comprix previously served as interim associate dean and has been the long-standing chair of the Whitman School's Accounting Department. He is also an award-winning teacher. In the role of associate dean for business education, Reddic will provide leadership over the residential and online undergraduate and master's degrees programs, including student attraction, coordination of instructional needs, programmatic innovation and feasibility studies, and oversight of assurance of learning processes and teaching effectiveness. He will work closely with the



Comprix



Reddic

faculty curriculum and teaching committees, department chairs, students and staff. Reddic also serves on the Faculty Oversight Committee for Athletics and is a highly accomplished teacher and administrator. He held a similar position to this current role at DePaul University.

HEALTH CARE

SHARON SNOVER, JAMIE WALLACE, and **SHANNON WOODS** have recently joined Oswego Health's medical staff as nurse practitioners (NPs). Snover, an adult NP, comes aboard the Center for Gastroenterology & Metabolic Diseases. She earned her master's degree as an adult nurse practitioner in 2006 from Upstate Medical University and her bachelor's degree in nursing in 2003. Snover brings more than 30 years of experience to Oswego Health as she has extensive experience working with veterans at the Department of Veteran Affairs, and 15 years dedicated to gastroenterology and specialized hepatology treatments. Wallace, an FNP joins the team at Oswego PrimeCare. She earned her master's degree as a family nurse practitioner (FNP) in 2023 from Wegmans School of Nursing at St. John Fisher University and her bachelor's degree in nursing in 2018. Wallace is no stranger to Oswego Health as she completed 150 hours of her clinical rotations at the Fulton Urgent Care Center. She has worked as a registered nurse at Strong Memorial Hospital since 2019 in its COVID ICU and Surgical ICU. Woods, a PMHNP, joins the Center for Mental Health & Wellness for Youth. She earned a master's degree in nursing in 2018 from Upstate Medical University and her bachelor's degree in biology in 2009. Woods has more than 12 years' experience as a registered nurse working throughout Central New York. In 2016, she transitioned to provide direct care to adult and pediatric patients experiencing a psychiatric crisis, a field she soon discovered was her passion. Most recently she was a psychiatric mental health nurse practitioner (PMHNP) at TeamHealth in Auburn.



Snover



Wallace



Woods

CALENDAR: Continued from page 14

program will include a networking cocktail hour and dinner. Carol Wittmeyer, director of the Family Business Program at Fisher, will moderate the panel, which includes Jack Doyle (fifth generation), president and CEO of Doyle Security Systems; Jon Spacher (fifth generation), co-owner and CEO of Fee Brothers; and Kate Hildebrandt (fourth generation), president and CEO of Leo J Roth Corporation. Additionally, Alexandra Justis (fifth generation), director of marketing and engagement at Doyle Security Systems, is serving as the event chair. Online registration is now open and closes on Friday, March 1 (also the last day to request a refund). For more information, email: Carol Wittmeyer at cwittmeyer@sjf.edu or call (585) 385-8238.

MARCH 13

■ **Tompkins Chamber Business After Hours** event from 4:30-6:30 p.m. at Tompkins Cortland Community College, 170 North

St., Dryden. Co-hosted with the Cortland Area Chamber of Commerce. Tour TC3's exciting new spaces, including science labs, food and clothing pantry, and Health and Wellness Center. Snacks and beverages will be available, and TC3 alumni will get special recognition. Please be sure to indicate if you are an alum, when you register online or in-person. Cost to attend is \$10 for chamber members, \$15 for non-members. For more information and to register, visit: <https://business.tompkinschamber.org/events/details/business-after-hours-at-tompkins-cortland-community-college-192516>

MARCH 19

■ **2024 Nonprofit Awards** from 11:30 a.m.-2 p.m. at the DoubleTree by Hilton hotel, near Carrier Circle in East Syracuse. The *CNY Business Journal* and BizEventz honor individuals, companies, and organizations in a range of nonprofit categories, including Board Leadership, Corporate Community Support, Executive of the Year, and Outstanding Fundraising Event. For much more information, including a list of winners and details on tickets,

visit: <https://www.cnybj.com/2024-nonprofit-awards/>

MARCH 20

■ **Advocate Drum, AUSA, GWNC Chamber Business After Hours** event from 5-7 p.m. at LeRay Mansion, 99 LeRay Drive #69, Fort Drum. Cost is \$10 for GWNC Chamber members and \$15 for non-members. For more information, visit: <https://business.watertownny.com/events/details/business-after-hours-march-2024-12418>

MARCH 21

■ **Speed Networking for a Cause 2024** event from 5-7 p.m. at Holiday Inn Binghamton. The goal is for nonprofits to recruit new volunteers and board members for their organizations. Business professionals will have 1 minute to talk about what kind of nonprofit volunteer opportunities interest them. Nonprofits (limit one person per nonprofit) will have 1 minute to pitch their organization to the business professional. After 2 minutes the business professionals

move on to the next nonprofit. After the Speed Networking, attendees are invited for light hors d'oeuvres, sponsored by the BLI Alumni Association, United Way of Broome County, and VAST. Cash bar will be available. For more information, including registration, visit: <https://business.greaterbinghamtonchamber.com/events/details/speed-networking-for-a-cause-2024-9354?calendarMonth=2024-03-01>

MARCH 26

■ **“Women Rising: Motivate. Connect. Empower.”** event from 8 a.m.-12 p.m. at Everson Museum of Art, 401 Harrison St., Syracuse. Join CenterState CEO for an extraordinary gathering celebrating women's strength, resilience, and ingenuity. This half-day event is filled with enriching workshops and a lineup of empowering speakers who have overcome obstacles and achieved remarkable success in their careers. Cost is \$40 per person. For more information and to register, visit: <https://centerstateceo.com/events/3/2024/women-rising-motivate-connect-empower>

CNY BUSINESS JOURNAL

revitalize GREATER BINGHAMTON

A resurgence is happening in the Greater Binghamton area as the region grows

Growth in high-tech industries, major economic-development projects, and the revitalization of the Binghamton area are among the highlights.



Be a part of this premier digital and print magazine, spotlighting your company in revitalizing the Greater Binghamton area.

This publication's coverage will include the following:

- Big players involved in the region's resurgence
- Major construction projects
- The region's emergence from the pandemic
- Urban-revitalization projects, new restaurants & other downtown businesses
- Arts & culture
- Economic impact of Greater Binghamton's transformation and what's next for the region.

Publication Date: June 3

Advertising Deadline: May 8

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