



SCIARABBA WALKER HAS HAD A BUSY YEAR OF GROWTH



PAGE 6

PHOTO CREDIT: HOIT ARCHITECTS



PAGE 3

**UPSTATE CANCER CENTER IN VERONA STARTS
 SEEING PATIENTS**

PHOTO CREDIT: UPSTATE MEDICAL UNIVERSITY WEBSITE



PAGE 5

**NYS, FTC AMONG THOSE PURSUING
 ANTITRUST LAWSUIT AGAINST AMAZON**

PHOTO CREDIT: ZOE VIA ADVERTISING.COM

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:

October 23 List: Commercial Builders & Contractors

October 23 Special Report: Construction/Sub-Contractors

October 30 List: Office Equipment and Furniture Companies

October 30 Special Report: Labor & Employment Law

November 6 List: Banks

November 6 Special Report: Banking & Credit Union Report

November 13 List: Chambers of Commerce

November 13 Special Report: Resources for Small Business/Education

November 20 List: Museums

November 20 Special Report: Hospitality/Tourism

November 27 List: Nursing Programs

November 27 Special Report: Manufacturing/High-Tech/Incubators

December 4 List: Commercial Real-Estate Firms/Trucking, Equipment & Logistics Companies

December 4 Special Report: Employee Benefits/HR/Insurance

December 11 List: Lifestyle List: Ski Resorts


December 11 Special Report: Energy/Environment/Sustainability

December 18 List: Landscape Architects


December 18 Special Report: Construction/Design/Real Estate

December 25 Special Report: CNY Legends

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



PHOTO CREDIT: HARTWICK COLLEGE

Hartwick College recently renamed its nursing program, founded in 1946, to the School of Nursing. This nursing uniform was worn by Ann Levchak, one of 25 members of the college's first nursing graduating class. Her daughter Marilyn Wanser donated the uniform to Hartwick's archives.

Hartwick College renames nursing program to School of Nursing

ONEONTA — Hartwick College recently launched its School of Nursing — a name change to better represent the college's existing nursing program.

"On this 80th anniversary of the nursing program, I want to offer my congratulations and gratitude to the nursing alumni, current nursing students, nursing faculty, the entire nursing department, our clinical partners, and everyone else who has contributed to the success of our program," Darren Reisberg, college president, said at an event during the college's recent True Blue reunion weekend.

"Since that first nursing class in 1943, the art, science, and technology involved in the education of professional nurses has evolved significantly," Patricia Grust, nursing department chair and clinical associate professor, said.

"We have adapted throughout the years to maintain a high level of success and are very excited to address these ongoing challenges as we continue the Hartwick legacy."

The new School of Nursing has a long history of leadership and service in nursing education, the college contends. The U.S. Public Health Service and State Department of Education authorized Hartwick in 1943 to be one of the first colleges to respond to President Franklin D. Roosevelt's call for a uniformed nurse reserve. That fall, eight women enrolled in the U.S. Cadet Nurse Corps program.

Today, the Hartwick School of Nursing has 234 students pursuing nursing majors and boasts more than 1,500 graduates.

Mohawk Valley Gives event raises more than \$2.4M for nonprofits

UTICA — The Community Foundation of Herkimer and Oneida Counties' second annual Mohawk Valley Gives 24-hour online giving event held Sept. 20 raised more than \$2.4 million to benefit local nonprofits serving the region.

The total raised tripled the amount received during the first year of the event with more than 6,600 unique donors making over 9,200 individual donations to the 255 participating nonprofits.

The top earners for the giving day were Little Falls Youth and Family Center with \$275,909, ARC Herkimer at \$182,988, and Susquehanna SPCA with \$91,060. The full list of results is available online at givemv.org.

"I have heard this statement about our community for decades, that 'We are a very giving community,'" Community Foundation President/CEO Alicia Fernandez Dicks said in a press release. "Our 2023 giving day exceeded all expectations and exemplifies a community that cares, a community that supports each other, and a community that wants to thrive. Mohawk Valley Gives shows us that our generous community can offer amazing support for the many nonprofits that serve our area. This year's results are a true demonstration of our collective generosity."



Throughout the event, the Community Foundation awarded more than \$50,000 across 50 prize categories to participating nonprofits through the support of sponsors, as well as members of its board of trustees. This gave nonprofits more than 250 chances to win. The full list of winners is also available online.

Organizations also accessed matches and challenges throughout the day to add to their total dollars raised.

New this year, the "Piece of the Pie" prize pool was a \$20,000 bonus that complemented the "Take the Cake - Most Donors" prize. Organizations that received at least one donation would earn between \$53 and \$387. The more donors it had, the bigger its piece of the prize pie would be.

Mohawk Valley Gives returns on Sept. 20, 2024.

Oswego Health Foundation names two new board members

OSWEGO — The Oswego Health Foundation, the philanthropic arm of the health system, announced it has recently added William W. Crist and Tom Roman as new members of its board of directors.



Crist



Roman

Crist has called the Oswego area home since his early teens. He has more than 40 years of experience in education — from classroom teacher to superintendent of schools. He recently retired from the Catholic Schools of the Diocese of Syracuse. Crist remains active throughout the community, serving on several nonprofit and volunteer boards in the area including the United Way of Greater Oswego County, Weston T Hyde Education Foundation, and ARISE advisory board. Crist's wife, Carol, has spent her career as a nurse at Oswego Health, according to a news release from the health system.

Roman is the senior VP and chief lending officer at Fulton Savings Bank, where he is responsible for setting strategic direction and oversight for the management and development of all commercial and residential real estate and consumer-lending areas. His banking career spans nearly 30 years throughout New York state, primarily serving the Central New York region, per the release. Most recently, Roman served as VP and senior commercial-banking relationship manager at NBT Bank and previously worked as a VP in the commercial banking divisions of Citizens Bank and Key Bank. Roman's community activities include serving as president and board member for the Oswego Minor Hockey Association and as a board member for the Boys and Girls Clubs of Syracuse.

Rolling off the Oswego Health Foundation board after a two-year term are Craig Fitzpatrick and Ed Alberts, the health system said.

New York farms boost milk production almost 4 percent in August

New York dairy farms produced 1.38 billion pounds of milk in August, a 3.8 percent increase from 1.329 billion pounds in the year-prior month, according to the monthly milk-production report that the USDA's National Agricultural Statistics Service (NASS) issued on Sept. 18.

Milk production per cow in the Empire State averaged 2,190 pounds in the eighth month of 2023, up 2.8 percent from 2,130 pounds in August 2022. The number of milk cows on farms in New York totaled 630,000 head in August, up 1 percent from 624,000 head in the year-ago month, NASS reported.

New York dairy farms were paid an average of \$18.80 per hundredweight of milk in July, down 1 percent from \$19 in June, but off 30 percent from \$26.70 in July 2022.



Upstate Cancer Center in Verona starts seeing patients

BY ERIC REINHARDT
ereinhardt@cnybj.com

VERONA — It's expected that the new Upstate Cancer Center in Verona will see its first patients on Oct. 17.

Syracuse's Upstate Medical University on Sept. 26 formally opened the new center, which is located at the intersection of Routes 365 and 31 in Verona. The location is "important and came about after a long search," Upstate said.

"We've been serving this community for almost 30 years and we wanted to bring the next generation of cancer care to this region, so we've been planning for a long while to make this happen," Dr. Robert Corona, CEO of Upstate University Hospital, said in a release.

More than 150 people attended the Sept. 26 formal-opening event, which included tours of the 30,000-square-foot Upstate Cancer Center.

The new center includes expanded diagnostic and treatment services and spaces for all

cancers. It will provide medical oncology, radiation therapy, surgical subspecialties, radiology, laboratory, pharmacy, and consultative services.

Its services also include the Varian TrueBeam, a radiotherapy system that helps deliver "powerful cancer treatments with pinpoint accuracy," Upstate Medical University contends.

The center is located on land belonging to the Oneida Indian Nation, making it the "first time in history" that an Indian nation and New York State have worked together to build a medical facility for an entire region on Indian lands, Upstate Medical University said, citing the Oneida Indian Nation.

Oneida Indian Nation Representative Ray Halbritter, CEO of Oneida Nation Enterprises, presented a leather medicine bag made by Nation representatives to Corona and credited several people with making the opportunity possible.

In her remarks, cancer survivor Dixie Enos told the gathering about the "outstanding care" she



Upstate Medical University on Sept. 26 cut the ribbon to formally open its new cancer center in Verona, located on land belonging to the Oneida Indian Nation.

PHOTO CREDIT: UPSTATE MEDICAL UNIVERSITY WEBSITE

has received as a patient of the Upstate Cancer Center and the "bright future the center presents to others like her."

"The new Upstate Cancer Center isn't just a facility; it's a promise to all those who walk through the doors," Enos said in the Upstate release. "It's a promise of cutting-edge care, of innovative research that promises to unravel the mysteries of cancer. It's a promise to the community that no one fights alone."

Others offering remarks included Dr. Thomas Vandermeer, interim director of the Upstate Cancer Center; Thomas Valenti,

principal of the Cameron Group, LLC; Dr. Brian Thompson, Upstate assistant dean for diversity and a member of the Wolf Clan, Oneida Indian Nation; Dr. Gennady Bratslavsky; Dr. Phillip Capozzi, endowed professor of urology; and Dr. Linda Schicker, assistant professor of radiology.

Valerie Grey, SUNY senior vice chancellor for academic health and hospital affairs, offered congratulations on behalf of SUNY Chancellor John King, Jr., Upstate said.

With the opening of the Verona facility, the Upstate Cancer

Center now provides services in numerous locations. They include the Patricia J. Numann Center for Breast, Endocrine & Plastic Surgery in Syracuse, Waters Center for Children's Cancer and Blood Disorders in Syracuse, the Upstate Cancer Center (Gynecologic Oncology) at Madison Irving Medical Center, Upstate Cancer Center at Hill Medical Center in Syracuse, Gamma Knife Center at Upstate University Hospital, Upstate Cancer Center at Upstate Community Hospital, and Upstate Cancer Center at Oswego, per the release. ■

Onondaga County hotels register increase in guests in August

SYRACUSE — Onondaga County hotels posted a slight rise in occupancy in August, while two other benchmarks of business performance increased much more.

The hotel-occupancy rate (rooms sold as a percentage of rooms available) in the county edged up 2.4 percent to 76.5 percent in the eighth month of this year compared to August 2022, according to STR, a Tennessee-based hotel market data and analytics company. Year to date, occupancy was up 4.8 percent to 61.6 percent.

Revenue per available room (RevPar), a key industry gauge that measures how much money hotels are bringing in per available room, jumped 13.1 percent to \$115.71 in Onondaga County in August from a year prior. In the first eight months of 2023, RevPar was 13.2 percent higher to \$79.46.

Average daily rate (or ADR), which represents the average rental rate for a sold room, moved higher by 10.5 percent to \$151.28 in August versus the year-earlier month. For the period between Jan. 1 and August 31 of this year, ADR was up 8.1 percent to \$128.92, compared to the same timeframe in 2022. ■

REFLECTION. UNITY. HOPE.

**THURSDAY
NOVEMBER 16, 2023**
Marriott Syracuse Downtown
100 E. Onondaga Street, Syracuse

Prepare to be moved by stories of triumph, resilience, and the unstoppable human spirit. The Rescue Mission Alliance is proud to present the Annual Hope Awards, a heartwarming celebration dedicated to honoring the remarkable individuals who have defied the odds and risen above life's most daunting challenges.

The Rescue Mission stands as a beacon of hope in the communities of Syracuse, Auburn, and Binghamton. We extend our reach to thousands of individuals and families, channeling the power of putting love into action.

Your presence and support truly make a difference at this special once-a-year event. Join us at the Annual Hope Awards as we celebrate the remarkable individuals who embody the essence of hope and transformation.

Purchase tickets here!

Presented by
ANOPLATE

HOPE AWARDS

GOLD SPONSOR: \$7,500

- Company logo on signage, program, and website
- Company recognized by Master of Ceremonies
- 10 complimentary tickets (one table)
- Exclusive event gift for each sponsor attendee

HOPE SPONSOR: \$5,000

- Company logo on signage, program, and website
- Company recognized by Master of Ceremonies
- 10 complimentary tickets (one table)

COMMUNITY SPONSOR: \$2,500

- Company logo on signage, program, and website
- 10 complimentary tickets (one table)

CORPORATE TABLE SPONSOR: \$1,750

- Company logo on table markers
- 10 complimentary tickets (one table)

INDIVIDUAL TICKET: \$150

By purchasing this ticket, you will receive one ticket to the Syracuse HOPE Awards and will provide the opportunity for one Rescue Mission client to attend the event.

New York Sash names new CEO

BY TRACI DELORE
tdelore@cnybj.com

WHITESBORO — Home-improvement business New York Sash made some team updates as the business continues to grow.

The biggest change is the return of Jill Hayes, who now serves as the company's CEO.

"It's such a great feeling to be back in the office," she said in a statement. "New York Sash has come so far since I left, and I'm excited to see how much more we can do. With the help of my amazing team, I'm committed to giving homeowners the very best experience with their home-remodeling projects, to making New York Sash the best place to work, and giving back to this wonderful community we're lucky to be a part of."

Hayes, wife of business owner Scot Hayes, first joined the company in 1995 and served for more than 20 years as marketing director and then VP. When the couple

launched television show "CNY's Open House," she also served as the company's spokesperson. After having children in the mid-2000s, Hayes decided to take a step back from the business to focus on her family.

Now that Jill is back, Scot Hayes will continue as owner of the company, with marketing efforts, on "CNY's Open House," and with involvement in organizations, events, and activities in the area.

Along with Jill Hayes as CEO, New York Sash made several other updates to its executive and management team.

Rachel Smith was promoted to VP of production and fulfillment, where she oversees and coordinates the order process and leads the production team.

Ryan Smith took on a leadership role as installation manager, where he leads the department, and the company welcomed back longtime employee Jeff Reilly as measure and product manager.

Founded in 1989, New York Sash is a home-improve-



Jill Hayes

PHOTO CREDIT: NEW YORK SASH

ment company specializing in replacement windows, siding, and bath products. It serves Chenango, Cortland, Fulton, Hamilton, Herkimer, Jefferson, Lewis, Madison, Montgomery, Oneida, Onondaga, Oswego, Otsego, and Schoharie counties. ■

Rome Health Orthopedics and Sports Medicine to relocate

Moving to medical center in early November

BY TRACI DELORE
tdelore@cnybj.com

ROME — Rome Health Orthopedics & Sports Medicine announced it is moving to the medical center on the main campus of the hospital effective Monday, Nov. 6, to better serve its patients.

"Our practice has been expanding with the addition of new specialists to serve our community," Practice Administrator Lisa Taurisano said in a news release. "When we relocated to the hospital's main campus, our patients will have convenient access to X-ray, MRI, and other diagnostic-imaging services all under one roof."

Beginning Nov. 6, the following providers begin seeing patients at the new Rome Health Medical Center location: Kyle Angelicola-Richarson, Marty Ross, Ryan

Thachen-Cary, Max Greenky, Kevin Kopko, and Mitch Rubinovich. Patients should use the Oak Street parking lot and enter the medical center through the Bartlett entrance, Rome Health said.

"With the new addition of Dr. Angelicola-Richarson, we now have six specialists to provide surgical and non-surgical treatment for conditions and injuries involving muscles, tendons, ligaments, and bones," Taurisano said. "We're pleased to be able to offer sub-specialties right here in Rome."

Angelicola-Richardson, a Rome native, specializes in treating injuries and disorders affecting the hand and upper extremity including the shoulder, elbow, and wrist. A sports-medicine specialist, Thachen-Cary has expertise in sports-related concussions.

The hospital also collaborated with Syracuse Orthopedics Specialists to perform hip and knee-replacement surgeries at Rome Health for easier access for patients.

"Whether you're a star athlete or a casual golfer, we understand your sense of urgency to get back into action,"



The Rome Health Medical Center

PHOTO CREDIT: ROME HEALTH

Taurisano said. "Our goal is to help you regain your function and mobility while alleviating pain so you can enjoy the things you love to do."

Before the Nov. 6 move, Rome Health Orthopedics & Sports Medicine is currently located at Chestnut Commons at 107 E. Chestnut St., according to its website.

Boomerang Employees: Why You Lose Them & How to Keep Them

They say if you care about something, set it free and if it comes back, it's meant to be. In many ways, the same can be said for employees and their workplaces



BRUCE ZICARI
Viewpoint

— as "boomerang employees" have become the latest hiring trend. This term is used to describe employees that leave their positions to pursue a new opportunity, only to regret their resignation and return to their former employer.

Over the past few years since the start of the "Great Resignation," industries have seen a significant increase in regretful, returning employees. According to a 2023 report by Harvard Business Review, 28 percent of new hires in a multi-year study were boomerang hires who had resigned within the previous 36 months.

While welcoming back experienced talent is great, leaders should be asking themselves, what makes them resign in the first place? And how can I retain or regain top talent in a competitive market? To start, businesses must understand the top drivers that lead employees to start seeking new roles or missing old ones.

From professional development to a change of scenery, below are the top reasons employees leave and how businesses can improve their retention and boomerang rates.

1. Exploring New Opportunities

One of the top reasons for employees to leave a company is to explore new opportunities. This could mean seeking a different role that will introduce new skill-sets like leadership and management, or simply falling for an attractive offer from a competitor. The nature of these resignations became especially popular during and immediately following the pandemic, when a highly competitive job market presented more job openings across industries than ever before with inflated perks like higher pay and greater flexibility.

To combat this allure, business leaders should prioritize offering internal learning and development programs and opportunities for employees to make lateral moves to departments that interest them. They should also consider mentorship programs that allow for the exploration of new skills and interests for specialized professional development. Most importantly, remaining competitive in areas like compensation, benefits, and work-life balance is critical in retaining and re-attracting talent.

2. Seeking Supportive Teams

It's not all about the money for some. Lack of team support and comradery is another top reason why employees leave a role. On the other hand, a strong culture and repertoire is one of the main reasons employees come back. In an international study conducted by UKG, 38 percent of job leavers stated that their peers and coworkers were the top thing they missed about a former job.

Therefore, prioritizing the building of strong bonds between employees is a great way to make the choice to leave a difficult one, and the choice to come back an easy one. This can be done through regular team outings and team-building activities, and management training to ensure that employees feel professionally supported by their peers and leaders.

3. Changing of Location

Relocating is a major driver of seeking new job opportunities, especially when a current employer requires that employees be in the office. Many professionals, especially those in Gen-Z, value the flexibility of working from anywhere, whether that means working remotely while they travel, or keeping their current job while they set off to live in a new city of their choice. Conversely,

relocation can be a reason for resignation if the employer is requesting that employees relocate for a role when they do not wish to leave their current location.

That is why maintaining flexibility is critical in re-attracting and retaining talent. If possible, businesses should seriously consider abandoning rigid in-office policies or remaining open to establishing new outposts in cities based on employees' locations. Not only does this demonstrate trust, it demonstrates a value for the personal lives of employees — an attractive benefit for boomerang talent and new prospects.

Winning back top talent is a great achievement, but business leaders should focus efforts on how to prevent resignations in the first place to avoid business disruptions. Understanding the main reasons that employees leave is the first step in building a positive working environment that proactively addresses these issues before they lead to wandering eyes. Simply put, listen to your people, heed their goals and values, and foster a culture where the grass will always be greener. ■

Bruce Zicari is the managing partner and CEO of The Bonadio Group and is also a member of the firm's management committee and board of directors. Contact him at bzicari@bonadio.com.

NYS, FTC among those pursuing antitrust lawsuit against Amazon

BY ERIC REINHARDT
ereinhardt@cnybj.com

New York, 16 other states, and the Federal Trade Commission (FTC) are suing Amazon (NASDAQ: AMZN), alleging that the ecommerce giant is a monopolist.

The entities accuse Amazon of using “a set of interlocking anticompetitive and unfair strategies to illegally maintain its monopoly power,” the office of New York State Attorney General Letitia James said in its Sept. 26 announcement.

The lawsuit alleges that Amazon’s actions allow it to stop rivals and sellers from lowering prices, degrade quality for shoppers, overcharge sellers, stifle innovation, and prevent rivals from fairly competing against Amazon.

The Seattle, Washington-based online retail and technology company operates a fulfillment center in Clay and a delivery station in DeWitt.

The complaint alleges that Amazon violates the law not because it is big, but because it “engages in a course of exclusionary conduct that prevents current competitors from growing and new competitors from emerging,” James’ office

said in a news release.

By stifling competition on price, product selection, and quality, and by preventing its current or future rivals from attracting a critical mass of shoppers and sellers, Amazon “ensures that no current or future rival can threaten its dominance,” the suit alleges.

Amazon’s “far-reaching schemes” impact hundreds of billions of dollars in retail sales every year, touch hundreds of thousands of products sold by businesses big and small and affect over a hundred million shoppers.

“Amazon illegally raised prices for consumers and took advantage of online sellers in its storefront and they should be held accountable,” James said in the release. “Amazon’s monopolistic behavior is hurting consumers, online sellers, competition, and the overall economy. Today my office is leading a multistate coalition in joining the FTC to put an end to Amazon’s abusive and manipulative practices to protect consumers and small businesses nationwide. Every company, big or small, must abide by the law and my office is not afraid to hold those that don’t to account.”



PHOTO CREDIT: ZOEYADVERTISING.COM

An Amazon employee loads a vehicle with packages to be delivered. New York is among 17 states that are joining the Federal Trade Commission (FTC) in suing Amazon (NASDAQ: AMZN), saying the firm is a “monopolist.” The Seattle, Washington-based ecommerce giant operates a fulfillment center in Clay and a delivery station in DeWitt.

Amazon reaction

In an article about the lawsuit on the website of ABC News, Amazon reacted saying, “Today’s suit makes clear the FTC’s focus has radically departed from its mission of protecting consumers and competition,” Amazon said. “The practices the FTC is challenging have helped to spur competition and innovation across the retail industry, and have produced greater selection, lower prices, and faster delivery speeds for Amazon customers and greater opportunity for the many businesses that sell in Amazon’s store.”

The company also added, “The lawsuit filed by the FTC today is wrong on the facts and the law, and we look forward to making that case in court.”

Amazon has cooperated with the FTC over a years-long investigation, the company noted. “It was our hope the agency would recognize that Amazon’s innovations and customer-centric focus have benefited American consumers through low prices and increased competition in the already competitive retail industry,” the company added.

Shared services net savings for Broome County

BY TRACI DELORE
tdelore@cnybj.com

BINGHAMTON — Broome County held a public hearing Oct. 3 to discuss ideas for its next round of shared-service projects, a years-long initiative that has brought taxpayer savings and state dollars to the county.

The state’s County-Wide Shared Services Initiative began in 2017, taking a good idea — sharing services between the county and the smaller municipalities within it — and making it a mandate. In return, once the state confirms how much the county saved, it awards one-time matching funds to the county for the first year of each plan.

Municipalities have worked for decades to share services and cut costs, Broome County Executive Jason Garnar tells CNYBJ in an interview. In both small and large ways, shared services have been happening for a while.

“There are tons of things that local governments are doing already to save money,” he says. In Broome County that includes anything from a shared water plant to sharing highway materials.

But when the state launched the shared-services initiative, it opened up an opportunity to capitalize on the savings achieved by municipalities working together, Garnar adds. Since the initiative began, the county has completed a number of projects.

Broome County worked with the Maine-Endwell and Whitney Point school districts to share caseworkers,

saving about \$325,000, and coordinated a public-safety radio tower consolidation.

A Medicaid Advantage prescription-drug purchasing alliance with municipalities and school districts allows the group to get the best prices. This helps lower the cost of the coverage Broome County provides to its retirees and saved about \$2 million.

The Town of Deposit and Village of Sanford within the county combined their two separate courts into one, saving about \$150,000. Deposit also dissolved its police department.

A joint-purchasing coalition for prescription drugs has saved the county about \$3 million, Garnar says. “The state turned around and cut us a check for \$3 million.”

“We have done four plans, and we have saved approximately \$8 million,” he notes. The county will receive the rest of the matching funding once the state verifies the county’s savings, he adds.

At the recent meeting, the plan proposed for the next cost-savings initiative will have the county working with the Binghamton City School District to add an employee to the district to work on housing situations. Once again, the position will come out of the county’s social services department, so that 50 percent of the cost is reimbursed by the state.

“It’s a nice program for counties to get in,” Garnar says. Broome County has 23 different villages, towns, and cities located within its borders.

Other counties that have participated in the initiative include Onondaga, Otsego, Oswego, Jefferson, Chemung, and Tompkins.



Garnar

CNY BUSINESS JOURNAL

FAMILY BUSINESS AWARDS

Join us for the 2023 Family Business Awards as we recognize this year’s honorees!

December 7
8:30 AM - 10:30 AM
SKY Armory

Business Innovation
Next Generation Solar

Community Service Excellence
Driver’s Village

Family Business Leader of the Year
Cooper MacDonnell,
Eastern Security Services

Fastest-Growing Family Business
Broadwell Hospitality

Multi-Generational Family Business
HR One

Veteran-Owned Family Business
Madison County Distillery

Woman-Owned Family Business
Once Upon A Child Syracuse

For more information, email registration@bizeventz.com

SPECIAL REPORT:

LAW/ACCOUNTING/TAXES



Sciarabba Walker & Co., LLP's new building in Ithaca that opened earlier this year.

PHOTO CREDIT: HOLT ARCHITECTS

Sciarabba Walker has had a busy year of growth

BY TRACI DELORE
tdelore@cnybj.com

ITHACA — Sciarabba Walker & Co., LLP is keeping busy in 2023 with the addition of a new building and at least nine new employees as the accounting and business consulting firm continues to grow.

“We started about five years ago experiencing meaningful growth,” says Dave Iles, managing partner. With growth exceeding Sciarabba Walker’s annual projections, he attributes the increase to the firm being more intentional in serving clients and adding new clients.

Growth also came out of the pandemic, especially as businesses were struggling to understand the different government programs and resources available to them, he adds, and the growth has just continued from there.

In 2013, Sciarabba Walker moved into its existing building at 410 East Upland Road in Ithaca. Right from the start, the firm fully occupied the building, Iles says,

so the challenge was how to grow and add employees within that space.

The firm approached the owner of the building next door with interest in purchasing it if the owner ever sold, and about three years ago, the owner was ready to move forward.

Plans were paused for a time during the pandemic, but Sciarabba Walker ultimately decided to tear down the existing building and start fresh with a new net-zero energy building. In late March, the firm opened the new building, where it occupies about 2,300 square feet for its growing outsourced accounting team. The remaining 3,200 square feet are currently leased to the Greater Tompkins County Municipal Health Insurance Consortium and provide space for future firm growth if needed.

Sciarabba Walker’s outsourced accounting department, which serves as a traditional CPA firm handling things like taxes and audits, has grown from about seven people doing some bookkeeping for clients to a team of nearly 20 now.

“We provide the back-office accounting and finance functions for our clients,” Iles says. Particularly with the region’s workforce shortages, Sciarabba Walker has seen tremendous growth in the need for those services. “A lot of our clients are struggling,” he says. Outsourcing the work allows businesses to function when they can’t find someone to fill that CFO position.

For other companies, the service allows them to scale their business. Maybe the companies don’t need an in-house, full-time person in the role right now, Iles says. They can work with Sciarabba Walker and scale up as the business grows.

Along with the outsourced accounting team, Sciarabba Walker has also seen growth within its audit and tax teams.

Iles attributes the growth — in employees, in clients, and in revenue — to being client-service and employee focused. That means spending the time to learn clients’ needs and delivering on those and putting equal energy into employees, especially in

terms of job satisfaction and career hopes.

He credits a hybrid work environment for part of that job satisfaction. It’s something Sciarabba Walker has been doing for about 15 years, long before the pandemic sent everyone home to work. In fact, the company had announced to employees in January 2020 that it was promoting a flexible work schedule. When the pandemic caused the shift to remote work, Sciarabba Walker was well prepared for it, Iles notes.

The firm also worked hard during that time to make sure that employees still felt connected and involved and put a priority on mental health as everyone worked to cope with the difficult time. That was vital to operations during the pandemic, Iles says.

Founded in 1976 by Andrew J. Sciarabba and J. Kenneth Walker, the firm employs about 60 people. Accounting and business-advisory services include consulting, audits, finance and accounting services, peer reviews, and business and individual tax services. ■

Syracuse College of Law dean to step down after academic year

BY ERIC REINHARDT
ereinhardt@cnybj.com

SYRACUSE — Syracuse University College of Law Dean Craig Boise plans to step down from the role at the end of this academic year.

He has served as dean since 2016.

Following a sabbatical, Boise will return to the College of Law to teach, mentor, and continue his work as a legal scholar, Syracuse University said in an online announcement.

Information on the search effort to identify Boise's successor is "forthcoming," the school noted.

"Craig's impact has been transformative," Gretchen Ritter, Syracuse University vice chancellor, provost and chief academic officer, said in a university statement. "Under his leadership, the College of Law has been exceptionally strong in research, which is not traditional for law schools, and it has been innovative and entrepreneurial, particularly as it relates to evolving the legal education space to meet the needs of today's students, increasing accessibility and opening doors to those who may come from post-traditional pathways. Craig has been an outstanding leader, partner and innovator and will leave behind an incredible success on which to be built."

Boise came to Syracuse University from the Cleveland State University College of Law during a "period of great stress in legal education" when there were substantially fewer law-school applicants and a soft legal job market, Syracuse said.

"Craig saw these challenges as opportunities," Syracuse University Chancellor Kent Syverud said. "He knew that law schools that could quickly pivot and creatively figure out ways to develop collaborative, interdisciplinary, novel and relevant course offerings and degrees would stand out competitively and attract talented students and faculty. I look forward to his continued contributions to Syracuse

University as a legal scholar and colleague."

When Boise stepped into his role as dean of the College of Law, Syracuse University said he described his vision to create "a sustainable law school that leverages the knowledge, skill and imagination of its faculty and staff to expand legal education in innovative ways."

Seven years later, Boise is announcing his decision to step down "with that vision achieved," the university contends. The College of Law is on "strong" financial and academic footing with new, "innovative" programs, partnerships and modalities, and students and graduates "performing at high levels during and after their legal education," it adds.

"No dean remains in the role forever — we are merely stewards of our institutions for the time that we serve, with the goal of leaving them better than we found them," Boise said. "I'm gratified to know that the College of Law is in a strong position on all fronts and that we can embrace the future with confidence. What our outstanding faculty and staff have created together — supported by our remarkable alumni — will serve as a solid foundation on which the next generation of extraordinary Orange lawyers will build their professional lives as they, in turn, strengthen the college's reputation and impact."

Accomplishments

In its announcement, Syracuse University listed several accomplishments for the College of Law under Boise's leadership. They include launching the JDinteractive online J.D. program, "the first such program in the country to utilize virtual classrooms" and the "only online J.D./MBA program in the country" in partnership with the Martin J. Whitman School of Management.

In addition, the Syracuse College of Law launched the Orange Advance pipeline program with Spelman and Morehouse Colleges and Clark Atlanta University in Atlanta. The College of Law also significantly increased both the diversity and credentials of the student body; on

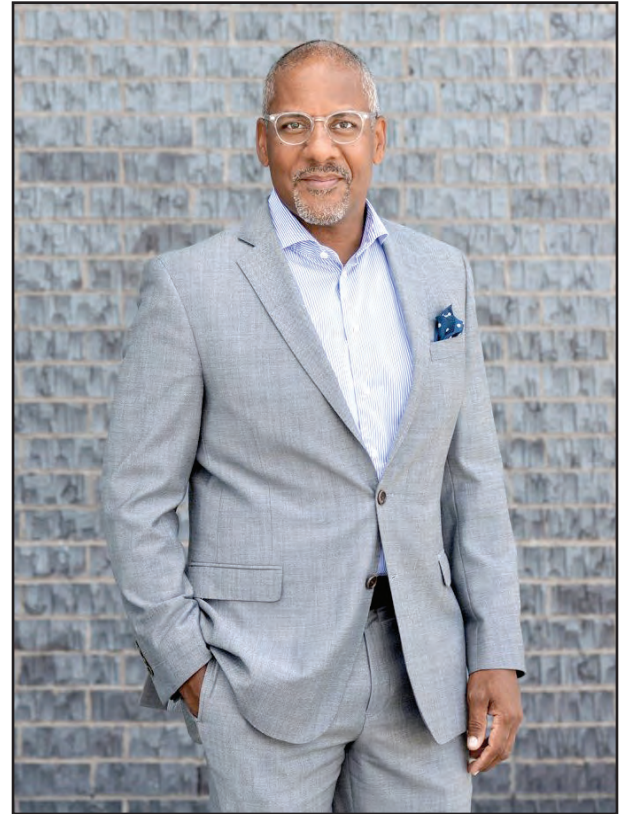


PHOTO CREDIT: SYRACUSE UNIVERSITY NEWS WEBSITE

Syracuse University College of Law Dean Craig Boise plans to step down at the end of the 2023-24 academic year, the university announced Sept. 13. After a sabbatical, Boise will return to the college to teach, mentor, and continue his work as a legal scholar.

average, students of color have comprised 30 percent of entering classes, with a record 37 percent for the entering class of 2022, the university noted.

In addition, Boise has "significantly strengthened" the college's financial position, by operating with a balanced budget and "raising more philanthropic dollars than ever before," the college noted.

The annual fund surpassed \$1 million for the first time in the college's history and will exceed its \$38 million Forever Orange Campaign goal more than one year ahead of schedule. ■



We see your vision through

From small towns to big cities, wherever you're doing business in New York, we help clients grow their business. Whether you need to ensure compliance with state and local regulations, acquire project approvals, optimize economic development incentives and financing, or secure experienced representation before state agencies, together we'll strategize to get the job done.



HARRIS BEACH PLLC
ATTORNEYS AT LAW

Discover True Engagement®

GET TO KNOW US AT **HARRISBEACH.COM**



Ithaca Office Managing Partner

Seth T. Hiland

shiland@harrisbeach.com | 607.330.7721
119 East Seneca St., Ithaca, NY 14850

Syracuse Office Managing Partner

David M. Capriotti

dcapriotti@harrisbeach.com | 315.214.2038
333 West Washington St., Suite 200 Syracuse, NY 13202

New York's cybersecurity strategy and what it includes

BY ERIC REINHARDT
ereinhardt@cnybj.com

ALBANY — New York's first-ever statewide cybersecurity strategy aimed at protecting the state's digital infrastructure from today's cyber threats.

The strategy articulates, for the first time, a set of high-level objectives for cybersecurity and resilience across the Empire State, the office of Gov. Kathy Hochul said in announcing the strategy on Aug. 9.

It clarifies agency roles and responsibilities; outlines how existing and planned initiatives and investments "knit together into a unified approach;" and reiterates the state's commitment to providing services, advice, and assistance to county and local governments.

New York State's cybersecurity strategy provides public and private stakeholders with a "roadmap" for cyber-risk mitigation and outlines a plan to protect critical infrastructure, networks, data, and technology systems.

"Our interconnected world demands an interconnected defense leveraging every resource available," Hochul said in the announcement. "This strategy sets forth a nation-leading blueprint to ensure New York State stands ready and resilient in the face of cyber threats."

The strategy unifies New York's cybersecurity services in order to protect critical infrastructure, personal information, and digital assets from malicious actors. It also provides a framework to align the actions and resources of both private and public stakeholders, including county and other local governments, Hochul's office said.

Hochul announced her commitment to bolster New York's centralized cybersecurity during this year's State of the State address. The \$90 million investment for cybersecurity included in the state budget made \$30 million in shared-services funding available to help local governments in strengthening their own defenses against cyber threats.

Part of this strategy includes providing

\$500 million to enhance New York State's health-care information technology, primarily cybersecurity infrastructure, as well as \$7.4 million to expand the New York State Police's cyber analysis unit, computer crimes unit, and the Internet Crimes Against Children Center.

Defining principles

The state's cybersecurity strategy is defined by three central principles: unification, resilience, and preparedness.

When taken together, New York State can "lean on these tenets to present a unified and more resilient" defense against new and more sophisticated cyber threats; preventing the vast majority of attacks but also isolating, controlling, and mitigating potential threats; and preparing, adapting and "always being ready for the cyber challenges of the future," Hochul's office contended.

The strategy offers a blueprint for cybersecurity stakeholders across New York, from state agencies to local governments, to understand how they fit



ERIC REINHARDT / CNYBJ

Gov. Kathy Hochul in August announced New York's first-ever statewide cybersecurity strategy aimed at protecting the state's digital infrastructure from today's cyber threats. Hochul is pictured here during an appearance at the Oncenter in Syracuse on April 28.

into a larger plan. The blueprint provides objectives, lines of effort, and a commitment from the governor that they can use when doing future planning and program design.

Hochul also signed legislation to expand New York's technology workforce and provide funding to help ensure that New York-based employers are able to hire and retain necessary cybersecurity staff. ■

Ask Rusty: I'm a Veteran. How Do I Get My Extra Social Security?

Dear Rusty: As a military veteran, I was told that the final amount of my Social Security should be a little higher as a reward for my military service. If so, I have two questions: 1. How much is the boost? 2. How can I know that amount has been applied?

Signed: Unsure

Dear Unsure: We receive questions about this fairly often from our military veterans. I want to first thank you for your service to our country and then assure you that, as a military veteran myself, I have thoroughly investigated this subject — the so-called "Special Extra Credit for Military Service," which is widely misunderstood. Although someone suggested that your Social Security benefit "is supposed to be a little higher" because you are a military veteran, allow me to share how this somewhat obscure rule actually works.

Any extra money for military veterans does not come in the form of a special "boost" to their Social Security benefit because of their military service; instead, certain older veterans receive extra credit to their earnings for the years they served. Those extra earnings are applied only to those who served in spe-

StaffLeasingNY.com

Tailored HR & Benefits Solutions

Call us today 315.641.3600

cific years, as additional dollars added to their actual earnings record for their service-years. The amount added to the veteran's true service-year earnings varies a bit depending on which years you served. For example, if you served between 1957 and 1977, your actual earnings for each service-year would be increased by \$300 for each full quarter you had active duty pay to a maximum of \$1,200 additional earnings per service-year. The credit is computed a bit differently for those who served from 1978-2001, but the maximum annual earnings credit for those service years is the same — \$1,200. And, for clarity, those who served before 1957 get extra earnings credit under an entirely different formula, and those who served after 2001 receive no extra credits for their military-service years.

So how might this affect your Social Security benefit? Well, when your benefit is claimed, the Social Security Administration (SSA) reviews your lifetime earnings record, inflates each actual annual amount to equal today's dollar

equivalent, and selects the highest earning 35 years from your lifetime record to calculate your "Primary Insurance Amount" or "PIA" (your PIA is the amount you are entitled to at full retirement age). If your military service-years are among the 35 years used to compute your PIA when you claim, then the "Special Extra Credit for Military Service" will result in a somewhat higher PIA (a slightly higher monthly SS benefit). If the highest earning 35 years in your lifetime record do not include your military-service-years, then those extra credits added to your earnings for your military-service-years will have no effect on your Social Security benefit (because using those service-years would result in a lower benefit). How the SSA applies those special extra credits to your service-year earnings also varies depending on when you served. Those who served before 1968 needed to show their DD-214 to get the extra credits, but those who served in between 1968 and 2001 were automatically given the extra credits based on their military-service records.

So, if your military service was between 1968 and 2001, your earnings during the years you served were automatically increased by the SSA to reflect your "special extra" earnings and — if those years are among the highest of the 35 years used to compute your Social Security benefit — you are now receiving the extra benefit amount you're entitled to from those credits. If you have at least 35 years over your lifetime where you earned more than your pay while serving in the military, your current benefit is more than it would be if your military-service years were included. If you have questions about your earnings during your military service years, you may wish to obtain a copy of your lifetime earnings history from the SSA to review those amounts (easiest way to get your lifetime earnings history is via your personal "my Social Security" account at www.ssa.gov/myaccount).



RUSSELL GLOOR
Viewpoint

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.

Dermody, Burke & Brown hires accounting & auditing associate

SYRACUSE — Dermody, Burke & Brown, CPAs, LLC recently hired Lauren Stapleton as an accounting and auditing associate in the firm's Syracuse office.

Prior to being hired on a full-time basis, she interned in Dermody, Burke & Brown's accounting and auditing and tax departments. She is working to complete the cer-

tification process to earn her designation as a certified public accountant, or CPA.

Stapleton received both a bachelor's degree in accounting and an MBA degree

from SUNY Oswego.

The firm, founded in 1956, has offices in Auburn, New Hartford, and Rome, in addition to its Syracuse location. ■



Stapleton

Bonadio Group brings Texas CPA firm into the fold Nov. 1

BY ERIC REINHARDT
ereinhardt@cnybj.com

An accounting firm in Dallas, Texas on Nov. 1 will combine its operations with the larger Bonadio Group. Rochester-based Bonadio sees the combination with Howard, LLP as one that “strengthens its commitment to the Dallas-Fort Worth metroplex,” per the Oct. 4 announcement. It didn’t divulge any financial terms of its agreement with Howard.

The Bonadio Group describes itself as the largest independent provider of professional services in upstate New York. Founded in 1978, the Bonadio Group is a CPA firm offering accounting, tax, and advisory and consulting services to clients of all sizes across a variety of industries. It operates an office at 432 N. Franklin St. in Syracuse.

When the deal goes into effect, all 85 employees of the Dallas-based CPA firm will join the Bonadio Group and Howard, LLP will begin to operate under the Bonadio Group name, the firm said. Bonadio currently has more than 800 employees total, per its website.

The two firms had been discussing a combination deal for about a year, per an article on the website of *Accounting Today*.

The Bonadio Group opened its Dallas office in October 2018, “based on increased client needs and the potential for growth in the robust regional business environment,” Bonadio said. Combining with Howard “represents a continuation” of the Bonadio Group’s ongoing growth strategy, which includes the “expansion of both capabilities and footprint.”

Tim Pike, CEO of Howard, LLP, will serve as regional managing partner of Bonadio’s Dallas location and a member of the firm’s board, effective Nov. 1. Pike joined Howard in 2004 and has served as CEO since 2021.

“Howard and The Bonadio Group share important compatibilities in our approaches to client service and corporate culture,” Pike said in the Bonadio announcement. “We look forward to building on the successes of our firms’ combined 90+ years of experience and are excited about the benefits our clients and employees will gain from this.”

Jeff Wexler, current Dallas regional managing partner, helped open the Dallas office in 2018 and has been integral to the success and expansion of the firm throughout the region. As Wexler transitions the role of regional managing partner to Pike, he will refocus his efforts on business development and client service

to support “continued strategic growth” in Texas, Bonadio noted.

Howard, which was founded in 1973, provides experience in tax and compliance services including business, individual, estate, and franchise-tax planning. Those tax capabilities “complement” the Bonadio Group’s assurance and advisory and consulting services, providing clients with “enhanced offerings, capabilities, and expertise to help optimize business performance,” the firm contends.

“Howard features a strong roster of clients across multiple industries, a team of outstanding professionals, a culture that mirrors our core values, and an excellent reputation in the Dallas-Fort Worth metroplex,” Bruce Zicari, CEO of the Bonadio Group, said. “For those reasons



PHOTO CREDIT: ZOEYADVERTISING.COM

The Bonadio Group, a Rochester-based accounting and consulting firm with an office at 432 N. Franklin St. in Syracuse, on Oct. 4 said it is adding Howard, LLP of Dallas to its operations, effective Nov. 1.

and more, Howard is the ideal CPA firm for us to join with as we seek to provide superior service for our clients and increased development opportunities for our people. We’re thrilled to welcome Howard to The Bonadio Group.”

Grossman St. Amour CPAs names new partner



Galante

BY JOURNAL STAFF
news@cnybj.com

fraud examination and deterrence, and peer-review services.

SYRACUSE — Grossman St. Amour CPAs, PLLC recently announced it has promoted Jaimie P. Galante, CPA to partner at the downtown Syracuse-based accounting firm.

Galante’s career at Grossman St. Amour began in 2011 when she joined as an audit intern. She holds an MBA degree and a bachelor’s degree in accounting, both from Le Moyne College.

As a partner at Grossman St. Amour, Galante specializes in audit and attestation services within the firm’s audit services group. Her clientele includes public-school districts, nonprofit organizations, low-income housing tax-credit projects, and other various industries, according to a Grossman St. Amour news release.

Beyond her client-focused work, Galante plays a key role in the firm’s coaching program where she shares her knowledge and experience to nurture the professional growth of colleagues, the firm said. She is also involved in on-campus recruiting efforts, actively seeking and mentoring future accounting talents.

Galante is a certified peer reviewer. In this role, she assists on peer reviews of other CPA firms as well as the firm’s quality control and internal inspection process, ensuring adherence to rigorous industry standards.

In her community activities, Galante currently serves as the treasurer of the Food Bank of Central New York and is a member of the CNY Ronald McDonald Many Hearts One Home Gala Committee. She is also a past 40 under Forty honoree, in the awards program presented by *The Central New York Business Journal* and BizEventz.

Grossman St. Amour CPAs, based at 110 W. Fayette St., provides businesses and individuals with accounting, audit, taxation, business formation and valuation, financial and retirement planning,

RAV PROPERTIES

315.403.9000 ravproperties.com

SHOWROOM FOR FRANCHISE, RETAIL, CAFÉ, STUDIO NOW AVAILABLE

6361 THOMPSON ROAD

- Close to Highways 90, 690, 81, 481
- Indoor Common Dock
- Many Upgrades: New Roof, LED Lighting, Windows
- Low Cost Opportunity
- Local Owner/Brokers Protected

RAV Properties is a proud sponsor of **Symphonia**
THE ORCHESTRA OF CENTRAL NEW YORK



GIVING BEYOND BOUNDARIES: PAT & GWYN MANNION

Pat and Gwyn Mannion stand at their home.

Our parents taught us that kindness should know no bounds and showed us the power of lending a helping hand to those who need it.

Seeing them do good in the community inspired us to establish a donor-advised fund at the Community Foundation to facilitate our charitable giving. Our fund allows us to direct resources where they’re needed most.

Through our efforts we aim to inspire our children to find their own ways to make a difference. We’re laying the foundation—instilling in them the values of empathy, compassion, and service. We hope they carry forward the legacies of those who came before them by serving our community in a way that is most meaningful for them.



Read more of the Mannions’ story by scanning the QR code or visiting link cnycf.org/2023mannion



CENTRAL NEW YORK COMMUNITY FOUNDATION
315.422.9538 | CNYCF.ORG

Wenban joins Coughlin & Gerhart as special counsel

BY JOURNAL STAFF
news@cnybj.com

BINGHAMTON — Coughlin & Gerhart, LLP, a Binghamton-based firm, announced that it recently added Carrie A. Wenban as special counsel to its legal team.

She was previously a partner at Levene, Gouldin & Thompson, LLP, another law firm based in Binghamton. Wenban brings a wealth of experience and knowledge in the legal areas of business, banking, real estate, and commercial transactions.

As special counsel, Wenban will focus on providing legal services to clients in various practice areas, including business

and banking law, cannabis, real estate, and energy law — both in New York state and Pennsylvania, according to a Coughlin & Gerhart news release. Her diverse background and extensive experience will enable her to offer comprehensive and strategic legal advice to individuals and businesses, alike, the firm contends.

Wenban earned a bachelor's degree from Binghamton University in 2000 and her law degree from the Syracuse University College of Law in 2004. Admitted to the New York State Bar in 2005 and the Pennsylvania State Bar in 2013, Wenban is well-versed in the legal landscape of both states, per the release.

Throughout her career, Wenban has been an active member of several professional organizations, including the Broome County Bar Association and the New York State Bar Association.

Beyond her legal accomplishments, Wenban is deeply involved in her community. She has been an integral part of the Jewish Community Center of Binghamton, serving as the board president from 2016-2019 and continuing to serve as a member of the board, Coughlin & Gerhart said. Wenban also chaired the JCC Early Childhood Center Parent Committee for many years. Additionally, she is a member of the executive leadership team for the American Heart Association Southern

Tier Heart Walk.

"Carrie's extensive legal knowledge and her dedication to her clients make her a valuable addition to our team. We are confident that the depth of her experience will greatly benefit our business and banking clients and further strengthen our firm's capabilities in the area of commercial transactions," Rachel Abbott, managing partner of Coughlin & Gerhart, said about Wenban joining the firm.

Founded in the 1890s, Coughlin & Gerhart has more than 55 lawyers and professional support staff. In addition to its main office in Binghamton, the law firm has locations in Bainbridge, Ithaca, Owego, Hancock, and Walton, N.Y., and an office in Montrose, Pennsylvania. ■



Wenban

Gov. Hochul Signs Legislation to Strengthen Workers' Rights

On Sept. 14, Gov. Kathy Hochul signed three pieces of legislation into law, all of which are reflective of her ongoing efforts to strengthen workers' rights in New York state.

Written notice of unemployment benefits

Bill (S. 4878-A/A. 398-A) amends Section 590 of the state's Labor Law. Under this new legislation, employers must provide written notice of eligibility for unemployment benefits to any employee who has been terminated, temporarily separated, experienced a reduction in hours or any other interruption of continued employment that results in total or partial unemployment. This information must be disclosed on a form furnished or approved by the New York State Department of Labor (NYSDOL).

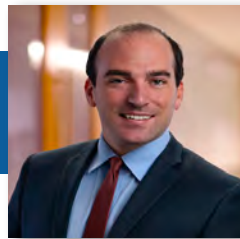
The new law will take effect on Nov. 13, 2023.

Personal account-information disclosure

Beginning March 12, 2024, employers are prohibited from requesting, requiring, or coercing an employee or job applicant to: (i) disclose a username and password or other login information in order to access a personal account through an electronic communication device; (ii) access a personal account in the

employer's presence; or (iii) reproduce information contained within a personal account through unlawful measures. This new legislation, which amends the Labor Law to add section 201-i, prohibits an employer from discharging or disciplining an employee, or refusing to hire an applicant for failure to disclose such information.

This law is also subject to certain exceptions and limitations. For example, an employer may require disclosure of personal information in order to access nonpersonal accounts that allow access to the employer's internal computer or information systems. Employers may also view, access, and rely on information obtained through the public domain. The law also allows an employer to obtain login information for accounts provided by the employer where the account is used for business purposes and the employee was provided prior notice of the employ-



ASK THE EXPERT

The Importance of a Quality of Earnings Study

Kevin Didio, CPA, CISA
Audit Partner, Dannible & McKee, LLP

Are you planning to buy a business or sell your own business? If yes, then it is highly recommended to get a Quality of Earnings (QoE) study done. A QoE is a type of due diligence that is becoming more common in the merger and acquisition practice. It provides buyers with an additional layer of confidence in their potential purchase, and sellers with a view of potential areas that they can address to maximize the company's market value.

A QoE analysis involves adjusting your typical historical financial statements to reflect the potential future earnings of a business. Various factors can be evaluated and considered to assess the QoE. It can be summarized as the degree to which earnings are cash or noncash, reoccurring or nonrecurring, and based on measurements and estimates that are subject to change. This assessment helps a financial statement user make judgments about current income and the sustainability of future earnings.

Normalizing Adjustments

When a business is being sold, a buyer is most interested in the current and future operations. Historical financial statements, as presented, are not the best indication of a company's future ongoing operations. Therefore, financial professionals apply "normalizing adjustments" to a historical financial statement to reflect the true economic position of the company.

A good starting point that captures four of these normalizing adjustments is EBITDA—Earnings Before Interest, Taxes, Depreciation and Amortization. Each one of these items will be impacted by the structure of the deal and future operations, so they are removed from earnings. This makes EBITA a more accurate measure and more widely used to understand the financial health of a business and its ability to generate cash.

In addition to EBITDA, the QoE analysis will identify other types of adjustments to earnings or cash flow to get a better estimate of the potential earnings or cash provided by the acquired assets or business.

Buy-Side and Sell-Side Quality of Earnings

Traditionally, it is common for the buyer of a business to engage a CPA firm for a financial due diligence QoE study. This is because the final report and analysis provide the buyer with the information they need to make negotiation and purchase decisions. In recent years, sellers have also recognized the value in executing a QoE analysis—for the same reason, to provide the seller with information when negotiating the deal to sell their business. Regardless of whether it is a buy-side or sell-side QoE, the contents of the report are the same.

As the late American Entrepreneur Viktor Kiam once said, "information is a negotiator's greatest weapon."

DM DANNIBLE & MCKEE, LLP
Certified Public Accountants and Consultants

221 S. Warren Street, Syracuse, NY
315.472.9127 | DMCPAS.COM

er's right to inquire about such information.

An employer is also permitted to access an electronic-communications device, which is paid for in whole or in part by the employer where the provision of or payment for such device was conditioned on the employer's right to access. However, the employee must have been provided with prior notice of the condition and explicitly agreed to it. Nevertheless, the employer is still prohibited from accessing any personal accounts on the device.

This law excludes law-enforcement agencies, fire departments, and departments of corrections and community supervision.

DOL notices to unemployment applicants

Under this new legislation, the NYSDOL

is now required to provide notice to unemployment applicants of the supplemental nutrition assistance program (SNAP) and the special supplemental nutrition program for women, infants and children (WIC). This new law takes effect Jan. 12, 2024. ■

Kali R. Schreiner is an associate attorney in the Syracuse office of Bond, Schoeneck & King PLLC. She assists clients in a wide range of labor and employment matters, including counseling clients on employment-related matters, defending employers in various phases of litigation, and conducting policy and handbook reviews. Contact Schreiner at kscreiner@bsk.com. This article is drawn from the firm's New York Labor and Employment Law Report on its website.

Syracuse names Deegan first deputy commissioner of finance

BY ERIC REINHARDT
ereinhardt@cnybj.com

SYRACUSE — Syracuse Mayor Ben Walsh on Oct. 5 announced the appointment of Annemarie Deegan to the role of first deputy commissioner of finance.

In that role, Deegan will be responsible for the financial operations of the City of Syracuse, providing "strategic leadership and direction" in centralized financial operations, payroll and capital management, as well as risk management and mitigation. Walsh's office said.

Deegan will also be responsible for working across departments to identify and launch pilot programs, modernizing city operations, and monitoring financial processes for improvements and efficiencies.

Deegan has been with the city since 2008, beginning her career with city government in the department of parks, recreation and youth programs, before joining the office of management and budget in 2017 and later the department of finance in 2020.

Prior to her role as first deputy commissioner, Deegan served as the director of financial operations, where she provided oversight, coordination, and evaluation of the procurement and payment process for the city and played a "central role" in modernizing the city's timekeeping, payroll, and financial-systems processes.

Deegan earned her bachelor's degree from Daeman College and is currently studying for her MBA at SUNY Oswego. She is a graduate of FOCUS Greater Syracuse Citizen's Academy and is a member of the CenterState CEO'S 2023 Executive Leadership cohort, Walsh's office said. ■



Deegan

CNY **BUSINESS JOURNAL**
SMALL BUSINESS
SPOTLIGHT

OCTOBER 2023

The Small Business Spotlight is Brought to You By:



CH Insurance offers BOOST benefits program for small businesses

BY ERIC REINHARDT
ereinhardt@cnybj.com

SYRACUSE — CH Insurance of Syracuse, a multi-line insurance agency and benefits manager, is offering a group-benefits program, called BOOST, specifically designed for small businesses.

CH Insurance is headquartered inside the Atrium building at 100 S. Salina St. in Syracuse.

BOOST stands for benefits-optimization opportunities for small-business teams, says Joseph (Joe) Convertino, Jr., president of CH Insurance, who spoke with CNYBJ on Oct. 9.

“So, think of small employers. Let’s just call it under 100 employees. We want to boost their benefit program with six items,” says Convertino.

As he explained the program, the six elements include an online portal and all COBRA administration for small businesses. In addition, CH Insurance will act as a client’s total advocate with an insurance company in helping in claims or other scenarios. As the firm’s website says, “We work with the individual and gather all the details and deal directly with the carrier on their behalf.”

The program also includes multiple carrier options and human-resources (HR) services with a CH employee handling HR and compliance issues for small businesses, Convertino noted.

The program also includes a financial-wellness component. “So, financial wellness would mean do you need personal life insurance? Do you need help with a bank? Do you need a financial review for your personal finances? We have an in-house person that helps you with that,” says Convertino.

Launched in 1999, CH Insurance is an independent



ERIC REINHARDT/CNYBJ

Joseph Convertino, Jr. (left), president of CH Insurance, and Joseph Convertino, Jr., CEO of CH Insurance, in the firm’s lobby inside the Atrium at 100 S. Salina St. in Syracuse.

insurance agency that represents commercial insurance, personal insurance (home and auto), group benefits (health insurance, group life, group dental) risk management, and human-resource services. The business has 27 employees and Convertino says the firm is in a “growth mode.”

“We look for one to two sales producers each year. One to two service representatives each year in both our commercial and group-benefit division,” he notes.

CH Insurance uses the slogan, “In your corner ... Every day, every way.” The firm advertises quite a bit on TV and radio. Convertino believes marketing is important because it “highlights who your company is.”

“It helps in your brand promise,” he says. “We show the local community what we’re about.”

Convertino explains that his firm works in a “boring” business. “My little secret is we try to make insurance fun with what we do in our advertising, our radio [spots], our digital [advertising].”

Convertino also added that the firm believes in using Facebook, X (the site formerly known as Twitter), and LinkedIn to promote itself. And the company’s name is visi-

ble on the Atrium, where it’s operated since 2017.

He called the firm’s decision to move to the Atrium building “a home run.”

“Not only with signage. We are in the heart of downtown,” he says. “We are such a local company. We can’t be happier being where we are today.” ■

SMALL BIZ SNAPSHOT:

- **CEO:** Joseph (Joe) Convertino, Sr.
- **President:** Joseph (Joe) Convertino, Jr.
- **Location:** 100 S. Salina St. (Atrium building), Suite 370, Syracuse, N.Y. 13202
- **Phone:** (315) 234-7500 or (888) 400-8087
- **Type of business:** Independent insurance agency
- **Employees:** 27
- **Annual revenue:** Undisclosed, but Convertino, Jr. says the firm is “doing well”

Celebrating Over 44 Years of Dedicated Client Service



I WANT MY PARTNERS TO BUY ME OUT WHEN I RETIRE,
DO WE HAVE A PLAN?

[Why Use A Buy-Sell Agreement?](#)

Click for more

507 Plum Street, Suite 300, Syracuse, NY 13204 • (315) 471-8111 • www.scolaro.com

For All of Your Individual, Family and Business Planning Needs

HEALTH-INSURANCE PROVIDERS SERVING CNY

Listed Alphabetically

Rank	Name Address Phone/Website	For Profit(FP)/Nonprofit (NP) Status	No. of Statewide Members	Small Business Marketplace Qualified Plan Available in CNY?	CNY Counties Covered	Key Executives	Year Estab.
▪	Capital District Physicians' Health Plan, Inc. (CDPHP) 500 Patroon Creek Blvd. Albany, NY 12206 (518) 641-3000/cdphp.com	NP	263,019	Y	Broome, Chenango, Herkimer, Jefferson, Lewis, Madison, Oneida, St. Lawrence, Tioga	John Bennett, President & CEO	1984
▪	EmblemHealth 5015 Campuswood Drive, Suite 2 East Syracuse, NY 13057 (315) 432-0198 /emblemhealth.com	NP	3,000,000 ¹	Y	N/A	Karen M. Ignagni, President & CEO	1937
▪	Excellus BlueCross BlueShield 333 Butternut Drive Syracuse, NY 13214 (315) 671-6400/ ExcellusBCBS.com	NP	1,500,000	Y	all CNY counties	Jim Reed, President & CEO Eve Van de Wal, Regional President, Utica Region Jessica Cox, Regional President, Southern Tier Region Mark Muthumbi, Regional President, Central New York Region	1936
▪	Fidelis Care 5010 Campuswood Drive East Syracuse, NY 13057 (315) 437-1835/fideliscare.org	FP	2,500,000	N	all CNY counties	Thomas Halloran, President & CEO	1993
▪	Humana 290 Elwood Davis Road, Suite 225 Liverpool, NY 13088 (315) 701-5843/humana.com	FP	399,000	N	Broome, Cayuga, Chemung, Chenango, Cortland, Herkimer, Jefferson, Lewis, Madison, Oneida, Onondaga, Oswego, St. Lawrence, Seneca, Tioga, Tompkins	Bruce D. Broussard, President & CEO	1961
▪	Molina Healthcare of New York, Inc. 5232 Witz Drive North Syracuse, NY 13212 (844) 879-4400/molinahealthcare.com	FP	-	N	Broome, Chenango, Cortland, Onondaga, Oswego, Seneca, Tioga, Tompkins	Joe Zubretsky, President & CEO	1980
▪	MVP Health Care 20 S. Clinton Ave. Rochester, NY 14604 (800) 777-4793/ mvphealthcare.com	NP	750,000 ²	Y	Broome, Cayuga, Chenango, Cortland, Herkimer, Jefferson, Lewis, Madison, Oneida, Onondaga, Oswego, Seneca, Tioga, Tompkins	Christopher Del Vecchio, CEO	1983
▪	Nascentia Health 1050 West Genesee Street Syracuse, NY 13204 888 477-4663/nascentiahealth.org	NP	5,000	N	all CNY counties	Kate Rolf, President & CEO	1890
▪	UnitedHealthcare 2363 James St. Syracuse, NY 13206 (315) 433-5880/uhc.com	FP	-	N	Broome, Cayuga, Chemung, Chenango, Herkimer, Jefferson, Lewis, Madison, Oneida, Onondaga, Oswego, Seneca, St. Lawrence, Tioga	Dan Bernardette, CEO, UnitedHealthcare Community Plan of New York	1977

THE LIST

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

FOOTNOTES

1. Includes out-of-state areas of the tri-state area surrounding New York City
2. Includes members in both New York and Vermont

ABOUT THE LIST

Information was provided by representatives of listed organizations, their websites, the New York State Department of Health, and nystateofhealth.org. 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.

WANT TO BE ON THE LIST?

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

Blueflite to strengthen area presence after Genius NY win

BY ERIC REINHARDT
ereinhardt@cnybj.com

SYRACUSE — The co-founders of Blueflite say capturing the \$1 million top prize in the Genius NY accelerator is quite an accomplishment.

Blueflite, of Detroit, Michigan, is a business that offers a drone-based logistics platform.

The firm won top honors during the pitch-finals event, which was part of the Tech Garden's "Innovation Night" held Oct. 4 at the Marriott Syracuse Downtown.

The Tech Garden administers the Genius NY program. Genius NY stands for Growing ENTrepreneurs & Innovators in UpState New York.

Blueflite's "patented, unique, and all-electrical drone design has vertical take-off and landing capabilities, advanced maneuverability, and is built to meet the rigorous demands of commercial operations," the office of New York Gov. Kathy Hochul said in announcing the results.

"Blueflite is thrilled to have won the prestigious GENIUS NY \$1M prize, or-

ganized by CenterState CEO. We see this as a remarkable achievement and testament to our capabilities, and we are enthusiastic to begin an exciting journey strengthening our presence in the State of New York," Frank Noppel and James McClearen, co-founders of Blueflite, said in the state's news release. "The support from GENIUS NY has been invaluable, and we look forward to drive innovation and excellence in the drone industry, benefiting not only our company but also the communities we serve."

In addition to Blueflite, the other finalists involved earned \$500,000 investments. They include Aloft of Silver Spring, Maryland; GreenJets of the United Kingdom; Voltela of Brooklyn; and VOTIX of Weston, Florida. VOTIX was also named as fan favorite at the pitch event, per Hochul's office.

The year-long Genius NY program is described as the "world's largest" business-accelerator program focused on uncrewed aerial systems, robotics and IoT, or Internet of Things.

The accelerator offers incubator space, company resources, programming and

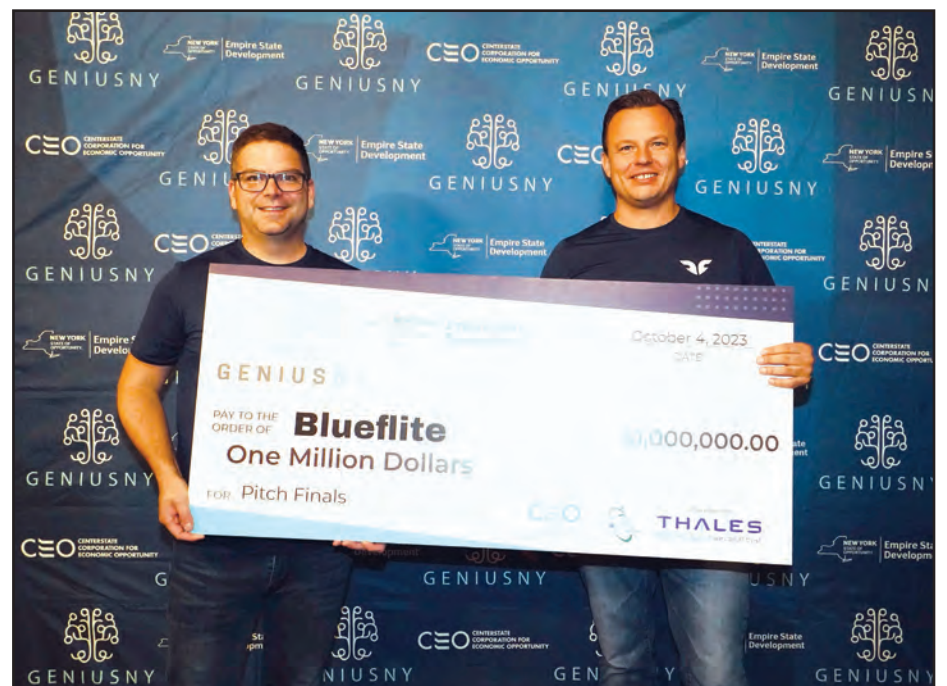


PHOTO CREDIT: GENIUS NY X PAGE

Blueflite of Detroit, Michigan captured the \$1 million top prize in this year's Genius NY competition. The Tech Garden in Syracuse administers the year-long accelerator and held a pitch night on Oct. 4 as part of its "Innovation Night" at the Marriott Syracuse Downtown. Blueflite — and four other finalists that were awarded \$500,000 investments — are required to operate their companies in Central New York for at least one year.

mentoring to finalists. Participants are required to operate their business in Central New York for at least one year.

"Investing in the innovative technologies created by GENIUS NY teams helps to spur advancement in the uncrewed aerial systems industry and Central New York's startup ecosystem," Robert Simpson, president and CEO of CenterState said in the release. "Using these investments, the teams will be able

to grow as a company, create jobs and further expand what it means to innovate in Central New York. As CenterState CEO expands its programming to include more diverse entrepreneurs and technologies in the area's innovation economy, GENIUS NY remains a keystone in our success."

To date, New York State has made \$21 million in direct investment in 37 Genius NY teams over the program's seven rounds, per Hochul's office. ■

The Central New York
BUSINESS JOURNALOCTOBER 16, 2023
VOL. XXXVIII, NO. 42**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

Russell Gloor
Lee Hamilton
Robert Romano**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
mnesher@cnybj.com

OFFICE MANAGER

Patty Martino
officemanager@cnybj.com

The Central New York Business Journal (ISSN #1050-3005) is published every week by CNY Business Review, Inc. All contents copyrighted 2023. All rights reserved. No part of this publication may be reproduced without the written consent of the publisher.

Cover Price \$3.00

Subscription Rate \$95 per year

Call (315) 579-3927

Rumors of ESG's demise are greatly exaggerated

Consumer and Republican backlash against environmental, social, and governance (ESG) investments has increased dramatically in the past year as states, Congress, and presidential candidates have taken on the issue, promising to rein in the largely green-conscious movement of capital amid spiraling energy and food costs since 2021.

Boycotts of brands such as Bud Light, Disney, and Target, coupled with statements by Blackrock CEO Larry Fink that he no longer wanted to call these so-called sustainable investments ESG, and reported outflows from ESG funds in 2023 have painted a gloomy picture for green and socially conscious investing.

For example, Oilprice.com's Felicity Bradstock recently reported, "ESG Investments Face Financial Hurdles," citing "disappointing returns" and "concern among financial experts." And the New York Post's Charlie Gasparino reported, "Investment titan BlackRock mutes ESG talk amid backlash" even as Blackrock still controls \$700 billion of "pure ESG" assets.

The closures of certain ESG ventures resulted in most recently \$635 million of withdrawals from so-called "sustainable" asset funds in the second quarter of 2023, according to Morningstar.

And yet the outflows were not enough to result in negative returns in the funds, which have increased the past three quarters to \$313 billion, according to Morningstar, amid rising equity and bond markets.

Beyond the Politics, a Message to Notice From No Labels

As the political press continues to gear up for next year's presidential election, I've been struck by how little attention many national reporters have paid to a potential third-party bid by the group known as No Labels. The organization, which says it's committed to bipartisanship and political centrism, has secured ballot access in at least 10 states, and appears positioned to do so in others, as well.

This has Democrats worried. Third parties in presidential contests have mostly served either as after-thoughts or as spoilers, and it's not hard to see a No Labels presidential ticket taking votes from Democrats' likely nominee, Joe Biden, and assuring the election of the Republican candidate — probably Donald Trump. That's an unpalatable option for most Democrats and even many independents, and it may be why some prominent Republicans are pushing for a No Labels candidacy.

It's probably impossible for party leaders to leave strategic considerations aside, but for the rest of us, there are lessons for both parties in No Labels' traction this year. Many Americans are tired of the intense partisanship they see at the national and state levels. And for some voters, the policies the group is promoting seem to strike an attractive ideological balance.

In other words, ESG is no smaller than it was last year after all markets took a major hit following Russia's invasion of Ukraine in February 2022.

Even many of the boycotted companies still appear to be easily profitable. For example, ABInbev — which owns Bud Light, which saw U.S. sales plummet after a marketing pitch by transgender activist Dylan Mulvaney — has seen revenue increase globally by 10 percent despite a 10.5 percent drop in U.S. sales.

According to the Daily Investor's Bianke Neethling, ABInbev's Mulvaney-generated social media controversy and loss of sales in the U.S. "was offset by growth in the company's other key markets, including Mexico, Colombia, China, Brazil, Europe and South Africa."

Similarly, Disney's gross profits the past 12 months have totaled \$28.7 billion, up 3 percent from the year prior. In the second quarter of 2023, it earned \$7.85 billion of profits, up 0.47 percent from last year.

In 2022, ESG investments in the U.S. stood at \$8.4 trillion, according to the latest data by the USSIF, The Forum for Sustainable and Responsible Investment. It will be interesting to see how 2023 turns out, but right off the bat that was a whole lot of money on the table at the end of last year.

Meaning, the negative ESG headlines we are seeing in certain financial media could mislead that the sustainable and socially conscious investment kick is going anywhere anytime soon. It's akin to happy talk.

In the meantime, the U.S. Department of Labor is still encouraging ESG investments by employer-based defined benefit and contribution plans. Tax deferral for retirement savings, including into ESG funds, remains

alive and well. And tens of billions of dollars from Congress continues to flow to green companies from the Inflation Reduction Act as the decarbonization agenda continues largely unimpeded.

That, even as crude-oil production in the U.S. reached a new record level at 12.9 million barrels a day in July 2023 in response to the inflation and continued supply chain disruptions occurring out of the war in Ukraine, according to the U.S. Energy Information Administration. Over the next few decades, companies like Exxon and Chevron continue to say they plan on proceeding to net-zero on carbon emissions in response to green-activist investors.

Longer term, these companies could still see negative outcomes, for example, as Republican-run states and members of Congress look at violations of Title VII of the Civil Rights Act by companies offering racial and gender-based hiring and promotion preferences. These concerns are bolstered by the Supreme Court's decision striking down affirmative action in college admissions as a violation of the Fourteenth Amendment. Or as antitrust lawsuits look at sustainable companies' plans to eliminate carbon-based energy in a collusive manner by driving up energy costs.

There are a lot of balls still up in the air. Yes, the American people are more aware of ESG and the influence it has on the U.S. economy and have fired a few warning shots with targeted boycotts. Certain red states are no longer allowing state workers to make ESG investments in state pensions. But it could be a false comfort.

We'll see better where everything ESG stands after the recession and/or market volatility is over. The Title VII and antitrust liability threats could still cause a big reboot, but my gut says they'll never give up. ■

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."

Republican from Missouri working together. Modernizing STEM education? That's from a New Hampshire Democrat and a Tennessee Republican, also in the Senate.

Of course, work like this often flies under the radar. As fall wears on, it's more likely that what we'll be reading about in the press is the opposite... Many ambitious politicians, looking for an edge, believe it's in their interest to stoke division, since they can raise funds from riled-up partisans and then drive election turnout by inflaming their base.

The problem is, that's no way to govern. Over the course of our history, bipartisanship has often produced better, longer-lasting legislation. It means a proposed law will reflect a wide range of views, win greater acceptance within a legislative body and among the public, and — just as important — last beyond the next change in power.

As voters, we don't need a third party to help us make this happen: We can choose political candidates of both parties who, in both their rhetoric and their values, show that they can and will work across the aisle. But if No Labels' appeal to ordinary voters can serve to remind politicians and their party leaders that there's a hunger for centrism and bipartisanship in the public at large, then that's all to the good. ■

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.



LEE HAMILTON
Opinion

BUSINESS CALENDAR

Email us at movers@cnybj.com

OCTOBER 18

■ **Greater Binghamton Chamber's 35th Annual Labor & Employment Law Update** from 7:30-11:00 a.m. at Traditions at the Glen, Grand Traditions Ballroom, 4101 Watson Boulevard, Johnson City. The chamber says that if you are a small business this is a "must attend" event that will help you stay up to date on labor and employment law. For more information and to register, visit: <https://business.greaterbinghamtonchamber.com/events/details/35th-annual-labor-employment-law-update-9001?calendarMonth=2023-10-01>

OCTOBER 19

■ **CNY SHRM Quiet Quitting: A Recipe for Prevention Virtual Event** from 8:30-10 a.m. Session participants will have the opportunity to hear from a panel of three experts discussing strategies to prevent quiet quitting. Cynthia Hernandez, chief people strategist at VIP Structures, and Mike Metzgar, business development manager at TDO, will share strategies related to retention, culture, and rewards. Ellen Ketchum, clinical director at Catholic Charities of Onondaga County will share advice on the importance of prioritizing employee mental health and well-being. Cost

is \$25 for CNY SHRM members, \$30 for non-members, and \$25 for students/transitional. For more information, email: admin@cnyshrm.org. Register at <https://www.cnyshrm.org>.

OCTOBER 24

■ **Tompkins Chamber Women in Business Roundtable** from 3-4:30 p.m. at Falls Wine Room, 605 W. State St., Suite B, Ithaca. The Tompkins Chamber will gather for conversation and connection with women business and nonprofit leaders from all throughout Tompkins County and its broader chamber membership. Important conversations, real-time brainstorming, and a supportive environment are the hallmarks of the roundtables. For more information and to register, visit: <https://business.tompkinschamber.org/events/details/women-in-business-roundtable-hosted-by-falls-wine-room-191959>

■ **CNY ATD Learn@Lunch** virtual event from 12-12:45 p.m. An informal conversation with talent-development peers around current and emerging talent-development topics. This month's topic is: "Don't Just Promote: The Business Case for Growing New Leaders." No charge to participate. For more information, email managingdirector@cnyatd.org. Register at https://cnyatd.org/learn_lunch

OCTOBER 25

■ **2023 Southern Tier YP Summit** from 9 a.m.-2 p.m. at Holiday Inn Binghamton Downtown, 2-8 Hawley St., Binghamton. The YP Summit is an energizing event for young professionals to grow and develop themselves and their careers. The conference provides professional development through multiple keynote speakers, breakout sessions, and interactive activities all geared toward, and planned by, young professionals. For more information and to register, visit: <https://business.greaterbinghamtonchamber.com/events/details/2023-southern-tier-yp-summit-9005?calendarMonth=2023-10-01>

■ **GOFCC Speed Networking** event from 9-10 a.m. at 121 E. First St., Oswego. Registration is at 8:30 a.m. Bring your business cards and be prepared to engage in small-group dialogue while building relationships with other GOFCC (Greater Oswego-Fulton Chamber of Commerce) members. There is time for informal networking and sharing your one-minute to two-minute "pitch." Cost is \$5 for GOFCC members, \$10 for non-members. For more information and to register, visit: <https://centerstateceo.com/events/10/2023/gofcc-speed-networking>

■ **CNY ATD October Program — Creative Recruitment and Retention** virtual event from 9-10:30 a.m. In this competitive landscape, finding and retaining talent has been a significant challenge for most companies. Finding creative recruitment and retention

strategies will help overcome talent acquisition and retention obstacles. Cost is \$25 for CNY ATD members and \$40 for non-members. For more information, email managingdirector@cnyatd.org. Register at <https://cnyatd.wildapricot.org/event-5356693>

OCTOBER 26

■ **Leading EDGE Awards Hosted by Mohawk Valley EDGE** from 5:30-8 p.m. at Turning Stone Resort Casino, Cypress Room. The Leading EDGE Awards were instituted in 1998 to recognize companies in the Mohawk Valley who were leaders in their industrial sector and the regional economy. For more information on this year's event and to register, visit: <https://www.eventbrite.com/e/leading-edge-awards-tickets-704664409217?aff=oddtcreator>

OCTOBER 27

■ **CNY ATD Coffee Chat** in-person event from 8:30-9:30 a.m. at Panera, 3409 Erie Blvd E., DeWitt. This is an informal meet-up to socialize, share stories and experiences, discuss issues, explore challenges, and learn from each other. No charge to participate. For more information, email: managingdirector@cnyatd.org. Register at https://cnyatd.org/coffee_chat

NOVEMBER 1

■ **16th Annual CNY BEST Talent Development Awards Ceremony** from 5-8:15 p.m. at the DoubleTree by Hilton

CONTINUED ON PAGE 15 ▶

CNY BUSINESS DIRECTORY



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



LEARN MORE!



Asset Protection and Estate Planning for Families, Professionals, and Business Owners

Attorney John M. Murphy, Jr., Esq.



SAFE HARBOR WILLS & TRUSTS
The Asset Protection Law Firm

315-451-4700

6702 Buckley Road, Syracuse, NY 13212 | John@safeharborwillsandtrusts.com

YOUR LOCAL IT DEPT.

BY GROWTH MODE TECHNOLOGIES

We speak geek, so you don't have to!



Matt Masur - Founder

6103 E. Molloy Rd. | East Syracuse, NY | 13057 | 315.333.0999
localitdept.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




Charlie's Mattress Factory



Charlie
Van Patten
Owner and Mattress Maker

MATTRESS MAKERS OF SYRACUSE

315.565.4025 | MattressMakersSyracuse.com

Located on Bridge Street, just behind Henry Wilson Jewelers

Duane Carr Neal Carr

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

315.802.4287 | PrimeHeatingAndAir.com
RESIDENTIAL AND COMMERCIAL HVAC SERVICES

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



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

315.575.4845

Scripa Group

5771 Miller Rd, Brewerton, NY 13029

Joseph Scripa
NYS Licensed RE Broker

ScripaGroup.com | Joe@ScripaGroup.com

Call VisTec Today!
(315) 423-2000

www.visualtec.com
contact@visualtec.com

VISUAL TECHNOLOGIES

Digital Conferencing • Event Production • Design & Integration • A/V Sales & Rental

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



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

BANKING

EARL MONDAY has joined Seneca Savings as marketing officer. He has more than 15 years of marketing experience in the industry, including over six years focusing on financial marketing. **JILLIAN MANNING** has come aboard as AVP of operations. She is responsible for managing the day to day back-office reconciliation, streamlining processes, and training front line personnel. Manning received her bachelor's degree from Marywood University in Scranton, Pennsylvania and now has more than 15 years' experience in the finance industry. She spent the last eight years working for Mariner Finance as a district manager. **RACHEL SIDERINE** has joined Seneca Savings as business development officer. She is responsible for working within the local community to help businesses be financially successful. She is also available to work with a company's employees to assist them with their individual financial success. Whether they need credit counseling or want to prepare to purchase their first home, Siderine is here to help. She comes to Seneca Savings from AmeriCU, where she worked for almost 24 years. Most recently, Siderine acted as the financial center manager of the Oneida location. She obtained her college degree in information processing from SUNY Morrisville. Seneca Savings has hired **KEN JARDIN** as VP and commercial-loan officer. He has 40 years of financial-services experience. Jardin has worked in the banking industry since 1983, holding leadership positions in commercial and retail banking at HSBC, M&T and Solvay Bank. He also possesses years of experience in business and consumer product management for Upstate New York at Fleet Bank/Bank of America. Prior to moving to Seneca Savings, Jardin oversaw commercial banking for Onondaga County at a local credit union in East Syracuse. **CLARA BADER** has joined Seneca Savings as a residential mortgage loan officer. She has worked in the



Monday



Manning



Siderine



Jardin



Bader

PEOPLE ON THE MOVE NEWS



Hanno



Kelly



Perez

real-estate industry for more than 30 years, including as appraiser, real-estate salesperson and in construction. **TIM HANNO** has come aboard as assistant branch manager. He is a seasoned banking professional with over a decade of experience in the industry. Before transitioning to banking, Hanno spent five years as a heavy equipment operator, specializing in demolition. Originally from Cicero/North Syracuse, Tim has since made a name for himself in the banking world, thanks to his hard work, dedication, and exceptional customer service skills. **TED KELLY** has joined Seneca Savings as a mortgage-loan officer. He has been in the Central New York mortgage industry for more than 30 years, most recently as a mortgage-sales manager with a local credit union. **KYLE PEREZ** has been hired by Seneca Savings as merchant service sales representative. He is responsible for merchant services and credit-card processing. He is a graduate of SUNY Brockport with a bachelor's degree in kinesiology and exercise physiology. After college, Perez spent a few years playing professional baseball, before accepting a management position with Enterprise Rent-A-Car. Prior to joining Seneca Savings, Perez spent his last four years in business technology sales for Ed & Ed Business Technology.

NONPROFITS

Ronald McDonald House Charities of Central New York has hired **ALEXIS RICHER** as development manager, **COURTNEY SCHILLER** as house program and facility manager, and **ZOË WHITE** as community engagement coordinator. The nonprofit organization operates the CNY Ronald McDonald House — located at 1100 E. Genesee St. in Syracuse — 24 hours a day, year-round, at no cost for families whose children are hospitalized with serious illnesses or injuries. Richer will support the planning, coordination, and execution of the organization's internal fundraising initiatives and its annual signature fundraising events; manage event volunteers; and facilitate and foster positive donor relationships. She previously gained experience in event planning and



Richer



Schiller



White

donor relations, working as the special events and digital marketing manager at the Rescue Mission Alliance. Richer has a bachelor's degree in public relations from SUNY Oswego. Schiller will oversee the daily operation of the CNY Ronald McDonald House, including the coordination of general maintenance and management of daily volunteers, and will facilitate house programs to enhance the experience of guest families. She previously worked as an authorization specialist at St. Joseph's Physicians in Syracuse and Omni Pain & Precision Medicine in Utica, and was a weekend manager at the CNY Ronald McDonald House. Schiller has a bachelor's degree in interdisciplinary health services from Western Michigan University. White will implement and oversee the nonprofit's community engagement and outreach initiatives, build and cultivate relationships with service-focused individuals and community partners and collaborate with community partners to manage external fundraisers that benefit the organization. She was previously a recruiter at Oneida Nation Enterprises and also worked at the YMCA of Greater Rochester. White has a bachelor's degree in business administration and public relations from SUNY Oswego.

TECHNOLOGY

The Air Force Research Laboratory (AFRL) Information Directorate at Griffiss Business and Technology Park recently announced the appointments of **LEE SEVERSKY** as Department of the Air Force (DAF) senior scientist for information superiority and **KATHY ANNE SODERBERG** as DAF

senior scientist for quantum science and technology. Senior scientists are the highest-level appointments for the scientific and technical career field within the DAF. Seversky serves as the DAF principal scientific authority in information superiority and is responsible for planning, conducting, evaluating, coordinating, and applying research within AFRL and other DAF organizations.



Seversky



Soderberg

He began his 16-year career in DAF civil service as an associate computer scientist. Most recently, Seversky served as the Information Directorate autonomy, command, and control (C2) core technical competency lead, where he successfully managed a \$125 million portfolio with more than 60 scientists, engineers, and external stakeholders. Soderberg serves as the DAF principal scientific authority in quantum technologies and is responsible for planning, conducting, evaluating, coordinating, and applying research with the AFRL and other DAF organizations. She also has AFRL-wide responsibility with quantum efforts in positioning, navigation, timing (PNT), and sensing research conducted at other AFRL technical directorates. Soderberg joined AFRL in 2014 after working in the industry following her post-doctoral work at the University of Chicago. Since joining AFRL, she established the quantum research team that now includes dozens of researchers and state-of-the-art facilities. Soderberg leads national science and technology policy formation through her co-chair position for the White House Office of Science and Technology Policy, OSTP, Quantum Networking, QN, Interagency Working Group. She was the lead presenter to the Secretary of the Air Force on quantum technologies and is active in international collaboration efforts in quantum.

CALENDAR: *Continued from page 14*

Syracuse at 6301 Route 298 in DeWitt. CNY ATD will recognize excellence in talent development in the Central New York area. The keynote speaker is Michael Hausladen, general manager at Lotte Biologics, on the topic, "Betting on Our Future." Reception from 5-6 p.m.; dinner and awards ceremony from 6-8:15 p.m. For more information, including registration details, visit cnyatd.org, or call (315) 546-2783, or email: info@cnyatd.org.

NOVEMBER 2

■ **2023 40 under Forty Awards** event from 5-8 p.m. at the Oncenter in Syracuse. This is the 26th annual celebration of this popular event. The 40 under Forty Awards recognize 40 people under the age of 40 with strong accomplishments in business, the workplace, and the community. For more information, including the list of honorees, and a link to ticket information, visit: <https://www.cnybj.com/2023-40-under-forty/>

■ **CenterState CEO Business After Hours** event from 5-7 p.m. at Mansion On James,

930 James St., Syracuse. Join CenterState CEO for this unique opportunity to network while embracing Syracuse history. The Mansion on James was built in 1853 by a prominent lawyer and was also the famous Women's Corinthian Club during the 20th century. Attendees will enjoy food, beverages, and guided tours of the Mansion. Cost is \$10 for members; \$20 for nonmembers. For more information, visit: <https://centerstateceo.com/events/11/2023/business-after-hours>

NOVEMBER 16

■ **2023 Economic Champions Celebration** from 11 a.m.-1:30 p.m. at the Oncenter Nicholas J. Pirro Convention Center, 800 S. State St., Syracuse. Celebrate with CenterState CEO as it recognizes the region's outstanding businesses and organizations as Economic Champions for driving the economy forward in the past year. The event honors contributions to the growth of the Central New York economy, including new jobs, new businesses, DEI commitments, company milestones, business expansions and investments in operations, and more. For additional information, including registration details, visit: <https://centerstateceo.com/events/11/2023/economic-champions-celebration>

The CNY Business Journal and Onondaga Historical Association have partnered to identify companies that have left an indelible mark on our region with their history, mission and impact.

CNY BUSINESS JOURNAL
CNY LEGENDS
SPECIAL REPORT

Announcing our first 2023 Legends!

HANCOCK ESTABROOK **MORSE** **100 ANNIVERSARY** **Nascentia Health**

Stay tuned for the announcement of the entire 2023 honoree list!

Help us commemorate 2023's legendary companies by advertising in this year's special report!

ISSUE DATE: DECEMBER 25, 2023
Ad Deadline: December 13, 2023

The Central New York **BUSINESS JOURNAL**

Kelly Bailey: (315) 579-3924 kbailey@cnybj.com Marny Neshner: (315) 579-3925 mnesher@cnybj.com Steve Pollock: (315) 579-3901 spollock@cnybj.com

DON'T GET CAUGHT IN THE RAIN AND MISS OUT!

40 under Forty Honorees Vincent Cioci, left, and John Zell, right, Luck Grove Telecom, Inc.



40 under Forty Honoree Billy Barlow, City of Oswego

**JOIN US
HOOK, LINE,
AND SINKER!**

**Thursday,
November 2, 2023**

**5 PM - 8 PM
Oncenter**

CNY BUSINESS JOURNAL
40 Under Forty

PRESENTED BY
M&T Bank



Join us to celebrate the 2023 40 under Forty Honorees!
The deadline to get your tickets and tables is approaching!

Visit bizeventz.com to purchase, or scan the QR Code