



**HOW FUZEHUB
 PROGRAM
 CONNECTS LOCAL
 MANUFACTURERS**

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PHOTO CREDIT: FUZEHUB



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**ONEIDA NATION ADDS PERFECT POUR CAFÉ
 AT POINT PLACE CASINO**

PHOTO CREDIT: ONEIDA INDIAN NATION



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**REJUVN8 SEEKS TO FILL BEAUTY TREATMENT VOID
 IN THE MOHAWK VALLEY**

PHOTO CREDIT: NEW HARTFORD CHAMBER OF COMMERCE

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Presorted Standard
 U.S. Postage Paid
 Syracuse, N.Y.
 Permit # 568

The Central New York Business Journal
 415 W. Fayette St.
 Syracuse, N.Y. 13204

CNYBJ Data & Details

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April 12 List: Office Equipment & Furniture Companies

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April 19 List: Certified Women-Owned Businesses

April 19 Special Report: Battle for Talent/Succession

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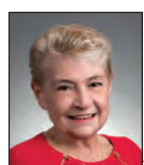
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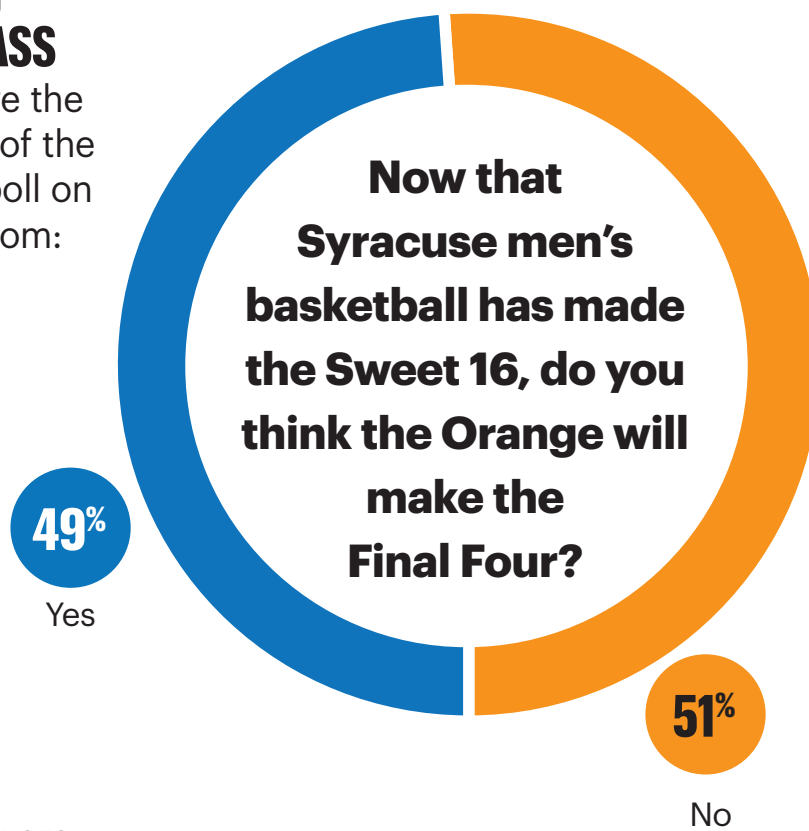
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CORRECTION

In the March 15 issue of CNYBJ, the brief on page 2, titled "Broome County hotel occupancy rate drops nearly 25 percent in January," contained an error in the last sentence. The correct sentence should read: Average daily rate (or ADR), which represents the average rental rate for a sold room, was down 10.6 percent to \$72.56 in January.

CNYBJ CANVASS

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



TOTAL RESPONSES:

121

Editor's note: This poll was conducted from March 22-27, before Syracuse lost to Houston in its Sweet 16 game.

CNYBJ Briefs

Jefferson County cleaning-service firm receives NYS service-disabled veteran-owned business certification

CLAYTON — New York Office of General Services (OGS) Commissioner RoAnn Destito recently announced that a cleaning business in Jefferson County has been certified as a service-disabled veteran-owned business (SDVOB).

The New York OGS Division of Service-Disabled Veterans' Business Development (DSDVBD) issued the certification to River Rat Cleaning, a business located in the St. Lawrence River community of Clayton. The firm says it provides residential and commercial cleaning services throughout the Thousand Islands Region and Jefferson County. Tristan Smith, who retired from the U.S. Army in 2018, opened River Rat Cleaning in 2020.

River Rat was among five newly certified businesses announced by OGS on March 15. The DSDVBD was created by Gov. Andrew Cuomo in 2014 through enactment of the Service-Disabled Veteran-Owned Business

Act. As of March 15, a total of 859 businesses were certified in the state.

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

Office of General Services

Broome County hotel occupancy rate declines nearly 18 percent in February

BINGHAMTON — Broome County hotels saw fewer guests in February than in the year-prior month amid the ongoing coronavirus pandemic, according to a recent report.

The hotel occupancy rate (rooms sold as a percentage of rooms available) in the county declined 17.8 percent to 40 percent in February, according to STR, a Tennessee-based hotel market data and analytics company. It marked the 13th straight monthly decrease in occupancy.

Broome County's revenue per available room (RevPar), a key industry gauge that

measures how much money hotels are bringing in per available room, plummeted 27.9 percent to \$29.25.

Average daily rate (or ADR), which represents the average rental rate for a sold room, was down 12.3 percent to \$73.20 in February.

This report is the last month in which the year-over-year comparison will be to a month before the pandemic hit. Starting with the March STR hotel reports, the comparisons will be to months also affected significantly by the COVID crisis.

Onondaga County hotel occupancy rate falls 22.5 percent in February

SYRACUSE — Hotels in Onondaga County had significantly more vacant rooms in February than in the year-ago month, as the COVID-19 pandemic continued to hurt the hospitality business, according to a recent report.



The hotel occupancy rate (rooms sold as a percentage of rooms available) in the county fell 22.5 percent to 37.5 percent in February compared to the year-prior period, according to STR, a Tennessee-based hotel market data and analytics company.

Revenue per available room (RevPar), a key industry gauge that measures how much money hotels are bringing in per available room, plunged 37.5 percent to \$29.58 in February from February 2020.

Average daily rate (or ADR), which represents the average rental rate for a sold room, dipped 19.4 percent to \$78.92 in February from the same month last year.

This report is the last month in which the year-over-year comparison will be to a month before the pandemic hit. Starting with the March STR hotel reports, the comparisons will be to months also affected significantly by the COVID crisis.

New York milk production slips nearly 2 percent in February

New York dairy farms produced almost 1.2 billion pounds of milk in February, down 1.8 percent from nearly 1.22 billion pounds in the year-ago month, the USDA's National Agricultural Statistics Service (NASS) recently reported.

Milk production per cow in the state averaged 1,910 pounds in February, off 1.8 percent from 1,945 pounds 12 months prior.

The number of milk cows on farms in New York state totaled 626,000 head in February, unchanged from February 2020, NASS reported.

On the milk-price front, New York dairy farmers in January were paid an average of \$17.10 per hundred-weight, down \$1.20 from December and off \$2.70 from January 2020.

In neighboring Pennsylvania, dairy farms produced 798 million pounds of milk in February, down 4.2 percent from a year earlier.



New York egg production dips slightly in February

New York farms produced 136.9 million eggs in February, down 0.5 percent from 137.6 million eggs in the year-earlier period, the USDA's National Agricultural Statistics Service (NASS) recently reported.

The number of layers in the Empire State averaged 5.82 million in February, up 2.1 percent from 5.7 million layers a year prior. February egg production per 100 layers fell nearly 2.6 percent to 2,351 eggs from 2,413 eggs in February 2020.

In neighboring Pennsylvania, farms produced almost 703 million eggs during February, down 4.9 percent from 739 million a year ago.

U.S. egg production totaled just over 8.6 billion eggs in February, off 3.8 percent from almost 8.95 billion eggs produced in February 2020.



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Oneida Nation adds Perfect Pour Café at Point Place Casino

BY ERIC REINHARDT
ereinhardt@cnybj.com

SULLIVAN — A new coffee house and wine bar called Perfect Pour Café is now operating at Point Place Casino in the Bridgeport area of the town of Sullivan in Madison County.

The Oneida Indian Nation held a formal opening ceremony on March 22. Perfect Pour has 10 workers, all of whom are Oneida Nation employees, Joel Barkin, VP of communication for the Oneida Indian Nation, tells CNYBJ in an email.

Syracuse's Hayner Hoyt Corporation managed the construction effort, the Oneida Nation said. The planning for the coffee house and wine bar started back in October and construction began in January, according to Barkin.

The café's design elements were "sourced locally," including the white

marble and tiles for the main coffee bar from Syracuse-based Roma Tiles and the interior and exterior signs created by Canastota-based Victory Signs.

Sheila Aggarwal, a senior lead interior designer with Zausmer, Frisch, Scruton and Aggarwal of Syracuse, handled the interior design work.

The café has a menu of gourmet coffee, exclusively from Utica Coffee, coffee-inspired cocktails, wines and beers, as well as handmade pastries and artisan sandwiches from the same award-winning culinary team at Turning Stone.

"Grand openings are always a special celebration in Central New York, and the opening of Perfect Pour Café means that much more as it signifies the beginning of our collective recovery," Ray Halbritter, CEO of Oneida Nation Enterprises and Oneida Indian Nation representative, said. "Perfect Pour Café is a unique destination



PHOTO CREDIT: ONEIDA INDIAN NATION

The Oneida Indian Nation on March 22 formally opened the Perfect Pour Café at Point Place Casino in the Bridgeport area of the town of Sullivan in Madison County.

for guests to enjoy some much needed time with friends, while still remaining safe."

The new café begins operations not long after Point Place Casino observed its third

anniversary. Since opening, Point Place Casino has expanded its gaming floor twice and added a sports book called the Lounge with Caesars Sports, the Oneida Indian Nation noted.

CNY jobless rates remained higher than a year ago

Region shed thousands of jobs in past 12 months

BY ERIC REINHARDT
ereinhardt@cnybj.com

ALBANY — Unemployment rates in the Syracuse, Utica-Rome, Watertown-Fort Drum, Binghamton, Ithaca, and Elmira regions remained in single-digit figures in February but were still significantly higher than a year ago amid the pandemic's economic impact.

The figures are part of the latest New York State Department of Labor data released March 30.

The Syracuse and Utica-Rome areas lost jobs in five-digit figures between February 2020 and this past February. The Watertown-Fort Drum, Binghamton, Ithaca, and Elmira regions shed jobs in four-digit figures in the same period.

That's according to the latest monthly employment report that the New York State Department of Labor issued March 25.

Regional unemployment rates

The jobless rate in the Syracuse area was 7.3 percent in February, up from 4.9 percent in February 2020.

The Utica-Rome region's rate rose to 7.8 percent from 4.9 percent; the Watertown-Fort Drum area's number hit 7.9 percent, up from 7.3 percent; the

Binghamton region's rate rose to 7.5 percent from 5.5 percent; the Ithaca area's number hit 5.3 percent, up from 3.6 percent; and the Elmira region's jobless rate was 7.5 percent in February, up from 4.8 percent in the same month a year ago.

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

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

State unemployment rate

New York state's seasonally adjusted unemployment rate increased from 8.8 percent in January to 8.9 percent in February, according to preliminary figures released by the New York State Department of Labor.

The state's latest unemployment rate was significantly higher than the U.S. unemployment rate of 6.2 percent in February.

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

February jobs data

On the job-growth or loss front, the Syracuse region shed 26,900 jobs in the

Local Area Unemployment Rates* (%) February 2021 and February 2020 (not seasonally adjusted)

	February 2021	February 2020
Metro Areas	9.8	4.0
Albany-Schenectady-Troy	6.3	4.0
Binghamton	7.5	5.5
Buffalo-Niagara Falls	8.0	5.0
Dutchess-Putnam	6.3	4.0
Elmira	7.5	4.8
Glens Falls	7.2	5.3
Ithaca	5.3	3.6
Kingston	6.8	4.2
Nassau-Suffolk	6.7	3.9
New York City	13.2	3.8
Orange-Rockland-Westchester	6.8	3.9
Rochester	7.1	4.6
Syracuse	7.3	4.9
Utica-Rome	7.8	4.9
Watertown-Fort Drum	7.9	7.3
Non-metro counties	7.3	5.6

*Data are preliminary and subject to change.

The data in the preceding table are not seasonally adjusted, which means they reflect seasonal influences (e.g., holiday and summer hires). Therefore, the most valid comparisons with this type of data are year-to-year comparisons of the same month, for example, February 2020 versus February 2021.

past year, a drop of 8.5 percent.

The Utica-Rome metro area lost 10,300 positions, a decrease of 8.1 percent; the Watertown-Fort Drum area shed 2,100 jobs, a drop of 5.3 percent; the Binghamton region lost 8,400 jobs, a decrease of 8.3 percent; the Ithaca area shed 6,700 jobs, a decline of 10.4 percent; and the Elmira

region lost 3,400 jobs in the past year, a dip of 9.2 percent.

New York state as a whole lost 1.07 million jobs, a decrease of 11 percent, in that 12-month period. The state economy gained nearly 4,000 jobs in the latest month, from January to February, the Labor Department said.

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The Central New York
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Rejuvn8 seeks to fill beauty-treatment void in Mohawk Valley

BY KAITLYN TAMBASCO
Contributing Writer
news@cnybj.com

NEW HARTFORD — When the team at Rejuvn8 Aesthetics, a provider of beauty and wellness services in Clay, saw that many of its clients lived in the Mohawk Valley and were traveling nearly an hour each way, it decided to expand there.

Rejuvn8 formally opened a new 1,750-square-foot location at 4848 Commercial Drive in New Hartford on March 1. The business was welcomed by the New Hartford Chamber of Commerce during a ribbon cutting and grand-opening event.

According to business owner Ryan McCarthy, the opening process was slowed down by the COVID-19 pandemic, but since opening, Rejuvn8 has seen

growth in business. The other Rejuvn8 location, which encompasses 2,000 square feet and is located at 4971 Bear Road in Clay, also bounced back after after re-opening last year following the statewide shutdown, per McCarthy.

Rejuvn8 offers services such as Botox, lip and dermal filler, Kybella treatments for fat under the chin, skincare, and laser treatments.

McCarthy, who is also director of medical aesthetics at Rejuven8, says his team is made up of two nurse practitioners, two estheticians, and three administrative assistants, who work between both locations.

Rejuvn8 was represented by Grazi Zazzara, president of Syracuse-based Icon Companies, in helping to find the new location in New Hartford. Unique



Rejuvn8 Aesthetics, a provider of beauty and wellness treatments, recently formally opened a second location in New Hartford. Officials cut the ceremonial ribbon at the grand opening on March 1.

PHOTO CREDIT: NEW HARTFORD CHAMBER OF COMMERCE

Development Companies of Syracuse assisted with construction/renovation work.

McCarthy says he self-funded the new location. He declined to disclose annual revenue for his business.

Rejuvn8 is offering both in-person and virtual services due to the COVID-19

pandemic.

“We’re great at being patient focused,” McCarthy contends. “We listen to our patients and in turn deliver high quality results that not only improve their natural beauty but more importantly their confidence.”

Statewide, CNY home sales jump in February

BY ERIC REINHARDT
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ALBANY — New York realtors sold 9,796 previously-owned homes in February, up 24 percent from 7,898 homes sold in February 2020.

Pending sales in February rose more than 17 percent in the same period. The data comes from the New York State Association of Realtors (NYSAR)’s February housing-market report issued March 22.

It was the fifth straight month of sales growth in year-over-year comparisons, NYSAR said.

Sales data

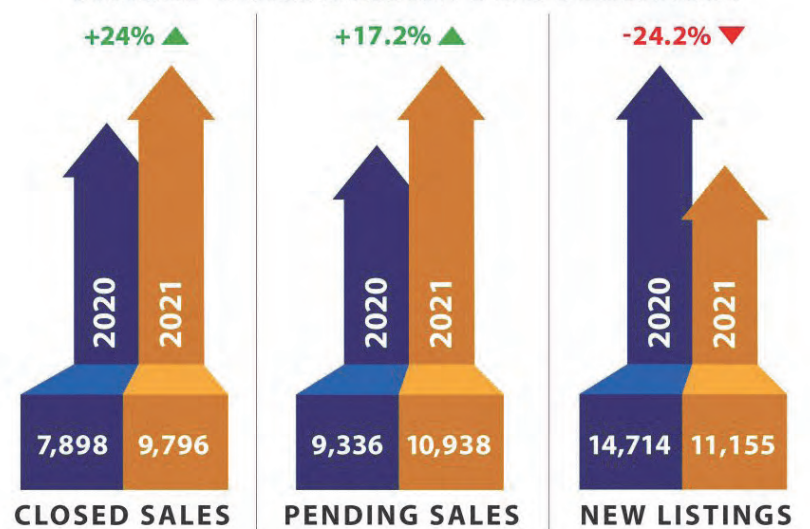
Pending sales totaled more 10,938 in February, up 17.2 percent from 9,336 pending sales in the same month in 2020, according to the NYSAR report.

The strong demand amid limited home supply led to strong price increases.

The February 2021 statewide median sales price was \$360,000, up about 22 percent from the February 2020 median of \$295,000.

The months supply of homes for sale at the end of February stood at 3 months,

YEARLY COMPARISON FOR FEBRUARY



down 36.2 percent from 4.7 months at the end of February 2020.

A 6 month to 6.5 month supply is a balanced market, the association says.

The inventory of homes for sale totaled 36,717 in February, down 31.5 percent from 53,614 in the year-prior month.

Central New York data

Realtors in Onondaga County sold 298 previously owned homes in February, up nearly 31 percent from the 228 sold in the same month in 2020. The median sales price rose 4.2 percent to \$156,250 from \$150,000 a year earlier, according to the NYSAR report.

NYSAR also reports that realtors sold 152 homes in Oneida County in February, a jump of 61.7 percent from the 94 sold during February 2020. The median sales

price increased 28 percent to \$160,000 from \$125,000 a year ago.

Realtors in Broome County sold 135 existing homes in February, up 39.2 percent from 97 a year before, according to the NYSAR report. The median sales price soared 38.2 percent to \$135,476 from \$98,000 in the year-earlier period.

In Jefferson County, realtors closed on the sale of 92 homes in February, up 27.8 percent from 72 a year before, and the median sales price of nearly \$148,950 was up 16.5 percent from nearly \$127,800 in February 2020, according to the NYSAR data.

All home-sales data is compiled from multiple-listing services in New York state and it includes townhomes and condominiums in addition to existing single-family homes, according to NYSAR.

BUSINESS JOURNAL INDEX



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How Oriskany, Endicott manufacturers connected through FuzeHub program

BY ERIC REINHARDT
ereinhardt@cnybj.com

An Oneida County manufacturer and a Broome County firm forged a relationship after they met through a virtual program organized by Albany-based FuzeHub.

The nonprofit FuzeHub is the statewide center for the New York Manufacturing Extension Partnership (NY MEP).

NY MEP is a network of 11 organizations — 10 regional centers and FuzeHub, the statewide center. The NY MEP network helps manufacturers “solve problems, accelerate growth, and create jobs,” FuzeHub said.

NY MEP is supported by NYSTAR, Empire State Development’s Division of Science, Technology and Innovation.

Square One Coating Systems — an Oriskany-based manufacturer that specializes in quick-turn deliveries of high-quality coating solutions — connected with Amphenol IPC, an Endicott-based provider of power distribution and interconnected products with applications across several industries, FuzeHub said in a March 30 news release.

Square One was looking for customers and Amphenol was trying to find a supplier.

As a result, Square One Coating has since hired three people and retained about 22 jobs that “may have been threatened” by customer issues amid the pandemic. The company is currently looking to hire for about five jobs to fill a variety of needs, FuzeHub said.

Amphenol IPC is a division of Wallingford, Connecticut-based Amphenol Corporation (NYSE: APH), “a *Fortune* 500 company with over 70 years of experience in providing total interconnect solutions to customers throughout the world,” per the Amphenol IPC website.

FuzeHub often works with small and mid-sized manufacturers to “provide referrals, make supply chain connections and facilitate introductions that could lead to business opportunities,” the organization said.

How FuzeHub meeting helped

In 2020, FuzeHub says it had to pause all its live, in-person event programming. The pandemic-induced cancellations of trade shows and events like FuzeHub’s solutions forums “created a gap” for many manufacturers, which often rely on in-person meetings and networking to develop new relationships with customers and suppliers.

FuzeHub says it continued to provide direct services to manufacturers, but the organization also “recognized the need to develop digital solutions” that could fill the need for events and spontaneous interaction.

It held its first-ever virtual-solutions forum last summer, creating a few new connections for manufacturers across the state, including the one involving Square One Coating Systems and Amphenol IPC.

When FuzeHub saw both Square One and Amphenol IPC had registered for the forum, it reached out to both companies in advance of the event to facilitate an introduction.

“Based on our knowledge of what both manufacturers do and the information they provided when registering for the event, our team recognized an opportunity to build a relationship that would be beneficial to Square One and Amphenol IPC,” Elena Garuc, executive director of FuzeHub, said.

Square One was looking for manufacturers in need of its products and expert capabilities in specialized coating for metal products. The pandemic — and economic conditions preceding it — had “negatively affected” some of its large customers,



An employee at Square One Coating Systems in Oriskany focuses on his work duties. Square One Coating Systems and Endicott-based Amphenol IPC both credit their meeting through a virtual program that Albany-based FuzeHub hosted for their relationship which has helped both companies as the pandemic continues.

PHOTO CREDIT: FUZEHUB

FuzeHub said.

At the same time, Amphenol IPC was interested in finding regional-supplier options that could provide “fast product deliveries to keep pace” with its manufacturing needs. Disruptions caused by the pandemic had “become a challenge” for some of its suppliers.

Since their introduction, Square One and Amphenol IPC have built a relationship that has “lifted both companies,” FuzeHub contended.

Square One has seen “significant growth” because of its ability to meet Amphenol IPC’s supply needs, and Amphenol IPC has strengthened its supply chain by working with a regional manufacturer that is located nearby. “The introduction [with Amphenol IPC] through FuzeHub has led to a relationship that has helped drive our growth,” Lloyd Ploof, president of Square One Coating Systems, said. “We

work hard to prove our capabilities, meet the needs of our customers and exceed their expectations. However, before we can show our partners what we can do, it needs to start with a door opening — and that’s why FuzeHub’s support has been so important.”

“In my role with Amphenol IPC, I’m constantly looking for solutions to make our company stronger and help it grow,” Jeffrey Knight, director of operations for Amphenol Interconnect Products, said. “Recognizing the value FuzeHub provides manufacturers in New York State, we were excited about the Virtual Solutions Forum and learning about more ways they might be able to assist. We didn’t expect it would so quickly result in a reliable supplier relationship — but we’re grateful it did. The relationship with Square One Coating has been a big help, especially for our facilities in New York.”

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revitalize
MOHAWK VALLEY

A RESURGENCE IS HAPPENING IN THE MOHAWK VALLEY – even as the region works to emerge from the pandemic.
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- Arts & culture
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Publication Date: **August 2**
Advertising Deadline: July 1

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Syracuse-area native serves aboard "Fast and Feared" U.S. Navy warship

A native of the Syracuse area is serving in the U.S. Navy aboard USS James E. Williams, a guided-missile destroyer, currently participating in counter-drug operations in the eastern Pacific Ocean and Caribbean Sea.

BY RICK BURKE

Navy Officer of Community Outreach

Chief Petty Officer Ryan M. Sullivan, a 2001 Jamesville-DeWitt High School graduate, joined the Navy 14 years ago.

Today, Sullivan, serves aboard a ship with more than 300 other sailors, who make up the ship's crew. Their jobs are highly specialized and range from handling weaponry to maintaining the engines, along with a multitude of other assignments that always keep the ship mission ready.

USS James E. Williams, homeported in Norfolk, Virginia, is named in honor

of Chief Boatswain's Mate James E. Williams, a river patrol boat commander and Medal of Honor recipient from the Vietnam War, who is considered to be the most-decorated enlisted man in Navy history.

According to Navy officials, guided-missile destroyers can conduct anti-air warfare, anti-submarine warfare, and anti-surface warfare. Fast, maneuverable, and technically advanced, destroyers provide the required warfighting expertise and operational flexibility to execute any tasking at sea.

With more than 90 percent of all trade traveling by sea, and 95 percent of the world's international phone and internet traffic carried through fiber-optic cables lying on the ocean floor, Navy officials continue to emphasize that the prosperity and security of the United States is directly linked to a strong and ready Navy.

According to Chief of Naval Operations Adm. Mike Gilday, four priorities will



Chief Petty Officer Ryan M. Sullivan, a 2001 Jamesville-DeWitt High School graduate, aboard the USS James E. Williams, a guided-missile destroyer.

PHOTO CREDIT: NAVY OFFICE OF COMMUNITY OUTREACH

focus efforts on sailors, readiness, capabilities, and capacity.

"For 245 years, in both calm and rough waters, our Navy has stood the watch to protect the homeland, preserve freedom of the seas, and defend our way of life," said Gilday. "The decisions and investments we make this decade will set the maritime balance of power for the rest of this century. We can accept nothing less than success."

As a member of the U.S. Navy, Sullivan, as well as other sailors, know they are a part of a service tradition providing unforgettable experiences through leadership development, world affairs and humanitarian assistance. Their efforts will have a lasting effect around the globe and for generations of sailors who will follow.

"I serve to honor past and present Tin Can Sailors and to train our reliefs," said Sullivan. ■

New Program Advances Region's Leadership in Unmanned-Systems Industry

The Federal Aviation Administration (FAA) recently announced that Syracuse Hancock International Airport was selected as one of five airports in the country for its drone detection and mitigation-research program. As part of the program, the Syracuse airport will test systems that detect and block drones in a real-world environment that includes both commercial and military aircraft.

This testing is critical to advancing the safe integration of drones into the national airspace and positions the airport to play a key role in the FAA's efforts to develop standards and guidance for all

airports to safely use counter-drone systems.

This designation further solidifies the region's leadership in the unmanned-aircraft systems (UAS) sector and builds on its globally recognized assets, including NUAIR, the Griffiss UAS test site, and the 50-mile beyond visual line of sight corridor, among others. In addition, this distinction will serve the regional unmanned-systems ecosystem as it will help attract new commercial partners looking to test their systems. This will create jobs and generate an economic impact.

This is a significant opportunity for our airport

and we congratulate [the airport team] on its successful application. We look forward to working with the FAA and our partners to further advance commercial applications of UAS technologies through this program. To learn more about our regional efforts, visit www.NUAIR.org. ■

Robert M. Simpson is president and CEO of CenterState CEO, the primary economic-development organization for Central New York. This article is drawn and edited from the "CEO Focus" email newsletter that the organization sent to members on March 4.



ROBERT SIMPSON
CEO Focus

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SPECIAL REPORT:
2021 CNY

MANUFACTURING DIRECTORY

The Central New York
BUSINESS JOURNAL

Welcome to the 2021 edition of *The Central New York Business Journal's* Manufacturing Directory. The directory is an alphabetical listing of manufacturers throughout the 16-county region that CNYBJ covers. The organizations included are of all sizes and represent a wide range of manufactured goods, from food items, to tools, to technology — just to name a few.

The listings contained in the directory provide data on number of employees, products manufactured locally, markets served, certifications, key management and revenue figures (if available).

— Vance Marriner

2ND AVE LIGHTING

55 Oriskany Blvd.
Yorkville, NY 13495
(800) 843-1602/2ndave.com

- **Year Estab.:** 1979
- **No. of CNY Employees:** 75
- **Products Manufactured Locally:** custom lighting, decorative lighting, stained-glass lamps and windows, chandeliers, wall sconces, outdoor lanterns, custom lighting, table/floor lamps, and other home accessories and decor. Indoor and outdoor lighting.
- **Square Footage of Local Facilities:** 180,000 square feet of manufacturing, inventory, retail, and distribution space sited on 8.5 acres.
- **Certifications:** lighting products are UL listed
- **Markets Served:** worldwide
- **President & CEO:** Robert Cohen
- **Sales Manager:** Max Cohen
- **Production Manager:** Chester Cohen

ALCOA-MASSENA OPERATIONS

1 Park Ave. E.
Massena, NY 13662
(315) 764-4011/alcoa.com

- **Year Estab.:** 1902
- **No. of CNY Employees:** 450
- **No. of Employees Companywide:** 14,000
- **2020 Revenue:** \$10.4B
- **Products Manufactured Locally:** molten aluminum, billet, sow, rod
- **Certifications:** ISO 9001.2000, ISO 9002, QS 9000 and TS-9000
- **Markets Served:** transportation, aerospace, construction, defense
- **Plant Manager:** Steve Rombough

ANAREN, A TTM TECHNOLOGIES COMPANY

6635 Kirkville Road
East Syracuse, NY 13057
(315) 432-8909/anaren.com

- **Year Estab.:** 1967
- **No. of CNY Employees:** 600
- **No. of Employees Companywide:** 800
- **Products Manufactured Locally:** manufacturer of complex RF/microwave networks and components for wireless, satellite, defense, consumer electronics, health care, and IoT applications
- **Square Footage of Local Facilities:** 203,000
- **Certifications:** ISO and more
- **Markets Served:** wireless infrastructure, consumer electronics, aerospace/defense, medical devices, IoT applications
- **President & CEO:** Lawrence A. Sala

ANHEUSER-BUSCH INBEV

2885 Belgium Road
Baldwinsville, NY 13027
(315) 635-4000/anheuser-busch.com

- **Year Estab.:** 1976
- **No. of CNY Employees:** 550
- **No. of Employees Companywide:** 171,915
- **2020 Revenue:** \$52.3B
- **Products Manufactured Locally:** brewery offering numerous beer brands and types of bottling
- **Markets Served:** consumer beverage
- **Senior General Manager:** Bryan Sullivan

ANSEN CORPORATION

100 Chimney Point Drive
Ogdensburg, NY 13669
(315) 393-3573/ansencorp.com

- **Year Estab.:** 2002
- **No. of CNY Employees:** 220
- **No. of Employees Companywide:** 400
- **Products Manufactured Locally:** EMS electronic contract-manufacturing services, prototyping, medium- to high-volume PCBA, test, and complete systems integration and packaging
- **Square Footage of Local Facilities:** 110,000
- **Certifications:** ISO13485; AS9100 and ITAR Registered
- **Markets Served:** medical, industrial, RF/wireless, communications, security, transportation, consumer, military, computer hardware, aerospace, LED lighting
- **Director of Business Development:** Brenda Coon

By the Numbers:

399,600

Average number of employees who worked for manufacturers in New York state in February 2021

32,300

New York manufacturing-job losses from February 2020 to February 2021

Source: NYS Department of Labor

By the Numbers: Manufacturing Utility Costs in New York

5.56 CENTS/KWH

Average industrial electric rate in New York state, January 2021

6.35 CENTS/KWH

Average industrial electric rate in U.S., January 2021

Source: U.S. Energy Information Administration

U.S. Manufacturing Employment (in thousands)*

2016	12,365
2017	12,382
2018	12,589
2019	12,830
2020	12,799
2021**	12,238

* Figures are from February of each year
** 2021 figures are preliminary

Source: U.S. Bureau of Labor Statistics

U.S. Manufacturing Unemployment Rate*

2016	4.7%
2017	4.0%
2018	3.6%
2019	2.9%
2020	3.9%
2021	4.8%

* Figures are from February of each year

Source: U.S. Bureau of Labor Statistics

BAE SYSTEMS

1098 Clark St.
Endicott, NY 13760
baesystems.com

- **Year Estab.:** 1999
- **No. of CNY Employees:** 1,200
- **No. of Employees Companywide:** 88,000
- **Products Manufactured Locally:** software, systems integration, support for defense applications, electronic-control and power-management systems for military, commercial air, and land vehicles
- **Markets Served:** technology, defense, commercial
- **President & CEO:** Tom Arseneault

BO-MER PLASTICS, LLC

13 Pulaski St.
Auburn, NY 13021
(315) 252-7216/bo-mer.com

- **Year Estab.:** 1946
- **No. of CNY Employees:** 58
- **No. of Employees Companywide:** 58
- **Products Manufactured Locally:** thermoformed and rotationally molded plastic products and metal fabrications
- **Square Footage of Local Facilities:** 64,000
- **Certifications:** ISO 9001-2008 and UL
- **Markets Served:** Medical, industrial, mass transit
- **President, CEO, & Owner:** Thomas R. Herbert
- **Controller:** Brian Colella

BORGWARNER MORSE SYSTEMS

800 Warren Road
Ithaca, NY 14850
(607) 257-6700/borgwarner.com

- **Year Estab.:** 1880

- **No. of CNY Employees:** 1,300
- **No. of Employees Companywide:** 48,000
- **2020 Revenue:** \$10.2B
- **Products Manufactured Locally:** customized solutions for variable cam timing, chain-driven engine timing systems, and drivetrain chains for front-wheel-drive transmission and transfer-case applications
- **Certifications:** ISO 14001, ISO 2001, TS 2014
- **Markets Served:** automotive manufacturers
- **President & General Manager:** Joseph Fadoo

BUCKINGHAM GROUP, INC.

1-11 Travis Ave.
Binghamton, NY 13904
(607) 773-2400/buckinghammfg.com

- **Year Estab.:** 1896
- **No. of CNY Employees:** 377
- **No. of Employees Companywide:** 391
- **Products Manufactured Locally:** climbing and fall-protection equipment for linemen and arborists
- **Square Footage of Local Facilities:** 45,000
- **Certifications:** ISO 9001-2008 certification; 17025-2005 accreditation
- **Markets Served:** utility and arborists
- **President:** H. Andrew Batty, Jr.
- **VP HR & Materials:** James Nichols
- **Gen. Mgmt.:** Tim Batty

CENTRAL ASSOCIATION FOR THE BLIND AND VISUALLY IMPAIRED (CABVI)

507 Kent St.
Utica, NY 13501
(315) 797-2233/cabvi.org

- **Year Estab.:** 1929
- **2020 Revenue:** \$63M



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- **Products Manufactured Locally:** nitrile, latex, and synthetic examination gloves, medical supplies, kitting, office supplies, textiles, neckerchiefs, garbage bags, flashlights, work gloves, disposable wipes, biodegradable products
- **Square Footage of Local Facilities:** 204,746
- **CEO:** Ed Welsh

CONMED

525 French Road
Utica, NY 13502
(315) 797-8375/conmed.com

- **Year Estab.:** 1970
- **No. of CNY Employees:** 509
- **No. of Employees Companywide:** 3,500
- **2020 Revenue:** \$955.1M
- **Products Manufactured Locally:** medical devices and equipment for orthopaedic, general surgery, gynecology, neurosurgery, gastroenterology, cardiac monitoring, and critical-care specialties
- **Square Footage of Local Facilities:** 500,000
- **Markets Served:** arthroscopy, cardiology, critical care, general and laparoscopic surgery, gastroenterology, gynecology, neurosurgery, orthopaedics, sports tissue and biologics, surgical visualization
- **CEO:** Curt R. Hartman

EATON COOPER CROUSE-HINDS

1201 Wolf St.
Syracuse, NY 13221
(315) 477-7000/eaton.com

- **Year Estab.:** 1897

- **No. of CNY Employees:** 400
- **No. of Employees Companywide:** 95,000
- **2020 Revenue:** \$21.4B
- **Products Manufactured Locally:** electrical equipment
- **Markets Served:** industrial, electrical, commercial
- **President:** Scott Hearn

ENDICOTT PRECISION, INC.

1328-30 Campville Road
Endicott, NY 13760
(607) 754-7076/indicottprecision.com

- **Year Estab.:** 1960
- **No. of CNY Employees:** 125
- **No. of Employees Companywide:** 125
- **Products Manufactured Locally:** precision sheet-metal fabrication, stampings, weldments, CNC mill and waterjet machining, mechanical assembly
- **Square Footage of Local Facilities:** 85,000
- **Certifications:** AS9100 "D"
- **Markets Served:** aerospace, electronics, vehicles, ships, commercial, and military customers
- **General & Sales Manager:** Ronald Oliveira

FIBER INSTRUMENT SALES, INC.

161 Clear Road
Oriskany, NY 13424
(315) 736-2206/fiberinstrumentsales.com

- **Year Estab.:** 1985
- **No. of CNY Employees:** 400
- **No. of Employees Companywide:** 400
- **Products Manufactured Locally:** communication fiber-optic connectors, fiber-optic cable

and test equipment; safety relays, injection-molded plastic components, CNC machining, sheet-metal fabrication

- **Square Footage of Local Facilities:** 275,000
- **Certifications:** ISO 9001 2015
- **Markets Served:** telecom and broadband providers, contractors, utilities, government agencies and educational facilities; resellers and end-users; OEM automotive, firearms, pump, compressor, sensor, medical, and consumer products
- **President & CEO:** Frank Giotto
- **SVP of Sales:** Kirk Donley
- **SVP of Accounting & CFO:** Susan Grabinski
- **VP of Marketing:** Andy Scarafile

FORCE GUIDED RELAYS INT'L INC.

161 Clear Road
Oriskany, NY 13424
(315) 877-0304/fgri.com

- **Year Estab.:** 1987
- **No. of CNY Employees:** 3
- **No. of Employees Companywide:** 420
- **Products Manufactured Locally:** safety relays, safety controls
- **Certifications:** ISO 9001-2015
- **Markets Served:** industrial automation, elevator and escalator controls, railroad safety and signaling

FRITO-LAY, INC.

10 Spud Road
Binghamton, NY 13904
(607) 775-7000/fritolay.com

- **Year Estab.:** 1974

By the Numbers: Manufacturing Jobs in the Region

CENTRAL NEW YORK*

- 2020 Jobs: 31,255
- % of all Jobs: 9.0%

NEW YORK STATE

- 2020 Jobs: 437,138
- % of all Jobs: 4.6%

* Central New York Regional Economic Development Council region: Cayuga, Cortland, Onondaga, Oswego, and Madison counties

Source: CenterState CEO, 2021 Economic Forecast for Central New York

- **No. of CNY Employees:** 540
- **No. of Employees Companywide:** 55,000
- **2020 Revenue:** \$67.2B
- **Products Manufactured Locally:** snack products
- **Markets Served:** New York, Pennsylvania, Maryland, Washington D.C.
- **Site Director:** Mitch Hamilton

GEAR MOTIONS, INC./NIXON GEAR DIV.

1750 Milton Ave.
Syracuse, NY 13209
(315) 488-0100/gearmotions.com

- **Year Estab.:** 1920

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TRUST THEM TO THE RIGHT TEAM

MEET THE TEAM

(From Left to Right)

- Michael Murphy, Senior Commercial Banking Relationship Manager
- Cynthia Del Signore, Commercial Banking Specialist
- Jonathan Spilka, Business Banking Regional Manager
- Robert Vertucci, Senior Commercial Banking Relationship Manager
- Kathleen Joeckel, Commercial Banking Specialist
- Richard Driscoll, Senior Commercial Banking Relationship Manager
- Richard Shirtz, Regional President
- Lori Teifke, Territory Manager
- John Mason, Regional Commercial Banking Manager
- Robert Markowski, Senior Commercial Banking Relationship Manager
- Tom Roman, Senior Commercial Banking Relationship Manager
- Beth Steneri, Regional Commercial Banking Administration

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- **No. of CNY Employees:** 35
- **No. of Employees Companywide:** 70
- **Products Manufactured Locally:** custom gears for OEMs, including precision ground helical gears, spur gears, pump gears, bevel gears and worm gears, as well as multiple types of sprockets, timing pulleys, shafts, and splines
- **Square Footage of Local Facilities:** 45,000
- **Certifications:** ISO9001:2015
- **Markets Served:** industrial, specialty automotive, medical
- **President and CEO, Gear Motions:** Dean Burrows
- **Engineering Manager:** Jeff Rynders
- **Director of Operations:** Dan Bartelli
- **Materials Mgr.:** Dan Sierotnik
- **Chairman, Gear Motions:** Samuel Haines
- **Corp. Sales Engineering Manager:** Ron Wright

GOLDEN ARTIST COLORS, INC.

188 Bell Road
New Berlin, NY 13411
(607) 847-6154/goldenpaints.com

- **Year Estab.:** 1980
- **No. of CNY Employees:** NA
- **Products Manufactured Locally:** global manufacturer of professional-quality artist paints and mediums, including GOLDEN Acrylics, Williamsburg Oils, and QoR Watercolors
- **Square Footage of Local Facilities:** 145,000 (New Berlin and Norwich facilities)
- **Markets Served:** ship products to more than 55 countries around the world
- **CEO:** Mark Golden
- **President & COO:** Barbara Schindler

HARTMAN ENTERPRISES, INC.

455 Elizabeth St.
Oneida, NY 13421
(315) 363-7300/hartmanenterprises.com

- **Year Estab.:** 1973
- **No. of CNY Employees:** 49
- **No. of Employees Companywide:** 49
- **Products Manufactured Locally:** Precision CNC milling and turning; 5-axis machining, Swiss-type machining, large turning
- **Square Footage of Local Facilities:** 25,000
- **Certifications:** ISO 9001:2015, AS9100D, Small Business, Woman-Owned Business, HUBZone Certified, NYS WBE Certified
- **Markets Served:** aerospace, medical, mass transit transportation, gas and oil, firearms, power transmission
- **President/CEO:** Jaime A. Sweet
- **VP of Operations:** Bob Kocik
- **Director of Business Development:** Ben Robbins

HILLIARD CORPORATION

100 West Fourth St.
Elmira, NY 14902
(607) 733-7121/hilliardcorp.com

- **Year Estab.:** 1905
- **No. of CNY Employees:** 450
- **Products Manufactured Locally:** motion-control and oil-filtration equipment, differentials for numerous models of Polaris ATVs
- **Chairman & CEO:** Jan van den Blink

HILLROM

4341 State Street Road
Skaneateles Falls, NY 13153
(315) 685-4100/hillrom.com

- **Year Estab.:** 1915
- **No. of CNY Employees:** 1,000
- **No. of Employees Companywide:** 10,000
- **2020 Revenue:** \$2.9B
- **Products Manufactured Locally:** medical-device manufacturer
- **Markets Served:** medical, health care
- **President, Front Line Care:** Andreas G. Frank

HUMAN TECHNOLOGIES CORPORATION (HTC)

2260 Dwyer Ave.
Utica, NY 13501
(315) 724-9891/htcorp.net

- **Year Estab.:** 1954
- **Products Manufactured Locally:** narrow-web-sewn harnesses, carriers, strapping, safety devices, wiring harnesses, apparel, embroidered and screen-printed products, retail assembly and packaging, warehousing and distribution, property management, custodial, landscaping
- **Markets Served:** federal-defense, federal-civilian, New York State law enforcement, and

civilian commercial-industrial, retail/wholesale-consumer goods

- **President & CEO:** Timothy Giarrusso

INDIUM CORPORATION

Suite 301
Clinton, NY 13323
(315) 853-4900/indium.com

- **Year Estab.:** 1934
- **No. of CNY Employees:** 650
- **No. of Employees Companywide:** 1,000
- **Products Manufactured Locally:** materials for electronics assembly, semiconductor packaging and assembly, and thermal management,

cal, energy, heating, air conditioning, refrigeration, automotive, public utilities, research and development

- **President:** Oliver Wyrsh

INFITEC, INC.

PO Box 2956
Syracuse, NY 13220
(315) 433-1150/infitec.com

- **Year Estab.:** 1981
- **No. of CNY Employees:** 46
- **No. of Employees Companywide:** 46
- **Products Manufactured Locally:** industrial and commercial controls and systems, time-

ASK THE EXPERT

Collaboration - Not Just a Buzzword

Collaboration may seem overused, but it is not just a buzzword or an empty cliché. As a design-build firm with four dynamic and distinct parts – architecture, engineering, construction and development – collaboration is essential. Our greatest successes have come about because of our team's desire to come together and contribute their expertise for the benefit of a shared objective, project or mission.

Given that collaboration is a skill and a cornerstone to our process, we have learned that to have sustained collaboration three critical elements must be present.

Communication. Openness to listen and examine various concepts and ideas with colleagues. Through team kick-off meetings, design charrettes, and pull planning, our team taps into each team members knowledge, skills and expertise to evaluate options, talk through obstacles, coordinate schedules and develop solutions ensuring all ideas are listened to and vetted in a collaborative environment.

Respect. Widespread respect for colleagues' and team members contributions. Our Senior Leadership team fosters a workplace culture that centers around learning and development. Each team member, regardless of background or title, is smart, capable and fully vested, which opens the door for feedback, sharing knowledge, finding out how team members approach their side of the project and gaining a better sense of how they work.

Emotional Intelligence. Sensitivity to how one's actions may affect both colleagues' work and the projects outcome. We have learned that when we work together in a collaborative environment it gives us an opportunity to learn from each other and gain an understanding of the other team's perspective. Taking the time to learn others' pain points, priorities, and even the way they think, opens the door to successful interactions.

Creating a collaborative workplace takes time and effort, but the payoff is well worth it.

such as solders, fluxes, thermal interface materials, indium, gallium, and germanium inorganic compounds, and metal alloys

- **Certifications:** ISO 9001, IATF 16949
- **Markets Served:** electronics assembly, semiconductor assembly and packaging, thermal management, and thin-film
- **CEO:** Gregory P. Evans
- **President & COO:** Ross Berntson
- **CFO:** Mike McKenna
- **VP of Marketing:** Tim Twining

INFICON INC.

2 Technology Place
East Syracuse, NY 13057
(315) 434-1100/inficon.com

- **Year Estab.:** 2000
- **No. of CNY Employees:** 282
- **No. of Employees Companywide:** 1,200
- **Products Manufactured Locally:** instrumentation, critical-sensor technologies, and process-control software for vacuum processes; detection equipment for emergency response, military, security, petrochemical, and public utilities; service tools for heating, air conditioning, and refrigeration professionals
- **Square Footage of Local Facilities:** 220,000
- **Certifications:** ISO9001, ISO14001
- **Markets Served:** semiconductor, display, optics, solar, emergency response and security, military, environmental monitoring, petrochemi-

cal, energy, heating, air conditioning, refrigeration, automotive, public utilities, research and development

- **Year Estab.:** 1981
- **No. of CNY Employees:** 46
- **No. of Employees Companywide:** 46
- **Products Manufactured Locally:** industrial and commercial controls and systems, time-

ITT GOULDS PUMPS

240 Fall St.
Seneca Falls, NY 13148
(315) 568-2811/gouldspumps.com

- **Year Estab.:** 1848
- **No. of CNY Employees:** 1,000
- **No. of Employees Companywide:** 10,000
- **2020 Revenue:** \$2.9B
- **Products Manufactured Locally:** industrial pumps, monitoring and controls equipment
- **Markets Served:** oil and gas, mining, chemical, power, general industry, pulp and paper, biopharmaceutical
- **President, Industrial Process:** George Hanna

L. & J. G. STICKLEY, INC.

1 Stickley Drive
Manlius, NY 13104
(315) 682-5500/stickley.com

- **Year Estab.:** 1900
- **No. of CNY Employees:** 900
- **No. of Employees Companywide:** 1,200
- **Products Manufactured Locally:** premium-quality, solid-wood case goods and upholstered/leather furniture
- **Markets Served:** residential and commercial
- **Chairman & CEO:** Aminy I. Audi
- **President:** Edward J. Audi
- **CFO & SVP Operations:** John F. Brogan

LOCKHEED MARTIN MISSION SYSTEMS & TRAINING

1801 State Route 17C
Owego, NY 13827
(607) 751-2200/lockheedmartin.com/ms2

- **Year Estab.:** 1957
- **No. of CNY Employees:** 4,100
- **No. of Employees Companywide:** 110,000
- **2020 Revenue:** \$59.8B
- **Products Manufactured Locally:** provides systems engineering, software development, and complex program management for global security, civil, and commercial markets
- **Markets Served:** aerospace, defense
- **VP, Advanced Product Solutions & Owego General Manager:** A. Hamid Salim
- **Acting VP & Syracuse General Manager:** Greg Larioni

MARQUARDT SWITCHES, INC.

2711 Route 20 E.
Cazenovia, NY 13035
(315) 655-8050/us.marquardt.com

- **Year Estab.:** 1981
- **No. of CNY Employees:** 400
- **No. of Employees Companywide:** 10,500
- **Products Manufactured Locally:** electrical and mechanical-control systems
- **Square Footage of Local Facilities:** 115,000
- **Certifications:** TS 16949; ISO 14001
- **Markets Served:** automotive, off-road, truck, e-mobility, power tools, white goods, and industry
- **CEO:** Harald Marquardt

METAL SOLUTIONS, INC.

1821 Broad St.
Utica, NY 13501
(315) 732-6271/metalsolutionsinc.com

- **Year Estab.:** 1954
- **No. of CNY Employees:** 125
- **No. of Employees Companywide:** 125
- **Products Manufactured Locally:** full-service manufacturer providing precision-fabricated metal products
- **Square Footage of Local Facilities:** 100,000
- **Certifications:** ISO 9001:2015, DBE, NYSWBE
- **Markets Served:** mass transit, HVAC, various manufacturers
- **Owner/ CEO:** Catherine Thiaville
- **President / Owner:** Joseph Cattadoris, Jr.

MEYDA TIFFANY LIGHTING

55 Oriskany Blvd.
Yorkville, NY 13495
(800) 222-4009/meyda.com

- **Year Estab.:** 1974
- **No. of Employees Companywide:** 75
- **Products Manufactured Locally:** custom lighting, Tiffany lighting, decorative lighting, stained-glass lamps and windows, chandeliers, wall sconces, outdoor lanterns, custom lighting, table/floor lamps, fireplace screens, ceiling pendants and other lighting fixtures, stained-glass windows and home décor.
- **Square Footage of Local Facilities:** 180,000 square feet of manufacturing, inventory, retail, and distribution space sited on 8.5 acres.
- **Certifications:** lighting products are UL listed
- **Markets Served:** worldwide
- **President & CEO:** Robert Cohen
- **Sales Manager:** Max Cohen
- **Production Manager:** Chester Cohen

MOHAWK LTD.

P.O. Box 340
Chadwicks, NY 13319
(315) 737-7328/mohawk ltd.com

- **Year Estab.:** 1959
- **No. of CNY Employees:** 45



Christianne R. Radziewicz
Vice President of Marketing
VIP COMPANIES

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CRAFTSMANSHIP@WORK

- **Products Manufactured Locally:** sales, calibration, repair, refurbishment of electronic, mechanical, and hydraulic equipment, highway and truck supplies, cylinder repairs, hoses, custom trailers; drone repairs, modifications, and supplies
- **Markets Served:** entire United States and parts of South America
- **President & CEO:** Cathy M. Newell
- **Director of Marketing:** Linda Lane
- **CFO:** Dean Devito

MPL INCORPORATED

41 Dutch Mill Road
Ithaca, NY 14850
(607) 266-0480/mplinc.com

- **No. of CNY Employees:** 30
- **No. of Employees Companywide:** 30
- **Products Manufactured Locally:** electronic assemblies for: defense/military, aerospace, medical, industrial, and commercial applications
- **Certifications:** An ISO 9001:2015 certified and ITAR registered company

MSI MOLDING SOLUTIONS INC.

6247 State Route 233
Rome, NY 13440
(315) 736-2412/moldingsolutionsinc.com

- **Year Estab.:** 2006
- **No. of CNY Employees:** 28
- **No. of Employees Companywide:** 28
- **2020 Revenue:** \$4M
- **Products Manufactured Locally:** molded and fabricated plastic components, assemblies, and packaging
- **Square Footage of Local Facilities:** 35,000
- **Certifications:** ISO 9001:2015
- **Markets Served:** medical, electronics, fiber optic, and industrial components
- **President:** Tom Bashant

NOVELIS

448 County Route 1A
Oswego, NY 13126
(315) 349-0121/novelis.com

- **Year Estab.:** 1963
- **No. of CNY Employees:** 1,150
- **No. of Employees Companywide:** 11,270
- **2020 Revenue:** \$11.2B
- **Products Manufactured Locally:** rolled-aluminum products
- **Square Footage of Local Facilities:** 1.7 million
- **Certifications:** OHSAS 18001, ISO 14001, ISO 9001, ATIF 16949
- **Markets Served:** automotive and transportation, consumer and industrial, building and construction, beverage cans
- **Plant Manager:** Jeff Cruse

PALL TRINITY MICRO CORPORATION

3643 State Route 281
Cortland, NY 13045
(607) 753-6041/pall.com

- **Year Estab.:** 1946

U.S. Manufacturing Job Openings (in thousands)*

2016	317
2017	371
2018	440
2019	427
2020	402
2021**	515

* Figures are from January of each year
** 2021 figures are preliminary

Source: U.S. Bureau of Labor Statistics

- **No. of CNY Employees:** 600
- **No. of Employees Companywide:** 10,000
- **Products Manufactured Locally:** develops and manufactures filtration products
- **Certifications:** ISO 9001, ASME U, National Board R, ASME PP, ISO 14001
- **Markets Served:** aerospace, biopharmaceutical, fuel, beverage companies
- **Pall President & Danaher Group Executive:** Jennifer Honeycutt

THE RAYMOND CORPORATION

20 S. Canal St.
Greene, NY 13778
(607) 656-2311/raymondcorp.com

- **Year Estab.:** 1922
- **No. of CNY Employees:** 2,000
- **No. of Employees Companywide:** 2,455
- **Products Manufactured Locally:** material-handling equipment and intelligent intralogistics solutions including automation and robotics, telematics, virtual-reality learning, and advanced-energy solutions that optimize warehouse and distribution operations
- **Certifications:** ISO 9001, ISO 14001
- **Markets Served:** Raymond provides material handling and intralogistics solutions for e-commerce, retail, food, beverage, grocery, manufacturing, home improvement, third-party logistics, medical, pharmaceutical, automotive, furniture, government, consumer goods; material handling and distribution; supply chain and logistics.
- **President & CEO:** Michael Field

REVERE COPPER PRODUCTS, INC.

One Revere Park
Rome, NY 13440
(315) 338-2022/reverecopper.com

- **Year Estab.:** 1801
- **No. of CNY Employees:** 305
- **No. of Employees Companywide:** 305
- **Products Manufactured Locally:** manufacturer of copper sheets, strips, plates, and bars
- **Certifications:** ISO 9001:2000
- **Markets Served:** architecture, telecommu-

U.S. Manufacturing Average Hourly Earnings (\$)*

2016	25.66
2017	26.41
2018	26.85
2019	27.43
2020	28.20
2021**	29.06

* Figures are from February of each year
** 2020 figures are preliminary

Source: U.S. Bureau of Labor Statistics

nications, electrical, automotive, power distribution, HVAC, antimicrobial, distribution, industrial equipment

- **President & CEO:** Michael O'Shaughnessy
- **CFO & VP Finance:** Ryan O'Shaughnessy
- **VP Procurement:** Gretchen Daniels
- **VP Sales & Marketing:** Joseph Schoeck
- **VP Human Resources:** Timothy Rosbrook
- **VP Marketing & Strategic Planning:** Amy O'Shaughnessy

SHERRILL MANUFACTURING/ LIBERTY TABLETOP

102 E. Seneca St.
Sherrill, NY 13461
(315) 280-0727/sherrillmfg.com

- **Year Estab.:** 2005
- **No. of CNY Employees:** 65
- **No. of Employees Companywide:** 70
- **2020 Revenue:** \$8M
- **Products Manufactured Locally:** flatware manufacturer/Online retailer
- **Square Footage of Local Facilities:** 127,000
- **Markets Served:** consumer, food-service manufacturing
- **CEO & Co-Founder:** Gregory L. Owens
- **President & Partner:** Matthew A. Roberts

SOUTHERNTIER CUSTOM FABRICATORS

1322 College Ave.
Elmira, NY 14901
(607) 732-0927/stcf.com

- **Year Estab.:** 1982
- **No. of CNY Employees:** 170
- **No. of Employees Companywide:** 170
- **Products Manufactured Locally:** HVAC air handling systems and specialty fabrications
- **Square Footage of Local Facilities:** 60,000
- **Markets Served:** northeast corridor, Boston, to Baltimore, and west to Cleveland
- **CEO:** Art A. Morrell
- **President:** Ian Morrell
- **CFO:** Rita Biesen

STEEL SALES, INC.

8085 NYS Highway 12
Sherburne, NY 13460
(607) 674-6363/steelsalesinc.com

- **Year Estab.:** 1964
- **No. of CNY Employees:** 30
- **No. of Employees Companywide:** 30
- **2020 Revenue:** \$9.7M
- **Products Manufactured Locally:** handrails, snow-plow shoes, sander chains, bucket relines, rebar cages and stirrups, various custom welding, punching, drilling, rolling, plate bending, and HD plasma service
- **Square Footage of Local Facilities:** 35,840
- **Certifications:** WBE and DBE
- **Markets Served:** town and county highway departments, agri-businesses, general contractors, masonry contractors, excavators, welding/fabricators, mining companies, sawmills, general public
- **President:** Brenda S. Westcott
- **General Manager:** Patrick Lawrence
- **Operations Manager:** Joshua Newman

TESSY PLASTICS CORPORATION

700 Visions Drive
Skaneateles, NY 13152
(315) 689-3924/tessy.com

- **Year Estab.:** 1973
- **No. of CNY Employees:** 1,000
- **No. of Employees Companywide:** 1,184
- **Products Manufactured Locally:** minimally invasive surgical devices, electromechanical devices, medical diagnostics, packaging market for a variety of consumer products
- **Square Footage of Local Facilities:** 1,600,000
- **Certifications:** ISO-13485, ISO-14001, FDA/GMP, 21CFR820 Registered, AIB
- **Markets Served:** medical, consumer products, business machines
- **President & Owner:** Roland Beck
- **VP & GM:** Joseph Raffa
- **VP Operations:** Stuart Smurthwaite
- **VP Sales & Marketing:** Judson Vann
- **VP Engineering:** Stafford Frearson

TRONSER, INC.

3066 John A. Trush Jr. Blvd.
Cazenovia, NY 13035
(315) 655-9528/tronserinc.com

- **Year Estab.:** 1978
- **No. of CNY Employees:** 13
- **No. of Employees Companywide:** 13
- **Products Manufactured Locally:** trimmer capacitors and tuning elements, precision milled and turned parts machined to customer specifications
- **Square Footage of Local Facilities:** 25,000
- **Markets Served:** microwave and wireless communication, defense, medical
- **President:** Michael Tronser

SPECIAL REPORT:

CYBERSECURITY

The cybersecurity special report will cover companies in Central New York that work in the cybersecurity field, including their initiatives, growth plans, and major product/service rollouts. The special report will also delve into key trends and topics in the cybersecurity area.

ISSUE DATE: JULY 5
AD DEADLINE: JUNE 23

TOPICS THAT COULD BE COVERED INCLUDE:

- ❖ Banking and cybersecurity
- ❖ Benefits of cybersecurity education
- ❖ Cybercrime costs
- ❖ Cybercrime prevention techniques
- ❖ Data breaches
- ❖ Fraud and identity theft
- ❖ Malware/ransomware
- ❖ Phishing attacks
- ❖ Risks of working at home in a pandemic
- ❖ Vulnerability testing

Contact us for more information:

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mneshner@cnybj.com

The Central New York
BUSINESS JOURNAL

MUSEUMS

Ranked by Square Footage of Exhibit Space

Rank	Name Address Phone/Website	Square Feet of Exhibit Space	FT Employees — Volunteers	Nature of Operations	Executive Director or Top Executive	Year Estab.
1.	The Corning Museum of Glass One Musuem Way Corning, NY 14830 (607) 937-5371/cmog.org	200,000	NA — NA	glass museum	Karol Wight, President and Executive Director	1951
2.	Northeast Classic Car Museum 24 Rexford St. Norwich, NY 13815 (607) 334-2886/classiccarmuseum.org	90,000	3 — 75	operates as an educational facility that collects, preserves, interprets and exhibits vehicles related to the evolution of transportation; has more than 200 classic vehicles on display in five connected, climate-controlled buildings; shows beautiful examples of automotive history from 1899 through the early 1970s	Robert M. Jeffrey, Executive Director	1997
3.	National Baseball Hall of Fame and Museum 25 Main St. Cooperstown, NY 13326 (607) 547-7200/baseballhall.org	60,000	75 — 105	educational institution dedicated to preserving the history of baseball through exhibits, artifacts, library collections, world-renowned Hall of Fame plaque gallery	Tim Mead, President	1939
4.	Boldt Castle and Boldt Yacht House P.O. Box 428, Collins Landing Alexandria Bay, NY 13607 (315) 482-2501/boldtcastle.com	60,000	NA — NA	historic house	Timothy Sturick, Executive Director	1904
5.	Onondaga Historical Association 321 Montgomery St. Syracuse, NY 13202 (315) 428-1864/cnyhistory.org	38,000	14 — 85	educates and encourages the exploration, appreciation, and utilization of the past in order to add value throughout our community and bring the stories of Onondaga County's history to a worldwide audience	Gregg Tripoli, Executive Director	1863
6.	Milton J. Rubenstein Museum of Science & Technology (MOST) 500 S. Franklin St. Syracuse, NY 13202 (315) 425-9068/most.org	35,000	NA — NA	hands-on science and technology museum for people of all ages and includes the Silverman Planetarium and the only domed IMAX® theater in New York state	Lauren Kochian, President	1981
7.	Discovery Center of the Southern Tier, Inc. 60 Morgan Road Binghamton, NY 13903 (607) 773-8661/thediscoverycenter.org	25,000	4 — 175	hands-on museum for children and their families to develop the intellectual, physical, and emotional well-being of the children of the Southern Tier through participatory exhibits and programs	Cheryl Dutko, Interim Executive Director	1984
8.	Syracuse University Art Museum Shaffer Art Building Syracuse, NY 13244 (315) 443-4097/museum.syr.edu	20,000	8 — 8	teaching museum that acquires and preserves important works of art and uses its extensive collection to serve as a museum-laboratory for exploration, experimentation, and discussion	Vanja Malloy, Director and Chief Curator	NA
9.	Everson Museum of Art 401 Harrison St. Syracuse, NY 13202 (315) 474-6064/everson.org	14,000	NA — NA	modern and contemporary American art museum; the Everson engages diverse communities, inspires curiosity, and lifelong learning, and contributes to a more vital and inclusive society	Elizabeth Dunbar, Director & CEO	1897
10.	Fenimore Art Museum 5798 State Highway 80 (Lake Road) Cooperstown, NY 13326 (607) 547-1400/fenimoreart.org	12,000	51 — 70	art museum	Paul D'Ambrosio, President	1943
11.	Erie Canal Museum 318 Erie Boulevard East Syracuse, NY 13202 (315) 471-0593/eriecanalmuseum.org	12,000	NA — NA	showcasing the only remaining weighlock building in the U.S., the Erie Canal Museum collects and preserves Erie Canal material, and provides engaging educational experiences that champion an appreciation and understanding of the Erie Canal's transforming effects on the past, present, and future	Natalie Stetson, Executive Director	1962
12.	Seward House Museum 33 South St. Auburn, NY 13021 (315) 252-1283/sewardhouse.org	10,000	7 — 40	inspires curiosity and fosters learning about 19th Century America through the lens of the William H. Seward family by providing engaging and unique experiences; seeks to preserve, protect, and care for the collection, and to sustain the historical landscape	Billye Chabot, Executive Director	1951
13.	Children's Museum of Oswego 7 West Bridge St. Oswego, NY 13126 (315) 216-6387/cmoo.org	10,000	4 — 8	provides a fun, safe environment for children to learn and play	Kathryn Watson, Director or Education and Operations	2013
14.	Singer Castle on Dark Island Dark Island Chippewa Bay, NY 13623 (315) 324-3275/singercastle.com	8,000	2 — 10	historic castle tours, weddings, special events, and overnight accommodations in a royal suite	Chris Henry, President	2003
15.	Rome Sports Hall of Fame & Museum 5790 Rome New London Road Rome, NY 13442 (315) 339-9038/romesportshalloffame.com	6,000	0 — 32	honoring and preserving the rich sports history of athletes from Rome, New York including 4 Olympians, 2 Major League Baseball Players, 3 pro football players, a world karate champion, and an official torch from the 1996 Olympics	David E. Sbaraglia, Executive Director	1976
16.	Frederic Remington Art Museum 303 Washington St. Ogdensburg, NY 13669 (315) 393-2425/fredericremington.org	5,600	6 — 70	art museum	Lora A Nadolski, Executive Director	1923
17.	The History Center in Tompkins County 110 North Tioga St. Ithaca, NY 14850 (607) 273-8284/thehistorycenter.net	5,435	6 — 15	local history museum and research library in Ithaca, offering learning and engagement opportunities to explore the history of Tompkins County	Ben Sandberg, Executive Director	1863
18.	Cornwall Brothers Store Museum 36 Market Street Alexandria Bay, NY 13607 (315) 482-4586/alexandriahistorical.com	4,000	2 — 15	museum of local history	James Westman, Museum Director	1866
19.	Greyton H. Taylor Wine Museum 8843 Greyton H. Taylor Memorial Drive Hammondsport, NY 14840 (607) 868-3610/bullyhillvineyards.com	3,800	1 — 2	in the late 1960s Greyton H. Taylor's son, Walter, founded Bully Hill Vineyards on the original Taylor Winery site; within the museum complex there are two buildings for visitors to see, a replica cooper shop, wine museum and the Walter S. Taylor Art Gallery	Lillian Taylor, President, CEO Paul Sprague, Museum Curator	1972
20.	North Country Children's Museum 10 Raymond Street Potsdam, NY 13676 315-274-9380/northcountrychildrensmuseum.org	3,500	3 — 25	interactive children's museum with permanent exhibits and changing daily programs and activities.	Sharon Williams, Executive Director	2012
21.	Sci-Tech Center of Northern New York 154 Stone St. Watertown, NY 13601 (315) 788-1340 /scitechcenter.org	3,400	0 — 26	a hands-on museum of science and technology with programs for children and adults, including periodic astronomy-observing sessions, pre-school workshops, and a traveling science-outreach program	Steve Karon, Executive Director	1983
22.	Tioga County Historical Society 110 Front Street Owego, NY 13827 607 687 2460/tiogahistory.org	3,000	2 — 5	Tioga County New York history, genealogy, historical library	Scott MacDonald, Executive Director	1914
23.	North American Fiddlers Hall of Fame and Museum 1121 Comins Rd Redfield, NY 13147 (315) 599-7009/mystofa.com	2,500	0 — 40	displays and pictures of fiddlers through the 20th Century including the history of the New York State Old Tyme Fiddlers Assn. Music recordings and biographies of various fiddlers around New York State and beyond. A Hall of Fame featuring some of the best fiddlers from NY State and North America; live weekly performances throughout summer and early fall	Jacqueline Hobbs, President	1981
24.	The Farmers' Museum 5775 State Highway 80 (Lake Road) Cooperstown, NY 13326 (607) 547-1450/farmersmuseum.org	2,500	57 — 155	outdoor-living history museum	Paul D'Ambrosio, President	1943
25.	H. Lee White Maritime Museum 1 West First Street Pier Oswego, NY 13126 (315) 342-0480/hlwmm.org	2,500	2 — 60	Regional maritime-themed museum with a fleet of historic vessels.	Mercedes Niess, Executive Director	1982
26.	Picker Art Gallery at Colgate University 13 Oak Drive Hamilton, NY 13346 (315) 228-7634/https://colgate.edu/about/campus-facilities/museums-galleries/picker-art-gallery	2,400	7 — 10	teaching and collecting museum that engages local and global communities through innovative exhibitions, interdisciplinary research, dynamic outreach, and meaningful experiences with art across cultures, time, and media; located on the second floor of Colgate University's Dana Arts Center, designed by Brutalist architect Paul Rudolph; offers free admission	Nicholas West, Co-Director, University Museums and Curator, Picker Art Gallery	1966
27.	National Abolition Hall of Fame and Museum P.O. Box 55 Peterboro, NY 13134 (315) 684-3262/nationalabolitionhalloffameandmuseum.org	2,352	0 — 35	honors antislavery abolitionists, their work to end slavery, and the legacy of that struggle, and strives to complete the second, and ongoing, abolition - the moral conviction to end racism	Dorothy H. Willsey, President, Cabinet of Freedom (governing board)	2004

THE LIST

Research by Vance Marriner
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JUST MISSED THE LIST

Starr Clark Tin Shop & Underground Railroad Museum	1,200
Greater Binghamton Sports Hall of Fame Museum	1,100
Longyear Museum of Anthropology	440

UPCOMING LISTS

- April 12**
Office Equipment & Furniture Dealers
- April 19**
Certified Women-Owned Businesses

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. 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.

The geographic scope of this list includes Broome, Cayuga, Chemung, Chenango, Cortland, Herkimer, Jefferson, Lewis, Madison, Oneida, Onondaga, Oswego, Otsego, St. Lawrence, Seneca, Steuben, Tioga, and Tompkins counties.

NEED A COPY OF A LIST?

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

WANT TO BE ON THE LIST?

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

APRIL 5, 2021
VOL. XXXIV, NO. 14

NEWS

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Budget Priorities that Will Break the Bank

The process of developing the annual New York State Budget officially begins when the governor presents his spending proposal in late January. But the terms of negotiations become clearer once legislative-majority conferences offer their financial plans, which Assembly Democrats unveiled recently.

**WILL BARCLAY**
Opinion

“One-House Budget Resolutions” should be viewed as a political statement rather than a policy document. However, the statement made by progressives in the Assembly is cause for concern and anxiety.

First and foremost, the Assembly one-house budget proposal calls on taxpayers to subsidize \$208 billion in total spending, an unprecedented 10.9 percent increase in operating expenses. In addition, the plan calls for \$6.8 billion in new taxes for Fiscal Year 2021-2022 and another \$7.8 billion the following year.

This is especially troubling when you start comparing New York’s budget to other large states. The proposed \$208 billion price tag puts New York in the same ballpark as California, which has an annual budget of about \$227 billion. California, though, has a population of nearly 40 million people; that is more than double the population of New York.

Texas has a population of 29 million residents and an annual budget of \$112 billion while Florida has a population of 21.5

million residents and an annual budget of \$97 billion. New York’s (shrinking) population totals about 19.5 million residents. Why are Assembly Democrats suggesting New York’s budget should be the size of those two states combined?

California, like New York, is a liberal-leaning state, while Texas and Florida trend toward conservative principles. New York’s problem, apparently, is a self-inflicted spending problem that has never been adequately addressed.

What makes these figures even more disturbing is the reality that we are set to receive \$12.7 billion in federal funding as part of the recently-enacted American Rescue Plan. Much of that money — as much as \$10 billion — has not been earmarked for specific purposes. Conceptually, that is outrageous. In addition, revenues are coming into New York at a much higher rate than previously predicted. While restraint and fiscal prudence are still necessary, the immediate budget crisis is not as severe as we thought. Raising taxes permanently on New Yorkers still reeling from one of the worst economic collapses in a lifetime while sitting on \$10 billion in cash is both illogical and insulting.

New York State has some of the highest tax rates in the country. People are fleeing. Democrats look at this information and somehow see an opportunity to raise taxes and increase spending. The progressive instinct to spend money with reckless abandon and treat taxpayers — in this case, the federal government as well — as a personal piggy bank is going to bank-

“Why are Assembly Democrats suggesting New York’s budget should be the size of those two states combined?”

rupt our state. Don’t forget, the state was already facing a \$7 billion budget deficit even before COVID struck. The Assembly Democrats’ budget proposal demonstrates that some have learned nothing.

The Assembly Republican Conference has repeatedly called for more fiscal responsibility. Somehow, a major economic crisis has emboldened Democrats to spend more than ever rather than craft a budget that acknowledges reality: we spend way too much money and our taxes are too high. The direction of our state is concerning. This budget could have been an opportunity to reduce waste, use much-needed financial aid to ease taxpayers’ burdens, and put New York back on the right track. Instead, it appears Democrats are gearing up to make a bad situation even worse. ■

William (Will) A. Barclay, Republican, is the New York Assembly Minority Leader and represents the 120th New York Assembly District, which encompasses most of Oswego County, including the cities of Oswego and Fulton, as well as the town of Lysander in Onondaga County and town of Ellisburg in Jefferson County. Contact Barclay at barclaw@assembly.state.ny.us.

Where Domestic Policy Seems Headed

There’s not much question where the Biden administration’s domestic priorities lie. Getting the

**LEE HAMILTON**
Opinion

pandemic health crisis under control and moving past its attendant economic crisis were always going to be the first order of business for the new White House. It’s what comes afterward — where the administration wants to head, how the American people respond, and what Capitol

Hill does with it all — that will give us a sense of whether the country is ready for the kind of change Biden is signaling he wants to bring.

To be sure, some of that change has just been enacted into law. The stimulus package that made it through Congress a few weeks ago was an abrupt shift in tone from Washington. Beginning with Ronald Reagan and lasting to some extent even through Democratic administrations, the prevailing view valued limited government action on the economy, tax breaks for businesses, and wealthy Americans — on the theory that their investments would ultimately help everyone else — and at best a wary view of the public sector. The stimulus bill heads the opposite direction, taking the attitude that forceful government action is needed in this moment and that the way to prosperity lies in helping poor, working-class, and middle-class Americans.

I suspect that a lot of Americans won’t care much about the ideology behind the stimulus bill. They’ll just judge it on whether it works, and on whether the economy recovers and produces jobs — especially jobs that pay decently. Right on the heels of the stimulus bill, though, will

come a host of issues that test both the new administration and Congress.

One of them has already begun making headlines, as young migrants and migrant families show up in rising numbers at the southern border [with Mexico] and federal officials scramble to shelter and process them — and in many cases, expel them under a Trump administration public-health order that Biden is under pressure to drop. This all comes after a flurry of early executive actions aimed at developing a more generous immigration stance and talking up a “path to citizenship” for people in the country illegally and is a reminder that shifts in policy can produce results that overwhelm the best intentions. My sense is that many Americans would welcome a reasoned and humane approach to immigration — but not if it produces chaos.

And just as Republicans on Capitol Hill are seizing on events at the border to raise the heat on immigration-reform efforts, so the other big item on the administration’s agenda — infrastructure — may also fall prey to intense partisanship. If ever there was an issue on which Democrats and Republicans ought to be able to carve out agreement, it’s spending money to bring roads, highways, bridges, public-water systems, and other basics necessary to modern life up to snuff. So far, the two parties continue to insist they intend to work together, and the Biden administration says that bipartisanship is a priority. But as Democrats push for an expansive view of infrastructure — including cybersecurity, public transit, and shifting spending priorities toward cleaner energy — and Republicans insist that they will not back any move to raise taxes to fund infrastructure improvements, the stage is set for a classic Washington face-off.

Beyond that, of course, any number

“Beyond that, of course, any number of exceedingly complex issues await action.”

of exceedingly complex issues await action. There’s the pressure to raise the minimum wage, reform policing, address climate change, a set of issues around racial equity, and any number of hot-button cultural issues that the wings of both political parties would like to push, but the administration so far has shown little interest in addressing.

But what may be the biggest test of all has less to do with policy priorities and the specifics of legislation than with whether Washington can move forward on challenges that matter to the American people. We have had many years now of Washington, collectively, struggling to advance on issues of importance to the day-to-day lives of Americans. Our political leaders have a chance to reset our expectations of what they can accomplish. Here’s hoping they take the opportunity to do so. ■

Lee Hamilton, 89, is a senior advisor for the Indiana University (IU) Center on Representative Government, distinguished scholar at IU Hamilton Lugar School of Global and International Studies, and professor of practice at the IU O’Neill School of Public and Environmental Affairs. Hamilton, a Democrat, was a member of the U.S. House of Representatives for 34 years (1965-1999), representing a district in south central Indiana.

BUSINESS CALENDAR

Email us at movers@cnybj.com

APRIL 8

■ **Bond's Labor and Employment Law Virtual Breakfast Briefing** from 8:30-10 a.m. This Zoom webinar for the Binghamton, Ithaca, Syracuse, and Watertown areas will cover the topic: "Projected Changes to Labor and Employment Law in the Biden Era." The briefing is intended to help employers prepare for the vast swath of changes coming. Registration fee is \$40 for Bond, Schoeneck & King clients and \$50 for non-clients. For more information and to register, visit: <https://www.bsk.com/news-events-videos/spring-2021-virtual-breakfast-briefings---upstate>

■ **"Godmother of Virtual Reality"** Zoom event at 5 p.m. Hamilton College's Digital Arts Program, in collaboration with Cornell University's Milstein Program in Technology and Humanity, is presenting Nonny de la Peña for a virtual talk, "Embodied Narratives: Engaging the Future of Immersive Content." In her talk, De la Peña — sometimes called the "godmother of virtual reality" — will reflect on her career at the forefront of immersive storytelling. The free virtual presentation will be followed by a question-and-answer period. Those wishing to attend via Zoom, must register at: <https://bit.ly/3cxDpal>

APRIL 12

■ **Learn@Lunch** virtual event from

12-12:45 p.m. CNY ATD holds an informal conversation around current and emerging talent-development topics. The topic is "Knowledge Management." Free virtual activity. For more information, call (315) 546-2783 or email: info@cnyatd.org. Register at https://cnyatd.org/registration_cny_atd_learn_lunch

APRIL 22

■ **Organizational Capabilities You Need Now!** interactive virtual workshop from 8:15-10:30 a.m. CNY ATD will be discussing talent development as a key business partner in achieving organizational goals. Cost for CNY ATD members is \$25; it is \$40 for non-members. Register at https://cnyatd.org/upcoming_program1. For more information, call (315) 546-2783 or email: info@cnyatd.org.

APRIL 23

■ **CNY BEST Information Session** from 12-1 p.m. This free virtual information session covers the CNY BEST Talent Development Program, recognizing excellence in talent development and the awards-application process. For more information, call (315) 546-2783 or email: info@cnyatd.org. Register at https://cnyatd.org/cny_best_information_sessions

APRIL 27

■ **APTD and CPTD Information**

Session from 8:30-9:30 a.m. CNY ATD will hold an information session regarding the APTD (Associate Professional in Talent Development) and CPTD (Certified Professional in Talent Development) certification credentials for talent-development professionals. Free virtual event. For more information, call (315) 546-2783 or email: info@cnyatd.org. Register at: https://cnyatd.org/cny_best_information_sessions

APRIL 29

■ **CenterState CEO Annual Meeting Virtual Presentation** from 12-1 p.m. Join CenterState CEO members, business leaders, and executives for a virtual presentation featuring the prestigious Business of the Year awards, recognizing companies in five categories. Registration information will be forthcoming at www.centerstateceo.com/events or contact Lisa Metot at (315) 470-1870 or email: lmotot@centerstateceo.com

MAY 3

■ **Virtual Voyage Open Forum** from 12-12:45 p.m. CNY ATD traverses the world of virtual with ongoing informal conversations providing a resource and opportunity to learn, share, and discuss. Topic is "Tips on being or using a producer." Free virtual event. For more information, call (315) 546-2783 or email: info@cnyatd.org.

Register at: https://cnyatd.org/virtual_forum

MAY 6

■ **Inside the C-Suite: Conversation on Habit #3: Put First Things First** from 8-9 a.m. Facilitated by Mary M. Surdey, this 7-part monthly series highlights Greater Binghamton's top executives and how they are inspired by Stephen Covey's "The 7 Habits of Highly Effective People" to create success in their own personal and professional lives. Attendees can attend the entire series or individual sessions. Cost is \$25 for Greater Binghamton Chamber of Commerce members. For more information, including how to register, visit: <https://business.greaterbinghamtonchamber.com/events/details/inside-the-c-suite-7920?calendarMonth=2021-05-01>

MAY 7

■ **Employee Learning Awareness Roundtable** from 12-1 p.m. CNY ATD will hold a roundtable to discuss the importance of highlighting employee learning and for sharing ideas on shining the spotlight on employee learning in organizations. Free virtual event. Have any questions, call (315) 546-2783 or email: info@cnyatd.org. For more information and to register, visit: https://cnyatd.org/ela_roundtables

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PEOPLE ON THE MOVE NEWS

ADVERTISING, MARKETING & PR

NICK ZAPPIA recently joined ABC Creative as account manager. A graduate of SUNY Cortland, with a degree in political science and government, he brings years of marketing and sales experience to the company. Some of his previous positions include marketing consultant and project manager. As account manager, Zappia will act as the link between the client and the agency in day-to-day communications as well as long-term strategy.



Zappia

CONSTRUCTION/DESIGN

CHRIS PAULUS has joined VIP Structures as chief financial officer. He joins the VIP team with more than 14 years of experience working in commercial real-estate development and finance. As CFO, Paulus will partner with the CEO and senior leadership to identify business-model innovations that enable growth across the VIP enterprise. He received his MBA from Loyola University in Maryland and his bachelor's degree in business administration from Georgetown University. Paulus has previously worked for companies such as Wells Fargo bank and US Bank. With his extensive background in commercial real estate, he has been responsible for overseeing the development and financial health of multi-family, office, hotel, and retail properties.



Paulus

MIKE DURKIN has had his role at VIP increased to include VP of client relations. He first joined VIP Structures in 2019 as VP of investor relations. As VP of investor relations, Durkin is responsible for managing communications between VIP Development Associates and its real-estate investors, supporting capital-raising efforts and developing relationships with prospective investors. His additional role is a natural fit, given his more than 20 years of experience working in sales and business relationship management. Durkin will be responsible for fostering collaboration and communication with clients working alongside the architectural, engineering, construction, and development teams to maintain and ensure long-term business relationships.



Durkin

ROHIT AGRAWAL has joined VIP Architecture as a principle of architecture. He comes to VIP Architectural Associates, PLLC with more than 20 years of experience in the field of architecture. In his role at VIPAA, Agrawal will work closely with Kate Nutting and Ken Osmun to continue to support and carry out the leadership of the design team. He is a licensed architect in India and the U.S. Agrawal began his career as a freelance designer in Kuala Lumpur, Malaysia. Following his move to the states, he joined SWBR Architects & Engineers, becoming an associate in 2004. Several years later he was



Agrawal

offered the opportunity to establish and grow a design team within Popli Design Group (PDG). As the founding principal, Agrawal guided PDG to become recognized as an award-winning architecture practice. Headquartered in Rochester, he grew PDG across New York state establishing offices in Syracuse, Binghamton, Buffalo, and New York City.

HEALTH CARE

Obstetrician/Gynecologist **LINDA D. MEEHAN**, D.O. has joined the professional staff at Oswego County OB-GYN, P.C., and the medical staff at Oswego Health. She earned her bachelor's degree from the University of South Carolina, an MBA from Long Island University, and her doctorate in osteopathic medicine from the New York College of Osteopathic Medicine. Meehan completed her residency in obstetrics and gynecology from the University of Medicine and Dentistry of New Jersey in 1998. She is board-certified by the American Osteopathic Board of Obstetrics and Gynecology. Meehan previously practiced in Amsterdam and Norwich, and Goshen, Indiana. Meehan will provide a range of women's services, including well-women's care and gynecological/obstetrical services. She will be sharing 24-hour hospital obstetrical coverage at Oswego Hospital with Raj Mahajan, M.D., and midwife Theresa Naro.



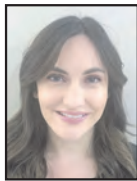
Meehan

DONALD LIBBY has been named facilities management director for Mohawk Valley Health System (MVHS). In this role, he is responsible for the management and oversight of utilities management, laundry services, life-safety compliance, management of construction and renovation as well as groundskeeping. He will also serve as the MVHS safety officer. Most recently, Libby served as associate director of University Facilities at the University of Rochester, where he was responsible for the day-to-day direction of maintenance, engineering, and housekeeping services. Libby earned his master's degree in business leadership from Trident University in California and his bachelor's degree in management from Excelsior College in Albany. Libby served in the U.S. Navy from 1983 to 2009, performing various roles, including base facilities manager, chief engineer, and technical inspector.



Libby

Carthage Area Hospital has added **JESSICA ROBINSON**, a certified family nurse practitioner, and **JENNIFER AVERY**, a certified physician assistant, to its medical staff. Robinson started at the Carthage Middle School-based Clinic on Feb. 23 and Avery began at LaFargeville School-based clinic on March 8. Both providers will provide primary and preventive health-care services to school-aged youth enrolled in the School-



Robinson



Avery

Based Health Clinic Program. Robinson graduated from Jefferson Community College, Watertown, in 2010 with an associate degree in math & science. Following her associate degree, she attended D'Youville College, Buffalo, and graduated with a bachelor's degree in nursing with a biology minor. Robinson continued at D'Youville College and graduated with her master's degree in science in nursing where she became a family nurse practitioner (FNP) in 2015. Her FNP career began at Alice Hyde Medical, Malone, working at its urgent-care clinic. After two years at Alice Hyde, Robinson briefly worked at Samaritan Medical Center's Leray Urgent Care, Evans Mills, before she transitioned to Planned Parenthood of the North Country in Watertown. In 2000, Avery graduated from Brandeis University with a bachelor's degree in biology and later completed the Physician Assistant Program with a master's degree in of health sciences at Drexel University in 2008. Avery began her career as a physician assistant at CSRA Pain Management in North Augusta, South Carolina in 2010 and later worked at Connelly Health Clinic in Fort Gordon, Georgia. Her career took her overseas to Landstuhl Regional Medical Center, a U.S. military hospital in Germany from 2013-2015 before coming back to the U.S. After a stint at Phoenix Indian Medical Center, Phoenix, Arizona, Avery went back to Germany, where she worked for Landstuhl Regional Medical Center and Wiesbaden Health Clinic from 2015-2020.

MARKET RESEARCH

Research & Marketing Strategies, Inc. (RMS) has hired **MICHAEL BUTLER** as its newest research analyst. He comes to RMS with an extensive background in market research and more than a decade of product development and management experience. Most recently, he was a business-affairs specialist, where he honed his project management and research skills within new business initiatives. With an MBA from Le Moyne College and a bachelor's degree in business administration from Alfred University, Butler joins the team in the research analytics department focusing on custom client projects and developing long-term client relationships. He will be responsible for survey design, data analysis, report compilation, and delivery of actionable results.



Butler

TECHNOLOGY

DAN KALIL has been promoted to chief commercial officer at Assured Information Security (AIS). In this position, he will lead commercial direction and strategies, focusing on the growth of commercial business within AIS and its family of companies, including GreyCastle Security and AssuredTek. Kalil is a co-founder of AIS and serves as the CEO at GreyCastle Security, headquartered in Troy. He has a bachelor's degree in economic-crime investigation and a master's degree in cybersecurity from Utica College. **SALVATORE**



Kalil

PALADINO has been promoted to director of accounts management (AM) at AIS. In this position, he will manage corporate AM resources and work closely with the AIS leadership team to establish priorities. Paladino will lead the AM team in developing and executing account-growth strategies. He has been with AIS for eight years. Paladino has a bachelor's degree in computer security from Utica College and an MBA from SUNY Polytechnic Institute in Utica. **ERIN BUSHINGER** has been promoted to director of corporate communications. In this position, she will lead the representation of AIS across all internal and external-communication mediums. Bushinger has been with AIS for four years. She has a bachelor's degree in public relations from the S.I. Newhouse School of Public Communications of Syracuse University and a master's degree in information design and technology from SUNY Polytechnic Institute in Utica. **PETE HUGGINS** has been promoted to VP of operations at AIS. In this position, he will plan, direct, and oversee operations activities at AIS, ensuring the development and implementation of efficient operations and cost-effective systems. Huggins will lead cross-functional efforts through effective program-management methodology, ultimately driving improvement across all areas of the organization. Huggins has been with AIS for 10 years. He has associate degrees in educational and instructional-systems design and communications-applications technology from Community College of the Air Force in Montgomery, Alabama. ■



Paladino



Bushinger



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WEALTH MANAGEMENT

PUBLICATION DATE: JUNE 14, 2021

ADVERTISING DEADLINE: JUNE 2, 2021



The Wealth Management Supplement will feature investment strategies and financial advice from local experts

SUGGESTED TOPICS:

- Asset-allocation strategies
- Coordinating investments & taxes
- Employee stock ownership plans
- Environmental, social governance investing
- Estate planning trends & ideas
- Factor-based investing
- Financial planning
- Investment analysis
- Key officers' insurance, stock issuance
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2021 SPONSOR MESSAGE

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While this year will be remembered for the challenges we've faced, I hope those memories will be painted with an understanding of how we have responded — with collective action to create positive change and help neighbors in need.

That's why I'm grateful the *Central New York Business Journal* annually recognizes nonprofit organizations, executives and volunteers with their Nonprofit Awards. This year's honorees have acted boldly, swiftly and bravely to improve lives and support our communities.

Each of their stories are inspiring, and they resonate with our team at M&T Bank. We believe it's our purpose as an organization to make a difference in people's lives — for our customers, our communities and our colleagues. This purpose drives us every day in our work to empower our customers and uplift our communities.

With the challenges that remain ahead of us, let's reflect on the stories of those honored with this year's Nonprofit Awards and remember we're all in this together. Thank you to the *Central New York Business Journal*, and congratulations to the honorees.



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BOARD LEADERSHIP

James R. Muldoon ADVOCATES INC.

Jim Muldoon is an attorney and leader of the Intellectual Property Practice Group at Harris Beach PLLC. He has served on not-for-profit boards addressing the needs of vulnerable populations for more than 27 years. Jim just completed his third year as president of Advocates Incorporated. Advocates is a 501(c)(3) nonprofit organization located in Liverpool and was founded 25 years ago by a group of parents seeking community-based supports and services for their children with complex medical, intellectual, and developmental disabilities. The depth and breadth of Jim's service to Advocates exemplifies the organization's mission: that all people with disabilities are treated with respect and live in an accessible and inclusive community of their choosing. As a parent of a bright young woman with a disability, Jim is an advocate for empowering people with disabilities; both personally and professionally. He has been a long-time supporter of Advocates in championing for innovative services to meet the under-



served needs of children and adults with disabilities. Advocates' board of directors reflects the mission of being a parent- and family-led agency. Jim joined the board in 2011, serving in various leadership and governance positions as president, director, and secretary. In these roles, Jim was instrumental in achieving the advancement of Advocates' social mission and ensuring its viability. His leadership has had a tremendous impact on the growth of the agency.

Whether it is through strategic partnerships, innovative programs, or a lifetime of advocacy, Jim has contributed to making a positive difference in the lives of children and adults with intellectual and developmental disabilities and their families. His outstanding leadership qualities, demonstrated through his contributions to the agency, go above and beyond our expectations to support our families, our team, and Advocates' mission of empowering people with disabilities.

Jim also represents Advocates on the board of Upstate Caring Partners, our parent corporation. In addition, Jim volunteers his time for community organizations across Central New York; including: Elmcrest Children's Center, Exceptional Family Resources, Inc., Loretto Management Corporation, and New York State Developmental

Disabilities Planning Council.

Describe significant projects you have been involved with at the organization.

During Jim's tenure on the board, Advocates has grown significantly. It currently provides person-centered supports and services to more than 1,000 people with disabilities, spanning all phases of life from birth through adulthood, promoting choice and making full community inclusion possible. Under his leadership, Advocates:

- Expanded the agency's footprint from serving four counties to 54 counties in New York state.
- Became the largest provider of self-directed services for people with disabilities in Central New York.
- Increased donors and gifts by 107 percent.
- Increased its employment by 207 percent, with more than 1,200 dedicated employees.
- Earned recognition as one of the recipients of CenterState CEO's 2019 Economic Champion Award for its leadership in creating and investing in economic vivacity.

Looking through the COVID-19 lens, what have you learned personally and professionally this year?

There are always challenges to providing quality services to vulner-



able populations in a sustainable way. COVID-19 and social-distancing requirements severely impacted the home and community-based services model of Advocates' lead programs. Effective communication with both our dedicated work force and our families was essential to keeping our programs running. Advocates was fortunate to have the financial reserves and limited fixed costs that allowed us to survive the worst waves of the pandemic and has us strongly positioned to continue its path of substantial growth. I am proud of Advocates' management in responding to the challenges of the pandemic.

WEALTH MANAGEMENT

PUBLICATION DATE: JUNE 14, 2021

ADVERTISING DEADLINE: JUNE 2, 2021

The Wealth Management Supplement will feature investment strategies and financial advice from local experts

SUGGESTED TOPICS:

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CAREER ACHIEVEMENT

Nancy Kern Eaton

UNITED WAY OF CENTRAL NEW YORK, INC.

Nancy Kern Eaton has been president of the United Way of Central New York since September 2017. She has spent most of her career working in nonprofit organizations. Nancy has served in leadership roles at ARISE, Salvation Army of the Syracuse Area, Syracuse Weed & Seed Community Partnership, Home HeadQuarters, and Housing Visions Unlimited. She began her nonprofit career as a client advocate at the Erie County Mental Health Association.

Nancy has served on numerous local boards and initiatives and is a graduate of the Leadership Greater Syracuse Class of 2000. She has been honored to receive awards including Key4Women Community Impact Award 2020, Outstanding Fundraiser from the Association of Fundraising Professionals, Woman of Distinction from New York State Senate, Champion for Children from the Boys & Girls Clubs, Northside Hall of Fame from Syracuse Northeast Community Center, and awards from the City of Syracuse. Nancy and her husband have four adult children and five grandchildren. Though not a native of the region, Nancy is passionate about the wonderful people, cultural opportunities, and incredible beauty of the area.

How has working with nonprofits impacted your career?

Since my first days of volunteering on a suicide-prevention hotline, I felt that the nonprofit world was home. I have been blessed to connect with so many incredible people. I have been privileged to form relationships with many members of our community who were participating in various programs and so selfless

in sharing their time. I have been inspired by how caring and generous people can be, especially those who seem least able to afford it. I am proud to be part of the nonprofit community in CNY and excited by what we can do together.

What are the keys to developing the next generation of nonprofit leaders?

By creating a workplace that values diversity in every way, welcomes all ideas, and offers real opportunities for collaboration, we allow leaders to emerge. It is important to offer cross-training, support professional development, and provide mentoring to younger members of the team. It is also essential that every member of the team — no matter the role — feel a strong commitment to the organization's mission and a sense of ownership of their role in making it happen.

Looking through the COVID-19 lens, what have you learned personally and professionally this year?

My belief that there is something special about people in this region has been confirmed and strengthened in so many ways. I have watched our county executive, mayor, health-care leaders, and the human-services sector rise to meet incredible challenges. I cannot imagine that any community worked together more effectively than ours as we faced COVID-19. I have always believed in the power of collaboration, and together we turned it into a superpower during this crisis.

It has been a privilege to connect with county employees who have worked tirelessly to adapt and do whatever was necessary to keep people healthy, and I have watched in awe as our health-care workers risked their own health to save lives. Members of the nonprofit human-services community have been willing to do whatever was needed. I

have watched with pride as our team at United Way has adjusted and done whatever was needed to continue our work and supported each other all along the way.

During the past year, the impacts of racism were felt and seen in many ways. We saw Black and Brown people experience much more severe health outcomes from COVID-19, and we witnessed horrific evidence of violence against Black, Indigenous, and people of color (BIPOC). I am inspired by the actions of people coming together to demand change, and proud that we partnered with 98 other organizations to create CNY Equity. I believe more strongly than ever in what we can do together and our ability to face adversity.



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CNYHHN is a lead health home and care management agency that works to engage individuals with serious and complex physical, mental health, and substance-use disorders to achieve better health outcomes and overall cost of care reduction. As one of 32 lead health homes in New York state, we work with members by coordinating health care and social services through a trauma-informed, evidence-based individualized comprehensive plan of care and helping them navigate the health-care delivery system. CNYHHN serves an average of 5,200 Medicaid members annually and provides services across a population of 10 counties. We work to meet the needs of this population by connecting individuals with resources provided by our network of partners to ensure priority access to care, improve health outcomes, and reduce preventable hospitalizations and emergency room visits. Many of our care managers are co-located in hospitals, primary-care physician offices, mental-health clinics, and local-government offices.

What has been the outcome of this collaborative project?

No Wrong Door — An Integrated System of Care. CNYHHN, Upstate Cerebral Palsy (UCP) and Upstate Family Health Center (UFHC), have developed a centralized hub for coordinating care for vulnerable populations. The collaboration was developed to meet the unmet health-care needs of vulnerable populations in Oneida County that: (1) face barriers to quality health care; and, (2) are more likely to have poor health outcomes. This population is also most at risk of under-utilizing primary and preventive services and over-utilizing hospitals and emergency rooms. The goal is to ensure that this at-risk population can immediately and seamlessly connect with the right services and supports through a well-orchestrated screening, referral and care coordination process paired with embedded services within community-based organizations. Unfortunately, many agencies that work closest with at-risk populations and understand their needs are grass roots/small agencies that are not included in opportunities to shape the health-care delivery system. The No Wrong Door model creates integrated networks of care with a strong centralized hub that engages grass roots agencies to better serve at-risk populations with nuanced needs. The model is centered around five key activities:

- Identification of agencies that interact with target populations (Spoke Agencies)
- Engaging agencies and subject matter ex-

perts in discussions to determine key gaps in service delivery

- Development of tools and resources to standardize and coordinate care
- Embedding targeted care and support within spoke agencies
- Achieving sustainability of embedded care through development of case loads

We have developed a shared-data platform that allowed us to identify and track over 700 clients, as well as identify the best way to coordinate their care. Our shared population often has complex health needs that require primary and behavioral health care, and the patients are often health home eligible. We have also created standardized social determinant of health screening tool to connect clients with additional support services through our network. Since the 2020, about 1,300 'screenings' to assess needs which led to 251 comprehensive social determinants of health assessments. Of those individuals, 75 percent have been referred to one of the hub agencies for Care Management, Primary Care, or Behavioral Health services. The long-term goals are to achieve a 10-15 percent decrease in appointment no shows and cancellations across all three agencies. Because of treatment in place and telehealth and 10-15 percent increase in Pharmacy use and Medication Adherence because of increased engagement with patients through high-touch care management. This would ultimately lead to a reduction in preventable ER visits. No Wrong Door allows for the whole person to be cared for by a system, rather than in siloes, increasing overall access to care.

The project owes an immense amount of gratitude to our partnership with The Center (the area's refugee resettlement agency) and M.S. Hall & Associates (Healthcare Consultants). The Center has been a core collaborator from the inception of No Wrong Door; providing our agencies' staff with cultural competency training, as well as facilitating interpretation. M.S. Hall has provided invaluable guidance in the implementation of our data integration and evaluation plan. They have allowed us to develop a sophisticated system and dashboards demonstrating health outcomes and process measures.

How has developing this collaborative partnership impacted the community?

The No Wrong Door initiative is tearing down

siloes between agencies addressing social determinants of health and breaking barriers to access to care for some of the neediest Central New Yorkers. It directly improves the health and well-being of poor, underserved, vulnerable, and disadvantaged individuals while enhancing the health-care delivery system to address social determinants of health. Of the 700 shared clients that we collectively serve through our No Wrong Door initiative, we performed an analysis on a group of clients to compare the number of Emergency Department (ED) visits before No Wrong Door implementation and after. We found that after receiving care through our program the ED-visit rate went from eight visits per client to two. So, we could conservatively estimate that our model potentially reduces ED visits for our shared clients by 50 percent. The result on Medicaid cost savings would be significant. A 50 percent reduction in ED visits for our 700 shared clients, from 5 ED visits per client to 2.5 visits, leads to an estimated savings of over \$3 million in Medicaid costs.

CNYHHN, Inc.

Where Care Comes Together

UPSTATE CEREBRAL
PALSY



Upstate Family
Health Center, Inc.



CORPORATE COMMUNITY SUPPORT

Golden Sun Bus Service, Inc.

Golden Sun Bus Service, Inc. was founded in 1959 by Leon Laws. The name of the company was derived from Mr. Laws' Golden Palomino horse who was named "Sunny". In 1966, the company was purchased by Wally (Sr.) and Mabel Haskell. In those early days, we provided transportation to both the Fulton City School District as well as the Oswego City School District. When Wally Sr passed away, his son, Wally Jr. took over operations of the company and remained until his death in 2014. At the time, Patrick Kinane (son-in-law to Wally, Jr.) took over the operations of Golden Sun and remains in that position presently. As a result, we are a third-generation family-run business that serves the Fulton City School District, as well as providing private/charter transportation.



deliver the food to each elementary school. When COVID hit, we were faced with new realities and problems. The major issue being, how do we get the food to the children since they are not in school? After numerous discussions with the school district and the Traubs, it was set up so that every Friday, our buses would pick up the food and deliver it to each child's house in the Blessings program. The drivers and monitors who delivered the food in that first week were shocked at how important the food was for the children.

One of our more tenured drivers returned to Golden Sun saying that he could not believe what he saw at one house. Once the children realized that he was there to drop off food from the Blessings in a Backpack Program, they all grabbed a bag, and the room was immediately quiet as they started pulling out food to eat. He said at that moment, he realized how important of a job that it was to deliver the food from Blessings. I think in retrospect, each employee has had a moment like this in one way or another. We have delivered to practically every student's home in our school district, dropping off Chromebooks, musical instruments that were left at school, homework/ assignments, cleaning supplies and more.

Looking through the COVID-19 lens, what have you learned this year?

One of the main lessons learned this year was to be flexible. Plans change, sometimes at the last minute and we have pushed through. When COVID first arrived and schools shut down, there was not a plan in place for a pandemic. On, March 15, 2020, the governor closed schools for two weeks. We needed to get all our employees in one place for a meeting and to reassure them that we would be alright moving forward. Essentially, to keep everyone calm and let them know that we would likely need them in the

days ahead to volunteer for deliveries to the students houses. To my shock and appreciation, nearly every person's hand went up in the air as they were trying to volunteer before we even had an idea about what we were going to be doing. It really brought out the best in our people and looking back, was telling as to how we have navigated through the pandemic. When we learned that we would be transporting students again instead of supplies and food, we had better than 95 percent of our people return to work. Our employees have shown us that they are strong, resilient, hardworking, and loyal. We simply could not have done this without them.



How has your community support impacted your organizations corporate culture?

We have contributed to many projects over the years, including Blessings in a Backpack which my father-in-law, Wally, Jr. helped to establish. Craig and Susan Traub spoke at the Fulton Rotary Club Meeting a couple of years ago about the need for people to deliver food from their program to the elementary schools in the Fulton City School District. They said they were having difficulty finding consistent help. After the meeting, I approached them and said that I was certain we could help in delivering the food from the church where they packaged everything to each of the four elementary schools in the Fulton City School District. Before COVID-19, we would send two school buses to the Prince of Peace Church every Tuesday morning after bringing the kids to school and they would



Nave Law Firm

Nave Law Firm is a local law firm built to help solve everyday people problems. As an organization, it feels good to give back and help people, which is why we created Nave CARES. Nave CARES is a unique way to increase community members well-being through a program of philanthropy. Our commitment is twofold. First, to foster an environment where people come before profits. If we put people first, we can create, develop, and implement system of change. Second, it is to provide valuable resources that allow members of our community to grow. We feel that when we help each other grow, that is the best of humanity. Nave CARES includes support for individual nonprofits, community giveback and scholarships. The goal of



Nave CARES is to go beyond what our clients and community expect of us. CARES stands for our core values: "Client-focused, Accountability, Respect, Empathy, and Synergy." Legal issues can be surface level. We want the work we perform to improve our clients' lives and by doing so, making our community a better place to live, work, and play.

How has your community support impacted your organization's corporate culture?

Being an organization that gives back to the community has helped us with recruitment, helped with our staff's mental health and continues to allow us to be one of the CNY's Best Places to Work.

Looking through the COVID-19 lens, what have you learned this year?

Despite changes in the landscape, giving back to the community is vital to staff's mental health, vital to the community and our community's growth.



EXECUTIVE OF THE YEAR

Linda Johnstone

Executive Director
SILVER FOX ADULT DAY CENTERS

Executive Director Linda Johnstone took over Silver Fox early in 2020 and has guided the organization through challenging times. Linda joined Silver Fox in late 2019 in an accounting/administrative capacity. She quickly rose to a leadership position based on her dedication to the company, her desire to assist the at-risk seniors, and leadership changes within the organization. Prior to joining the Silver Fox, Linda served in various capacities in health care. She served as a payroll administrator. She also spent several years with Medical Answering Services, arranging long distance travel for

critically ill patients. Linda brings a unique combination of administrative skills and client care to her role as executive director. She excels at building an engaging environment for both staff and guests, while acutely monitoring the business and economic status of the company. A native of Central New York, Linda lives in Cicero with her husband and son.

Describe significant projects you have been involved with at the organization.

- Assisted in the company's first-ever participation in the Syracuse Auto Expo Charity Preview, resulting in raising more than \$10,000 in funds.
- Shepherded the staff and members through the shutdown — and eventual reopening — during the pandemic in March 2020. Maintained communication with all team and seniors throughout the shutdown, even delivering care packages ("Fox Boxes") to the seniors while they were home.
- Secured a location for an expanded eastern location for the Silver Fox — the previous, smaller space did not allow for proper distancing and opera-

tion. Oversaw the layout and buildout of the new location.

- Oversaw a complete marketing rebrand of the Silver Fox in Spring 2020, including creation of a new logo and renovations of the Baldwinsville location.

Looking through the COVID-19 lens, what have you learned personally and professionally this year?

Professionally, this pandemic has proven leadership in tough times is not easy. As a leader, you must be as transparent as possible. When there are difficult decisions to be made, you must consider all options with compassion and empathy. You must support your team with encouragement and engagement. Most importantly, you must keep in mind that everyone, including yourself, is learning how to adjust. Everyone needs to be understanding because everyone makes mistakes. Taking those mistakes and making them opportunities to learn is critical in keeping



employees at ease.

Personally, I have learned that I am resilient. Focusing on gratitude and hope is a choice. I have chosen to focus on the positive in my personal and professional life and to nurture hope in tough situations.



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IMPACT

The Upstate Foundation

The Upstate Foundation was founded in 1976 as a 501 (c)(3) not-for-profit corporation. The corporation is a public charity designed to receive and administer gifts and bequests with a focus on patient health care, the education of health-care providers, scientific research, and community health and well-being.

The Upstate Foundation has 26 full- and part-time staff members, who with a 41-member board of directors, manage more than 1,000 funds. They offer donor-advised funds and charitable gift annuities, endowment campaigns, and run annual campaigns for Upstate University Hospital, Upstate Golisano Children's Hospital, and Upstate Cancer Center. The Foundation is home to the regional chapter of Children's Miracle Network Hospitals.

Describe how the Upstate Foundation's work has impacted CNY during the pandemic?

The Upstate Foundation took on the new and urgent goal to provide support to those most impacted by the crisis. Here are examples of the Foundation's response to the COVID-19 crisis.

As quickly as the coronavirus descended on Central New York, the Upstate Foundation established three funds to focus support where it was needed most — to help patients, employees, and students.

Virtual Visitation Fund for Upstate Patients

The Upstate Foundation was integral in the procurement of iPads. By the end of last May, more than 200 iPads were installed around Upstate

University Hospital and Upstate Community Hospital to help patients and families stay connected during the COVID-19 pandemic.

Support of Upstate Employees Fund

Jasmine Gunn was working as a housekeeper at Upstate Community Hospital when the state shutdown occurred. With two young children suddenly home all day, she needed help with childcare and groceries so she could come to work. Jasmine said she "couldn't be more grateful that the Upstate Foundation was there to help." Employees received assistance for childcare, elder care, food, and transportation.

Student Retention Emergency Fund

Many students experienced sudden and/or significant financial hardship that jeopardized their ability to stay in school. Among their needs were summer rent, technology for online learning, assistance with childcare, emergency medical expenses, medical-licensing exam fees, and general assistance due to job loss (theirs or their parents'). Upstate's Office of Student Affairs noted that, with assistance from the Upstate Foundation, they had been able to help nearly 100 individuals.

Looking through the COVID-19 lens, what has the Foundation learned?

Since the beginning of the pandemic, Upstate has led the way as a community resource providing many critical tools to deal with the virus and protect our neighbors, including a regional triage line to answer public questions, clinical trials and national studies related to the virus,

processing rapid tests in-house, interpreting cellphone surveillance data, and so much more. In addition:

- We are reminded that philanthropic support of research is critical. During the pandemic, Upstate researcher Frank Middleton, Ph.D., worked

with Quadrant Biosciences on pooled surveillance testing and an individual saliva swab test that received FDA emergency use authorization and was hailed as the world's most accurate saliva test. Several years ago, the Upstate Foundation provided Dr. Middleton with seed money for his research to develop a saliva test to diagnose autism in children. This incredible accomplishment, heralded by Upstate just a year ago, formed the basis for the COVID saliva test,

necessitated by the pandemic. The Upstate Foundation is extraordinarily proud to have played a small but impactful role in this achievement.

- Last spring, 22 Upstate University Hospital registered nurses answered SUNY Stony Brook's call for help to treat COVID patients. A second group soon followed, which included nurses, respiratory therapists, pharmacists, and pharmacy technicians. Upstate also provided the chief medical officer and chief nursing officer who played a crucial role in managing the emergency COVID-19 hospital at the Javits Center in New York City.
- A crisis can bring out the best in people. 65 Upstate medical students graduated and became doctors early so they could provide relief to the strained health-care workforce treating COVID patients. The COVID crisis shined a light on front-line health-care workers.



OUTSTANDING FUNDRAISING EVENT

FUND THE HOUSE: Reach Our Rooftop! Digital Campaign

SARAH'S GUEST HOUSE

Sarah's Guest House is Central New York's only adult health-care hospitality house with lodging for patients and families traveling to Syracuse for medical care. We have served more than 19,000 guests since the organization was founded in 1994 by Mary Keough. Sarah's Guest House (SGH) is not funded by state or federal monies. We rely on the generosity of our community and the hard work of our staff, board members and volunteers to exist. A donation of \$25 per night is asked but no one is turned away for inability to pay. Many of the guests state that if SGH was not available, it would have impacted their decision to seek medical treatment.

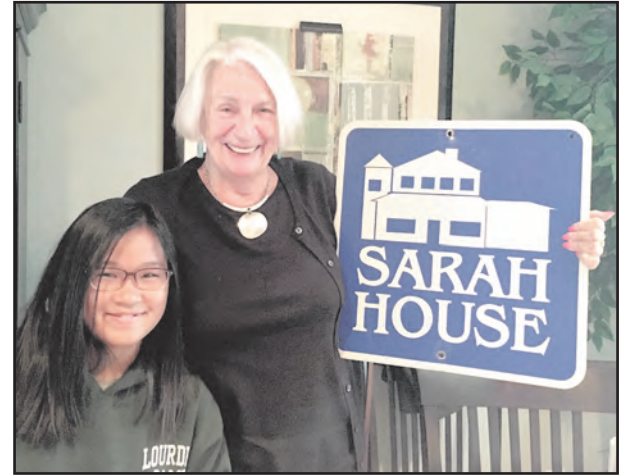
The success of our FUND THE HOUSE: Reach Our Rooftop! digital-fundraising campaign allowed Sarah's Guest House to continue to lodge patients



and their families throughout the pandemic with all the warm comforts of home as they received essential medical care in our community. The lodging Sarah's Guest House provides to out-of-town patients offers access to medical care they otherwise would not be able to receive in their hometowns. Our mission is so important to so many and has been for 26 years. The funds raised in this weeklong, online format, a pivot from our annual "Gala of Giving" which had to be cancelled due to COVID, truly sustained the house throughout the pandemic and rallied support from dear friends, both near and far. Because of the outpouring of generosity from our supporters who contributed to FUND THE HOUSE; we were able to serve 580 patients and their family members in 2020 as a "home away from home" at a time when they needed it most.

Looking through the COVID-19 lens, what have you learned this year?

Navigating through COVID-19 truly reinforced the importance of quality health care and how fortunate we are to live in a community with such esteemed hospitals, medical facilities, and most importantly — medical professionals and providers. Sarah's Guest House is honored to play a role in patient care through our lodging which enables patients to receive medical care and treatments in our community. As a nonprofit organization, we learned the value of quickly adapting and pivoting to different platforms and formats to raise much-needed funds to support the house and our mission. It was crucial to be creative and think



"outside of the box" on a way to shift from our live event, but still showcase our mission and "the essence" of the house in the campaign itself. It was also important to us to make our campaign fun and bring enthusiasm, humor, and joy to the process -- especially when times were so tenuous and challenging for everyone. The positive spirit of FUND THE HOUSE: Reach Our Rooftop! accomplished this and allowed us to exceed our ambitious goal. Moving forward, we will continue to expand our digital fundraising efforts in creative ways, while still maintaining the camaraderie that live events and gatherings bring to everything, we do at Sarah's Guest House. Once COVID is behind us, we look forward to reuniting with our dear friends who made our success possible.



RIISING STARS

Caden Custer

MAKE-A-WISH CENTRAL NEW YORK
FOOD BANK OF CNY

In 2020, As a high-school senior at Skaneateles High School, Caden Custer decided that he could help make a difference for so many impacted by food insecurity due to the pandemic. Caden has cystic fibrosis and had been eligible for a wish through the foundation but did not want to use his wish until he found out he could use it to give back, he chose to support the School Break Box program.

Caden's wish had several components — a community food drive, Caden and his family packing break boxes, and finally distribution of the

break boxes for low-income children in Syracuse, Skaneateles, and Auburn. School Break Boxes are full of easy-to-prepare, child-friendly foods, such as macaroni & cheese and peanut butter & jelly. They help supplement meals a child would receive at school and through Summer Food Service Programs. Caden hoped the School Break Box program would carry on beyond this summer's distributions. To ensure the continuation of the program, Make-A-Wish Central New York secured a grant, and the Food Bank of CNY secured a donation from a local family to begin a permanent source of funds for the program. Caden is currently a freshman at West Virginia University studying business administration.



How did you get involved with Make-A-Wish?

I have cystic fibrosis and my doc-

tor reached out to me about doing a wish.

How did you choose The Food Bank of CNY to be the benefactor of your wish?

It was the beginning of the COVID pandemic, and I knew many children who would not have access to a good meal three times a day.

How has your decision impacted the community?

I believe it has brought our community closer together in helping those in need during this pandemic.

What do your friends and family think of your decision?

They thought it was a great decision to help a serious cause.

What are some of your favorite things to do?

Snowmobile, fish, hunt, ski, and hang out with my friends.



Looking through the COVID-19 lens, what have you learned this year?
Do not take things for granted.



Madison Chambers

SPORTS 4 ALL

Auburn High School student Madison (Mattie) Chambers joined the Young Entrepreneur Academy (YEA) program, with the goal of creating a nonprofit organization that would provide young children with the opportunities she never had as a child. Not only did Mattie create this organization, but she also did it during a global pandemic, while excelling in school and working a part-time job. She created a website (www.sports-for-all.org) and is working with our local YMCA, which is giving her office space (post-CO-

VID) and will be offering its building as a drop-off site for used equipment.

Provide a brief description of the Young Entrepreneur Academy (YEA) and your organization Sports 4 All?

Young Entrepreneur Academy (YEA) is a national seven-month program that provides students ages 11-18 the opportunity to develop experience-based entrepreneurial skills, and use these skills to create a business or organization. I started Sports 4 All during my time in the YEA program. Its mission is to offer free cleats, sports equipment, and need based scholarships for children in elementary school in Auburn. This allows students to participate in the sports they want, eliminating any financial barriers.

Why did you first get involved with this organization? How long have you been involved?

I created this organization because as a kid in elementary school, my mom was a single mom and could not afford to have us participate in sports. But when she did save up enough money for me to play softball in 3rd and 4th grade, I had to play in used cleats, and I wasn't as good as the other kids. This took a toll on my confidence and I do not want other kids to have to feel that way. I developed my ideas for this nonprofit organization during my YEA class, and now I am in the process of putting together a board of directors, applying for my 501(c)(3) nonprofit status, fundraising, and looking forward to giving out my first pair of cleats this spring.



How has your involvement impacted the community?

I have been in contact with the Auburn YMCA and have created a partnership with them. They will be giving me office and storage space, as well as space for a collection box for used equipment. I anticipate that I will give out at least twenty pairs of cleats this year and, post-COVID-19, start distributing free equipment and collecting equipment donations.

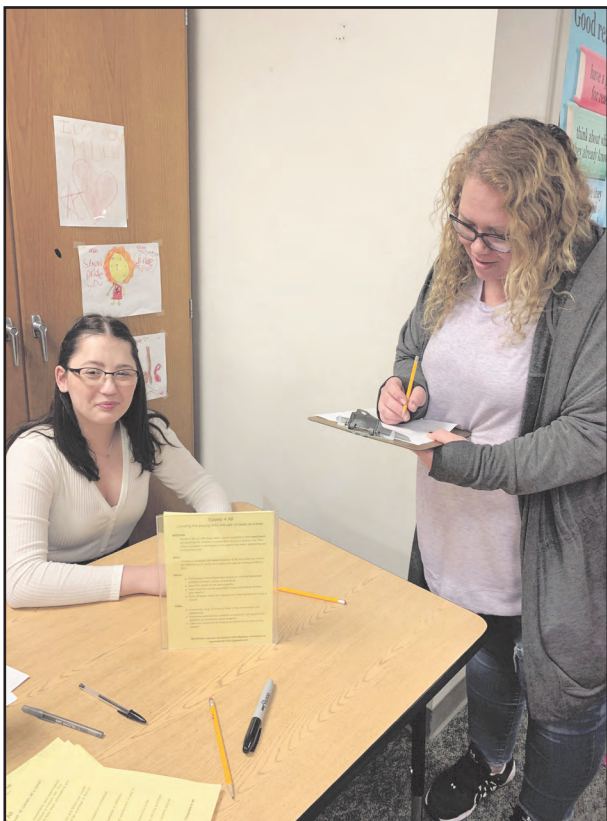


What are some of your favorite activities outside of volunteering?

I like to hang out with my family and my cat. I also enjoy working and meeting new people. I appreciate working hard towards my goals and then reaching them, and having the amazing feeling of knowing that I accomplished that goal.

Looking through the COVID-19 lens, what have you personally learned this year?

I learned that having realistic and achievable goals and expectations is best, because if you have these crazy high expectations for yourself and your organization or business and then it doesn't work or happen, it can be really hard, and disappointing. I had set goals but then had to adjust them because of COVID. I have learned that it is okay to ask for help and that you should not be scared or ashamed if you need help. I have these amazing mentors that have helped me and mentored me like Jim VanArsdale who held an online concert that raised over \$500 for Sports 4 All, Anne Mlod who has mentored, guided, and helped through everything, and Jeanice Freeman, who has also been willing to mentor me and be the president of my board.



VOLUNTEER OF THE YEAR

Edwin (Ed) Kelley, Jr.

YMCA OF CENTRAL NEW YORK, INC.

Ed Kelley is a retired partner with Bond, Schoeneck & King, PPLC, and has been a volunteer with the YMCA since 1986. As a child he used to go to the Downtown Y on Saturday mornings and each summer attended Camp Tousey, the Y's residential camp located in Redwood, N.Y. In 1970, he applied to be a counselor-in-training at Camp Tousey. Ed worked at Camp Tousey for eight summers during high school and college. In 1986 Ed was asked to join the Y's board of directors and continued as a board member until December 2017. For three years, he served as president of the board. Ed was instrumental in the East Area YMCA project, which took over 10 years. The success of the East Area YMCA was a springboard allowing the Y to construct the Northwest Family YMCA in Baldwinsville, to open a Y facility on the OCC campus, and to convert the Manlius Tennis center into a new Y facility. Ed was able to work on each of these projects. In

July 2020, he was asked to act as the interim CEO of the CNY Y as the board of directors searched for a new permanent CEO and agreed to do it as an unpaid volunteer. He knew that the Y's staff faced big changes in guiding the Y during uncertain times. Ed completed his stint as the interim CEO in early February of this year, and says he gladly turned that responsibility over to Bertram Lawson II, the new permanent CEO.

In addition to his volunteer work with the YMCA, Ed has been involved as a board member with St. Joseph's College of Nursing, Cazenovia College board of trustees, Burton Blatt Institute at Syracuse University, advisory board member for Syracuse Stage and Hospice of Central New York — to name a few.

have also been able to work directly with individuals such as a skiing assistant with Arise and as a volunteer reader in two elementary schools of the Syracuse City School District. Lastly, as a host family we brought various high-school exchange students and Kenyan students to America who enriched our family and the experiences of students and others at FM, MPH, CBA, and St. Joseph's College of Nursing.

How has working with nonprofits impacted your life?

Working on various not-for-profit boards introduced me to many community leaders who became good friends or to work with professionally over time. Most importantly, I learned to become involved personally in delivering the missions of the nonprofits. This ultimately helped my family to decide to bring three Kenyan students to the U.S. to live with our family and attend school — over time doubling the size of our family and introducing us to cultures we knew nothing about.

Looking through the COVID-19 lens, what have you learned this year?

I learned that members see our Y as a valuable part of the community — much more than just a gym and swim. As the interim CEO I was happy to see the skilled Y staff provide valuable services to the community during the closure caused

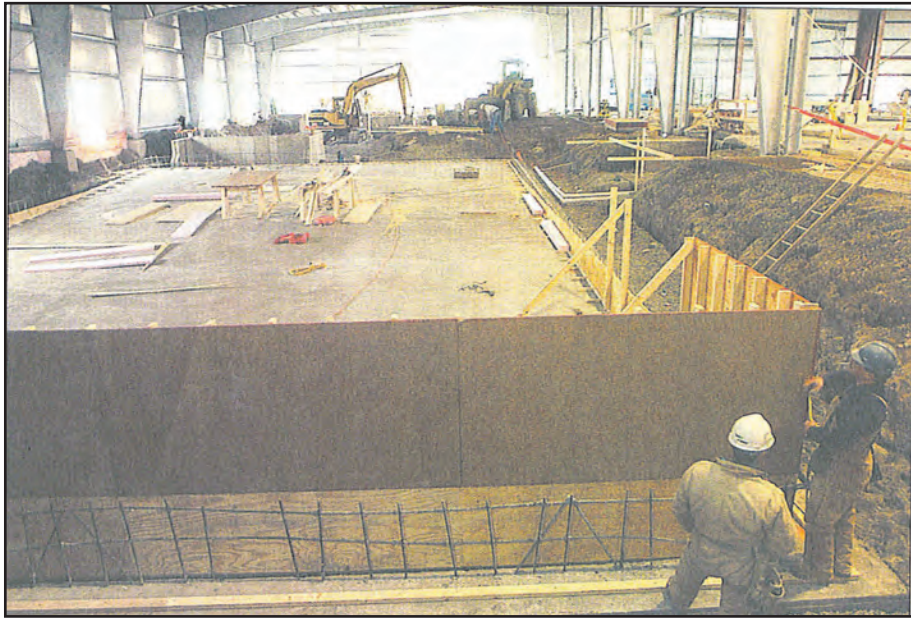


by the pandemic — housing for over 100 men and 30 seniors downtown, childcare services for essential workers at various locations and outdoor activities and programs for members. During all this time, I was happiest to see the large portion of the Y's members that maintained their membership despite the closure of the Y's facilities or limited services. More than 65 percent of our members continued their Y membership, significantly above the national average.

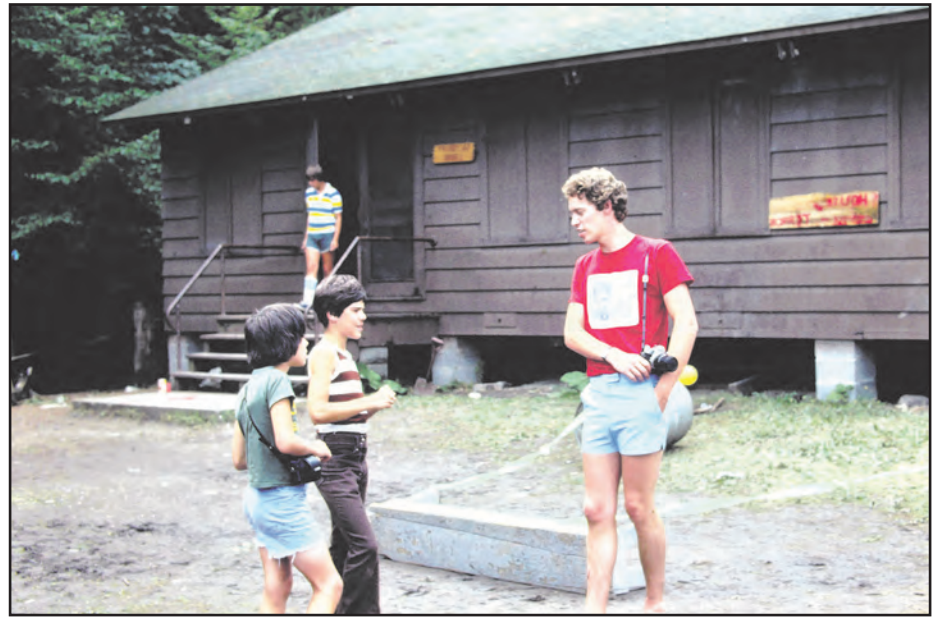


How has your involvement impacted the community?

I was able to use my legal skills to help complete various projects for the Y that opened new facilities to serve many residents of our community. As a trustee of St. Joseph's College of Nursing and Cazenovia College I have been able to share my legal experience as a public-finance attorney to help the colleges deal with financial and other issues. I



Construction on the East YMCA.



Ed as a camp counselor at Camp Tousey.

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