



PAGE 7

PHOTO CREDIT: NORTH ATLANTIC STATES REGIONAL COUNCIL OF CARPENTERS (NASRCC)



PAGE 3

**SYRACUSE UNIVERSITY BUYS HOTEL SKYLER
FOR NEW LODGING OPTION**

ERIC REINHARDT / CNYBJ



PAGE 5

**NEW STATEWIDE INITIATIVE AIMS TO ADDRESS ISSUES
FACING MANUFACTURERS**

PHOTO CREDIT: ITO

IT'S ALL BUSINESS

CENTRAL NEW YORK'S
SOURCE FOR BUSINESS
NEWS, DATA, AND EVENTS

cnybj.com



INDEX:

BRIEFS	2
BUSINESS CALENDAR	14
OPINION	13
PEOPLE ON THE MOVE	15
THE LIST	12

PRSRST STD
U.S. POSTAGE PAID
SPRINGFIELD, MA
PERMIT NO. 142

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

CNYBJ CALENDAR:

April 15 List: Commercial-Property Management Firms

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

April 22 List: Airports

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

April 29 List: MBA Programs

April 29 Special Report: Banking & Credit Union Report

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

May 6 Special Report: Health Care Quarterly

May 13 List: Minority-Owned Businesses

May 13 Special Report: Construction/Luxury Living

May 20 List: SBA Loans and Lenders *NEW!*

May 20 Special Report: Family Business/Small Business *NEW!*

May 27 List: Environmental Firms

May 27 Special Report: Energy/Environment/Sustainability

June 3: Revitalize Greater Binghamton Feature Publication

June 10 List: Financial Planners

June 10 Special Report: Wealth Management

June 17 List: CPA Firms

June 17 Special Report: Law/Accounting/Taxes

WRITERS/EDITORS:



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



Eric Reinhardt
Staff Writer
ereinhardt@cnybj.com
315.579.3915



Traci DeLore
Staff Writer
tdelore@cnybj.com
315.579.3907

CNYBJ BRIEFS



UAS Hack is coming to Rome this summer. The multi-day event focuses on drone technology and cybersecurity. Assured Information Security (AIS) will provide instruction and curriculum for the event. Here, AIS Chief Engineer Eric Thayer mentors aspiring students.
PHOTO CREDIT: AIS

UAS Hack event focuses on cybersecurity and drone technology

ROME — Rome will host the first-ever UAS Hack this summer, a hands-on event that explores the intersection of cybersecurity and drone technology.

Set for Aug. 19-23 at the ORION at NTROPEE facility in Rome, the event is geared toward university-aged students and industry experts in the unmanned aerial systems (UAS) landscape. It will foster collaboration, creativity, and critical thinking while addressing cybersecurity challenges. Assured Information Security (AIS) subject-matter experts will provide instruction and curriculum for the event, the company announced in a press release.

“UAS Hack is designed to put students in front of industry professionals and industry-relevant platforms to give them an opportunity to grow their skills and learn more about what a security-related career would be like,” AIS Chief Engineer Eric Thayer said in the release. “During the event, students will be mentored and

trained on how to evaluate the security of UAS, identify potential threats, and provide feedback to vendors and manufacturers.”

The event takes place against the backdrop of New York’s 50-mile UAS corridor and will feature hands-on challenges for participants to identify vulnerabilities in drone systems and develop effective countermeasures against potential cyberattacks.

The Open-Architecture Resilient IoT for Operational Networks (ORION) ecosystem, spearheaded by the Air Force Research Laboratory Information Directorate, AIS, Quanterion Solutions, Griffiss Institute, NYSTEC, and Cisco, are sponsoring the event.

For more information, including how to register as a participant, visit: uashack.org. Participants should be nominated by a professor and enrolled in a computer science, computer engineering, electrical engineering, computer security, or UAS design/maintenance college program.



Joan Prymas was recently reappointed to the Herkimer County Community College board of trustees. From left to right are Board Chair Michael Stalteri, Isabella Crandall, Prymas, and Vice Chair Daniel Reardon.
PHOTO CREDIT: HERKIMER COLLEGE

Prymas reappointed to Herkimer College board

HERKIMER — Gov. Kathy Hochul has recently reappointed Joan Prymas, of Ilion, as a member of the Herkimer County Community College board of trustees for a term set to expire June 30, 2025, the college announced.

Originally appointed to the board on Aug. 11, 2015, Prymas has served as board secretary since April 2021, according to a Herkimer College news release.

She retired from Herkimer College in 2004 at the rank of professor after more than 30 years of teaching mathematics. Upon retire-

ment, the board awarded her emeritus status, an honor granted to retired professional academic and administrative staff to recognize excellence and commitment to the college.

Prymas holds a bachelor’s degree and two master’s degrees from SUNY Albany. She is a member of the SUNY Retiree Services Corps and serves as a member at large on the executive team for NYSUT Retiree Council 39.

Herkimer County Community College offers a variety of associate degrees and certificate programs to a student body of about 2,500.



PHOTO CREDIT: NY.GOV

New York state honey production declines nearly 17 percent in 2023

New York state honey production fell 16.9 percent to almost 2.38 million pounds last year from 2.86 million pounds in 2022, according to a recent report from the USDA National Agricultural Statistics Service (NASS).

New York beekeepers earned nearly \$10.92 million from their honey in 2023, almost unchanged from \$10.93 million the prior year, as measured by the value of production, NASS said. The average price per pound was \$4.59 last year, up from \$3.82 in 2022.

Honey yield per bee colony averaged 58 pounds in 2023, up from 53 pounds in 2022.

USDA announces water infrastructure projects, including \$9.5 million development in Massena

MASSENA — U.S. Department of Agriculture (USDA) New York State Director for Rural Development Brian Murray recently announced that the USDA is investing more than \$82 million in 10 water and wastewater-infrastructure projects throughout rural New York state.



Murray

The USDA is financing projects through the Water and Waste Disposal Loan and Grant Program to help state and local governments, private nonprofits, and federally recognized tribes build and improve rural wastewater systems. The funding enables rural communities to expand access to clean and reliable drinking water, sanitary waste disposal, and stormwater drainage.

Projects in New York include the construction of a new water district in the town of Massena, located in St. Lawrence County. This project will benefit town residents by providing access to public water and will improve the health, welfare, and safety of the residents, the USDA said in a Feb. 21 release.

Project costs total \$9.5 million, with \$5 million in Bipartisan Infrastructure Law General Supplemental (BIL-GS) funding, \$3 million in Rural Development direct-loan funding, and \$1.5 million in Rural Development grant funding. No other funding sources have been identified for this project, the release stated.

Other USDA wastewater-infrastructure projects in the Empire State include those in the village of Greene in Chenango County, town of Lima in Livingston County, town of Pomfret in Chautauqua County, and village of Woodridge in Sullivan County, the department said.

The USDA’s New York Rural Development State Office is located at 441 South Salina St. in Syracuse.

Syracuse University buys Hotel Skyler for new lodging option

Move comes as Sheraton to become student housing

BY ERIC REINHARDT
ereinhardt@cnybj.com

SYRACUSE — Hotel Skyler Syracuse, located at 601 S. Crouse Ave., is now a Syracuse University property.

Syracuse says it announced the acquisition as a follow-up to the recent release of the university's inaugural strategic housing plan.

The transaction also follows the university's announcement that it will convert the Sheraton Syracuse University Hotel & Conference Center into student housing beginning this fall.

The school didn't release any financial details of its acquisition agreement in its March 28 announcement.

"The University recognizes the impact the Sheraton transformation has on our campus community, particularly for teams and individuals responsible for booking hotel rooms, planning events and coordinating travel," John Papazoglou, Syracuse University's senior VP and COO, said in a release. "This acquisition will allow the University to continue providing first-class hotel services to our campus community

in a way that aligns with the priorities and goals of our overarching strategic housing plan."

Hotel Skyler Syracuse is located just up the street from the Syracuse University campus on South Crouse Avenue.

The three-story, 58-room hotel began operations in 2011 and became part of Hilton's Tapestry Collection in 2017. The LEED Platinum-certified building contains a bar and lounge, fitness room, market pantry, and business center. LEED is short for Leadership in Energy and Environmental Design.

The hotel's ownership will transfer to Syracuse University, but Woodbine Hospitality will continue to operate and manage the hotel. Woodbine has several Syracuse-area hotels in its portfolio, Syracuse University noted.

As it brings the Hotel Skyler into its portfolio, Syracuse University says it has convened a cross-campus working group to "put processes into place" to make reserving rooms at area hotels and scheduling events "a more seamless process" for faculty and staff.

The group — led by Papazoglou and Tracy Barlok, senior VP and chief advancement officer — will provide more detailed information to the campus community in April, Syracuse University said.

"The University is evaluating how to best support the various accommodation



Syracuse University says it has purchased the Hotel Skyler Syracuse at 601 S. Crouse Ave. for lodging services now that the Sheraton Syracuse University Hotel & Conference Center is set to become student housing.

ERIC REINHARDT / CNYBJ

and event space needs of our academic and administrative partners," Papazoglou said in the release. "This includes exploring a more streamlined booking process, providing easy access to support resources, such as transportation and catering, and thinking proactively about other scenarios where various units on campus can be helpful."

About the housing plan

Syracuse University developed the strategic housing plan following the completion of a three-year housing review. The effort found, "among other things," that undergraduate students wanted more options for living in university housing on North Campus that "provides seamless access"

to various campus facilities and amenities.

As part of the new strategy, Syracuse University will build a new residence hall at 700 Ostrom Ave. and demolish Marion Hall and Kimmel Hall and dining center and replace them with a "modern, new" residence hall.

The new strategy "works in concert with the overarching and recently refreshed Campus Framework," Syracuse University noted.

The university also purchased 727 South Crouse, the apartment complex formerly known as the Marshall, which Syracuse will fully bring into its housing portfolio this fall and will be available to sophomore students, the university said. ■

N.Y. manufacturing index falls further in March

BY ERIC REINHARDT
ereinhardt@cnybj.com

The Empire State Manufacturing Survey general business-conditions index slipped deeper into negative territory in March by declining 19 points to -20.9.

The index is the monthly gauge of New York's manufacturing sector. Based on firms responding to the survey, the March reading indicates business activity "continued to decline" in New York state, the Federal Reserve Bank of New York said in its March 15 report.

A negative index number indicates a decline in the manufacturing sector, while a positive reading shows expansion or growth in manufacturing activity.

The survey found "demand softened as new orders declined significantly, and shipments were lower," the New York Fed said. It also found the six-month outlook improved,

though optimism "remained subdued."

Survey details

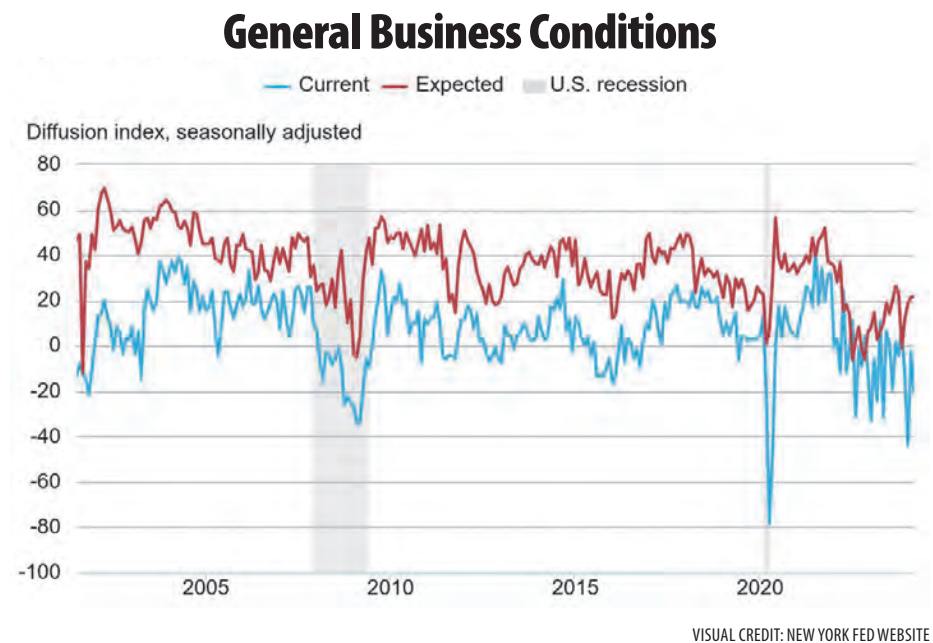
The new-orders index fell 11 points to -17.2, and the shipments index moved down 10 points to -6.9, pointing to a decline in orders and shipments, the New York Fed said.

The unfilled-orders index held steady at -10.9, a sign that unfilled orders continued to fall.

The inventories index was little changed at -12.9, suggesting that inventories were lower, and the delivery-times index came in at -1.0, indicating that delivery times held steady.

The index for number of employees fell 7 points to -7.1, and the average-workweek index fell 6 points to -10.4, pointing to a "modest decline" in employment levels and hours worked.

The prices-paid index edged down 4 points to 28.7, indicating that input price



increases slowed, and the prices-received index was unchanged at 17.8.

Firms expect conditions to improve over the next six months, though optimism continued to be "subdued," the New York Fed said.

The index for future business conditions held steady at 21.6. The capital-spending index

was little changed at 11.9, suggesting capital-spending plans remained "somewhat soft."

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

New York egg production rises nearly 2 percent in February

BY JOURNAL STAFF
news@cnybj.com

Farms in New York state produced 137.3 million eggs in February, up 1.8 percent from 134.9 million

eggs in the year-ago month, according to a report from the USDA's National Agricultural Statistics Service (NASS).

The total number of layers in the state averaged nearly 5.69 million in the second month of 2024, off 1.3 percent from 5.76

million layers in the year-earlier period. Egg production per 100 layers rose 3.1 percent to 2,415 eggs in February from 2,342 eggs in February 2023.

In neighboring Pennsylvania, egg production increased 9.5 percent to more

than 649 million eggs in February 2024 from 593 million eggs a year prior.

U.S. egg production totaled nearly 8.62 billion eggs in February, up about 5 percent from almost 8.21 billion eggs in February 2023. ■

CenterState CEO annual meeting to include key-note remarks on AI

Event also honors Business of the Year winners

BY ERIC REINHARDT
ereinhardt@cnybj.com

SYRACUSE — The “real-world opportunities” of artificial intelligence (AI) will be the subject of the keynote address at the upcoming annual meeting of at CenterState CEO, which is set for April 11 at the Nicholas J. Pirro Convention Center at Oncenter in Syracuse.

The organization has also announced the finalists in five categories for its Business of the Year honors, which will also be unveiled during the annual meeting. The event is scheduled for 3-4:30 p.m., with a 90-minute networking reception to follow.

This year’s annual meeting will explore the theme “Aligned: Leading at the Pace of Change,” CenterState CEO said. Robert Simpson, president and CEO of CenterState CEO, will also share remarks on “what our community can become if we are aligned in a forward-looking vision and committed to leading at the pace of change,” per the announcement.

“CenterState CEO’s annual event is an opportunity to celebrate our regional progress and outline the strategies that will enable us to shape a future that reflects our shared values and aspirations,” Simpson said in the announcement. “As we look ahead, we aren’t asking the question of if our economic fortunes will change, rather, what kind of community we want to be when it does. Just as Central New York is experiencing a moment of unprecedented growth, AI’s rapid pace of change is creating untold opportunities for how we live and work. We are incredibly fortunate to welcome Elizabeth Kelly as this year’s keynote speaker. Her work and remarks provide an important lens for thinking about how growth can best be maximized when we acknowledge the need for guiderails to ensure that all benefit equitably from this progress.”



Robert Simpson, president and CEO of CenterState CEO, addresses the gathering at the Nicholas J. Pirro Convention Center at Oncenter during the organization’s annual meeting in April 2023. This year’s annual meeting is scheduled for April 11 in the same location.

ERIC REINHARDT / CNYBJ

Keynote speaker

In her remarks, Elizabeth Kelly, CEO of the U.S. AI Safety Institute at the National Institute of Standards and Technology, will discuss how AI affects people and business.

Kelly will also speak about how human-centered strategies and governance can support AI’s “transformational impact, while mitigating potential societal and ethical risks associated with this technology,” CenterState CEO said.

“Our mission at the U.S. AI Safety Institute is to advance AI safety, so we can promote trust and speed adoption and innovation,” Kelly said in the CenterState CEO announcement. “The Safety Institute will further our understanding of how AI models and systems work, what their capabilities and risks are, and how to make them safer.”

Kelly previously served as special assistant to the president for economic policy at the White House National Economic Council. In that role, she helped lead the Biden Administration’s efforts on financial regulation and technology policy, including artificial intelligence.

Kelly was a “driving force” behind the domestic components of the AI executive order, spearheading efforts to promote competition, protect privacy, and support workers and consumers, and helped lead administration engagement with allies and partners on AI governance, according to CenterState CEO. ■

Business of the Year finalists

The organization named four finalists in five categories for its annual Business of the Year awards that recognize member companies and organizations for their “outstanding success and the role they play in strengthening the region.” The categories and finalists are listed below, and CenterState CEO will announce the winner in each category during the annual meeting.

More than 50 Employees

- Bond, Schoeneck & King PLLC
- Crouse Health
- Tompkins Community Bank
- Woodford Bros., Inc.

Fewer than 50 Employees

- 325 Productions
- Drakos Dynamics
- Potter Heating & AC - Perrone Plumbing Services
- ResilienX

Minority-owned Business, in partnership with the Upstate Minority Economic Alliance

- Brackens Financial Solutions Network
- Cocoa’s Candle Bar
- La Liga
- SGTR LLC

Nonprofit

- Catholic Charities of Onondaga County
- ConnexCare
- Food Bank of Central New York
- Housing Visions

Community Involvement

- CPS Recruitment, Inc.
- Firley, Moran, Freer & Eassa, CPA, P.C.
- NBT Bank
- Novelis, Inc.



**2024 SYRACUSE
HEART CHALLENGE**
Sunday, April 14th • SRC Arena
www.SyracuseHeartWalk.org

Signature Sponsor:



A Member of Trinity Health

Locally sponsored by:



Media sponsors:



Capital Region behavioral-health system merges operations with Helio Health

BY ERIC REINHARDT
ereinhardt@cnybj.com

SYRACUSE — Fulton Friendship House of Gloversville has merged its operations with Syracuse-based Helio Health, a combination of two of New York’s nonprofit behavioral-health systems.

The affiliation process that began June 2022 is now complete, Helio Health said in its March 26 announcement. The combination became official on Feb. 20, Florence Dukes, chief marketing officer for Helio Health, tells CNYBJ in an email.

“With this merger’s completion both organizations have proven that we are stronger together. We have established strong capacities in substance-use disorder and mental-health services, residential, housing and support services. We will do more as one agency to enhance service quality and develop more seamless access to services,” per the Helio Health announcement.

The combined organization offers inpatient, outpatient, residential, and in-community services in the Finger Lakes, Central and Southern, Mohawk Valley, and now Capital region. It also has more than 1,000 employees and serves more than 19,000 people annually.

Of the more than 1,000 employees,



Kathleen Gaffney-Babb is president and CEO of Helio Health. The Syracuse-based behavioral-health system says Fulton Friendship House of Gloversville has merged its operations with Helio in a combination that became finalized on Feb. 20.

PHOTO CREDIT: HELIO HEALTH WEBSITE

about 30 were added in the merger, Dukes notes.

Helio Health works to “promote recovery” from the effects of substance use and mental health disorders and other health issues. It provides services in Syracuse, Rochester, Binghamton, Utica, Gloversville, and surrounding counties in New York state. Helio Health programs have helped hundreds of thousands of individuals and families in Central New York since 1920, per its announcement. ■

New statewide initiative aims to address issues facing manufacturers

BY TRACI DELORE
tdelore@cnybj.com

The new Advanced Manufacturing Initiative, launched by the New York Manufacturing Extension Partnership (NY MEP), means help is on the way for small to mid-sized manufacturers to help them tackle issues they face.

The initiative will give manufacturing companies with 500 or fewer employees access to resources, expertise, and grant funding in four key areas — supply chain, cybersecurity, advanced materials, and Industry 4.0 — with NY MEPs around the state playing a role in providing those resources.

TDO, the regional NY MEP for Central New York — which includes Onondaga, Oswego, Cayuga, Madison, and Cortland counties — will focus on the supply chain portion of the initiative, says James D’Agostino, MEP Center Director at TDO.

The initiative will break down into three parts at TDO, he notes.

“We developed a supply-chain assessment tool,” he says of the first part. The nine-point assessment is designed to tell manufacturers where their strengths and weaknesses in the supply chain are and suggest corrective actions.

The second part of the grant initiative helps companies take that correction action.

“With the grant, we’re able to do some of that follow-up work with the manufacturers,” D’Agostino says. So, it’s not just a list of things a manufacturer needs to fix but help with designing and implementing a solution.

The third segment of the initiative is exciting, because it’s very Central New York focused, D’Agostino says. The TDO MEP center participates in the nationwide MEP supplier scouting network, where companies reach out to their local MEP when they are looking for a new supplier or a supplier that meets certain criteria.

As those results filter into TDO, D’Agostino says, “we’re going to look toward Central New York first and foremost,” to see if any local companies fit the bill.

“For us, it’s a very New York-centric supplier scouting service,” he says. For local companies that match with a manufacturer, it means more sales for that

local company and maybe even some job creation, he adds. “We’re happy to play the role of matchmaker for a lot of those opportunities.”

Mohawk Valley Community College’s Advanced Institute for Manufacturing (AIM), which serves as the Mohawk Valley region’s MEP, will help companies address cybersecurity needs through in-person assessments by professionals who specialize in working with small and medium-sized businesses.

“Cybersecurity should be a top priority for every manufacturer,” AIM Director Cory Albrecht said in a press release announcing the initiative. “It’s critical to ensure you’re meeting government requirements, keeping your growth on track, and protecting your business and client information. The cybersecurity framework provided through this initiative has the flexibility to be tailored to different industries in a simple, easy-to-digest format.”

The program will provide grants of \$6,000 in project funding for phase-one cybersecurity assessments along with access to in-person events across the state and educational webinars and online training videos for companies that wish to self-assess.

The Alliance for Manufacturing and Technology (AMT), which serves as the Southern Tier’s MEP, will tackle the Industry 4.0 component of the initiative, which includes grants of up to \$20,000 for direct technical assistance with a minimum manufacturer match of 50 percent.

“Industry 4.0, put simply, is the use of advanced technologies — such as automation, data exchange, and artificial intelligence — to create smarter, more connected, and efficient industrial processes,” AMT Executive Director Carol Miller said. “Today’s manufacturing landscape comes with challenges ranging from workforce shortages and supply-chain disruptions to unyielding global competition. As technology continues to advance at a rapid pace, manufacturers find themselves in a race to adopt and leverage these innovations or risk falling behind.”

TechEx, a working group for manufacturers from diverse industries for collaboration, exchanging ideas, and more, is also available through the program.

Finally, FuzeHub, the statewide cen-



Under the New York Manufacturing Extension Partnership’s new Advanced Manufacturing Initiative, TDO in Syracuse will provide manufacturers with supply-chain expertise and resources. Under the initiative, Mohawk Valley Community College will provide cybersecurity resources, the Alliance for Manufacturing and Technology will cover Industry 4.0 needs, and FuzeHub will lead the Advanced Materials Technical Assistance Program. Pictured here, TDO experts provide training to manufacturers at a recent workshop.
PHOTO CREDIT: TDO

ter for NY MEP, will lead the Advanced Materials Technical Assistance Program, which provides grant funding opportunities for manufacturers to access the guidance and support needed to replace materials in their products with more sustainable options.

“New regulations targeting waste reduction and encouraging the use of sustainable materials create both challenges and opportunities,” FuzeHub Executive Director Elena Garuc said. “As manufacturers deepen their understanding of the new requirements and potential replacement materials, they can often accelerate

implementation through access to expertise and grant funding. This technical-assistance program helps manufacturers address exactly those needs.”

The three elements of the assistance program include training, a manufacturing-readiness accelerator, and grant funding of up to \$20,000 with a one-to-one matching requirement to support a 12-month project focused on adopting new, sustainable materials.

More information about the initiative and each of the four programs is available online at: newyorkmep.org/adv-mfg-initiative.

Lockheed Martin wins \$17.5M contract modification for work in Pearl Harbor

BY JOURNAL STAFF
news@cnybj.com

Lockheed Martin Corp. Rotary and Mission Systems in Salina was recently awarded a more than \$17.5 million modification to a previously awarded contract from the U.S. Navy.

The cost-plus-incentive-fee adjustment is for engineering and maintenance services at Naval Undersea Warfare Center Detachment Pacific at Pearl Harbor Submarine Torpedo Intermediate Maintenance Activity, in support of MK

48 Heavyweight Torpedo efforts. That’s according to a March 7 contract announcement from the U.S. Department of Defense.

Work will be performed in Pearl Harbor, Hawaii, and is expected to be completed by February 2025. Fiscal 2024 operation and maintenance (Navy) funds of more than \$1.9 million will be obligated at the time of award and will expire at the end of the current fiscal year, per the contract announcement. The Naval Sea Systems Command in Washington, D.C. is the contracting activity.




A HEARTWARMING IRISH MUSICAL

ONCE

MAY 1
THROUGH
MAY 19

Book by Enda Walsh | Music and Lyrics by Glen Hansard and Markéta Irglová | Based on the motion picture written and directed by John Carney | Directed by Melissa Crespo | Music Direction by Pearl Rhein | Choreography by Fatima Sowe



SYRACUSE
stage
50th

Discounts for Groups + Students

SYRACUSESTAGE.ORG



Rome Health Wound Care Center receives multiple honors

BY JOURNAL STAFF
news@cnybj.com

ROME — Rome Health's Wound Care Center was recognized as a Healogics Center of Distinction and won the Robert A. Warriner III Clinical Excellence Award for 2023, the hospital recently announced.

The awards demonstrate the wound center's continued and consistent commitment to excellence and its focus on the patient experience. Located at 267 Avery Lane in Griffiss Business and Technology Park, the wound center provides comprehensive treatment for chronic wounds.

To receive the Center of Distinction award, a center must be conducting the medical-surveillance review process per policy and excel in key performance indicators. Those include having patient satisfaction of at least 92 percent, having a wound-adjusted comprehensive healing rate (waCHR) of at least 77 percent, and

having an outlier rate less than or equal to 16 percent.

To receive the Clinical Excellence Award, a center must achieve a waCHR of 83 percent or higher. Rome Health's Wound Care Center earned a waCHR of 83.3 percent, which puts the facility and its staff at platinum level.

According to statistics, each year about 6.7 million Americans suffer from chronic, non-healing wounds caused by diabetes, circulatory problems, and many other conditions.

Treatment options available at Rome Health's Wound Care Center include debridement, topical wound therapy, cellular and tissue-based therapy, compression therapy, hyperbaric-oxygen therapy, and negative-pressure wound therapy.

Rome Health is a nonprofit health-care system that is an affiliate of St. Joseph's Health and an affiliated clinical site of New York Medical College.



The Rome Health Wound Care Center was recently recognized as a Healogics Center of Distinction and won the Robert A. Warriner III Clinical Excellence award. The wound-care team includes, from left to right: Darlene Skidmore, RN; April Holeck, RN; Miranda Majewicz, program director; Jennifer Fields, FNP, CWS; Jennifer Bordiuk, patient navigator; Allie Coughlin, RN; Dee Murrieta, LPN; Daniel Herbowy, DPM; and Ashley Cowen, RN, clinical nurse manager. PHOTO CREDIT: ROME HEALTH

New York milk production rises 2.5 percent in February

BY JOURNAL STAFF
news@cnybj.com

Dairy farms in New York state produced 1.26 billion pounds of milk in February, up 2.5 percent from

nearly 1.23 billion pounds in the year-ago month, according to the monthly milk-production report that the USDA's National Agricultural Statistics Service (NASS) issued on March 20.

Milk production per cow in the state aver-

aged 2,000 pounds in the second month of 2024, up more than 2.5 percent from 1,950 pounds in February 2023. The number of milk cows on farms in the Empire State totaled 630,000 head in February, unchanged from the year-prior month, NASS reported.

Milk prices declined in the latest month for which data is available. New York dairy farms were paid an average of \$21.60 per hundredweight of milk in January, down 1.4 percent from \$21.90 in December 2023, and off nearly 9 percent from \$23.70 in January 2023.



SCOUTPOWER

CNY's Premier Social Event

May 1, 2024

SRC Arena & Events Center

Presented by
S Syracuse University

featuring
Col. Eileen Collins
First Female Space Shuttle Pilot;
First Woman Mission Commander in NASA History

Get your ticket(s) today! | www.cnyscouts.org/scoutpower | (315) 463-0201

SPECIAL REPORT: BATTLE FOR TALENT/SUCCESSION



The North Atlantic States Regional Council of Carpenters (NASRCC) has started an effort to recruit more women to work as carpenters.

PHOTO CREDIT: NORTH ATLANTIC STATES REGIONAL COUNCIL OF CARPENTERS (NASRCC)

NASRCC recruiting women for pre-apprenticeship program

BY ERIC REINHARDT
ereinhardt@cnybj.com

The North Atlantic States Regional Council of Carpenters (NASRCC) has launched its annual Sisters in the Brotherhood recruitment program.

The effort is aimed at providing women the opportunity to establish a career in carpentry, which the NASRCC says is an “industry that is traditionally overlooked,” per its March 19 announcement.

It cites data from the U.S. Bureau of Labor Statistics as indicating women continue to be “underrepresented” within the industry. In 2023, just 10.8 percent of construction workers in the U.S. were women.

The NASRCC also cites Construction Coverage analysis of U.S. Census Bureau data that indicates only 9.4 percent of construction workers in New York State are women.

The Sisters in the Brotherhood program has launched the carpentry careers of over 150 women across New York since 2015, the NASRCC noted.

To begin the program, the NASRCC will be holding a virtual information session on April 11 at 6 p.m. for women who are interested in learning more about a career in carpentry. The session will provide the chance to



The North Atlantic States Regional Council of Carpenters (NASRCC) Syracuse Training Center is located at 6920 Princeton Ct. in the town of Salina.
ERIC REINHARDT / CNYBJ

learn about the 8-week pre-apprenticeship program that will begin this spring at NASRCC training centers across New York state.

The NASRCC Syracuse Training Center is located at 6920 Princeton Ct. in the town of Salina.

The program also represents the first step toward a

five-level apprenticeship program with the Carpenters’ union.

The pre-apprenticeship program provides women with the “valuable opportunity” to gain experience and become skilled, qualified carpenters, “offering them a path to a career with excellent wages, benefits and independence through trade education,” per the NASRCC announcement.

“The Sisters-in-the-Brotherhood pre-apprentice program was created to open the doors of opportunity for women who may not have considered a career as a carpenter,” Nicole Grodner, Carpenters Local 290 Council representative and New York chair of the Sisters in the Brotherhood committee, said in a statement. “We hope to inform and motivate a new generation of carpenters that reflect our communities, and we look forward to supporting new members as they begin their career as a union carpenter.”

The NASRCC’s pre-apprentice program provides an opportunity for women 17 years or older with a high-school degree or equivalent in New York, outside of the five boroughs of New York City, to find out if carpentry fits their career path.

Those interested can register for a virtual information session by visiting: nasrcc.org/sib. ■

NETI fellowship program to expand exit-planning help for small firms

BY ERIC REINHARDT
ereinhardt@cnybj.com

Adirondack North Country Association (ANCA).

ANCA is one of nine organizations across the Northeast that currently make up the NETI partnership. This project is made possible through funding from Wells Fargo (NYSE: WFC).

The fellows include representatives for New York's North Country region, such as Robert Griffin, regional director at Onondaga Regional Small Business Development Center (SBDC); Aviva Gold, director of

marketing and communications at CITEC Business Solutions in Potsdam; and Russ Kinyon, business-development director at Adirondack Economic Development Corporation (AEDC) in Saranac Lake.

The service area for the Onondaga SBDC includes Jefferson and Lewis counties, according to its website.

Other members of NETI Fellowship's inaugural cohort represent organizations across New England.

In Northern New York, Griffin and Kinyon also represent the North Country

Center for Businesses in Transition (CBIT), an ANCA program that provides technical support and guidance for businesses navigating ownership transitions.

"I am grateful to have the opportunity to represent Central New York and the New York Small Business Development Centers in this inaugural cohort of the NETI Fellowship," Griffin said in the ANCA announcement.

"Small-business owners across our region are nearing a time when education and the support ecosystem of NETI Fellowship partners will be critical for navigating the natural process of exit planning and ownership transition. Now is that pivotal moment where we can begin to change the tide of pointless business closures in an effort to preserve valuable jobs and our small business economic fabric."



Griffin



Gold



Kinyon



The Northeast Transition Initiative (NETI) selected 18 fellows from across the small-business ecosystem of New England and New York state to join its inaugural NETI fellowship program cohort.

NETI is a partnership of organizations whose mission is to expand the knowledge, resources, and tools needed to support exit planning for business owners and transitions to employee ownership, per the April 2 announcement from the

CNY BUSINESS JOURNAL
revitalize
GREATER BINGHAMTON

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

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

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

This publication's coverage will include the following:

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

Publication Date: June 3

Advertising Deadline: May 8

Endorsed By:



CONTACT US FOR RATES AND PACKAGE INFORMATION!

COVER SPONSOR PACKAGE:

- Full page cover position (inside front, page 1, inside back, back cover)
- Logo on cover & URL link on digital edition
- Full Page Ad
- Sponsor Message
- Logo on the index page

FULL PAGE:

- Full Bleed: 8.175" x 10.875" (please include an extra 1/8" on all sides for bleed/trim)
- No Bleed: 7" x 10"

HALF PAGE:

- Horizontal: 7" x 4.5" - Vertical: 3.25" x 10"

2 PAGE CENTER SPREAD:

- Full Bleed: 16.375" x 10.875" (please include an extra 1/8" on all sides for bleed/trim)
- No Bleed: 15.375" x 10"

Program is underway

The nine-month-long fellowship, which started in February, will move fellows through a curriculum and projects that help each participant develop a "strategic, region-specific model" to support businesses and business owners in navigating the exit-planning process and the employee-ownership option.

As ANCA put it, "A wave of baby boomer business owners are looking to retire in the next few years, threatening jobs and the stability of the economy within the communities their businesses serve. Organizations that provide services to business owners have great expertise in growing businesses but are not always equipped to answer questions or provide assistance for those looking for ways to exit a business. Employee ownership is a proven strategy to preserve critical businesses and jobs and provide wealth building opportunities for workers who are often left behind."

"In rural communities like ours, losing even small numbers of existing businesses has an outside effect on our economy, so it is really important that we explore as many avenues as possible to keep that from happening," Gold added. "It is exciting to be part of the NETI fellowship where we can leverage the knowledge of so many different kinds of organizations and an immense brain trust of experiences. CITEC is looking forward to sharing the resources across the region, especially in the manufacturing sector."

The AEDC's Kinyon said NETI is addressing a vital issue.

"Business succession is emerging as a key economic development and community issue. Preserving the meaningful amenities, experiences and skills that existing businesses provide and passing them to future generations is critical and valuable work," he said. "We are striving to identify the elements needed to plan, fund and implement successful transitions, which require extensive collaboration. We are pleased to be a part of the NETI fellowship, which will benefit our region through the broad knowledge and resources our shared network will bring together."

Syracuse Orchestra searches for new music director

Current director, Loh, to leave in 2025

BY ERIC REINHARDT
ereinhardt@cnybj.com

SYRACUSE — The board of directors of the Syracuse Orchestra says it has started initial discussions about the upcoming search for the orchestra's next music director.

Lawrence Loh, the current music director, will conclude his tenure with the organization at the end of the 2024-25 season, per a March 27 announcement. His departure coincides with the end of his current contract.

He was recently named music director of the Waco Symphony Orchestra in Waco, Texas.

Pamela Murchison, executive director of the Syracuse Orchestra, said Loh led the orchestra through a "most difficult time."

"Larry's leadership and generosity of spirit have led us through many amazing musical moments, and

through the ever-changing landscape of the pandemic," Murchison said in the announcement. "His flexibility and collaborative nature have kept The Syracuse Orchestra playing, enabling us to connect with our community while many orchestras went silent in 2020."

Loh joined the orchestra in 2014 as its first music director when it was known as Symphoria.

Loh previously held major conducting positions with the Pittsburgh Symphony, West Virginia Symphony Orchestra, Northeastern Pennsylvania Philharmonic, Syracuse Opera, Pittsburgh Youth Symphony, Dallas Symphony, and the Colorado Symphony.

"My time with The Syracuse Orchestra as its first music director will remain one of the most important and gratifying positions of my career," Loh said in the announcement. "I'm so fond of the musicians in the orchestra, and my family and I will always think of Central New York as a very special place. I look forward to a celebratory and bittersweet final season in 24-25!"

The 2024-25 season will be a "celebration" of Loh's 11 years leading the Syracuse Orchestra, first as music



Lawrence Loh, music director for the Syracuse Orchestra, will be leaving the role at the end of the 2024-25 season. He has accepted a similar position with the Waco Symphony Orchestra in Texas.

PHOTO CREDIT: PERRY BENNETT PHOTOGRAPHY

director designate then 10 years as music director, Mary Ann Tyszko, president of the Syracuse Orchestra's board of directors, said.

The Syracuse Orchestra is a nonprofit formed in 2012 as a musician-led cooperative orchestra, one of only two in the U.S. ■

Northwoods signs management agreements with Southern Tier insurance agencies

BY TRACI DELORE
tdelore@cnybj.com

The Northwoods Corporation, based in Williamsville, is expanding in the Southern Tier with new management agreements with two agencies — one looking to grow and expand and another seeking to pass the reins in the future.

The company entered into a management agreement in January with Michael Santore Insurance in Owego. Michael Santore, Sr. founded the agency 31 years ago, and his son Michael Santore II took over the business upon his passing in 2019.

"Joining Northwoods allows me the opportunity to expand the offers available to my customers in Owego and Tioga County without jeopardizing the personal relationship that has been key to Santore Insurance since my father started the agency in 1992," Santore II said in a news release.

Tony Vecchiotti, executive VP at Northwoods, says the independent insurance agency's size and scope allows the smaller agencies it manages to offer more products and services to their customers.

"It's been a one-person operation, which is really hard to do these days," Vecchiotti says of the Santore agency. It's also hard for small agencies to find carriers they can represent, he adds. Many of the carriers have sales expectations that may prove challenging for small operations. But Northwoods already has the numbers to represent those carriers, he adds.

With those new offerings, Santore is staying on board and looking forward to focusing on growing the agency while Northwoods takes care of things in the office.

"While he's visiting with clients and working with prospective clients, his phone is getting answered," Vecchiotti says.

In the case of D.A. Wheeler Insurance

in Bath, Northwoods

has a vital role in the succession planning of the agency. With hopes of retiring at some point, and no successor to pass the business to, Wheeler reached out to Northwoods to see if they could work together, Vecchiotti says.

Northwoods already manages the John W. Taggart Agency, located just across the village square from Wheeler. In fact, Vecchiotti says, Wheeler reached out to the Taggart agency to ask about Northwoods, which started the process in motion for the 50-year-old agency. The two agencies signed the management agreement on Feb. 1.

Now, with Northwoods, Wheeler has the support he needs to take a step back from the business, but still be available to clients.

"Being able to serve the community with a hands-on approach, while also having the technology of a regional organi-

zation, is a win-win," Wheeler said in the news release.

And with the Taggart office so close, "we can provide service at either location," Vecchiotti adds.

Northwoods is now looking to expand employment with the two new offices. The agency already hired one person for the Wheeler office, and is looking to add another, Vecchiotti says. To help with Santore's office, the company hired two people in nearby Binghamton, where Northwoods has an existing location, and plans for one more employee.

"In general, we're always looking to add," Vecchiotti says. The company currently employs just over 100 people across its 14 offices, which are located in Broome, Monroe, Erie, Wayne, Ontario, Steuben, and Cayuga counties.

Northwoods is also actively looking for other agencies to join forces with, Vecchiotti says. "We're in a position where we are still growing organically, too," he adds.

Founded in the mid-1990s, the Northwoods Corporation is a full-service management firm for a group of independent insurance agencies. It specializes in agency startups, working with owners looking to grow their agency, and those in need of perpetuation planning. ■



MVP Health Care appoints Le Moyne graduate to executive role

BY ERIC REINHARDT
ereinhardt@cnybj.com

SCHENECTADY— MVP Health Care has appointed Dr. Richard Dal Col to its newly created role of president of health management and provider & network strategy.

Dal Col, a graduate of Le Moyne College, will work to help MVP in aligning clinical operations and services with its provider network, "driving enhanced care quality and outcomes" for customers across New York and Vermont," per its



Dal Col

March 28 announcement.

He most recently served as the enterprise chief medical officer at Emblem Health. In that role, he implemented clinical operations and technologies that "improved" population health outcomes for one of the largest nonprofit health plans in the country.

Prior to his role at Emblem, Dal Col served as chief medical officer and senior VP of medical affairs for Capital District Physicians' Health Plan (CDPHP). He is also the former assistant chief of the department of cardiac surgery and the senior cardiothoracic surgeon at St. Peter's Hospital.

"With decades of experience, Dr. Dal Col is an accomplished health care executive who will bring unique expertise to MVP," Chris Del Vecchio, president and CEO of MVP Health Care, said in the health plan's announcement. "His deep understanding of the health-care landscape, combined with his passion for leveraging innovative solutions, will enhance our customers' experiences. I am confident that his dedication to advancing patient care and improving health outcomes will accelerate our business transformation and strengthen MVP's relationships with providers, health care systems, customers, and communities."

Besides receiving his bachelor's degree from Le Moyne, Dal Col earned his medical degree from Albany Medical College and is board certified in preventive medicine, cardiothoracic surgery, and general surgery.

He also holds a master's degree in public health from the University at Albany, MVP said.

Based in Schenectady, MVP Health Care operates an office in Rochester. A company spokesperson tells CNYBJ that even though the health insurer doesn't have an office in Central New York, it does have employees working remotely and serves customers across the region. ■

First executive director of NENY's Battery-NY takes office

Malliband focuses on expanding, localizing battery manufacturing

BY ERIC REINHARDT
ereinhardt@cnybj.com

VESTAL — New Energy New York has selected British engineer Paul Malliband as the first executive director of Battery-NY.

Battery-NY is part of the Binghamton University-led New Energy New York (NENY) initiative. New Energy New York is designed to establish a robust lithium-ion battery-manufacturing infrastructure in upstate New York.

"I am honored and excited to have been appointed to the role of executive director for Battery-NY, leading the establishment of this new state-of-the-art battery technology development and prototyping facility in upstate New York," Malliband said in a March 8 release. "I look forward to building upon Binghamton University's strong foundations in battery R&D [research and development] under the leadership of Nobel Laureate Stanley Whittingham and working alongside our dedicated teams, industry partners, and equipment suppliers to build a world-leading facility with the ultimate goal of expanding and localizing battery manufacturing within the U.S."

Malliband, who began work March

4, will collaborate with Whittingham to usher Battery-NY into its operational phase, NENY said.

Malliband brings more than 25 years of experience in academia, manufacturing, and management to the executive-director role. He comes to NENY and Battery-NY from WMG's Energy Innovation Centre at the University of Warwick in Coventry, England, where he served as chief engineer and head of battery scale-up. In that role, he oversaw pilot-line operations, including a facility that houses more than 60 assets for manufacturing and testing battery electrodes, and pouch and cylindrical cells.

"I am excited to welcome Paul Malliband to Binghamton University and

the New Energy New York initiative," Binghamton University President Harvey Stenger said in the announcement. "His experience in both research and business is going to be crucial in Battery-NY launching its prototyping capabilities, which are the first of its kind in the U.S., and working with industry partners. The NENY project, which is built around its great people, has been fortunate to have received external support through the EDA's Build Back Better Regional challenge, the U.S. National Science Foundation and New York state. We're proud to now include Paul as a member of the NENY team."

EDA is the U.S. Economic Development Administration, which is an agency of the U.S. Department of Commerce.

In addition to Malliband's role at the Energy Innovation Centre, he also worked with the UK Battery Industrialisation Centre (UKBIC) team on the development of its volume industrialization line (VIL) and also co-managed its new flexible industrialization line (FIL).



Malliband

CNY BUSINESS JOURNAL
CYBERSECURITY
CONFERENCE

SPONSORED BY



June 18, 2024 - Drumlins - Noon - 5 PM

**Come learn from the experts
in the Cybersecurity Field!**

This half-day conference will feature presentations from cybersecurity experts in Banking, Insurance, IT and Law who will help educate the business community on ways to keep their companies secure.

Roll up your sleeves as we walk you through different strategies and offer useful tips to safeguard your organization against cyber threats. This conference will help you to improve your current plan or offer the building blocks for the start of one.

**The day will consist of Registration, Lunch, Speakers,
and finish with a Networking Event.**

For tickets, visit bizeventz.com

Assured Information Security is awarded its 22nd patent

BY JOURNAL STAFF
news@cnybj.com

ROME — The U.S. Patent and Trademark Office has recently issued Assured Information Security (AIS) a new patent for a new method of determining the location of radio-frequency (RF) emitters including Wi-Fi routers, wireless laptops, walkie-talkies, garage-door openers, and more.

This latest patent raises AIS's total number of patents to 22 with multiple others pending, the company announced in a news release.

"Expanding our patent portfolio is pivotal in our mission to introduce groundbreaking technologies to the market," COO Scott Robidoux said. While the new location determination method "may not be a routine concern for the average individual, it poses significant challenge for law enforcement and investigative agencies. Existing methods for locating emitters require extensive computational resources, often leading to compromises in accuracy due to impractical computing demands. This patent addresses this issue by enhancing emitter localization with optimized resource utilization, facilitating more precise results."

The invention is credited to Jason Eric Smith.

The patent, U.S. Patent Number 11,899,122, was issued on Feb. 13.

AIS, headquartered in Rome, provides cybersecurity and information-security services, products, and operations to commercial and government customers. With multiple offices around the U.S., the company employs more than 220 people.



Employers can no longer ask for employees' social-media logins in NYS

BY TRACI DELORE
tdelore@cnybj.com

An amendment to New York labor law means that as of March 12, employers are no longer allowed to request or require employees to disclose the login credentials for their personal social-media accounts.

While the change may not affect some employers, others may have to revamp how they handle social-media accounts in the workplace, an attorney at Tully Rinckey PLLC cautions.

The amendment, signed last September by Gov. Kathy Hochul, not only prohibits employers in most circumstances from asking an employee for their username or login information, but also bars them from requesting that information from applicants either, Jared Cook, senior

counsel at the law firm's Rochester office, notes. Tully Rinckey also has an office in Syracuse.

"It basically gives employees some protection," Cook says. Previously, there was never any specific law that said an employer couldn't ask for that information, he adds, nor terminate an employee who refused to comply.

Now that the law is in effect, employers should review their policies to make sure they are complying.

There are a few exceptions to the new rule, Cook notes. The first is that it does not apply to any law-enforcement agency, fire department, or correctional department.

The next exception is that if the account is one known to the employer to be used



Cook

for business purposes, the employer can ask for the login credentials. "This new law treats that as a business account," Cook says.

The tricky part with this exception is figuring out where to draw the line, he adds. The accounts of employees who occasionally share news or information about their employer probably do not meet the business-account criteria, he notes.

Company-provided cell phones are another tricky area, Cook says. "If you are a business who provides cell phones to your employees, you should know how the law impacts that."

For an employer to request access to accounts used on that phone, the employer must pay for all, or part of the cell-phone cost and service and the employee must know in advance of using the phone

that the employer can request that information, Cook says.

At this time, it's unclear what, if any, fines or penalties will be associated with the amendment, he explains. While the amendment is officially in effect, it will take some time for the New York State Department of Labor to draft regulations that fill in the missing pieces.

Some elements may also be hashed out in court as employers and employees navigate the new rule, he adds.

In any case, employers should make sure they are in compliance with the amendment and update their policies accordingly, Cook says.

Tully Rinckey is a multi-state, full-service law firm headquartered in Albany. The firm has additional New York offices in Syracuse, Rochester, Saratoga Springs, Buffalo, Manhattan, and White Plains. ■

MACNY appoints Norcross as chief operations officer

BY JOURNAL STAFF
news@cnybj.com

DeWITT — MACNY, The Manufacturers Association of Central New York announced it has recently promoted Marisa Norcross to chief operations officer.



Norcross

She started this new role at the beginning of this year. Reporting directly to the MACNY president & CEO, the chief operations officer serves as a key member of MACNY's executive leadership team.

In this position, Norcross will play a critical role in the refinement, design, and integration of organization-wide, cross-team systems and processes to ensure alignment and increased operational efficiency, the association said in a news release. She will provide direct oversight of MACNY's member services (including events, training, and membership development), and the marketing and communications department.

"Marisa is an exceptional leader and asset to our team. Her ability to refine and streamline our operations is invaluable to our team and directly impacts the delivery of our services to MACNY members and

the community," MACNY President and CEO Randy Wolken, said. "In this new role, Marisa will continue to be instrumental in the development and success of our organization."

Norcross joined MACNY in 2014 as membership coordinator, later moving into expanded roles including member relations manager, communications manager, and chief digital officer, per the release. She has a bachelor's degree from Le Moyne College in business analytics and marketing, and currently serves



as a board member of the CNY Diaper Bank.

MACNY represents more than 300 companies in a 26-county region in Central and Upstate New York. The 110-year-old organization provides human-resource services, training, workforce development, purchasing solutions, networking opportunities, and advocacy support for its members. MACNY is also one of the founding members of the Manufacturers Alliance of New York and leads the Alliance today. ■

Talent strategies in the face of a worker shortage

The "Silver Tsunami" is hitting its peak as 4.1 million Americans will turn 65 each year between 2024 and 2027, according to a report by the Alliance for Lifetime Income. Granted, a portion of those 16 million Baby Boomers will remain in the workforce after age 65, but organizations are bracing for a significant talent gap as workers with decades of experience and institutional knowledge leave in record numbers.



BILL BUTCHER
Viewpoint

In Central New York, factors such as post-COVID employee expectations, inflation, economic pressures and an aging population further strain our labor pool.

So, what are businesses to do? The

simple answer is not always the easiest: Businesses must invest time and resources to develop programs to not only attract candidates, but also to keep them once they're on board. That means going beyond obvious incentives, such as flexibility and attractive benefits, and developing more career-advancement opportunities.

Coaching & Mentoring

Regardless of organizational size, one effective development strategy that has proven to be successful is coaching. At NBT, we have implemented a coaching culture that is reinforced with individual development planning, clearly defined career paths, and mentoring.

While mentoring calls to mind older, more-experienced employees teaching younger ones, that isn't always the case. Mentoring could also take place between peers with different experiences. In all

cases, the learning transfer goes both ways.

Beyond the obvious teaching and learning that occurs, coaching and mentoring are required to ensure employee engagement, retention, and succession-planning efforts.

On-Demand Learning

In addition to providing more formal development programs and opportunities, it is important to prioritize and encourage asynchronous learning organization-wide. For some organizations, that might include an investment like LinkedIn Learning, and for others it might be publicly available or free resources like YouTube videos.

At NBT, employees have access to relevant content through NBT University, LinkedIn Learning, and corporate-designed content to help the organization meet its strategic objectives.

While our banking company comprises more than 2,000 employees at over

"Businesses must invest time and resources to develop programs to not only attract candidates, but also to keep them once they're on board."

150 locations in primarily seven states, these tactics are scalable to any size organization, large or small. Learning and development, coaching, and mentoring are all instrumental in helping employees to develop skills, improve performance, and strengthen relationships — while also fostering innovation, collaboration, and ultimately, retention. ■

Bill Butcher is director of talent strategy and organizational development at NBT Bank, based in Norwich.



GET HIGH-QUALITY PLAQUES FROM
THE ORIGINAL SOURCE!

Visit bjnn-newsstand.com or scan the QR code to see all options



EMPLOYEE PLACEMENT & STAFFING FIRMS

Ranked by No. of CNY Employees

Rank	Name Address Phone/Website	CNY: Employees Locations	CNY: Clients Employees Placed In 2023	Industry Specialities	Key Local Executive(s)	Year Estab.
1.	CPS Recruitment 904 7th North St. Liverpool, NY 13088 (315) 457-2500/ cpsrecruiter.com	32 2	- -	administrative, accounting & finance, health care, insurance, IT, technical, supply chain, legal, engineering, warehouse, industrial, advanced manufacturing, hospitality, human resources, sales & marketing, executive search	Susan Crossett, CEO Joy Rinaldi, COO	1989
2.	The Nurse Connection Staffing, Inc. 1035 7th North St., Suite F Liverpool, NY 13088 (315) 530-3680/ nurseconnectionstaffing.com	27 1	- -	long-term care, assisted living, medical offices, clinics, schools, hospitals	Charles Harkola, Director of Marketing & Sales Evan Zmarthie, Regional Manager	1987
3.	Stafkings Personnel Systems 66 Hawley St. Binghamton, NY 13902 (607) 772-8080/stafkings.com	22 7	716 2,602	accounting, legal, medical, finance, marketing, call centers, document storage, educational facilities, light industrial	Daniel J. King, President Carter C. King, VP Tami Rowe, Regional Manager	1962
4.	Staffworks, Inc. 600 French Road New Hartford, NY 13413 (315) 735-5050/ staffworkscny.com	17 8	- -	temporary staff, direct placement, executive search, manufacturing, warehouse, distribution, office, administrative, customer service, accounting, IT, technical, legal, human resources & health care	Todd Consilio, SVP Anita A. Vitullo, President Karen Walser, SVP	1994
5.	M3 Placement & Partnership PO Box 11247 Albany, NY 12211 (315) 624-2210/ m3placement.com	17 0 ¹	- -	executive search, direct placement, outsourced recruitment, and strategic HR consulting in the areas of renewable energy, healthcare/long-term care, nonprofit/human services, manufacturing, human resources, financial services, professional services and banking.	Mary Malone McCarthy, President & CEO Jackie Walters, Director of Operations	2012
6.	First Choice Group CNY Inc. 131 Oriskany Blvd. Whitesboro, NY 13492 (315) 736-3884/ firstchoicegroup.com	16 2	92 1,375	administrative, accounting, sales, clerical, distribution, light industrial	Michele Williams, President & CEO Lynn Ann Loomis, VP	1976
7.	JAS Recruitment 301 Plainfield Road, Suite 100 Syracuse, NY 13212 (315) 565-2916/ jasrecruitment.com	14 3	- -	accounting, finance, manufacturing, HR, hospitality, operations, IT, sales & marketing, engineering and supply chain, senior management/executive-level positions	Joe Szlosek, Partner	2008
8.	Carr Recruiting Solutions 26 E. Genesee St. #142 Baldwinsville, NY 13027 (315) 428-8888/carr-recruiting.com	13 1	- -	administrative & clerical, health care, mental health, legal, accounting, IT & engineering, skilled trades & construction, commercial drivers, manufacturing, assembly & warehouse	Lori L. Carr, Owner Michael E. Carr, President	2004
9.	Akkodis 225 Greenfield Parkway, Suite 113 Liverpool, NY 13088 (315) 233-4071/akkodis.com	13 2	- -	IT/technology staffing & consulting, engineering staffing & consulting	Andrew Suppes, Managing Director Tim Willman, Sales Director	1969
10.	Remedy Intelligent Staffing 2949 Erie Boulevard East, Suite 100 Syracuse, NY 13224 (315) 299-6977/ remedystaffing.com	12 2	- -	manufacturing, warehouse, logistics	Britni Nagle, Market VP	2000
11.	Express Employment Professionals 520 Seneca St., Suite 103 Utica, NY 13502 (315) 790-5723/ expresspros.com/uticaromeny	12 2	- -	accounting, finance, IT, human resources, medical, manufacturing, warehouse, distribution	John Calabrese, Owner & President	2013
12.	C.R. Fletcher Associates 126 N. Salina St., Suite 107 Syracuse, NY 13202 (315) 471-1000/crfletcher.com	10 1	180 150	accounting & finance, sales and marketing, distribution, human resources, information technology, operations and manufacturing	Joanne Rauch, President - CR Fletcher Associates	1989
13.	C.R. Fletcher Temps 126 N. Salina St., Suite 107 Syracuse, NY 13202 (315) 471-1000/crfletcher.com	10 1	185 750	accounting, sales and marketing, administrative, customer service, distribution, finance, human resources, information technology, light industrial, manufacturing	Michelle Jervis, President	1989
14.	ISSI Technology Professionals 500 Plum St. Syracuse, NY 13204 (315) 449-1838/ issitechpros.com	6 1	0 0	recruit and placement software, hardware, cybersecurity, analytical, project management and executive roles across all industries; provide direct, contract, temp-to-perm, and payroll-placement options	Allison P. Smith, President & CEO Sally Chapman, Director of Business Admin. & Contracts John Berardi, Director of Recruiting Tina Lee, Director of Recruiting	1990
15.	SMV Recruiting, LLC 351 S. Warren Street Syracuse, NY 13202 (315) 557-8181/ smvrecruiting.com	3 1	- -	brewing/beer industry, architecture/engineering, accounting/finance, manufacturing, and sales/marketing	Stephanie M. Vavonese, CEO & Executive Recruiter	2017
16.	Pinnacle Talent Solutions 5845 Widewaters Parkway East Syracuse, NY 13057 (315) 295-3831/ pinnacleemployeeservices.com/ pinnacle-talent-solutions-companies/	2 1	13 21	agency specialization: financial services, construction, engineering, architecture, machine tool, food and beverage (R&D, quality, operations)	Charlotte Dieroff, Director of Recruitment	2022

THE LIST

Research by Vance Marriner
vmarriner@cnybj.com
(315) 579-3911
Twitter: @cnybjresearch

UPCOMING LISTS:

April 15
Commercial Property
Management Firms

April 22
Airports

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.

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

NEED A COPY OF A LIST?

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

WANT TO BE ON THE LIST?

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

DID YOU GET LEFT OFF THE LIST?

EMAIL: VMARRINER@CNYBJ.COM TO SUBMIT YOUR COMPANY'S INFORMATION

APRIL 8, 2023
VOL. XXXVII, NO. 14

NEWS

EDITOR-IN-CHIEF

Adam Rombel
arombel@cnybj.com

STAFF WRITERS

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

CREATIVE DIRECTOR

Erin Zehr
ewebb@cnybj.com

RESEARCH DIRECTOR

Vance Marriner
vmarriner@cnybj.com

COLUMNISTS

Will Barclay
Russell Gloor
Lee Hamilton

SALES

Kelly Bailey
kbailey@cnybj.com**Steve Pollock**
spollock@cnybj.com

CIRCULATION

CIRCULATION MANAGER

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

ADMINISTRATIVE

PUBLISHER

Marny Neshet
mneshet@cnybj.com

New York's Cannabis Operation Needs a Complete Overhaul

New York State's attempt at legalizing cannabis has been a predictable failure. Our inefficient bureaucracy is troubling enough when it comes to basic policy items like infrastructure and taxation, so a complex policy like the commercial sale of cannabis was destined to be a nightmare for this administration.

**WILL BARCLAY**
Opinion

For this reason, the Assembly Minority Conference has continued to ask for transparency, clarity and robust auditing of the burgeoning program. Last March, our membership wrote a letter to Gov. Kathy Hochul and Comptroller Thomas DiNapoli, expressing concerns with the rollout of the state's program. Since then, little progress has been made to get state-sanctioned shops up and running and illegal pop-up shops closed down. This may be because the Office of Cannabis Management (OCM) only employs a dozen or so investigators to pursue illegal operators — a losing battle compared to the more than 1,500 illegal shops open in New York City.

As we also noted in our letter, New York is one of many states to permit the sale of cannabis. Yet instead of prioritizing

applicants with the qualifications and experience required to succeed, the OCM prioritized applicants with drug offenses and criminal histories. Only in New York are criminal records more appealing than records of proven success. Too many strong applicants have been boxed out due to this system, and the cracks are beginning to show.

The Assembly's one-house budget proposal included a Cannabis Rescue and Relief Fund of \$80 million to offset cannabis-related expenses plaguing cultivators and processors facing financial hardship — products have expired and OCM is facing multiple lawsuits — but there is no guarantee that money will make it into the final spending plan. Estimates show that by the end of the fiscal year, New York will have experienced a net loss of more than \$203 million since the program's inception. If this was a private business, the doors would have already been closed.

Unsurprisingly, [recently], Gov. Hochul announced a review of the state's program after acknowledging it has, so far, been a "disaster." She's right; 7,000 applications are in front of the state, yet only about 83 stores are open. Jeanette Moy, the commissioner of the Office of General Services (OGS), has been tasked with expediting the process and getting more shops open in the coming weeks. But is OGS really the right vehicle to tackle these

challenges? Perhaps an independent, third party is better suited to identify and mitigate these problems.

Since the 2021 Marijuana Regulation and Taxation Act was passed, New York has been at a loss to get the legal cannabis market up and running properly. The delays in the application process and the overflow of illegal shops are just a fraction of the problems with the operation.

As I said from the beginning of the state's cannabis effort, a gray market was inevitable, and whenever state government tries to establish regulatory oversight of an industry there are two guaranteed results: doing business here is going to become more onerous and less profitable. While we've seen neighboring states, like Massachusetts, create functional, profitable programs, New York's has been mired in dysfunction. The economic impact of this mismanagement is growing in the wrong direction. It's not too late to get this program back on track, and I hope the governor takes seriously how detrimental the initial implementation has been to New York. ■

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

Can We Bridge Division

Disagree better. That's the name of an interesting initiative at the National Governors Association (NGA) this year, spearheaded by the organization's current chair, Utah Republican Gov. Spencer Cox. The idea, in a nutshell, is to "reduce partisan animosity and foster healthy debate by modeling a more positive and optimistic way of working through policy problems," as the NGA puts it.

It would be easy to scoff, of course. In this era of bitter political hostility, as we head into a presidential election that is likely to prove even more negative and divisive than the last one, talk of reducing animosity and boosting healthy and constructive debate seems like a nice dream that has no chance of becoming reality.

But the thing about governors is that most are not dreamers. They're confronted every day by the nuts and bolts of making their states work. Unlike, say, members of Congress, governors have no choice but to tackle the issues challenging their residents, towns, cities, and counties. Or as Cox put it not long ago, "Potholes aren't partisan."

Which means governors are also in a position to make a difference. As the NGA writes on its page about Cox's effort, "We need to learn to disagree in a way that allows us to find solutions and solve problems instead of endlessly bickering. An 'exhausted majority' of Americans want

this, and the science is clear about interventions that reduce polarization. As doers and builders, Governors are in a unique position to model what healthy conflict looks like."

And, in fact, there do seem to be "interventions" that reduce polarization. One example comes from Cox himself. In the 2020 gubernatorial election, as he sought to move up from the lieutenant governorship, he and his Democratic opponent, law professor Christopher Peterson, cut an ad together in which they pledged to abide by the election results. "Win or lose, in Utah, we work together," Peterson said in the ad.

It was a nice, hopeful touch, but it was also more than that. That agreement between the two candidates was one of several dozen approaches noted in a Stanford University megastudy (basically, a study of studies) aimed at finding practical, real-world strategies for reducing polarization that might lead to violence. Highlighting "endorsements of democratic principles by political elites," the study found — with the Cox-Peterson example front and center — was one of the most-effective strategies for reducing public support for undemocratic practices. So were correcting exaggerated stereotypes of supporters of the other party — basically, providing hard evidence that people's worst fears about people on the other side of the partisan fence were unfounded — and showing them graphic evidence (including the storming of the US Capitol on Jan. 6) of the violence that can happen when democratic norms collapse.

There is good evidence that on the whole, Americans are closer together than we often think we are, even on some

hot-button issues — and that some political leaders exaggerate division and play on our fears for political gain. The challenge, of course, is how to lower the temperature to the point where we can hear, and even sympathize with, one another.

Utah's Cox isn't the only governor who's cut an ad trying to advance that cause. Maryland's Democratic governor, Wes Moore, recently made one with Jack Coburn, the Republican mayor of Lonaconing, a small town in western Maryland not far from the West Virginia line. "We can have our differences without being divisive or hateful," Moore says, to which Coburn responds, "We can listen to the other side, ask questions, have important conversations." The point, they go on, isn't that differences don't matter, but that, as Coburn says, "We're just saying there's a better way to disagree." "And who knows," Moore adds. "In the end we might not be as far apart as we thought."

Now, I don't know how much impact an ad like that can have on its own. But imagine what would happen if politicians all across the U.S. reached across the partisan divide and agreed that on this one thing, at least — bringing America back to its old habit of finding common ground — they can agree. That would be political leadership worth pursuing. ■

Lee Hamilton, 92, is a senior advisor for the Indiana University (IU) Center on Representative Government, distinguished scholar at the IU Hamilton Lugar School of Global and International Studies, and professor of practice at the IU O'Neill School of Public and Environmental Affairs. Hamilton, a Democrat, was a member of the U.S. House of Representatives for 34 years (1965-1999), representing a district in south-central Indiana.

BUSINESS CALENDAR

Email us at movers@cnybj.com

APRIL 12

■ **20th Annual Symposium on Energy in the 21st Century** from 7:30 a.m.-2:30 p.m. at the SUNY College of Environmental Science and Forestry, 1 Forestry Dr., Syracuse. Cutting-edge speakers on renewable energy. Breakfast, lunch, and tours included in registration. For more information and to register, visit: www.energy21symposium.org

APRIL 17

■ **47th Annual Crystal Ball and Sales & Marketing Executive (SME) Awards Banquet** from 6-9 p.m. at the Marriott Downtown Syracuse, Grand Ballroom, 100 E. Onondaga St., Syracuse. Join the Central New York Sales & Marketing Executives (CNYSME) in honoring this year's Crystal Ball recipient — Pierre Morrisseau, CEO of

OneGroup — and see local companies honor their best and brightest sales/marketing professionals. Enjoy networking with the area's premier businesspeople, a silent auction, drinks, a sit-down dinner, and more. Tickets cost \$105 for CNYSME members and \$125 for non-members. For more information and to register, visit: https://cnysme.org/events/?mc_cid=43e84907f6&mc_eid=bb073a1fde#event/2024/4/17/crystal-ball

■ **Greater Utica Chamber of Commerce April Business After Hours** event from 5:30-7:30 p.m. at AmeriCU Credit Union at 4957 Commercial Drive in Yorkville. Join the chamber and credit union for a night of networking and making new

connections. Enjoy refreshments and desserts by Café CaNole and entertainment by local artist, Hayden McMonagal. Cost is \$10 for members in advance, or \$15 at the door, and it's \$20 for non-members. For more information and to register, visit: <https://greateruticachamberofcommerce.growthzoneapp.com/chamber-events/Details/april-2024-business-after-hours-hosted-by-americu-1054575?sourceTypeld=Hub>

APRIL 24

■ **CNY ATD Coffee Chat** from 8:30-9:30 a.m. at Panera, 3401 West Genesee St. in Fairmount. The Central New York (CNY) Chapter of the Association of Talent

Development (ATD) hosts this informal meet-up to socialize, share stories/experiences, discuss issues, explore challenges, and learn from each other. No cost to attend. For more information and to register, visit: https://cnyatd.org/coffee_chat

APRIL 29

■ **Unity House Annual Award dinner** from 5:30-8:30 p.m. at the Hilton Garden Inn, 74 State St., Auburn. There are three special components to the evening: Guest speaker Charlie Mills, owner of Mr. Mills Enterprises, will make remarks on "Tragedy to Triumph: My Road to Hope and Recovery;" the 13th annual Open Arms Award will be presented to Elaine Meyers of Aurora; and the 14th annual Fred Atkins Community Service Award will be presented to Joe Goodsell of Auburn. For more information and to register, visit: <https://unityhouse.org/annual-dinner/>

CNY BUSINESS DIRECTORY

LEAD-BASED PAINT & DUST TESTING

RESIDENTIAL COMMERCIAL

877-466-4429
unyse.net

Human Resource Management

Payroll & Tax Administration

Employee Benefits & Administration

HR Technology & Reporting

Workers' Comp & Risk Management

Retirement Plans & Savings

StaffLeasingNY.com
Tailored HR & Benefits Solutions

Call us today
315.641.3600

ADOPT. DONATE. or VOLUNTEER.

CNYSPCA
Promoting Kindness to Animals

BOOK YOUR EVENT OR CATERING NOW

SPAGHETTI WAREHOUSE
SYRACUSE

315.475.1807

Zoey ADVERTISING

LEARN MORE!

YOUR OLD WILL NEEDS TO BE UPDATED!

SAFE HARBOR WILLS & TRUSTS
The Asset Protection Law Firm

SafeHarborWillsAndTrusts.com | 315.471.4700

Computer problems?
Network glitches?
WE CAN HELP.

YOUR LOCAL IT DEPT.

BY GROWTH MODE TECHNOLOGIES

6103 E. Molloy Rd. | East Syracuse, NY
315.333.0999 | localitdept.com

Matt Masur- Founder

Business leaders who need an experienced commercial real estate specialist, call **Joe.**

315.575.4845

Scripa Group

ScripaGroup.com | Joe@ScripaGroup.com

Buy organic direct from the factory on Bridge St.

Charlie Van Patten
Owner and mattress maker

MATTRESS MAKERS OF SYRACUSE
We manufacture a great night's sleep!

Duane Carr Neal Carr

IT'S TIME FOR **PRIME** HEATING AND AIR

315.802.4287 | PrimeHeatingAndAir.com
RESIDENTIAL AND COMMERCIAL HVAC SERVICES

Professional Pest Management (315) 598-4046

Pest Master

Jerome Snyder OWNER
jerome@pestmaster.com

YOUR PARTNER IN PEST CONTROL

New York State Certified Service-Disabled Veteran-Owned Business

Legal Services
Discovery • Pre-Trial • Trial

VISUAL TECHNOLOGIES

On Your Case From Start to Verdict
315-423-2000 visualtec.com

SHARE YOUR BUSINESS ON THE **LOCAL SHOW**

Call 315.471.7700 for more information

Brought to you by **GEDDES FEDERAL SAVINGS AND LOAN ASSOCIATION**

Locally produced by Zoey Advertising

Saturdays at 11 am

Brought to you by **SAFE HARBOR WILLS & TRUSTS**

Sundays at 7 am

A great place to work.

NICOLE MCQUAID
Human Resources Manager
nmcquaid@clintonsditch.com

CLINTON'S DITCH COOPERATIVE COMPANY
"The Pepsi Place"
8478 Pardee Rd, Cicero, NY 13039

Apply for fantastic opportunities at clintonsditch.com

Barter with Bernie and 15,000 other businesses.
Ask him how you can increase your company's sales.

Bernie Bregman, Networking Consultant

C 315.430.5249
bernardbregman@gmail.com

IMS BARTER

PEOPLE ON THE MOVE NEWS

BANKING

ANDREW MARCH has joined NBT Bank's Central New York team as senior VP and senior commercial banking-relationship manager. He is based in NBT's Syracuse regional headquarters in The Post building at 101 N. Salina St. In this role, March will be responsible for developing new business lending and deposit opportunities and forging and maintaining customer relationships. A seasoned commercial banker, March comes to NBT Bank with more than three decades of experience in commercial lending and customer-relationship management. Most recently, he served as a commercial real-estate banker at Five Star Bank in Syracuse. March holds a bachelor's degree in management from Clarkson University. Active in the community, he has served as a volunteer for the American Red Cross for more than 30 years, including as a past board member and former chairman. **CARLENA WALLACE** has joined NBT Bank as VP and corporate controller. Wallace, a CPA, will be based at NBT's Norwich headquarters and will oversee the company's financial and accounting operations. She comes to NBT Bank with more than two decades of experience in operational and finance-management roles within the banking and manufacturing industries. Prior to joining NBT, Wallace served as VP and director of workflow and operational improvement at Community Bank in DeWitt, where she managed large-scale strategic initiatives to improve performance and efficiency. Wallace holds a bachelor's degree in accounting from Clarkson University and an MBA degree from SUNY Oswego. Active in the community, she serves on the Board of Education at Fabius-Pompey and as a board member for A Time To Grow Nursery School in Fabius.



March



Wallace

FINANCIAL SERVICES

BHG Financial, a national provider of financial services to professionals and financial institutions, named **TYLER CRAWFORD** president, effective Feb. 28. He has a long and successful track record with BHG Financial, holding various leadership positions since joining the company 12 years ago. As chief operating officer, he oversaw product and technology, operations, and strategic growth for BHG Financial and its affiliate companies. With deep roots in the lending industry, Crawford has repeatedly demonstrated his mastery of both the big picture and the executional details that are critical for success, enabling the company to set records in origination, revenue, and income. As president, Crawford is ready to execute a fresh strategic vision for BHG Financial, including plans to achieve future revenue growth while delivering increased scale, efficiency, effectiveness, and agility. Over his tenure, he has earned the trust and respect of BHG Financial leadership and teams, demonstrating the confidence to adjust and adapt plans to account for diversity of thought and perspectives. At the same time, Crawford has shown the ability to anticipate market shifts and plan for tomorrow. BHG Financial is partially owned by Pinnacle Bank (PNFP) and has headquarters in Fort Lauderdale, Florida and Syracuse.



Crawford

GOVERNMENT

MICHAEL STEVENSON has been appointed assistant director of purchase for the City of Syracuse. He is responsible for overseeing the procurement of all materials, services and construction needed by the city. Stevenson will design and implement procurement processes to comply with city ordinances and advise



Stevenson

on updates to relevant policies and procedures. He will also work in close collaboration with the Division of Equity Compliance and Social Impact (DESCI) to ensure upcoming contracting opportunities are open and accessible to prospective Minority and Women-Owned Business Enterprise (MWBE) and Service-Disabled Veteran-Owned Business (SDVOB) vendors. Stevenson's work will increase clarity, transparency, standardization, and accountability around procurement processes to reduce the contracting timeline, lower costs, increase competition, expand supplier diversity opportunities and improve the results of contracted services. He has more than 10 years of experience in project management and procurement. Prior to joining the city, Stevenson worked as a purchase associate for SUNY Upstate Medical University, where he provided contract management, participated in review of procurement policy and procedures, prepared bid packages, and managed procurement of materials for the hospital. Stevenson also worked as a contracts and procurement specialist at LIFEPlan CCO NY LLC, where he initiated and directed the request-for-proposal process, evaluated vendor proposals, negotiated pricing, and oversaw contract drafting and execution. Stevenson earned his bachelor's degree from LeMoyne College and a certified Lean Six Sigma Green Belt in health care.

KAHSSIA HILLS-DAYS has been appointed director of digital services in the City of Syracuse Office of Analytics, Performance and Innovation. In this role, Hills-Days is responsible for modernizing the city's existing digital infrastructure and implementing new systems. She is also responsible for leveraging technology that will support improvements to constituent-facing and back-office services. Hills-Days will work to create a sustainable and simplified digital landscape for government functions, increasing public confidence and improv-



Hills-Days

ing the city's ability to manage its data. She will design, develop, and implement a strategic plan for the city's digital-services improvements that aligns with policy and technology management. Hills-Days will also direct cross-functional digital-systems planning and coordination. Prior to her role with the City of Syracuse, Hills-Days worked as a data analyst for Stripe, an online-payment processor, where she collected, analyzed, and interpreted complex financial data to drive business decisions, and supported the automation of inefficient manual processes. Hills-Days is certified in CompTIA Security+. She received her bachelor's degree in information management and technology from Syracuse University.

MANUFACTURING

MACNY, The Manufacturers Association, has recently hired **ERIC FELDSTEIN** as the organization's training coordinator. In this role, he will provide support to MACNY's growing training department by coordinating with best-in-class instructors to provide training and workshops for MACNY members and the manufacturing and business community. With years of experience in event and service programming, Feldstein is focused on bringing high-quality development opportunities to MACNY members. He will serve as a strong connection between various training partners and MACNY's members — ensuring they have the training and development opportunities they need and want. Prior to joining MACNY, Feldstein was the data-entry clerk at Rapid Response Monitoring and Active Adults coordinator at the YMCA of Central New York. In his previous roles, he was responsible for document management, coordinating program registrations and services, and member engagement. Feldstein holds a bachelor's degree in psychology from SUNY Cortland.



Feldstein

Ask Rusty: About Medicare's Dreaded IRMAA Provision

Dear Rusty: My wife is on Medicare and receiving Social Security benefits each month. We built a house and used money from our investments to pay for it. We knew we would pay taxes on that withdrawal, but my wife received a letter from the Social Security Administration (SSA) saying that because the money we withdrew was listed as income, her 2024 Medicare premium went up by more than \$500. And since Medicare is taken out of her Social Security, that results in a \$6,000 loss to our budget.



RUSSELL GLOOR

Social Security Matters

Is there anything that can be done about this situation? We sent a letter to the SSA, but it responded that unless her situation was one of only a few categories (loss of house, divorce, etc.) nothing could be done for the year.

The money was used strictly on another

investment — our new house. It wasn't like we took it out and spent it wildly. Can you please advise?

Signed: Frustrated Homeowner

Dear Frustrated: Unfortunately, it sounds like your wife is a victim of the Medicare provision known as "IRMAA" — the "Income Related Monthly Adjustment Amount." Each person's Medicare Part B premium (coverage for outpatient health care) is determined yearly from his/her income from all sources as reported to the IRS two years prior. IRMAA sets income thresholds, depending on your IRS filing status. And if those thresholds are exceeded, you must pay a higher Medicare Part B premium (and also a higher Part D premium if you have prescription drug coverage).

Assuming you file your taxes as "married/jointly," if your combined 2022 income as a couple was between \$206,000 and \$258,000 your wife's 2024 Part B premium is \$244.60 (instead of the standard \$174.70); if your combined 2022 income was between \$258,000 and \$322,000 then

your wife's Part B premium for 2024 is \$349.40; if your combined income in 2022 was between \$322,000 and \$386,000, her Part B premium is \$454.20; if your combined 2022 income as a married couple was from \$386,000 to \$750,000, then your wife's 2024 Part B premium is \$559; and if your 2022 income as a married couple was over \$750,000, your wife's Part B premium is \$594. If your wife also has private Part D prescription drug coverage, IRMAA also increases those premiums. Note that the IRMAA thresholds are different for other income-tax filing statuses.

As the SSA office has already explained, you could appeal your wife's IRMAA premium increase if she had a "life changing event," but the list of acceptable life-changing events is quite small (see form SSA-44). The only good news is that your wife's Medicare premium will be calculated anew for next year, so her Medicare premium for 2025 will — if your 2023 joint income is less than the first IRMAA threshold — revert to the standard 2025 premium.

FYI, it doesn't matter what you used the

money to buy or fund. Your withdrawal was reported to the IRS as taxable income, which is what caused IRMAA to apply to your wife's Medicare premium for 2024. Many people don't realize that Medicare premiums are higher for those with a higher income, but since your withdrawal was a one-time event, your wife's Medicare Part B premium next year should be much less and her Social Security benefit correspondingly higher.

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

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



Honoring companies that have helped to reimagine, reinvigorate, and revitalize the Mohawk Valley.

JOIN US MAY 22 | BEECHES MANOR | 5PM-8PM

VISIT [BIZEVENTZ.COM](https://bizeventz.com) FOR TICKETS