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The Central New York
BUSINESS JOURNAL

INSIDE:
MV CHAMBER ALLIANCE MEETING COVERS
DOWNTOWN REVITALIZATION.
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**ROME HEALTH
GETS FUNDING
FOR MATERNITY
RENOVATIONS**



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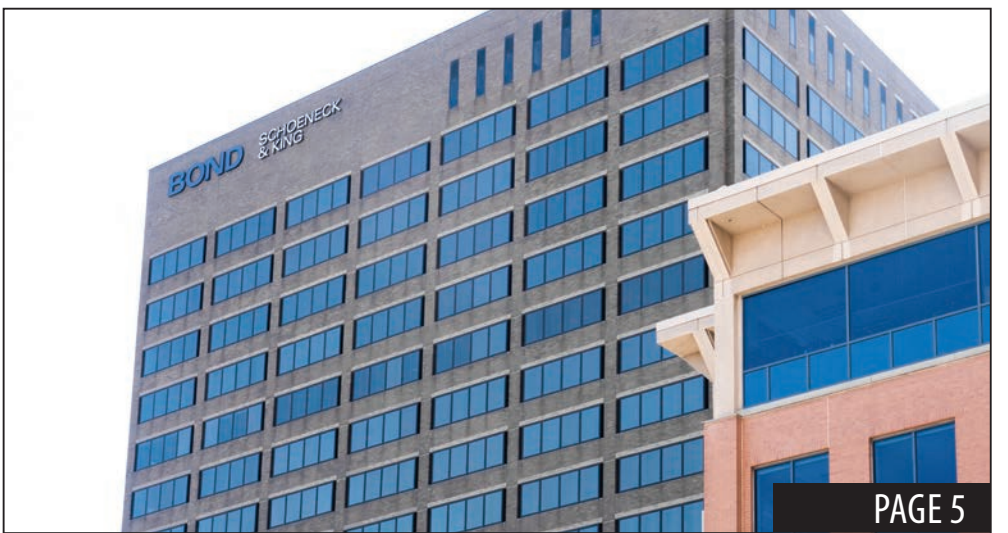
PHOTO CREDIT: ROME HEALTH



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A RECAP OF THE 2022 CENTERSTATE CEO ANNUAL MEETING

PHOTO CREDIT: CENTERSTATE.CEO



PAGE 5

BOND, SCHOENECK & KING CONTINUES DOWNSTATE EXPANSION

PHOTO CREDIT: ZOEYADVERTISING.COM

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CNYBJ Data & Details

COMING UP:

May 16 List: Commercial Property Management Firms
May 16 Special Report: NY Forward

May 23 List: Web-Design Companies
May 23 Special Report: Cybersecurity/Family Business/Small Business **NEW**

May 30 List: Environmental Firms
May 30 Special Report: Energy/Environment/Sustainability

June 6 List: Minority-Owned Businesses
June 6 Special Report: Construction/Luxury Living

June 13 List: Financial Planners
June 13 Special Report: Wealth Management

June 20 List: CPA Firms
June 20 Special Report: Law/Accounting/Taxes

June 27 List: Engineering Firms
June 27 Special Report: Engineering/Architecture Directory

July 4 List: Largest Employers

July 4 Special Report: Health Care Quarterly / Business of Aging

July 11 List: Employee-Benefit Consultants

July 11 Special Report: Cybersecurity

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CORRECTION

The story, "Northwoods takes over management of Generations Insurance Agency," in the May 2 issue of CNYBJ contained an incorrect address in the lead sentence. The correct full sentence should read: "The Northwoods Corporation, which has an office at 32 Broad Ave. in Binghamton, recently entered into a management agreement with the Generations Insurance Agency in Seneca Falls."

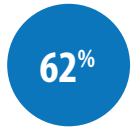
CNYBJ CANVASS

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



We still need the mask mandate

The national mask mandate covering airplanes & other public transportation is no longer in effect. How do you feel about that?



It was time for the mask mandate to end

TOTAL RESPONSES:
160

CNYBJ Briefs

Black River Systems wins \$76 million Air Force contract modification

UTICA — Black River Systems Company Inc. has been awarded a more than \$76 million contract modification from the U.S. Air Force.

The modification is for a previously awarded pact for operational counter-small unmanned aircraft system (C-sUAS) open-systems architecture, according to an April 25 contract announcement from the U.S. Department of Defense.

The objective of this effort is to rapidly enhance and commercialize the technology and approach developed under the previous Small Business Innovation Research Phase II contract in order to support rapid research, development, prototyping, demonstration, evaluation, and transition of C-sUAS capabilities.

Work will be performed in Utica, and is expected to be completed by May 1, 2023, per the



PHOTO CREDIT: BLACK RIVER SYSTEMS WEBSITE

contract announcement. Fiscal 2022 research, development, test and evaluation funds; fiscal 2021 procurement funds; and fiscal 2022 operations and maintenance funds are being obligated at the time of award. The total cumulative face value of the contract is nearly \$264.4 million. The Air Force Research Laboratory in Rome is the contracting authority.

Black River Systems designs, develops, deploys, and analyzes radar, infrared, acoustic, and electronic-warfare sensing systems for the Department of Defense and prime contractors. The company, headquartered at 162 Genesee St in Utica, also has offices in Ohio, Minnesota, and California.

BOCES supervisor honored by state school administrators association

HERKIMER — The School Administrators Association of New York State (SAANYS) presented Sarah Trunfio, supervisor of instructional support services and mentoring for Herkimer-Fulton-Hamilton-Otsego BOCES, with the 2022 Leadership and Support Award.

The award recognizes outstanding leadership efforts of members whose responsibilities require leadership through support services to educators and students across and between school buildings and districts.

Trunfio has been instrumental in impacting teacher retention, student literacy rates, and helping staff build better relationships with students while addressing social, emotional, and mental health, according to a news release.

She created a BOCES-specific mentoring-induction model, developed from research and best practices in mentoring, that has had a positive impact on teacher retention. The three-year induction model places an emphasis on teaching best practices and social and emotional learning wellness.

Trunfio is also facilitating a district-wide initiative developed from needs-based planning

sessions with district leadership. The Science of Reading is another of her initiatives that involves training on foundations and research behind teaching students to read. She is also working with BOCES' alternative high school to discover the root causes of reading barriers and to implement a multi-tiered system of supports model to resolve them.

Trunfio has been with BOCES for nine years, including time as a special-education teacher and mentoring coordinator. She received her school building leader and school district leader certifications from Massachusetts College of Liberal Arts, her master's degree from SUNY Cortland, and bachelor's degree from Illinois College.

SAANYS recognized Trunfio and fellow award winners at a May 6 awards celebration at the Crowne Plaza Albany-Desmond Hotel.

SAANYS represents more than 8,000 school administrators, supervisors, and coordinators and provides direction, service, and support to members in their efforts to improve the quality of education and leadership in New York schools.



Trunfio



PHOTO CREDIT: CUSHMAN WAKEFIELD/PYRAMID BROKERAGE COMPANY

Construction Design and Management buys nearly 37 acres in town of Clay

CLAY — Construction Design and Management, Inc. recently purchased 36.9 acres of vacant land on Caughdenoy Road in Clay for \$90,000, according to a release from Cushman & Wakefield/Pyramid Brokerage Company, which helped arrange the sale.

Gary Cottet, of Cushman & Wakefield/Pyramid Brokerage, represented Construction Design and Management in the land acquisition, while Elaine Pirro, from the same real-estate firm, represented the seller. The release didn't name the seller.

Construction Design and Management (CDM), which is based at 9055 Brewerton Road in Cicero, specializes in pre-construction, commercial construction, and facility/property management services, according to its website. Christopher Pisanti is the firm's founder and president.



PHOTO CREDIT: CUSHMAN WAKEFIELD/PYRAMID BROKERAGE COMPANY

Flooring Environment leases more than 9,400 square feet of space in Yorkville

YORKVILLE — Flooring Environment, Inc., a provider of environmentally sustainable commercial flooring, recently leased 9,445 square feet of space at 55 Oriskany Blvd. in Yorkville.

Jeff D'Amore, of Cushman & Wakefield/Pyramid Brokerage Company, helped arrange the transaction, per a release from the real-estate firm. No lease terms were disclosed.

The 51-55 Oriskany Blvd. property is owned by CMB Oriskany Corp., according to Oneida County's online property tax rolls.

Oneida County hotels see 8 percent rise in occupancy in March

UTICA — Oneida County's hotel-occupancy rate (rooms sold as a percentage of rooms available) increased 8.1 percent to 52.9 percent in March from the year-ago month.

That's according to a recent report from STR, a Tennessee-based hotel market data and analytics company. Through the first three months of the year, occupancy in the county is up 13.6 percent to 48.3 percent.

Revenue per available room (RevPar), a key industry gauge that measures how much money hotels are bringing in per available room, jumped 27.9 percent to \$58.96 in the third month of the year, compared to March 2021. Year to date, RevPar has increased 33.6 percent to \$54.47.

Average daily rate (or ADR), which represents the average rental rate for a sold room, went up 18.2 percent to \$111.38 in Oneida County in March.

Weichert joins commercial-lending team at Community Bank

BY TRACI DELORE
tde lore@cnybj.com

DeWITT— As Community Bank, N.A.'s new senior VP, commercial banking group manager, Lindsay Weichert is excited for a lot more than working for her hometown bank.

Working for a bank where decisions are made locally was a huge draw for the Syracuse native. That the bank shares her passion for economic development and community service is another perk, she adds.

Weichert joined Community Bank just over two weeks ago, bringing 18 years of commercial-banking experience. Prior to joining Community Bank, she worked at M&T Bank in several positions including commercial real estate group manager and overseeing Fitch Ratings as a director of performance analytics.

"I was brought in because of my background in lending," Weichert says. In her new role at Community Bank, she

oversees two lending teams with a staff of about eight. One team focuses on Onondaga, Cayuga, and Oswego counties, while the other team concentrates on the North Country.

The bank is looking to grow organically across the region, she says, and her teams are at work to make that happen.

"It's really just a matter of getting out in the community," and letting potential customers know what Community Bank has to offer, Weichert says. That list of offerings is extensive including "anything you could possibly need in terms of balance-sheet lending, "along with wealth management, insurance, 401(k) and pension plans, and even human-resources services.

"We are thrilled to welcome Lindsay to the Community Bank family and are excited to see her grow in her new role," President of Commercial Banking Jeffrey Levy said in a news release. "Lindsay's commercial real estate finance experience will be an excellent complement to our

commercial banking team."

Weichert earned her bachelor's degree from St. Lawrence University, where she majored in multi-language with minors in economics and mathematics. She received her master's degree in real estate with a finance and investment concentration from New York University.

She is president of the Syracuse City Ballet, treasurer of the Downtown Syracuse Foundation, a board member of Humane CNY and the United Way of Central New York, a committee member of NUAIR UAS Job Fund, and a member of the Syracuse Surge Business Development Workgroup. She was honored in 2015 as one of *The Central New York Business Journal's* Forty Under 40 honorees.

Community Bank is the banking subsidiary of Community Bank System, Inc. (NYSE: CBU) which operates more than 215 branches across New York, northeastern Pennsylvania, Vermont, and western Massachusetts. Headquartered in DeWitt,



PHOTO CREDIT: COMMUNITY BANK

Lindsay Weichert recently joined Community Bank, N.A. as its new senior VP, commercial banking group manager.

Community Bank System has more than \$15.5 billion in assets. ■

A recap of the CenterState CEO annual meeting

BY ERIC REINHARDT
ereinhardt@cnybj.com

SYRACUSE — Business of the Year Awards in five categories, remarks from the organization's top official, and a keynote panel discussion were part of CenterState CEO's annual meeting held April 26, which attracted a crowd of nearly 600.

Business of the Year recipients included Raymour & Flanigan Furniture, which won in the "More than 50 Employees" category, while Wireless Business Group was honored in the "Fewer than 50 Employees" group.

CenterState CEO also recognized Liberty Resources Inc. in the "Nonprofit" category, Gwen Inc. in the "Minority-owned Business" category (presented in partnership with the Upstate Minority Economic Alliance), and Kinney Drugs Inc. in the "Community Involvement" category.

Besides the Business of the Year Award announcements, Robert Simpson, president and CEO of CenterState CEO, also addressed attendees at the Nicholas J. Pirro Convention Center at Oncenter in Syracuse.

In his message, Simpson spoke about how the Central New York region is experiencing a "moment of exceptional opportunity" as it emerges from the pandemic,

per CenterState CEO's news release on the event.

"We are incredibly excited to be back in person for this event, which has always been a moment for our business community to come together and renew our shared sense of purpose to advancing the trajectory of our community and region," Simpson said. "The past two years have tested our resolve, but Central New York has always faced its challenges head on. Data driven strategies set into motion over the past decade have laid the foundation for progress we are seeing today, be that population gains, businesses investing in and creating jobs in the region, growth in our innovation ecosystem, or being positioned to compete for major federal investments, such as the Build Back Better Regional challenge."

In an April 28 CEO Focus email message to CenterState CEO members, Simpson called the focus of this year's annual meeting, Transcend, "perhaps the most fitting adjective for this chapter in Central New York's story."

Simpson said it "rightfully acknowledges the challenges of our past," when global economic forces buffeted Central New York, weakening the area's traditional industrial base, economic vitality, and the region's self-image.

"Thankfully, that was not the end of our story, it was just the beginning. Together,



PHOTO CREDIT: CENTERSTATE CEO

Robert Simpson, president and CEO of CenterState CEO, addresses the gathering at the organization's annual meeting, held April 26 at the Nicholas J. Pirro Convention Center at Oncenter in Syracuse.

we established a new set of strategies that aligned our assets and positioned us to capitalize on global trends. We made investments in our communities to create a sense of place and attract talent. Targeted investments helped spur entrepreneurial activity and establish a new center of gravity for the next economy," Simpson said in the email. "Today, we're seeing the results of these efforts. Businesses, including Amazon and Microsoft, are investing in our community. Startups can attract venture capital to accelerate growth and create jobs. New development projects continue to reshape our skylines. These efforts, led by many members of our business community, helped us achieve prog-

ress that is gaining national recognition."

The annual meeting also included a keynote panel featuring Naria Santa Lucia, general manager of digital inclusion and U.S. community engagement at Microsoft Philanthropies, and Jennifer Cruickshank, head of public policy and community engagement at Amazon New York. The panel conversation focused on digital transformation, workforce inclusion, and the impact of community investment and collaboration.

"The conversation was particularly relevant given the region's focus on digital transformation, workforce inclusion, and the impact of community investment and collaboration," Simpson said. ■

Fraser joins St. Joseph's Health

BY JOURNAL STAFF
news@cnybj.com

SYRACUSE — St. Joseph's Health recently welcomed Dr. Cynthia Fraser, obstetrician and gynecologist, to its St. Joseph's Health Infant Services unit.

Dr. Fraser is a board-certified obstetrician-gynecologist with more than 25 years

of clinical experience. Prior to joining St. Joseph's Health, she was a laborist at Upstate Community Hospital in the town of Onondaga. She assisted with deliveries and provided general consultations associated with pregnancies and childbirth.

Dr. Fraser was also the attending physician with full admitting and surgical privileges at Lewis Country General Hospital

in Lowville, from 2010-2016. Prior to that, Fraser saw patients at a small private medical practice in the Finger Lakes region while serving as the attending physician with full admitting and surgical privileges at F.F. Thompson Hospital in Canandaigua. She is currently an active volunteer of the Central New York Medical Reserve Corp., where she has volunteered her time to assist with COVID-19 testing and vaccination.

Fraser holds a bachelor's degree in mathematics from Cornell University and

her medical degree from SUNY Upstate Medical University, where she was a nominee for an American Osteopathic Association Award. Dr. Fraser completed her residency at Albany Medical Center.

Fraser is currently welcoming new patients at her office at 615 N. Seward Ave. in Auburn, as well as performing deliveries at St. Joseph's Health Hospital in Syracuse. ■



Fraser

MV Chamber Alliance meeting covers downtown revitalization

BY TRACI DELORE
tde lore@cnybj.com

WHITESBORO — The Chamber Alliance of the Mohawk Valley met on May 3 to celebrate 25 years of the alliance and to hear from one of the region's newest companies, Wolfspeed, about its plans for employment.

Adam Milton, VP of Wolfspeed's Mohawk Valley Fab silicon-carbide wafer fabrication facility that just opened in Marcy, said the company currently employs more than 250 people and is looking to hire many more. Wolfspeed projects it will employ 600 by 2029.

"We've had a lot of employees move from out of town," he said, noting that he and his family relocated to Clinton from North Carolina.

As those employees move to the area, it's

crucial that the area offers them the things they need to thrive, Jennifer Waters, VP of business development and communications at Mohawk Valley EDGE, told the gathering.

That's why things like workforce development, expanding childcare, improving broadband access, and fostering business resilience in the wake of the COVID-19 pandemic are all crucial.

Creating vibrant downtown districts is also vital, she said, and that's why the New York State Downtown Revitalization Initiative (DRI) with \$600 million in funding is so important.

"These compact, walkable downtowns are key," Waters said. By the end of 2021,



the Mohawk Valley region had received \$40 million in DRI funding.

A number of Mohawk Valley communities have already received funding including Oneonta, Rome, and Utica. They have used the money for a host of projects including Hartwick College's Grain Innovation Center in Oneonta, Copper City Lofts set to break ground later this year in Rome, and plans to redevelop underutilized buildings and bolster arts and cultural offerings in Utica.

Little Falls is using funding to plan and develop its waterfront district from a group of separate development areas into one more cohesive district highlighting

the Erie Canal and Mohawk River.

To the west, Oneida has already used funding to open a new, modern library and will allocate additional funds for projects including wastewater upgrades and creating pocket parks around the city.

Prospective recipients of the DRI funding are nominated by their local regional economic development council based on the downtown's potential for transformation. The Mohawk Valley Regional Economic Development Council plans to meet in mid-June.

Established in 1997, the Chamber Alliance of the Mohawk Valley consists of 23 chambers of commerce and affiliate partners from six counties. In 2021, the Genesis Group took on the administrative duties of the alliance, which became a committee within the framework of Genesis. ■

New York's local sales-tax collections rise 21% in Q1

BY JOURNAL STAFF
news@cnybj.com

Local government sales-tax collections grew by 21.1 percent, or \$901 million, in the first quarter of 2022 compared to the same period last year,

according to a report released April 29 by New York State Comptroller Thomas P. DiNapoli.

Collections for the three-month period totaled nearly \$5.2 billion, with growth at least partially driven by inflation, which hit a 40-year-high in March.

"Local sales tax collections continue to come in strong. While local governments are collecting more, they are also dealing with some of the same increased costs that consumers and private businesses are," DiNapoli said. "With prices rising, we're watching closely to see what impact the rate of inflation and economic volatility is having on New York's economic recovery."

New York City's tax collections in the first quarter grew by 28.5 percent compared to the same period last year and exceeded pre-pandemic levels for the second straight quarter after remaining below pre-pandemic levels for most of the last two years. The city's collections have taken longer to recover from the effects of

the pandemic compared to the rest of the state, the comptroller noted.

Outside New York City, nearly every county generated double-digit growth in sales-tax collections in the first quarter. Broome County saw the highest growth at 24.3 percent, followed by Yates County (22.2 percent), and Schuyler and Columbia counties (21 percent). Sullivan County had the lowest growth at 6.6 percent.

Of the cities that impose their own sales tax (not including New York City), Norwich saw the biggest jump in the first quarter at 30.8 percent, followed by Johnstown (29.2 percent) and Ithaca (28.6 percent). Gloversville had the lowest growth at 4.6 percent.

The report notes that the recently enacted state budget provides for a partial suspension of certain state taxes on gasoline from June to December 2022, amounting to a reduction of 16 cents per gallon. ■

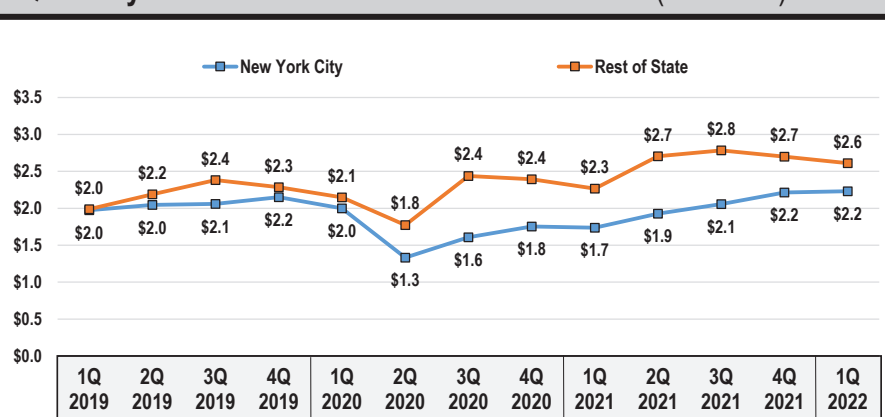
BUSINESS JOURNAL INDEX



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Quarterly Local Sales Tax Collections Over Time (In Billions)



Source: Tax and Finance, with calculations by OSC.

Notes: "Rest of State" includes all counties and cities located outside of New York City; however, it does not include local sales taxes collected on behalf of the New York Convention Center Development Corporation, the Mass Transportation Operating Assistance Fund, the Metropolitan Transit Authority Aid Trust Account and school districts.

Jefferson County hotel-occupancy rate rises nearly 16 percent in March

WATERTOWN — Jefferson County hotels attracted more overnight guests in March compared to the year-ago month.

The hotel-occupancy rate (rooms sold as a percentage of rooms available) in the county rose 15.7 percent to 46.4 percent in the third month of 2022, according to STR, a Tennessee-based hotel market data and analytics company. Year to date, occupancy is up 17 percent to 40.6 percent.

Revenue per available room (RevPar), a key industry gauge that measures how

much money hotels are bringing in per available room, jumped 31.1 percent to \$44.23 in March from the year-prior month. So far in 2022, RevPar is up 32.3 percent to \$39.49.

Average daily rate (or ADR), which represents the average rental rate for a sold room, increased 13.3 percent to \$95.34 in March from the same month in 2021. Through the first three months of this year, ADR, at \$97.30, is 13.1 percent higher than the comparable period a year before.

Bond adds Long Island law firm in downstate expansion

BY ADAM ROMBEL
arombel@cnybj.com

SYRACUSE — Bond, Schoeneck & King, PLLC — a Syracuse-based law firm with 250 attorneys across 13 offices — has been on a mission to expand and become a full-service law firm in the greater New York City area.

The firm has taken another key step in that direction with its announcement that it will soon be combining with a smaller Long Island firm.



Bernstein



Rosella



Olivo

Effective June 1, Lazer, Aptheker, Rosella & Yedid — which is based in Melville, New York and also has an office in South Florida — will join Bond, bringing 23 lawyers. That includes about 15 partners. Bond will also add 14 support staff from the Lazer firm.

The combination will boost Bond's Long Island presence to 40 attorneys — the firm already has an office in Garden City — and continue its downstate expansion. A little over a year ago, Bond combined with New York City-based Putney, Twombly, Hall & Hirson, adding 15 lawyers. Bond also opened an office

in Westchester County last fall.

“For a long time now, we’ve been looking to make our downstate practice, in particular our Long Island practice, full service. Currently in our Garden City office, we represent a lot of public-sector clients, we do a lot of litigation work, and labor and employment in particular. But we’ve always had a strategic plan to expand and diversify the practice,” Kevin Bernstein, chair of the Bond, Schoeneck & King management committee, tells *The Central New York Business Journal* in an interview. “[Lazer] provided us exactly what we’re looking for, and that is they are a commercial business and litigation firm. They do a lot of things, and basically, they would turn our practice downstate into a full-service location.”

Bond and Lazer had discussed combining on and off over several years and like a lot of things in business, COVID put things on pause for a while. But the timing looked right now.

“Why now? The opportunity presented itself. We finally got past some, but not all, of the difficulties of COVID, and it just seemed like the time was right ...so that we could move forward with a really comprehensive and actually fairly large-sized Long Island practice,” Bernstein explains.

Founded in 1987, Lazer, Aptheker, Rosella & Yedid began as a small commercial litigation firm. Since its founding, it added services in real-estate



The Syracuse headquarters building of Bond, Schoeneck & King. The law firm has expanded its Long Island presence with the addition of another law firm.

conveyance, financing, and leasing; general business and corporate law; mergers and acquisitions; debtors’ and creditors’ rights; tax; trust and estate; and banking litigation.

“Our culture is a great fit with Bond’s, making this combination something that our attorneys are looking forward to. We have referred services to Bond over the years in practice areas that we didn’t offer and know many of the lawyers professionally and personally,” Ralph Rosella, managing partner of Lazer, said in a statement. “This will be beneficial to our clients, and we’re excited to be part of a firm that can offer a broader array of legal services and excellent client service to help them realize their objectives.”

Rosella is coming aboard Bond and will be the Melville co-office managing mem-

ber with Craig Olivo, who has that role now in Bond’s Garden City office.

Bernstein says that as soon as Bond’s leadership met the leadership of the Lazer firm to forge an agreement, “we knew we could work well together.”

“I could tell right from the beginning that we would enjoy practicing law together. And that’s really what you’re looking for in kind of a collegial, collaborative approach to the practice of law, which to me makes up a large part of what law firms like to call culture,” he notes.

After the Lazer lawyers join, the Bond law firm, which was founded in 1897, will grow to 15 offices in five states and 275 attorneys. The Lazer office in Melville encompasses 20,000 feet while its office in West Palm Beach, Florida is about 4,000 square feet, according to Bernstein. ■



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SUNY College of Environmental Science & Forestry
Upstate Medical University
Visions Federal Credit Union
Visual Technologies
WOLF Radio



TECHNOLOGY-BASED COMPANIES

Ranked by No. of CNY Employees

Rank	Name Address Phone/Website	CNY Employees	% Services % Hardware % Software	Products & Services	Key Local Executives	Year Estab.
1.	Lockheed Martin Mission Systems & Training 1801 State Route 17C Owego, NY 13827 (607) 751-2200/lockheedmartin.com/ms2	4,100	NA NA NA	provides systems engineering, software development, complex program management for global security, civil, and commercial markets	A. Hamid Salim, VP, Advanced Product Solutions & Owego GM Greg Larioni, Acting VP & Syracuse GM	1957
2.	The Raymond Corporation 20 S. Canal St. Greene, NY 13778 (607) 656-2311/raymondcorp.com	2,000	34% 36% 30%	material-handling equipment and intelligent-intralogistics solutions including automation and robotics, telematics, virtual-reality learning, and advanced-energy solutions that optimize warehouse and distribution operations	Michael Field, President & CEO	1922
3.	BAE Systems 1098 Clark St. Endicott, NY 13760 (607) 770-2000/baesystems.com	1,200	NA NA NA	software, systems integration, support for defense applications, electronic-control and power-management systems for military, commercial air, and land vehicles	Tom Arseneault, President & CEO	1999
4.	SRC, Inc. 7502 Round Pond Road North Syracuse, NY 13212 (315) 452-8000/srcinc.com	964	60% 30% 10%	radar, communications, subsystems, satellite, modeling & simulations, antennas, air & ground surveillance, systems & analysis, electronic warfare, cybersecurity/critical infrastructure defense, bio assays, toxicology & risk assessments, counter-UAS	Kevin Hair, President & CEO Joseph Lauko, COO	1957
5.	Indium Corporation Suite 301 Clinton, NY 13323 (315) 853-4900/indium.com	650	0% 100% 0%	materials for electronics assembly, semiconductor packaging and assembly, and thermal management, such as solders, fluxes, thermal interface materials, indium, gallium, and germanium inorganic compounds, and metal alloys	Gregory P. Evans, CEO Ross Berntson, President & COO Mike McKenna, CFO Tim Twining, VP of Sales, Marketing, and Technical Service	1934
6.	Giotto Enterprises 161 Clear Road Oriskany, NY 13424 (315) 736-2206/giottoenterprises.com	400	0% 100% 0%	communication fiber-optic connectors, fiber-optic cable and test equipment; safety relays, injection-molded plastic components, CNC machining, sheet-metal fabrication.	Frank Giotto, President & CEO Kirk Donley, SVP of Sales Susan Grabinski, Exec. Vice Pres. & CFO Andy Scarafille, VP of Marketing Mark Cushman, Vice Pres., Org. Dev./HR	1985
7.	ICM Controls 7313 William Barry Blvd. North Syracuse, NY 13212 (315) 233-5266/icmcontrols.com	279	30% 70% 0%	electronic controls & products	Joseph Bonacci, Chairman & Chief Executive Officer Zachary H Kadah, Vice President	1984
8.	Assured Information Security (AIS) 153 Brooks Road Rome, NY 13441 (315) 336-3306/ainfosec.com	146	96% 2% 2%	research, development, consulting, testing, forensics, remediation, and training	Charles Green, President & CEO	2001
9.	Usherwood Office Technology 1005 W. Fayette St. Syracuse, NY 13204 (315) 472-0050/usherwood.com	80	50% 30% 20%	managed IT, managed print, unified communications, mailing solutions, security & surveillance	Louis F. Usherwood, CEO Ken Stinson, President	1976
10.	Brady Systems 811 N. Alvord St. Syracuse, NY 13208 (315) 422-9271/bradysystems.com	35	50% 50% 0%	weighing and food systems	Chris Stefano, President Alex Kerr, Director, Industrial Sales Alisa Lupia, Director, Sales & Marketing Brian DiMartino, Director, Service Nicole Sivers, Operations Manager Walt Larkin, VP, Service	1955
11.	Infinet Technology Solutions 7037 Fly Road East Syracuse, NY 13057 (315) 432-1323/infinet-tech.com	34	25% 55% 20%	engineering company providing advanced IT services and hardware solutions in voice and data networking	Thomas A. Klink, Jr., President Thomas F. Cusumano, Vice-President	2005
12.	Chimera Integrations 6035 East Taft Road North Syracuse, NY 13212 (315) 849-2080/chimeraintegrations.com	31	40% 35% 25%	intrusion detection, video surveillance, access control & biometrics, fire and life-safety systems, 24/7 UL listed monitoring, architectural door hardware, intercoms & visitor management, patient care & nurse-call, IoT (Internet of Things), public-address audio & mass notification	Casey White, Owner	2016
13.	MPL Incorporated 41 Dutch Mill Road Ithaca, NY 14850 (607) 266-0480/mplinc.com	30	100% 0% 0%	experienced contract manufacturer of printed circuit-board assemblies, specializing in surface mount technology; ISO 9001:2015; ITAR; IPC member since 2004	Shane French, Owner	1991
14.	ProArch 344 West Genesee St. Syracuse, NY 13202 (315) 424-7736/proarch.com	25	60% 15% 25%	IT consulting, cybersecurity, compliance, cloud, data analytics, application development, and managed services	Jeanne Morelli, COO Ben Wilcox, CTO- Cloud and Security Michael Spooft, President	2006
15.	Capraro Technologies, Inc. 401 Herkimer Road Utica, NY 13502 (315) 733-0854/caparrotechnologies.com	18	60% 10% 30%	business IT, software development, hosting & co-location services, disaster-recovery planning & implementation, information assurance/cybercrime prevention, IS-risk analysis, surveillance cameras, email archiving, control systems, VoIP	Gerard T. Capraro, President James D. DeLude, COO Varian Bohling, CTO	1993
16.	CREG Systems Corp. 1039 Water St. Watertown, NY 13601 (315) 788-0000/cregsystems.com	15	33% 33% 33%	provide, install, service, and support unified communications systems, premise, cloud and hybrid phone systems; fire alarm and security-system solutions; firewalls, network switches, and wireless solutions; voice, data and fiber-optic cabling solutions; network, cybersecurity training, assessments, and penetration testing, HIPAA/ PCI, and CMMC Compliance assessments	Kris Allen, CEO	1973
17.	Northern Computers 130 Park Place Watertown, NY 13601 (315) 779-1385/nnycomputers.com	8	60% 30% 10%	computer repair and sales, business phone service and systems, structured cabling, fiber cabling and splicing, VOIP services, hosted services in our on-site data center, cloud services and connectivity, complete line of managed services	Steel E. Potter, President	1992
18.	ACS Web Design & SEO 7453 Morgan Road Liverpool, NY 13090 (315) 451-5405/acs-web.com	7	25% 0% 75%	web design and development, website security, and internet marketing	John Wilson, President	2001
19.	Synergy IT Solutions 6443 Ridings Road, Suite 130 Syracuse, NY 13206 (315) 457-4444/synergyits.com	6	28% 64% 8%	24x7x375 network operation center, offering comprehensive managed IT services and support and IT consulting solutions	Alan Knapton, VP Sales	1971
20.	Critical Technologies, Inc. 1001 Broad St., Suite 400 Utica, NY 13501 (315) 793-0248/critical.com	6	10% 0% 90%	design of technologies and products for: secured, trustworthy, disruption/delay/disconnection tolerant (DTN) wireless networking; distributed data storage package that is secured with fine-grained access controls and policy enforcement code for data 'in motion and at rest', automated and cognitive cross-layer optimization software, and a customized trusted computing base for trustworthy networked autonomy	David J. Schroeder, President Howard R. Stevenson, CFO Stuart W. Card, VP Michael Joseph, VP SM	1991
21.	USEFUZE Inc. P.O. Box 848 Waverly, NY 14892 6077604954/usefuze.com	1	100% 0% 0%	mobile-application tool, digital business card/CRM	Rawley Filbin, Co-Founder & CEO	2020

THE LIST

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May 16
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May 23
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Information was provided by representatives of listed organizations and their websites. Other groups may have been eligible but did not respond to our requests for information. Organizations had to complete the survey by the deadline to be included on the list. While *The Business Journal* strives to print accurate information, it is not possible to independently verify all data submitted. We reserve the right to edit entries or delete categories for space considerations.

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

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Digital transformation is imperative to combat health care's labor crisis

As the coronavirus pandemic first spread across the globe, health systems turned to technology and virtual care while focusing their efforts on COVID-19 and its consequences. Physicians deployed digital tools to keep the worried well out of hospitals, to keep beds open for COVID-19 patients, and to support and manage conditions like pregnancy from the safety of patients' homes.



JUAN PABLO SEGURA
Viewpoint

Now the health-care industry faces a new challenge. The so-called "Great Resignation" is causing workers to leave their jobs in droves. The health-care sector is among the top three industries affected.

Hospitals were already operating on razor-thin margins after several years of limiting or foregoing lucrative elective procedures. Now they have been strained to the breaking point by increasing staff shortages. With skilled workers in high demand, many health systems are allocating resources to wooing employees with higher salaries and benefits, paying two to three times the typical salary for in-house nurses to fill staffing gaps with traveling nurses. In the meantime, they're halting or permanently shutting down services like labor and delivery and emergency departments.

Why not use that budget to invest in digital tools, to fundamentally rethink how care is delivered? The same tools hospitals used to deliver remote care at the onset of the pandemic can serve as a stopgap during the present labor shortage.

Extend the reach of overburdened

care providers with asynchronous care

Burnout is both a cause and effect of current staffing shortages. The U.S. was struggling with a shrinking clinical workforce before the pandemic. COVID-19 accelerated the problem, with some taking the opportunity to retire, others moving to more lucrative contract work, and still others switching fields altogether.

Digital tools are not a solution by themselves. Modalities that require a physician on the other end of a solution (e.g., virtual visits) do nothing to address the problems of physician shortages. Health systems need to implement mobile self-care — consumer technologies like smartphone and tablet apps that enable consumers to capture their own health data without direct provider assistance. When this biometric data is communicated into a patient's electronic health record, providers can identify elevated risks remotely and act on them.

Reduce the need for in-office visits

The transition to virtual care at the start of the pandemic forced health-care leaders to re-evaluate and rewrite outdated industry standards. The maternal-health field is a great example of this. Although data showed long ago that a standard schedule of 12 to 14 prenatal visits is not tied to better outcomes, those recommendations remained largely unchanged since the 1930s.

Then, in response to the need to reduce in-person visits, the American College of Obstetricians and Gynecologists assembled a panel of experts who determined that patients without medical conditions or pregnancy complications were safe to select a less-intense visit schedule, aided by digital health tools.

Remote patient monitoring can help providers capture more than 20 times

the data typically collected at an in-office appointment, maximizing their time and facilitating better outcomes. Providing continuous digital touchpoints to patients also strengthens feelings of safety and support on the patient end, addresses fears from health-care staff that the labor shortage is compromising patient care, and provides a critical safety net for patients that were already struggling with access before hospitals suspended or eliminated services.

Decrease emergency-department utilization with remote patient monitoring

Remote patient monitoring (RPM) is likewise a solution for managing readmissions and emergency-service utilization. Early research showed the benefits of RPM for reducing hospital stays and admissions. The technology (and providers' fluency with it) has improved exponentially in the ensuing years.

While its level of effectiveness varies by population and condition, data shows that RPM reduces acute-care use, and enables providers to intervene in high-risk events without sacrificing quality of care for low-risk patients.

In the U.S., COVID-related emergency department visits doubled between December 2021 and January 2022 to their highest level since the pandemic began. This strain on emergency services touched non-COVID ER patients as well. Bed shortages in rural facilities caused some ER patients to wait days to be transferred out of state.

If RPM can effectively mitigate the need for emergency services, it carries the promise of reducing the strain on emergency care within our increasingly crowded hospitals — a potentially life-saving development.

Encourage patient engagement and adherence to quality measures

The collateral damage in this labor crisis are patients — particularly the economically vulnerable, as the hospitals that typically serve these communities struggle to compete with wealthier systems that can better afford the steep rising labor costs. With these hospitals reallocating staff and resources, closing beds and services, and struggling with overloaded schedules, patients are in more danger than ever of slipping through the cracks.

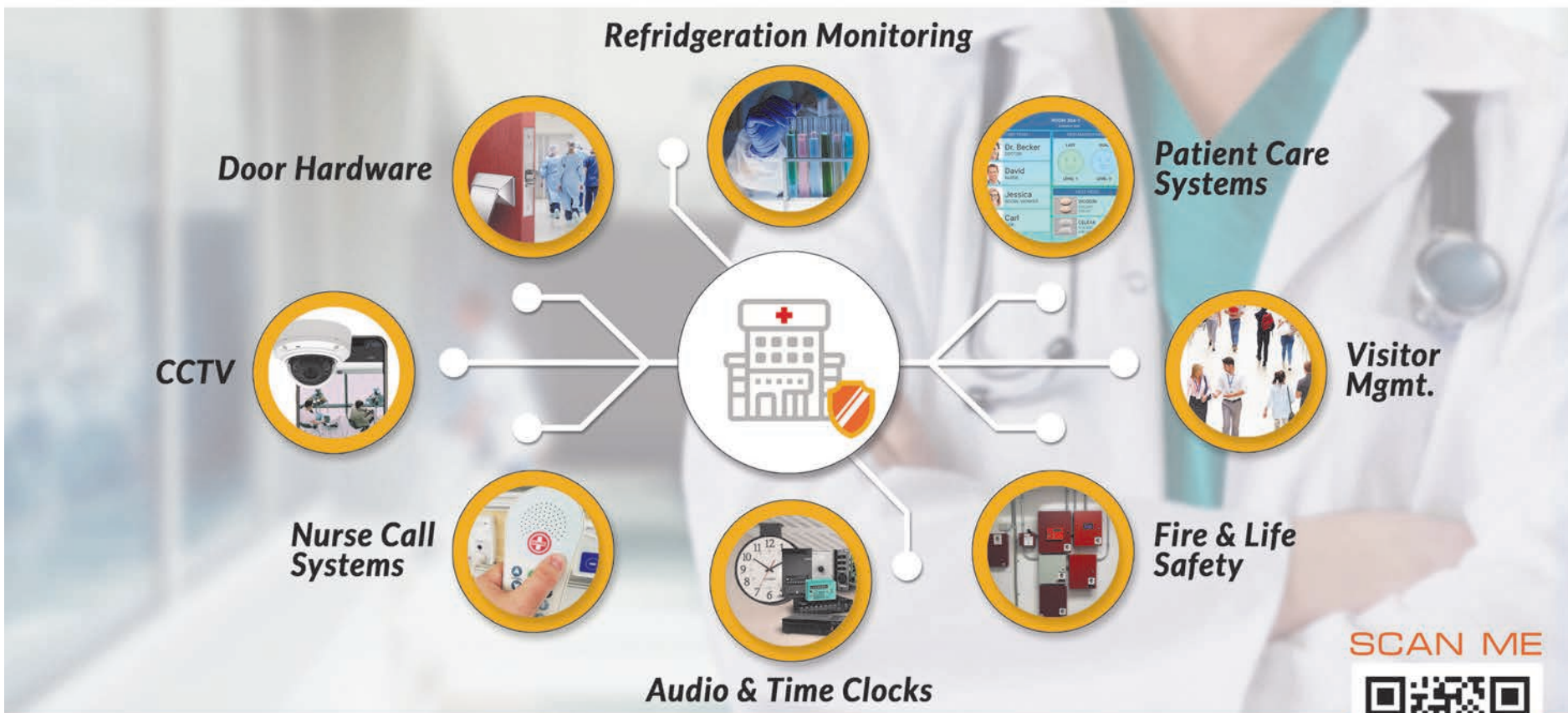
It's imperative that hospitals provide a digital safety net for their patients — 24/7 access to provider-approved education, connections to community resources, as well as reminders to engage with important quality measures such as taking medication or measuring blood-pressure levels. Digital tools are critical for supporting patients and providers.

COVID-19 revealed and exacerbated major holes in a system that was already struggling to service its patients while supporting providers. Unless today's short-staffed hospitals adapt to current remote patient-monitoring practices, the challenges it has revealed will be with us for a long time. The "Great Resignation" should spark a great transformation, where digital innovation is no longer a stopgap but an integral part of any health-care delivery strategy moving forward. ■

Juan Pablo Segura is president and co-founder of Babyscripts, a virtual-care platform for managing obstetrics. He has been named a "Healthcare Transformer" by the Startup Health Academy in New York and a Wireless Lifechanger by CTIA for his work in detecting problems in pregnancy faster.



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THIS WEEK'S SPECIAL REPORT:

HEALTH CARE QUARTERLY



Rome Health will receive \$3 million from Oneida County to add a women's surgical suite next to its maternity department on the fourth floor. This will free up one of the hospital's four existing operating rooms that currently is reserved for emergent C-sections.

PHOTO CREDIT: ROME HEALTH

Rome Health gets county funding for maternity department renovations

BY TRACI DELORE
tdelore@cnybj.com

ROME — Rome Health will receive \$3 million from Oneida County to help fund a dedicated Caesarean section (C-section) suite, adjacent to the maternity department on the fourth floor of the hospital.

Oneida County Executive Anthony J. Picente, Jr. announced the funding in his April 6 State of the County address.

The hospital will use the funds to renovate 2,000 square feet of existing space and convert it to a surgical suite next

to the maternity department. This will enhance patient safety and optimize the hospital's existing operating suites on the first floor, hospital officials said.

"We are proud to be one of only two "Best Maternity Hospitals" in the state," Rome Health CEO AnneMarie Czyz, said in a news release. "The funding for a dedicated C-section suite will enable Rome Health to take the next step in advancing our bold plan for the future."

While the hospital's C-section rate is lower than the state average, Rome Health's overall obstetrics volume grew 28.5 percent between 2020 and 2021 as the community

had reduced access to care in neighboring communities.

At the same time, the hospital's overall surgical volume increased 26.4 percent with the addition of new service lines and new surgeons. Currently, one of the hospital's four existing operating rooms is reserved for emergent C-sections.

Creating a dedicated women's surgical suite for both scheduled and emergent C-sections will increase available capacity for general surgical growth, according to hospital officials. In 2021, 744 babies were born at Rome Health, including 282 by C-section.

"The county's investment will help us accelerate our plans for expanding access to the best care out there, here in Rome," Czyz said.

Other recent growth initiatives at Rome Health include breaking ground during the pandemic on a new physician center, becoming a nationally accredited bariatric center, and investing in 7D technology for spine surgery.

Rome Health provides services from primary and specialty care to long-term care, is an affiliate of St. Joseph's Health, and is an affiliated clinical site of New York Medical College. ■

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St. Elizabeth College of Nursing names Panko president

BY TRACI DELORE
tdelore@cnybj.com

UTICA — Mohawk Valley Health System (MVHS) has appointed Kimberly A. Panko as the next president of the St. Elizabeth College of Nursing (SECON) in Utica, effective June 6.

Panko succeeds Varinya Sheppard, who is retiring on June 1 after a 40-year nursing career that included serving as president of the college and multiple nursing roles including chief nursing officer at St. Elizabeth Medical Center.

"In its nearly 118-year history, SECON has graduated thousands of nurses who have gone on to take care of the people of this community," MVHS President and CEO Darlene Stromstad, said in a release. "Building upon its long legacy, we look to SECON and Dr. Panko to help take us into the future as we educate the nurses of tomorrow and open our new, state-of-the-art Wynn Hospital next year."

"The role of president of SECON is vital to ensuring this region has access to strong nursing," she continued. "Dr. Panko will be an integral leader in our recovery from the pandemic and our ability to deal with workforce shortages. Educating the next generation of nurses is critical to our success, and we are so lucky to have such a well-established and respected college as part of our system. Dr. Panko is the best person to take over the reins and move us into the future of healthcare in our community."

Currently serving as director of nursing, medical surgical, and acute-inpatient rehabilitative services at MVHS, Panko's career at MVHS began in 2001. She previously served as dean of students and faculty development and as nursing instructor/course coordinator. She has more than 28 years of experience in various nursing positions.

"My entire career has been spent providing care to this community, so to be able to take on the role of president of

SECON at this juncture is exhilarating," Panko said. "There are so many new and exciting things happening at MVHS and in our community, I am grateful that I have the opportunity to contribute to the excitement through my work at the college. Our students are the future of healthcare in this community, and I am thrilled to prepare them for this wonderful profession."

Panko earned her doctorate degree in nursing practice, systems leadership from Chamberlain College of Nursing in Downers Grove, Illinois; master's in nursing and administration from Clarkson College in Omaha, Nebraska; bachelor's degree in nursing from SUNY Polytechnic Institute; and her associate degree in nursing from Northern Maine Technical College in Presque Isle, Maine.

Founded in 1904, St. Elizabeth College of Nursing offers multiple curriculum plans including weekday programs, an evening/weekend program, and a dual-degree program with SUNY Polytechnic



Kimberly A. Panko

PHOTO CREDIT: MVHS

Institute that allows students to earn two degrees in four years. ■

Gillibrand pushes for lower prescription-drug costs

Announces plan during Upstate Medical University visit

BY ERIC REINHARDT
ereinhardt@cnybj.com

SYRACUSE — U.S. Senator Kirsten Gillibrand (D-N.Y.) recently made a stop in Syracuse to discuss her proposal for Congressional action to address the high cost of prescription drugs.



Gillibrand

Gillibrand, a member of the Senate Aging Committee, visited Upstate Medical University's Institute for Human Performance on April 29 to outline her policy package, dubbed the "Gillibrand Prescription for Lower Drug Prices."

"While our nation is recovering from the pandemic, drug prices remain unacceptably high, which puts a heavy financial burden on older adults and families in Syracuse and across the country," the senator said in a news release about the proposal. "I am releasing [this] plan to provide a framework for slashing drug prices. From fighting price gouging to importing affordable drugs from Canada to enabling Medicare to negotiate drug prices, this plan will help us bring down costs for countless Americans."

Dr. Mantosh Dewan, president of SUNY Upstate Medical University; New York State Senator John Mannion; Onondaga County Legislator Peggy Chase; Onondaga County Legislature

Minority Leader Christopher Ryan, and Syracuse Common Council President Helen Hudson joined Gillibrand for her announcement.

Under current law, the secretary of U.S. Department of Health and Human Services is prohibited from negotiating lower drug prices on behalf of Medicare Part D beneficiaries, Gillibrand's office said. In contrast, other government programs, like Medicaid and the U.S. Department of Veterans Affairs (VA) are allowed to negotiate.

The Democrat's office cited a recent report by the Government Accountability Office that indicated Medicare paid twice as much for the same prescription drugs as the VA in 2017.

About Gillibrand's proposal

The core pieces of the "Gillibrand Prescription for Lower Drug Prices" include a plan to "reimagine" financial assistance for Medicare.

The legislation would create the Medicare Cost Assistance Program, a new, streamlined program to provide help with Medicare Part A and Part B premiums and cost-sharing for low-income individuals. The measure would reimagine financial help for Medicare Part A, Part B, and Part D.

The legislation would also expand and streamline administration of the Extra Help program to provide premium and cost-sharing assistance to eligible low-income people with Medicare Part D.

The proposal also calls for reviewing brand-name price gouging. The legislation would level the market for Americans purchasing prescription drugs by "pegging the price" in the U.S. to the median price

in Canada, the United Kingdom, France, Germany, and Japan.

Additionally, Gillibrand's plan would give Medicare the authority to negotiate drug prices. The bill would direct the secretary of Health and Human Services to negotiate lower prices for prescription drugs under Medicare Part D.

The proposal would also allow patients,

pharmacists, and wholesalers to import "safe, affordable" medicine from Canada and other major countries.

Gillibrand's plan would also make Medicare beneficiaries in U.S. territories, such as Puerto Rico, eligible for the Medicare Part D Low Income Subsidy program. This program — known as "Extra Help," — provides federal subsidies to help low-income seniors with their monthly premiums and other out-of-pocket prescription drug costs, Gillibrand's office said. ■

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UHS breaks ground for Wilson Project in Johnson City

First facility expansion in more than 30 years

BY ERIC REINHARDT
ereinhardt@cnybj.com

JOHNSON CITY — Work is underway to develop the Wilson Project, a new, six-story, “state-of-the-art” clinical tower at UHS Wilson Medical Center, adding more than 183,000 square feet of space to the existing hospital.

It represents the first expansion of the Johnson City campus in more than 30 years, UHS said.

The UHS Foundation is launching a \$10 million capital campaign to support the project, which is called the UHS Journey Campaign. To date, the effort has raised close to \$6 million.

Creating a “great patient experience” is what this Wilson Project is really all about, John Carrigg, president and CEO of UHS, said in his remarks at an April 19 groundbreaking ceremony.

“The goal of the exciting new clinical tower that will take shape at this location

is to provide a state-of-the-art healing environment for the patients we serve in the Southern Tier well into the future,” Carrigg said. “This groundbreaking ceremony represents a major step forward in the enhancement of UHS Hospital’s facilities ... and the end result will be more than just a magnificent building ... but most importantly a great place to provide and receive care.”

The building will include four inpatient medical/surgical units with 30 private rooms each.

Facing Main Street, the tower will be the “front door” to UHS services going forward, the health-care organization contends. It will feature a new emergency department, MRI suite, surgical-support area, and rooftop helipad, in addition to the patient rooms.

Carrigg went on to describe the Wilson Project as a “vital part of [the] UHS overall strategic and facility master plan.”

Rochester-based LeChase Construction Service, LLC is the contractor on the project. Construction will happen in three phases with completion set for summer 2025. Chianis + Anderson



Officials on April 19 broke ground on the Wilson Tower project at UHS Wilson Medical Center in Johnson City.

PHOTO CREDIT: UHS WEBSITE

Architects, PLLC of Binghamton is the lead architect on the project.

“The Wilson Project will ... truly enable us to recruit and retain outstanding health-care professionals and providers who will be naturally attracted to a modern, state-of-the-art working campus,” Carrigg said.

The project also adds to an area of Johnson City that has a health-care focus with Binghamton University’s health-sciences campus located in the same neigh-

borhood, he added. The area is home to Binghamton’s School of Pharmacy and Pharmaceutical Sciences and the Decker College of Nursing.

The groundbreaking event included remarks from Broome County Executive Jason Garnar; Stacey Duncan, executive director of the Agency and president and CEO of the Greater Binghamton Chamber of Commerce; and state and local lawmakers as well.



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Upstate Medical University says it's offering pay increases to its registered nurses and licensed practical nurses to be more competitive with nursing salaries.

PHOTO CREDIT: ZOE/ADVERTISING.COM

Nurses at Upstate Medical are getting pay raises

BY ERIC REINHARDT
ereinhardt@cnybj.com

SYRACUSE — Registered nurses (RNs) and licensed practical nurses (LPNs) at Upstate Medical University are receiving pay raises.

In all, Upstate Medical will offer 1,481 RNs and 125 LPNs with the geographical area pay differential (GEO). GEO raises will allow it to be “more competitive” with nursing salaries, the health system says.

The move represents “the first time” that the medical school is providing pay raises for LPNs, it said in an April 27 announcement.

Upstate Medical will pay the raises to eligible nursing staff in addition to their base pay. The raises are calculated based on years of service, experience, and education, the health-care organization said.

The move represents Upstate’s third RN GEO adjustment in the last four years. Previously, RNs received a GEO raise in 2019 and 2021.

“Upstate nurses are at the core of care we provide our patients,” Dr. Mantosh Dewan, president of Upstate Medical

University, said. “Not only do Upstate nurses deliver medical care, they also lift up families during difficult hospitalizations and provide leadership throughout this top-tier academic medical institution — one that has proven itself to be essential to our Central New York community.”

The GEO raise will provide a pay boost between \$9,000 and \$14,187 annually for PEF-represented RNs and \$7,000 annually for CSEA-represented LPNs. This 2022 GEO raise is in addition to GEOs received previously. The increase will allow Upstate Medical to “recruit and retain” nurses for patient care at its two hospitals.

PEF is short for New York State Public Employees Federation and CSEA is short for Civil Service Employees Association.

“As I’ve said for years, PEF’s goal is to increase the compensation and benefits package of state nurses to retain and attract skilled professionals to public service,” Wayne Spence president of PEF, said in a statement. “This is one more step that the president of SUNY Upstate Medical University is taking to move in that direction.”

More than 470 receive degrees at Upstate commencement

BY ERIC REINHARDT
ereinhardt@cnybj.com

SYRACUSE — Upstate Medical University started the month by recognizing its Class of 2022 during a commencement ceremony held at Upstate Medical University Arena at Onondaga County War Memorial in downtown Syracuse.

The medical school awarded 474 degrees during the May 1 ceremony.

In its online news release, Upstate Medical University provided a breakdown of the degrees.

The College of Graduate Studies awarded 19 doctoral degrees, including seven in biochemistry.

The College of Health Professions awarded 170 degrees (56 bachelor of science, eight bachelor of professional studies,

68 master of science and 38 doctorate of physical therapy). The college's programs include clinical perfusion, medical imaging, medical technology, medical biotechnology, respiratory care, physical therapy, physician assistant, and radiation therapy.

The College of Medicine awarded 171 degrees (146 doctor of medicine, 22 master of public health degrees, and three certificates in public health.)

The College of Nursing awarded 110 degrees and certificates (29 bachelor of science, 76 master of science degrees, and five post-master certificates).

The medical school also presented honorary degrees to three people who have made "substantial contributions in areas of importance to Upstate," including social justice, equity, clinician wellness, and evidence-based practice.



Upstate Medical University on May 1 held its 2022 commencement ceremony at Upstate Medical University Arena at Onondaga County War Memorial in downtown Syracuse.

The three honorees are Dr. Vanessa Northington Gamble, Bernadette Melnyk, and Dr. Tait Shanafelt.

Gamble is university professor of medical humanities at George Washington University. She is the first woman and first African American to hold this endowed faculty position, Upstate said.

Melnyk is VP for health promotion

and university chief wellness officer, the Helene Fuld Health Trust professor of evidence-based practice (EBP), and dean of the College of Nursing at The Ohio State University.

Dr. Shanafelt is chief wellness officer at Stanford Medicine and associate dean and Jeanie and Stewart Richie professor of medicine at Stanford University. ■

Five Steps for N.Y. employers to save on health-care costs

When it comes to offering health benefits to employees, every employer has two primary goals: improve coverage and lower costs.



MICHAEL MCGUIRE
Viewpoint

Achieving those goals may help encourage a healthier workforce, while reducing absenteeism and presenteeism, both of which can sap productivity and make an employer less competitive.

Importantly, medical care ranks as the second-largest expense (behind salaries) for employers, so it is vital employers maximize the value of their health benefits.

Rather than watching health-plan premiums go up year after year, what if employers could cut costs by up to 15 percent or more compared to their existing benefits package? While that might sound too good to be true, the growing popularity of level-funded plans is making that possible for some employers when they move from fully insured plans. Tellingly, a recent report found that 42 percent of small firms use a level-funded plan, up from just 7 percent two years ago.

To help employers, especially small and mid-size businesses, navigate the transition from fully insured to level-funded (or even self-funded) health plans, here are five steps to consider:

Evaluate your plan options. Historically, employers often selected either a fully insured plan or, as companies grew larger, moved to a self-funded arrangement. That yielded potential savings but came with additional financial risks if medical costs exceeded expectations. A third option some employers have recently adopted more often is a level-funded plan, which offers the potential savings available through a self-funded approach but with less financial risk. In short, employers with level-funded plans pay a fixed monthly fee to cover claims, administrative fees, and stop-loss insurance, which help protect against unexpectedly large claims. If medical claims are lower than expected, the employer can potentially keep some of the

surplus refund at year-end.

Request an underwriting analysis.

To determine if such upfront savings would be possible for your business, the next step is to request an underwriting analysis to review your company's previous medical claims and other factors to help determine what reduction may be available. This can be coordinated by an insurance broker or by connecting directly with a health-insurance company that offers level-funded plans. Generally, employers with relatively younger and healthier workforces may save the most.

Invest in wearables and wellness.

Once an employer opts for a level-funded plan, it is important to help employees and their families play a more active role in their well-being and adopt ways to save on out-of-pocket costs. For instance, adding a wearable device well-being program can equip employees with a smartwatch or activity tracker, enabling individuals to monitor daily activity levels and earn financial incentives to help cover routine health-care costs. Encouraging employees to get or stay active may help build a culture of wellness while reducing the prevalence of costly chronic conditions, such as diabetes or heart disease.

Leverage other types of technology.

In addition to wearables, employers with level-funded plans should include coverage and resources related to virtual care. That's because virtual care, also known as telehealth, may offer employees a more convenient and affordable way to access medical care, including primary, urgent, and behavioral care, as well as chronic-condition management. With ongoing spread of the virus that causes COVID-19, encouraging the use of virtual care is especially important as an alternative to in-person care. In addition, unlike with most fully insured plans, employers with level-funded can receive detailed monthly data reports to help them better understand how employees are using their health benefits. This can enable tailored clinical interventions and communication campaigns, including to help reduce avoidable emergency-department visits and the use of out-of-network

care providers or facilities.

Integrate additional benefits.

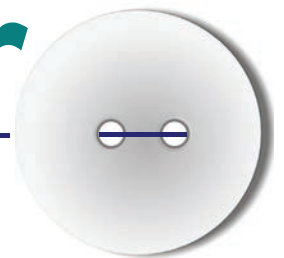
Importantly, employers moving to a level-funded plan should continue to take a whole-person approach to health benefits, including maintaining or adding coverage for vision, dental, hearing, and behavioral-health services. That's because research shows a link between overall health and oral, eye, and hearing health, including a connection to various chronic medical conditions. Also, businesses that combine medical coverage with specialty benefits through a single

health-care company may in some cases be able to save up to 4 percent on medical premiums, as well as leverage data to help improve health outcomes, flag gaps in care, drive productivity, and reduce costs.

By considering a move to a level-funded plan and adopting these additional strategies, employers may make offering medical coverage to their workforces more affordable and personalized. ■

Michael McGuire is the CEO of UnitedHealthcare of New York.

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MVHS, registered nurses agree on new contract

BY TRACI DELORE
tdelore@cnybj.com

UTICA — Officials from Mohawk Valley Health System (MVHS) and the New York State Nurses Association (NYSNA) have reached an agreement on a new three-year contract.

NYSNA represents the registered nurses at the St. Elizabeth Campus of MVHS. The nurses completed a ratification vote on April 29, with 96 percent voting in favor of the new contract, according to a release from NYSNA. The pact includes no givebacks along with significant wage increases.

NYSNA nurses had been working under an expired contract since the 2021 winter COVID-19 surge, according to NYSNA.

Highlights of the new contract include:

- Wage increases of more than 15 percent over three years
- Personal time off buy-back at 100 percent up to 100 hours to compensate nurses who sacrificed personal time during the pandemic
- Preceptor pay at an additional \$2 per hour
- Tuition refund of 100 percent, up to

\$8,000

- Retroactive pay of \$150 per month for 2020 and 2021 for full-time employees, prorated for part-time and per-diem employees

- Increase in night differential
- No givebacks

“This new contract is a win for nurses and patients in Utica,” NYSNA Local Bargaining Unit President Sheila Conley, RN, said in the release. “By negotiating a fair contract that respects frontline nurses and offers more competitive wages and benefits, we hope to be able to improve staffing to deliver the quality care our community deserves.”

“We appreciate and highly value all of our nursing staff,” MVHS President and CEO Darlene Stromstad, said in a separate statement. “The last two years have been very challenging and stressful, and our nurses have been going above and beyond, showing great resilience and caring. I believe this is a good contract for our nurses; it is fair and equitable, ensures that nurses are being paid competitive marketplace wages, and is sustainable for an organization like ours that primarily serves a very vulnerable population.



An April 30 shot of the new Wynn Hospital of the Mohawk Valley Health System that is under construction in downtown Utica.

PHOTO CREDIT: ZOEVAADVERTISING.COM

I want to thank the NYSNA leadership for their willingness to work toward a positive outcome for our nurses and the organization.”

MVHS continues to work with the various unions representing employees as it prepares to transition into the new Wynn Hospital that is under construction.

The New York State Nurses Association (www.nysna.org) represents more than 42,000 members across the state. It is the state’s largest union and professional association for registered nurses.

Mohawk Valley Health System (www.mvhealthsystem.org) is the result of the 2014 affiliation between Faxton St. Luke’s Healthcare and St. Elizabeth Medical Center. The integrated health system has 4,200 full-time equivalent employees and a combined operating budget of \$566 million. It serves Oneida, Herkimer, and Madison counties with 21 primary care locations, a Children’s Health Center, a Women’s Health Center, a Breast Care Center, Urgent Care, and general, orthopedic, and neurological surgeons. ■



The Cybersecurity Special Report will delve into key trends and topics in the cybersecurity area.

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- Risks of working at home in a pandemic
- Vulnerability testing

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The recession could be here

U.S. economy contracts 1.4 percent in Q1 amid crushing inflation

Well, that didn't take long. It has only been a month since the spread between 10-year treasuries and 2-year treasuries in the bond market inverted on March 31. That has been a reliable recession indicator that has predicted almost every recession in modern economic history.

**ROBERT ROMANO**
Opinion

Now, here we are, and the first quarter gross domestic product (GDP) has contracted 1.4 percent on an inflation-adjusted, annualized basis, according to data compiled by the U.S. Bureau of Economic Analysis (BEA). The economy is overheating. If the same thing happens in the second quarter, the U.S. economy will officially be in another recession, shortly after the brief 2020 COVID recession.

Usually, it takes on average about 14 months until a recession follows such a bond-market inversion, but again, that's just on average. Sometimes, the inversion occurs when the recession has already started. Sometimes, the recession hap-

pens two years after the inversion. Only in hindsight do we find out which.

So, is this the recession right now? Here are a few indicators to keep your eyes on.

In the BEA's GDP report, it should be noted that the economy did grow on a nominal basis by 6.5 percent annualized, by \$382 billion to \$24.4 trillion.

It's just that with consumer inflation at 8.5 percent and producer inflation at 11.2 percent, rising prices more than offset the nominal growth. The same thing happened in the 1970s and early 1980s, with monster nominal GDP gains that were more than offset by double-digit inflation.

Similarly, exports nominally increased by \$69 billion, but with the inflation adjustment, on the so-called real GDP, they decreased by \$36 billion. Federal government spending was nominally about the same each quarter of 2021, and again in the first quarter of 2022, at \$1.57 trillion, but after adjusting for inflation fell by 1.5 percent.

How GDP is adjusted for inflation is important to understand, because it is one of the few accountability mechanisms that the American people have against a spend-thrift federal government, which would prefer to conceal the terrible impacts of inflation on American working families as real wages are getting crushed.

Note that as a result of the inflation, real earnings are down 2.7 percent over the past 12 months, according to the

Bureau of Labor Statistics. And it's little wonder.

Congress spent and borrowed about \$6 trillion to fight COVID after January 2020. That included the \$2.2 trillion CARES Act and the \$900 billion phase four legislation under former President Donald Trump, as well as the \$1.9 trillion stimulus and \$550 billion of new infrastructure spending under President Joe Biden.

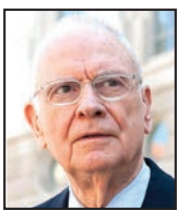
As a result, the national debt has increased by \$7.2 trillion to \$30.4 trillion since January 2020, of which the Fed monetized half, or \$3.4 trillion, by increasing its share of U.S. treasuries to a record \$5.7 trillion while the M2 money supply has increased by \$6.4 trillion to \$21.8 trillion, a 42 percent rise in that same timeframe.

The supply-chain crisis is absolutely playing a role in the inflation. That is why having the Congress spend so much money and the Federal Reserve print so much money — especially after the economy was already largely reopened by the end of 2020 — was an unforced error. It was literally Milton Friedman's "too much money, chasing too few goods." ■

Robert Romano is the VP of public policy at Americans for Limited Government (ALG). The organization says it is a "non-partisan, nationwide network committed to advancing free-market reforms, private property rights, and core American liberties."

America's role includes leadership

The question of America's role in the world is central to U.S. foreign policy, and we have debated it since the nation's founding. Russia's war against Ukraine has brought new urgency to the question.

**LEE HAMILTON**
Opinion

The U.S. has rightly taken a leading role in responding to Russia's invasion with economic sanctions and other measures. We are providing humanitarian and military aid to Ukraine and welcoming Ukrainian refugees. Importantly, we are working together with allies, especially the NATO alliance.

These actions have broad public support. While some Americans worry about a larger conflict with a nuclear-armed Russia, many think we should be doing more to help. In general, the American people agree the U.S. should be a leader in the effort.

Apart from responding to crises like Ukraine, however, Americans often disagree about what our role in the world should be. We have had serious, impassioned debates about this matter throughout our history, and our answers have evolved. Circumstances changed, and our beliefs and policies changed with them.

As I have noted before, you can get a sense of this from statements made by our presidents. George Washington said the United States should have commer-

cial relationships with other countries but "as little political connection as possible." Thomas Jefferson called for peace and commerce with all nations but "entangling alliances with none." John Quincy Adams expanded trade agreements but declared that America "goes not abroad in search of monsters to destroy."

By the 20th century, the monsters couldn't be ignored. Woodrow Wilson said the U.S. would enter World War I for the world to "be made safe for democracy." Franklin Delano Roosevelt, gearing up for World War II, contended that the U.S. would be "an arsenal of democracy." Ambitious claims about America's role continued through the Cold War. John F. Kennedy said America would "pay any price, bear any burden, meet any hardship ... to ensure the survival and success of liberty." Bill Clinton argued that America "stands alone as the indispensable nation." George W. Bush contended that our objective should be "ending tyranny in our world."

We haven't always lived up to our high ideals and ambitious goals, however, and foreign-policy failures have diminished Americans' appetite for intervention. Vietnam came to be seen by many as a mistake. In Iraq, we quickly ousted Saddam Hussein, but stable government was elusive. Our 20-year engagement in Afghanistan ended as it started: with the Taliban in control.

Exercising world leadership isn't easy or cheap, and the American people have a huge stake in the decisions we make, because they will pay the price — in dollars

spent and, sometimes, in lives lost — as those conflicts demonstrated.

The United States is the world's economic, military and cultural leader, and that preeminence is the reason we have these debates about America's role. Our power may not be unchallenged as it was after the fall of the Soviet Union — China's influence is growing — but we still shape the global order more than any other country. The world looks to us to lead. I have attended many high-level international meetings over the years, and I was always struck by how other nations looked to the U.S. for leadership, especially in times of crisis.

We obviously can't solve all the world's problems. We need to always center American interests and act in accordance with American values; and it's essential that we work our allies, not unilaterally.

But the crisis in Ukraine has brought home that the world needs leadership, and the U.S. is uniquely positioned to provide it. We can't avoid the role of world leadership, and we shouldn't want to either. ■

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

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BUSINESS CALENDAR

Email us at movers@cnybj.com

MAY 12

■ **Champions of Syracuse Wine & Cheese Networking event** from 5:30-7:30 p.m. at Epicure, 334 S Salina St., Syracuse. This free event is presented by Epicure and Hey Alec Productions, LLC, creators of the new travel TV show, called "Off the Wall & Up Close." Enjoy wine and cheese samples compliments of Epicure, live piano music by Tom Chick, and a sneak peek at the Off the Wall & Up Close pilot episode. Learn about how the organizers plan to help businesses in Syracuse generate sustainable success and how you can get involved and take advantage of opportunities to support your business, eatery, or local craft. For more information, visit: <https://www.eventbrite.com/e/champions-of-syracuse->

wine-cheese-networking-hosted-by-off-the-wall-tv-tickets-323379204907

■ **58th Annual Greater Binghamton Chamber Dinner & Meeting** from 5:30-9 p.m. at DoubleTree by Hilton in Binghamton. The meeting celebrates outgoing and incoming chairmen of the board, and the Civic Leader of the Year, Small Business Person of the Year, Entrepreneur of the Year, and Chamber Volunteer of the Year awards. The event will have a 1960s-inspired theme and entertainment. Cost is \$70 per person. For more information and to register, visit: <https://business.greaterbinghamtonchamber.com/events/details/58th-gbcc-annual-dinner-meeting-8664?calendarMonth=2022-05-01>

MAY 17

■ **Virtual Voyage Open Forum** from 12-12:45 p.m. CNY ATD traverses the world of virtual with ongoing informal conversations providing a resource and the opportunity to learn, share, and discuss. This month's topic: Alternatives to PowerPoint. No charge to participate in this virtual activity. For more information, call (315) 546-2783 or email: info@cnyatd.org. Register at: https://cnyatd.org/virtual_forum

MAY 18

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

MAY 19

■ **Planning for Transition: A Panel Discussion on Succession Planning** webinar from 9-10:30 a.m., presented by the Finger Lakes Grant Information Center. This virtual event seeks to help nonprofit organizations plan for smooth and thoughtful transitions of leadership, as well as for unexpected departures. Cost is \$20. For more information and to register, visit: <http://events.r20.constantcontact.com/register/event?oeidk=a07ej4x1qd4f5d6df59&llr=trel7bab>

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

CONTINUED ON PAGE 15 ▶

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PEOPLE ON THE MOVE NEWS

ADVERTISING MARKETING & PR

Pinckney Hugo Group, a full-service marketing communications firm, has promoted **SARAH TOGNI**, of Syracuse, to art director. Togni was previously a junior art director and has been with the agency for over three years. She has a master's degree in advertising from the S.I. Newhouse School of Public Communications at Syracuse University and a bachelor's degree in communications from Le Moyne College.



Togni

CONSTRUCTION

The Hayner Hoyt Corporation recently announced three promotions. **JOE CUTRO**

has been promoted to Carpenter 4. He started with Hayner Hoyt in 2013. Cutro earned his bachelor's degree in computer science with a minor in math from SUNY Oswego.

MIKE LACEY has been promoted to superintendent. He joined Hayner Hoyt in 2007 as a carpenter. Lacey quickly advanced to production foreman, lead carpenter, assistant project superintendent, supervisor, and now superintendent. **JAKE BRATEK** has been promoted to assistant project manager. He started with Hayner Hoyt as an intern in 2017 and was hired full time in 2019. Bratek has a bachelor's degree in construction management from Utica University.

ADAM GREEN, regional operations manager in Binghamton for LeChase Construction Services, LLC, has been named VP at the firm. With more than 20 years of experience in the industry, Green started his career as a laborer and carpenter. He joined LeChase as a project engineer in 2006 and worked his way through various levels of project management, before being named a regional operations manager in 2019. He also managed startup of Greenlight LeChase, the company's joint



Cutro



Lacey



Bratek



Green

venture with Greenlight Networks, which was formed later that same year. Green has a bachelor's degree in liberal arts and mathematics from Lycoming College.

ENGINEERING

MEERA RAMESH has joined Ryan Biggs | Clark Davis Engineering & Surveying, D.P.C. — a firm specializing in structural engineering and land surveying in Skaneateles Falls — as restoration engineer. Ramesh will provide structural-engineering analysis and design support of the firm's historic preservation and façade-restoration projects. She earned her bachelor's degree in civil engineering from Birla Institute of Technology and her master's degree in structural analysis of monuments and historical constructions from University of Minho in Portugal, and Czech Technical University. Ramesh recently earned her Ph.D. in civil engineering from the University of Minho.



Ramesh

WILLIAM J. SPIZUOCO has joined Plumley Engineering, P.C. as an environmental managing engineer and hydrogeologist, responsible for all aspects of environmental projects. He brings 37 years of work experience in government, industry, and consulting. That includes experience in multi-media compliance audits, RCRA compliance, permitting (air, water, bulk storage), preparation of regulatory plans, wastewater treatment, investigation/remediation of groundwater, soil and soil vapor, environmental management, ESG, and decommissioning of hazardous-waste units. Spizuoco has a master's degree in civil and environmental engineering and a bachelor's degree in geology. Plumley Engineering, with offices in Lysander and Rome, offers professional services in civil, environmental, and geotechnical engineering.



Spizuoco

GUN STORAGE

SecureIt Tactical Inc., a Syracuse-based maker of gun-storage systems, has named **CHRIS PANEBIANCO** chief marketing officer. He is responsible for leading the company's brand management, marketing,



Panebianco

and communications initiatives to scale the SecureIt brand and drive revenue for the business. Panebianco joins SecureIt from Bankers Healthcare Group (BHG), where he was chief marketing officer for 13 years, responsible for branding, performance marketing, and corporate social responsibility. In his tenure, he helped scale the company from \$300 million in loan originations to \$10 billion, built a team of more than 65 marketing professionals, and set the go-to-market strategy for 10 products within the company's portfolio. Previously, he held senior-level marketing positions with MindComet, PMC Lending, Ride Now Powersports, and PriceMcNabb. Panebianco holds a bachelor's degree in communication studies from the University of North Carolina at Greensboro. **EMILY BOWE** has joined SecureIt Tactical as senior communications manager. She will be responsible for establishing the company's corporate-communications strategy and media-relations program, as well as overseeing social-media execution and content development across all channels. Bowe joins SecureIt from BHG, where she most recently was VP of product marketing. She also served as VP of brand and VP of content strategy in her tenure, overseeing the branding and communications initiatives for the business. Previously, she's built and executed full-scale communications plans for clients spanning the loyalty marketing, travel, retail technology, and advertising industries, among others. Bowe holds a bachelor's degree in communications from Bradley University. **DEB FELDSTEIN** has been appointed executive VP/chief operating officer at SecureIt Tactical. In this role, she will be responsible for overseeing all aspects of the business, as well as working cross-functionally to execute the strategic vision for the company. In addition to her new role, Feldstein will also serve as the integrator for the company, a position established in the Entrepreneurial Operating System (EOS) business model. Under the EOS model, Feldstein will be responsible for the execution of SecureIt's business plan, instilling process and accountability throughout the company, creating organizational clarity, as well as team unity. Feldstein joined the company in 2018, serving as the acting director of sales and customer service, director of operations, and supply chain and logistics



Bowe



Feldstein

manager. She previously worked in operations roles at Turning Stone Resort Casino, Lockheed Martin, Oneida Air Systems, and Midstate Spring Inc. Feldstein holds a bachelor's degree in supply chain management, business, and entrepreneurship from Syracuse University.

HEALTH CARE

Helio Health has hired **BOB ROBERTS** in the newly created role of chief facility operations officer. He will oversee all facilities, real estate, construction, maintenance and fleet operations. Roberts has a broad spectrum of senior leadership experience, having managed multiple companies in the for-profit and not-for-profit sectors. He has experience at multiple companies being accountable for multimillion-dollar budgets and large-scale workforces. Roberts spent 10 years leading two not-for-profit companies as an executive in upstate New York. Most recently, he served as chief administrative officer for one of the nation's leading disaster recovery and preparedness firms. Helio Health's mission is to promote recovery from the effects of substance use and mental health disorders and other health issues. It operates facilities in Syracuse, Rochester, Utica, and Binghamton.



Roberts

MANUFACTURING

Indium Corporation announced that **AMY SCHULTZ** has been promoted to senior specialist I, based at the company headquarters in Clinton. In her expanded role, Schultz works closely with research technologists, engineers, and product managers to identify potential uses for Indium Corp. products by universities and research laboratories, focusing specifically on universities outside of the United States. She also serves in a leadership role for multiple internal committees, maintains company databases, and performs administrative duties for the Tech Assessment department. Schultz joined Indium in 2018 as the university and institutional-support specialist. In that role, she worked closely with numerous departments to identify potential uses for company products by universities and research laboratories. Schultz earned her bachelor's degree in business management from SUNY Empire State College. ■



Schultz

BUSINESS CALENDAR:

Continued from page 14

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

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

capture a larger market share for growth, ultimately contributing to a stronger local economy. For more information and to register, visit: <https://www.centerstateceo.com/news-events/buy-local-bash-presented-by-americu>

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

begins with a shotgun start promptly at 10 a.m. Registration, cart assignment, and continental breakfast start at 9 a.m. Contact the Tioga Chamber for registration at www.tiogachamber.com, or call for information at (607) 687-2020, or email: info@tiogachamber.com

MAY 25

■ **Align People, Jobs and Business** interactive virtual program from 8:15-10 a.m. This CNY ATD program will discuss talent optimization, aligning people strategies with business strategies for optimal business results. Cost is \$25 for CNY ATD members and \$40 for non-members. For more information, call (315) 546-2783 or email: info@cnyatd.org. Register at: https://cnyatd.org/upcoming_program2

MAY 27

■ **Critical Thinking Workshop** from 8 a.m.-3:30

p.m. at the Innovative Technologies Complex at Binghamton University in Vestal. This highly participative session will engage attendees in activities that demonstrate tips, tools, and techniques for effective decision-making. It will focus on core critical analysis based on a combination of left brain and right-brain approaches. The course is approved for six professional-development hours for professional engineers and is open to students, faculty, staff, and all professionals. For more information, visit: <https://business.greaterbinghamtonchamber.com/events/details/critical-thinking-workshop-8685?calendarMonth=2022-05-01>

JUNE 8

■ **CNY ATD Orientation** from 12-1 p.m. Learn about CNY ATD and its activities in this complimentary virtual activity. For more information, call (315) 546-2783 or email: info@cnyatd.org. Register at: <https://cnyatd.org/orientation>

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