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CENTRAL NEW YORK'S
BEST
PLACES TO
WORK

2018

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CENTRAL NEW YORK'S
**BEST
PLACES TO
WORK**

Background

In 2018, BizEventz and The Business Journal News Network (BJNN) partnered with Research & Marketing Strategies Inc. (RMS) to conduct the 6th annual CNY Best Places to Work survey. The survey measures employee satisfaction and recognizes the best places of employment in Central New York (based upon the employee satisfaction survey).

Registration opened in January and closed in March. Fieldwork began once an email sample was received by RMS and an invitation to complete the survey was sent to each participating organizations employees. RMS customized a comprehensive 52-question online survey that took approximately 5 minutes to complete. The survey covered general areas such as: 1) overall job satisfaction, 2) importance of factors such as direction, execution, connection, supervisors, work, and pay and benefits at the workplace, 3) satisfaction with the same six factors, 4) word association with the organization as a place to work, and 5) demographic questions about age, tenure, full-time or part-time employment, supervisory duties, and gender. Winners are recognized at a special awards event. Each company receives a dashboard report and RMS is available to

generate a full engagement report of their organization's individual findings. There is no cost to participate.

Qualification Criteria

To qualify, organizations had to:

- Employ a minimum of five employees within the 16-county CNY area (Broome, Cayuga, Chemung, Chenango, Cortland, Herkimer, Jefferson, Lewis, Madison, Oneida, Onondaga, Oswego, Seneca, St. Lawrence, Tioga, Tompkins);
- Have valid email addresses for employees (the survey was only administered online with no paper copies available for distribution)

Methodology

RMS calculated organization scores using two components:



- Component 1 (50%) Score attributed to weighted factors and questions. Weights were applied to a series of individual satisfaction questions to calculate a company average score for each of the six factors. These numbers were summed to calculate 50 percent of the overall score.
- Component 2 (50%) Score based on overall satisfaction question. This was the first question of the survey and constitutes 50 percent of the overall score.

CNY's Best Places to Work Score

The two derived measurements above were added together to create an individual score for each company on a 1 to 10 scale with 10 being the best and 1 being the worst.



Welcome to this year's Best Places to Work Awards and


Congratulations

on being one of the Best Places to Work in Central NY!

Out of all the terrific businesses nominated this year, you've been selected to stand among the best. Having been voted #1 Best Place to Work in the past, we so believe in this event and opportunity, and CH Insurance is proud to be the Platinum Sponsor.

It truly was an honor visiting many of you and your businesses throughout this year. You're in for a terrific time tonight as we've helped design the best showcase event yet. We look forward to your feedback!

Enjoy this evening of celebration and recognition and **Congratulations** again on this tremendous honor.

Sincerely,
Joe Convertino, Jr. 
President

Commercial Insurance | Personal Insurance | Group Benefits



**THANK YOU TO
AREL MOODIE**
The Art of Likability,
KEYNOTE SPEAKER



**THANK YOU
TO OUR EMCEE
Matt Park**
the Voice of the Orange/
Cuse TV Host



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COMPANIES WITH 5-24 EMPLOYEES

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ADVANCED BUSINESS SYSTEMS, INC.

Advanced Business Systems (ABS) has been proudly serving Northern New York since its founding in 1991, making us one of the oldest remaining independent office products dealerships in the state. From our founding, we have strived to provide a personable, one-on-one relationship with our customers.

More than 27 years later, we recently have grown from five to nearly 30 employees serving six counties. Our offerings have grown from simple printers to a wide assortment of office technologies. What hasn't changed in that time is our commitment to our small-business mindset. "Business the way it used to be, the way it ought to be."

What makes your company great to work for? Being a family-owned and operated company, ABS takes a personal interest in our employees, offering various perks and benefits including education reimbursements, generous paid time off and health insurance. ABS is also very family-oriented and believes that the families of our employees should take precedence over anything else. We've always felt that happy employees lead to happy customers, and our track record seems to prove that mindset correct!



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BUSINESS MACHINES & EQUIPMENT

Locally owned and operated, Business Machines & Equipment (BME) has provided office solutions throughout upstate New York for more than 20 years. With new leadership in 2014 and new offices in the Greater Utica and Syracuse areas, as well as a distribution center in Mohawk, BME has grown significantly. We provide quality service and Canon & Xerox products that customers have come to expect — fast and reliable at the best value.

What makes your company great to work for? We work hard to build and maintain an environment that supports each of our employee's professional interests and goals as well as supporting them in their personal life and endeavors outside of work. Our team spends a lot of time each year volunteering their time and donating to our nonprofit partners. BME has evolved into a family and it is something we are very proud of. Our employees are happier because of the culture we have created, and it is evident to our customers.



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COAST PHYSICAL THERAPY

(Cayuga Orthopaedic and Sports Physical Therapy, PC)

COAST Physical Therapy is a family-owned physical therapy practice in Auburn. We see patients of all ages, from infants to elderly, with varying orthopedic, neurologic, and musculoskeletal diagnoses. We have a staff of 20, including nine physical therapists and physical-therapist assistants. Our highly trained staff includes doctors of physical therapy, board-certified orthopedic specialists, certified athletic trainers, and certified strength and conditioning specialists. We have specialized programs in aquatic therapy, pediatrics, sports rehab, balance and vertigo, functional movement, and post-surgical rehab, among others. COAST PT has received numerous awards over the past years. We are honored to be one of the Best Places to Work in CNY 2018.

What makes your company great to work for? COAST Physical Therapy is a great place to work. Every member of our team is passionate about helping each person who walks through our door — from making them feel welcome upon entering, to making sure their insurance and billing is taken care of properly, to the high quality of rehabilitative services provided by our clinical staff. We want every patient to have a positive experience in our office so that they want to come back to COAST PT the next time they need physical therapy. We want our staff members to love coming to work every day. We have fun Fridays, team spirit days, luncheons, golf outings, holiday parties, summer parties, and more. Our staff, patients, and owners are great. Why wouldn't you want to work here?



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COVEYCS

CoveyCS works with businesses and manufacturers to drive productivity that leads to profitability. Our services include software strategy and automation consulting, software development, and continuous improvement programs.

We work to ensure the correct purchase, development, use, and maintenance of software and process implementation that fits a business's unique needs and maintains their competitive edge.

What makes your company great to work for? The culture, people we work with, and genuine care shown by management allows everyone to enjoy their job daily and grow with the company.



Proudly supporting the communities we serve since 1870.

Generations is honored to be named one of Central New York's Best Places to Work for the 4th year in a row.

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COMPANIES WITH 5-24 EMPLOYEES

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CUSTOM WEALTH MANAGEMENT, LLC

Custom Wealth Management, LLC is celebrating its 20th year and has evolved from a traditional financial advisory firm to a diverse practice with a team devoted to our clients’ most important financial, professional, and family causes. Using a trademarked comprehensive planning process known as The Custom Wealth Architect, the team constructs a completely custom financial plan including step-by-step action items. The team guides our clients through the implementation of the plan with integrity and passion. Clients of Custom Wealth Management, LLC tend to mirror the company’s values: have a passion for service, live with integrity, be inquisitive and savvy, be approachable, embrace challenges, and change. The team values its clients’ communities, and pledges to give back to organizations and causes that are near and dear to our clients.

What makes your company great to work for? It is the bottom-up approach that we take to providing top quality service to our clients. Each team member has a valued interest in the work we do, and our clients see the difference. Custom Wealth Management provides infinite possibilities for professional growth and personal growth. Employees are free to be creative and encouraged to think outside the box to solve problems, address clients’ needs and improve the entire client experience. But the best thing about working at Custom Wealth Management is the employees themselves. You’ll be hard pressed to find a better group of individuals to work with ... if we do say so ourselves.



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DANLEE MEDICAL PRODUCTS, INC.

Founded in 1994 by Joni Walton, Danlee Medical Products, Inc. is a certified women-owned business enterprise serving the needs of more than 4,000 health-related professionals and their patients globally. In addition to being a full-line distributor of medical supplies, Danlee is also an FDA registered manufacturer of custom Holter and event recording kits and is one of the leaders in that field.

In August 2013, Danlee Medical Products, Inc. achieved National Women’s Business Enterprise certification. Danlee is professional in business, yet personal in service. During business hours you will always speak with a person. We feel this reflects our company mission to be the cardiology supply provider of choice — measured by the value we deliver to our customers and the service we offer as an organization. To make this vision a daily reality we consistently go above and beyond to ensure your experience with us is a memorable one. Danlee’s future plans include, personnel additions, innovative product development, investment in employee training, a new website, and increased catalog inventory items. At Danlee Medical Products, nobody beats our heart!

What makes your company great to work for? Worker wellness and development will continue to be a priority at Danlee, our mission-driven culture, transparent leadership, and the fact that our work literally impacts the lives of so many. Everyone on the team at Danlee Medical stands by the company’s core values, including honesty, integrity, and humility — along with a strong work ethic and a good attitude.



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THE DIGITAL HYVE

The Digital Hyve is a full-service, digital marketing firm creating and executing engaging strategies that create lasting bonds between customers and brands. We are a tight-knit group of like-minded, passionate marketers hell-bent on using the full breadth of digital marketing to connect people.

What makes your company great to work for? Digital Hyve’s motto is “Better Every Day” and at the center of Digital Hyve’s core are the people. We value innovation, education, and empowerment. Our staff is offered a variety of benefits including volunteer hours, generous paid time off (including your birthday). Everyone at Digital Hyve is working towards one common goal: to ensure our clients have the best experience and reach their goals; we’re united in our passion and work ethic, which makes for an all-star crew.



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iV4

At iV4, our goal is to align technology solutions with business strategies that propel innovation and growth. iV4 utilizes a consultative approach to define and design IT strategies that deliver a better customer experience, increase efficiency, and improve consistency. With more than 20 years of experience, iV4 has the proven expertise to secure, support, and digitally transform businesses in any industry.

iV4 has been recognized as a Top 200 Microsoft solutions provider, Microsoft partner of the year, and cloud partner of the year and named to CRN’s Next-Gen 250 list.

What makes your company great to work for? Hard work is appreciated and recognized; iV4’s internal “Recognition Squad” promotes peer-to-peer recognition with two monthly awards: customer service award and above & beyond award. Everyone is working towards the same goal, grow iV4 and always have the best interest of our clients in mind.



WE ARE PROUD TO
BE HONORED AS
ONE OF CNY’S BEST
PLACES TO WORK!



One of only
three law firms to
receive this honor!



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JAS RECRUITMENT

Founded in 2008, JAS Recruitment specializes in professional, direct hire, and contract recruitment. Our vision is to be “The trusted professional search firm companies want to work with and recruiters want to work for” encapsulates everything we do. We embrace the core values of Integrity, Trust, Grit, and Drive and pride ourselves on unparalleled service to our clients and candidates. JAS Recruitment has become one of the most respected recruiting organizations, partnering with our clients and candidates. We have the tools, resources, and national reach of a Fortune 500 company as well as the agility and personal touch of a privately held, local organization.

What makes your company great to work for? Work-life balance achieved by: Flexibility, team-building activities that include company-sponsored lunches, charity work, and happy hours. Extremely friendly and fun office environment. Rewarding hard work by providing generous compensation generous paid time off. Encourages continual learning, personal and professional growth. Walk the Walk – The belief and mentoring of the core principles of integrity, trust, grit, and drive is paramount. Balance between training, ongoing support, and allowing people to work freely/autonomously.



We are proud. . .

to be recognized as one of CNY’s Best Places to Work. It’s a tribute to our team — an outstanding group of people who work hard and continue to exemplify our core values.



Main Office: 343-0057 • Plaza Office: 343-4483
Downtown Drive-Thru: 343-2577 • Mexico Office: 963-7248
Fulton Office: 592-9545 • Lacona Office: 387-3437
Central Square Office: 676-2265 • Cicero Office: 752-0033
Syracuse Office: 207- 8020

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COMPANIES WITH 5-24 EMPLOYEES

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JOSEPH’S HOUSE FOR WOMEN

Joseph’s House for Women opened its doors on March 19, 2014, as a home for pregnant, homeless women. Since that time, we have housed more than 75 women and have had 48 children born that call Joseph’s House their first home. We strive to care for the physical, emotional, and spiritual well-being of the mother and her baby in a loving family environment while teaching life skills in a variety of areas that promote healthy choices and healthy parenting. We give moms the opportunity to focus on gaining skills to achieve lasting, stable independence. Joseph’s House provides the support, care, structure, and instruction needed to help our residents earn degrees, secure employment, acquire housing and become better moms to their children.

What makes your company great to work for? Joseph’s House is a home. The residents and the staff treat each other like family. The staff at Joseph’s House has a calling to help the women and children in need and have the mission of Joseph’s House in their hearts. That love carries on after the residents move out of Joseph’s House, much like it does in a family. Joseph’s House provides a supportive, family-friendly work environment that allows employees to find a healthy work-life balance. Many of our employees have been on the Joseph’s House team since the doors opened more than four years ago.



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THE MARRONE LAW FIRM, P.C.

At The Marrone Law Firm, we provide personalized service to every one of our clients. We treat our clients like family, and remain committed to providing them with the best overall experience

The Marrone Law Firm was founded in 2015 to focus on planning for residents of Central and Northern New York with needs in elder law & Medicaid planning, estate planning, probate, trust & estate administration, and guardianship & special needs. From basic estate planning for new parents to planning to protect your assets in the event of nursing home placement to business succession planning, the staff at The Marrone Law Firm, P.C. has the experience required to assist you in tailoring a solution to any problem. We are committed to finding a solution to fit our client’s unique needs, and always strive to assist them in a compassionate and respectful manner.

What makes your company great to work for? The Marrone Law Firm is the best place to work because Anthony is invested in his employees. While challenging us at work and striving to help us reach and surpass our goals, he is genuinely involved and curious about our own personal interests within the community. Anthony encourages us to find things we are passionate about and then goes above and beyond to help get us there. It is commitment to clients and community that make our employees want to work hard to share in the success of the Marrone Law Firm.



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LP&M ADVERTISING

This year marks the 25th anniversary of the founding of Latorra, Paul & McCann, when three Central New York advertising agencies merged to create a single powerhouse marketing firm. Today, LP&M Advertising (the agency adopted the abbreviated form in 2011) is one of the few remaining local ad agencies that has successfully navigated the challenges faced by the marketing and communications industry over the past quarter-century. President Mike Ancillotti credits the firm’s flexibility, core commitment to brand stewardship, and enthusiasm for new technology as major factors in its survival and growth.

“The tools of our trade have changed dramatically,” says Ancillotti. “The digital realm has offered a host of incredibly exciting technologies that simply didn’t exist 25 years ago. We love them all, but our job as marketers is to help clients harness these new tools strategically to work in unison with their brand experience.” Brands are powerful things which need careful attention to thrive. LP&M works hard to develop, protect and nurture our clients’ brands across all communications platforms.

Today, these platforms include award-winning print, broadcast, and PR campaigns, websites, mobile apps, webinars, social media campaigns, digital storytelling, and precision-targeting tools like geofencing. Several LP&M staff members are Google AdWords/Analytics certified, and many have specialty expertise in digital animation, web development, mobile advertising, SEM and inbound marketing. LP&M’s current client roster includes local, regional, national and international accounts on four continents, in industries such as agriculture, food/beverage, design/build, professional services and destination marketing.

What makes your company great to work for? Incredibly rewarding work: The wide variety of clients and projects at LP&M ensures employees won’t get bored doing the same thing day in and day out. Everyone constantly challenges themselves, whether it’s designing a website or executing a PR campaign. These efforts have been recognized regionally and nationally by awards from several industry associations. When it’s time to relax or blow off steam, LP&M employees can shoot baskets, challenge each other to a game of darts, watch cable TV on one of five monitors, or enjoy an ice-cream social or pizza break.



Editor’s note: The company descriptions were written by the companies themselves.

A TOP WORKPLACE
IS DEFINED BY THE
QUALITY OF ITS
PEOPLE.

Thank you to all of our employees for creating a winning culture. You demonstrate a commitment to excellence that inspires confidence in our firm and makes our community a better place to live.



Big firm capability. Small firm personality.

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CENTRAL NEW YORK’S
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Event Info:

- September 12, 2018
- 4:30 PM - 7:30 PM
- Drumlins Country Club



Managed IT Solutions | Security | Consulting | Cloud



2017 & 2018 CNY Best Places to Work

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COMPANIES WITH 5-24 EMPLOYEES

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NAPIERALA CONSULTING
PROFESSIONAL ENGINEER, P.C.

Napierala Consulting provides civil engineering consulting services to a wide range of clients; from the local homeowner with a drainage or septic problem, to a national business looking to construct multi-million-dollar construction projects. Napierala Consulting started in the basement of Matthew Napierala's home in July 1998. Within one month, Matt hired his first employee and had six projects. Using old-fashioned work ethic and a "do what it takes" motto to get projects done timely, accurately, and economically, Napierala Consulting grew to five employees, worked on more than 500 projects, and moved into its current location at 110 Fayette St., Manlius in 2006. Currently, Napierala Consulting employs four professional engineers, two engineers in training, and one administrative employee and has worked on more than 1,500 projects.



It is an engineering firm that has experience and qualifications to provide civil and site engineering solutions for private, public, and financial sector projects. We are civil engineers specializing in right-to-build permitting for land development projects. From site analysis and design to municipal water and sewer systems, the staff at Napierala Consulting has the experience to complete a project on schedule and within budget.

Napierala Consulting maintains professional engineer licenses in New York, Pennsylvania, Maryland, and Massachusetts.

What makes your company great to work for? Napierala Consulting is a great company to work for because every employee is considered "family." Everyone is a valued and respected member of Napierala Consulting and hopefully feels the same. An open work layout allows for collaboration between employees. Everyone is included in project meetings, discussion to solve project issues, and developing projects. This allows for everyone to share their knowledge and expertise thus producing the best product possible for our clients and making Napierala Consulting a great place to work.

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NEW YORK LIFE,
TEAM DUFRANE

New York Life, Team Dufrane is a financial-services organization focused on the financial needs of the community. It specializes in insurance and investments by educating clients through a consultative approach. New York Life is a Fortune 65 company and the largest Mutual Insurance Company in the country. New York Life is also the largest provider of retirement income.



What makes your company great to work for? We have a tremendous, team-based culture. We recruit, train, motivate, and retain our financial advisors through passionately coaching them to hit their personal and professional goals.

*"Congratulations!
to all of the businesses this year who've worked
with passion and commitment to be the very best
our community has to offer."*



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SCALFONE
LAW PLLC

Scalfone Law PLLC is an MWBE-certified firm with a depth of knowledge and experience in environmental matters, business-development initiatives, real-estate transactions, and civil litigation. The firm takes a proactive approach to clients and cases ensuring they receive the highest possible level of customer service.

What makes your company great to work for? Scalfone Law is a rapidly growing, locally owned small business. By working hand-in-hand with businesses and individuals throughout the Central New York community, our employees are able to build relationships and make connections that allow them to make a lasting impact on our community. We have a small team of eight employees with a great office culture and laid-back atmosphere. Our frequent office outings, whether it be a Finger Lakes wine tour, an evening of pizza and putt-putt, or an afternoon trip to the Ice-Cream Stand, keep our staff in great spirits and lead to long-lasting memories.

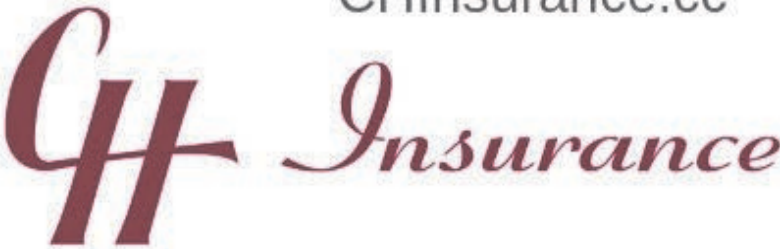


We're thrilled once again to be a part of the Best Places to Work in Central NY. Thank You to our own team who plays an important role every day for our customers and for each other. It's an honor to work with each of you and we're proud of all you do!

- Commercial Insurance
- Personal Insurance
- Group Benefits
- Risk Management



CHInsurance.cc



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★★★★ COMPANIES WITH 5-24 EMPLOYEES ★★★★★

★ SITE-SEEKER, INC.

Site-Seeker is an award-winning digital marketing agency in New Hartford. For more than 15 years, we've helped our partners grow through digital services including website design and development, lead nurturing, creative services, search engine optimization (SEO), online advertising, social media marketing, and more. We understand our partners' goals and provide the best digital solutions to help reach them.



Site-Seeker is a Google-certified partner and ranks within the top 4 percent of Google Partner marketing agencies across the country. We also hold partnerships and certifications with HubSpot, Pardot, Salesforce, Sharp Spring, and DigitalMarketer.com.

Some of our top partners include Core Life Eatery, Excel Dryer, Saranac Brewery, Northland Communications, PAR Technology, Delorio Foods, and Rudy Schmid Total Car Care. Site-Seeker is a veteran-owned, and family-owned business.

What makes your company great to work for? Our hiring process ensures that we put together the best possible team. As a result, the camaraderie between employees makes work enjoyable. We have employees located in various states across the country, including Virginia, Las Vegas and Vermont. Site-Seeker provides benefits to attract the top marketing talent around including half-day Fridays in the summer. Employees also receive a week off between Christmas and the New Year. Employee recognition is very important to us. Employees are constantly lauded for finishing large projects, earning a new certification, and even personal achievements.

★ THYSSENKRUPP ELEVATOR - SYRACUSE BRANCH

thyssenkrupp Elevator Americas is the largest producer of elevators in the Americas, with more than 15,500 employees, in more than 230 branch and service locations. thyssenkrupp Elevator Americas oversees all business for the operations in the United States, Canada, and Central and South America. It is a subsidiary of thyssenkrupp Elevator AG.



Together with our customers we develop competitive solutions for current and future challenges in their respective industries. With our engineering expertise, we enable our customers to gain an edge in the global market and manufacture innovative products in a cost- and resource-friendly way. Our technologies and innovations are the key to meeting diverse customer and market requirements around the world, growing on the markets of the future, and generating strong and stable earnings, cash flows, and value growth.

Locally, the thyssenkrupp Syracuse Branch is committed to customer excellence. We achieve this through a customer-centric approach to sales and service. Our team consists of individuals who have been working in this field for many years,

What makes your company great to work for? Our company is an inclusive organization that encourages innovation. Our products are high-tech, and we provide significant training to our employees to ensure best practices. Additionally, our leadership has made it very clear that they are committed to providing best-in-business service to our clients. This results in more satisfied customers who are more loyal to the company. In Syracuse, we view our branch as a family. We nurture and support each other while encouraging growth through training. We are focused on the success of everyone and have supported local and regional nonprofits including the United Way of CNY and the Wounded Warrior Project. Through a culture of inclusivity, we are growing and each of us wakes up in the morning ready and willing to seize the day!

★ TULLY RINCKEY PLLC

Tully Rinckey PLLC, with in-depth knowledge and legal experience spanning a broad range of legal matters, offers high-quality, innovative legal services to corporations, governments, small businesses, nonprofits, and individuals across the globe.

Tully Rinckey can address the most complicated legal issues and focus on what matters most to its clients, consistently handling cases with the utmost skill, attention, and confidentiality. While collaborating with clients and diligently and efficiently working to help them achieve their goals, the firm encourages ongoing communication with clients to ensure that their objectives are met, and their changing needs are easily accommodated.

Tully Rinckey's service to the community does not end

in the courtroom. Its attorneys and support staff regularly volunteer for a variety of causes, including distributing turkeys to military veterans in need during the holidays and participating in fundraisers for charities in the communities it serves. Events include organized walks, runs, and bike rides as well as coat drives, toy donations, and supporting breast cancer research by "going pink." Every Friday, Tully Rinckey attorneys and staff donate money when they wear jeans and sneakers to work. Proceeds are distributed monthly to local charities.

Named one of the fastest growing law firms in the United States by *Inc.* magazine,

Tully Rinckey understands that success starts with knowledgeable and dedicated employees. It provides

challenging and rewarding career opportunities for attorneys and other professionals, guided by a team-oriented philosophy.



TULLY RINCKEY PLLC
ATTORNEYS & COUNSELORS AT LAW

In addition to New York offices in Albany, Binghamton, Buffalo, Manhattan, and Rochester and Syracuse, Tully Rinckey offices are also located

in Austin, Texas; Houston, Texas; San Diego, California; Washington, D.C.; and Dublin, Ireland.

What makes your company great to work for? Tully Rinckey cares about the community, and its employees are encouraged to be congenial and respectful and enjoy being part of the team. From "Dress Down Fridays" to "Bagel Wednesdays," employees look forward to coming to work every day.



DRIVER'S VILLAGE

The ONLY Auto Dealer or Retail Business in CNY to achieve this honor in 2016, 2017 & 2018!



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COMPANIES WITH 25-100 EMPLOYEES

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ASHLEY MCGRAW ARCHITECTS, D.P.C.

Located in downtown Syracuse for more than 30 years, our design work represents a wide range of building types, including K-12 schools, colleges and universities, and community/civic buildings. Ashley McGraw's core mission is to create architectural projects with a positive impact, and we measure this through the triple bottom line of environmental, social, and economic sustainability. Achieving this requires a passion for exploration and a deeply collaborative spirit. We believe in the power of great design to create buildings that are beautiful, enhance the lives and work of their inhabitants, are economical to build and operate, and move us in the direction of net-positive environmental and social impact. Our explorations and processes include regenerative development, passive house, living buildings, net-zero energy design, and a passion for building science.



What makes your company great to work for? With offices only a few blocks from historic Armory Square, our staff has easy access to Syracuse's finest shopping, dining, and nightlife. Employees are the owners of their responsibilities to themselves and project teams. We encourage staff to find a balance between work and life and believe in giving our employees unlimited personal time off to recharge. We provide the opportunities for staff to build their career, achieve personal goals, and sharpen skills. Our goal is to help define a long and successful career path at Ashley McGraw.

We are proud to be part of the International Living Future Institute's (ILFI) JUST Program. The JUST program provides a "nutrition label" — for socially responsible organizations and corporations while helping organizations to develop better employee engagement policies and community stewardship practices. Ashley McGraw Architects was the first design firm in New York state to achieve the JUST Label in 2016.

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BLUEROCK ENERGY

BlueRock Energy is a Syracuse-based energy solutions company (ESCO) providing natural gas and electricity products, energy efficiency solutions, and solar energy options to home and business owners across the Northeast. For more than a decade, BlueRock Energy has given consumers a choice when it comes to energy providers. This in turn creates competitive pricing in the energy industry and gives consumers better control over their monthly utility bills.



What makes your company great to work for? BlueRock's 1-year-old downtown Syracuse office has an innovative and impressive collaborative workspace, making coming to work a very inviting atmosphere. Through social events, community involvement, and word of mouth, BlueRock Energy has been able to recruit and retain outstanding employees. BlueRock can retain these outstanding workers by providing each employee with competitive salaries and great benefits. BlueRock cares for its employees and the community we live in, through supporting local events and encouraging employees to get involved outside of the office. BlueRock offers a positive work-life balance, promoting healthy living and flexibility.

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CENTERSTATE CEO

CenterState CEO is an independent and forward-thinking economic development strategist, business leadership organization and chamber of commerce dedicated to the success of its members and the prosperity of the region. Its vision is for a vibrant and globally connected region recognized as a place where business thrives, and people prosper. The organization's core portfolios of work include business development; innovation and entrepreneurship; economic inclusion; and research, policy, and planning. Membership in CenterState CEO provides access to business development assistance and connections to nearly 2,000-member businesses of all sizes across Central and Northern New York. A combined focus on economic development, member services, business attraction and retention, and global competitiveness is designed to help member businesses grow and create a platform for sustained regional success. Businesses large or small are invited to join CenterState CEO's efforts to advance business competitiveness, economic development and quality of life in the region.

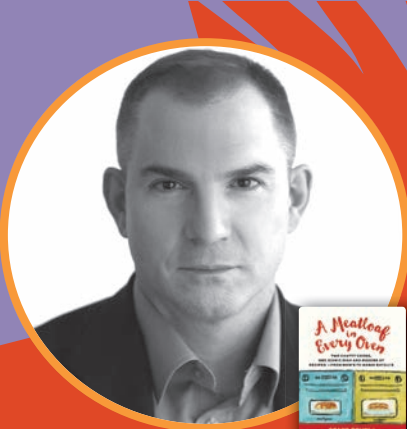


What makes your company great to work for? CenterState CEO strives to create an inclusive, collaborative, fulfilling and fun workplace for its employees, one where employees feel as though their perspectives are heard, and their requests implemented. It offers a flexible work environment, a comprehensive benefits package, and works to develop and retain employees by offering professional development opportunities and leadership training programs.

Above and beyond anything else, employee comments paint the best picture of what makes CenterState CEO a great place to work., employees reported favorably on the value of mission, work environment, value of employees/employee focused, work life balance, colleagues, and management.

THE FRIENDS OF THE CENTRAL LIBRARY

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AND BEST-SELLING AUTHOR
FRANK BRUNI
7:30 P.M.
TUESDAY, SEPT. 25, 2018
MULROY CIVIC CENTER AT ONCENTER

FOCL presents the Rosamond Gifford Lecture Series, the largest library-related lecture series in the country. For twenty-three seasons, the Friends of the Central Library has brought more than 100 world-famous authors to Syracuse to entertain, inform and inspire our Central New York audience.



Young Adult Author
RAINBOW ROWELL
Oct. 29, 2018



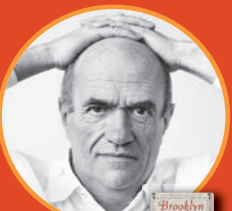
Best Selling Novelist
DIANA ABU-JABER
Nov. 12, 2018



Best Selling Mystery Author
LOUISE PENNY
Mar. 4, 2019



New Yorker Writer / Novelist
DAVID GRANN
Apr. 2, 2019



Best Selling Novelist
COLM TOIBIN
May 7, 2019

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CPS RECRUITMENT

For more than 29 years, CPS Recruitment has been providing creative workforce solutions for local, national, and international client partners. We are a recognized leader in providing executive search, recruiting, and staffing solutions. Our mission is to be the provider of choice measured by the value we deliver to our clients, our spirit as an organization, and our long-term commitment to the communities we serve. To make our vision a reality, we consistently live by certain core values — Confidentiality, Trust and Integrity.



What makes your company great to work for? CPS Recruitment offers industry-leading recruitment tools and provides extensive support services and on-going training to all our staff. We provide an outstanding benefits and compensation package, including generous time off and health & wellness benefits. As a team, we also participate in numerous events to support local organizations throughout the year and foster a strong spirit of giving back to the communities in which we live and work.

★

DERMODY, BURKE & BROWN, CPAS, LLC

Dermody, Burke & Brown is one of the largest, locally owned, certified public accounting firms in Central New York. Founded in 1956, the firm serves the region from three conveniently located offices in Auburn, New Hartford, and Syracuse. Our experienced staff of approximately 80 employees is available to assist our clients in the traditional service areas of auditing, accounting, and taxation, and provide a wide array of additional services to a diverse client base. Our additional services include business valuations, merchant services, employee benefit plan audits, family-business services, information technology services, employee benefits consulting, fraud, forensic accounting & internal controls, litigation support, payroll services, QuickBooks / accounting software support, retirement plan design & administration services, trusts & estates, and marketing consulting.



At Dermody, Burke & Brown, our mission is to empower our clients and our people to "live well" by providing valued advice and innovative solutions in an atmosphere that is professional, enjoyable, and community minded.

What makes your company great to work for? Founded on the principles of integrity, trust, and community involvement. These same guiding principles are incorporated into the work culture at the firm and what employees believe makes Dermody, Burke & Brown such a great place to work. Employees are empowered to perform to the best of their ability and feel engaged at work. Dermody, Burke & Brown's team works hard and is rewarded with staff events throughout the year including dress-down Fridays, happy hours, holiday parties, and sponsored bowling leagues. While some may believe that a healthy work-life balance is unattainable at a CPA firm, Dermody, Burke & Brown proves it is possible and a leading component to its success. Management is confident that happy employees create a healthy firm and, 62 years from its inception, Dermody, Burke & Brown continues to be a place where staff can "live well."

★★★★★ COMPANIES WITH 25-100 EMPLOYEES ★★★★★

★ EAST SYRACUSE CHEVROLET

East Syracuse Chevrolet is the largest Chevrolet dealership in Central New York. The company was established in 1928 in the village of East Syracuse. We moved to our current location off Bridge Street in 1987. Owner, Gino Barbuto, took over the company in 2011. Under his leadership the dealership has earned the title of Chevrolet Dealer of the Year twice, and Gino himself was nominated in 2017 as a Time Magazine Dealer of the Year. We work with many charities in the Syracuse area, including The First Tee, Kara Fund, and the SADA Charity Preview. Our dealership is made up of a sales department, service department, parts department, and a body shop.



What makes your company great to work for? A large theme of our establishment is family. This is a family-run business in which the employees are treated as a large family. Our management staff truly tries to make their departments run smoothly as a team, and not just individuals. We strive to try and be sure our employees have every opportunity to enjoy and succeed at their jobs.

★ GENERATIONS BANK/ AGENCY/INVESTMENT SERVICES

Generations is a community-based financial services company located throughout the Finger Lakes region. We are committed to providing quality banking, insurance, and investment services to families and businesses. Our priority is to support our customers during the most significant stages of their lives. Whether, it's getting that new car, buying a home, or paying for college, our life's work revolves around fulfilling our customers' needs.



In addition to traditional business and consumer deposit services, Generations Bank focuses on residential mortgages, as well as automobile, home equity, commercial, non-residential real estate, construction and student loans. At Generations Bank we reward our customers through our MyGenPerks checking accounts — among the benefits are cell

phone protection, ID theft aid, and roadside assistance. Generations also provides insurance with customizable policies through Generations Agency, as well as investments through Generations Investment Services.

However, none of what we do would be possible without our employees. It is thanks to our employees' hard work and dedication that we can offer quality services to our communities.

What makes your company great to work for? We provide our employees with a modern and innovative work atmosphere. Our small-town allows our employees to be a tight-knit group who work together to uphold our company's core values. We actively seek out individuals that possess qualities of Compassion, Partnership, Possibilities, Security, Wisdom, and Unity.

As an organization, we strive to be a good neighbor to the communities we serve by getting involved with local charities. As an encouragement to our employees to be active within the community outreach programs, we offer flexible scheduling to allow for community involvement and volunteering.

★ HOLT ARCHITECTS

Celebrating 55 years in business, HOLT Architects is an innovative and award-winning architecture, planning, and interior design firm. Employing 36 professionals in Ithaca and Syracuse, HOLT provides socially and environmentally responsible architecture to higher education, health care, housing and community clientele. HOLT integrates each client's unique mission, values and strategic vision into every project.



HOLT is known throughout New York state for a high-design aesthetic that is substantiated by creative, functional solutions that are rooted in sustainability. HOLT designs every building with a sustainable approach, and has designed 14 LEED buildings, as well as their own net-zero office building in Ithaca.

Inside HOLT, there is a great focus on keeping all employees at the leading edge of their professions. HOLT achieves this through attending conferences, professional development workshops, product and vendor information sessions, and sharing ideas and best practices through collaborative design charrettes, lunch-time project critiques, and monthly office-wide design pin-ups. HOLT is a 5-time winner of the "Best Places to Work" award and provides an atmosphere and culture where employees feel empowered and enjoy coming to work every day.

What makes your company great to work for? As a company full of talented designers, HOLT emphasizes an environment that promotes creativity, teamwork, and growth. This engaging and imaginative atmosphere helps keep employees excited, productive and happy. HOLT also focuses on the strength of each employee and helps give each the tools they need to succeed, including flexible hours, the ability to work from home, proper mentorship, and the right technologies. HOLT also supports each employee's personal causes such as teaching engagements at local universities, volunteerism, and backing nonprofit and charitable activities.

★ ICS

Founded in 1986, ICS has grown from a couple people to an organization of more than 75 employees supporting Central New York and the Southern Tier. We manage technology, so our customers can manage their businesses more efficiently. Because of our core values of family, integrity and teamwork, we strive to make a difference in our employees' lives, our customers' businesses, and in the community.



What makes your company great to work for? Flexible and family first, the people and culture are second to none. It's a growing company with a bright future ahead. ICS combines the ability to grow in your profession with the encouragement for proper work/life integration. Not just a # but part of a family, it is a place that truly represents its core values. You feel like you have a supportive extended family. The culture and ability to make employees feel welcome in the company and feel at home.

★ MULTIMED BILLING SERVICE

MultiMed Billing Service is a revenue cycle management company helping emergency medical service providers using secure, industry-leading technologies and an expert staff ready to optimize reimbursements. Founded in Baldwinsville in 1989, we were one of the first dedicated ambulance billing companies in the United States. Now approaching our 30th anniversary, MultiMed has more than 100 clients nationwide.



What makes your company great to work for? We strive to create a corporate culture at MultiMed that is fun, inclusive, and emphasizes employee appreciation. MultiMed prides itself on employee engagement. We allow staff to determine their own schedules, so they never have to miss a family event or stress about fitting in personal appointments. Many of our employees work remotely from the comfort of their homes, and those on-site enjoy free parking and river views from our spacious headquarters.

MultiMed wants to be more than a job, but a career for our employees, and it is our pleasure to support their continuing education. As a perk to our extremely high employee retention rate, we celebrate each person's 10-year work anniversary with a custom trip for two.

★ INSERO & CO. CPAS, LLP

Insero & Co. is a full-service public accounting firm dedicated to providing the highest standard of client service. Our employees throughout our five locations across New York state provide audit, tax, and consulting services to government agencies, school districts, colleges and universities, nonprofit organizations and companies ranging from privately held family businesses to large corporations. These clients represent many industries, including service, manufacturing, high-tech, education, social services, and real estate. We take pride in giving back to the Central New York communities in which we work, live, and play. All our employees are supported and encouraged to take part in community service. Insero is dedicated to making a difference.



What makes your company great to work for? Our team is challenged by a wide variety of work for clients they love to work with. Management practices an open-door policy to facilitate communication, and monthly video calls and team meetings keep everyone informed of firm news and objectives. Employees feel their input is valued, and that management cares about their growth and success, and the firm's continued growth ensures there is room for career growth, and staff are always learning and being challenged. Various committees including innovation, technology, charitable giving, and social media allow employees to become directly involved in the future of our firm and community. Our Dress for the Day policy allows comfort and exhibits trust in employees.

Our firm has cultivated a family-friendly atmosphere by putting people first. We have generous flexible scheduling, PTO, and work from home options, allowing all employees to achieve a good work/life balance. Another great benefit for families is the Good Food Collective, a Community Supported Agriculture (CSA) program that delivers farm fresh organically grown produce, pasture-raised meats and dairy, and artisanal local products right to our office.

★ NORTHWESTERN MUTUAL

For more than 100 years, Northwestern Mutual has worked to help secure and enhance the financial success and well-being of families and businesses in the Greater New York area.

In addition to offering access to risk management products and solutions, Northwestern Mutual can provide a variety of related products that can help solve personal, retirement, estate, and business-planning needs.

What makes your company great to work for? Northwestern Mutual is like one big happy family — we work together, eat together, and laugh together. Our company fosters success through its five core values: integrity, mutual respect, growth, passion, and leadership. With its welcoming, supportive and fun work culture, Northwestern Mutual employees are recognized for their hard work while also given the freedom to be themselves.



★★★★ COMPANIES WITH 25-100 EMPLOYEES ★★★★★

★ OSWEGO COUNTY FEDERAL CREDIT UNION

Founded in 1975, Oswego County Federal Credit Union (FCU) is a member-owned, not-for-profit financial cooperative association dedicated to providing quality financial products and services delivered in a professional, courteous, and timely manner. We currently serve the financial needs of approximately 12,000 members from throughout Oswego County. We have been identified as one of the Best Companies to Work For in New York state the last four years.



What makes your company great to work for? What makes us a great place to work for is that “fun” is encouraged every day at work. We pride ourselves in delivering high-quality member service in a personalized professional manner. Employees are provided a work environment with tremendous autonomy and freedom to be themselves and exceed member expectations daily. We have created an environment where staff members genuinely treat each other like family and more importantly treat our members like family. Outside of work, we have company events like golf tournaments, Christmas parties, and participant in numerous community events.

★ USHERWOOD OFFICE TECHNOLOGY

Usherwood Office Technology is a leading regional provider of information technology solutions and services throughout the Northeast since 1976. We are headquartered in Syracuse and have offices in Albany, Auburn, Boston, Binghamton, Buffalo, Burlington, Jamestown, Manchester, Potsdam, Plattsburgh, Providence, Rochester, Utica, Watertown, and West Lebanon. In those 42 years, Usherwood has grown to more than 150 employees serving 7,000 clients across five states.

Our rich legacy in IT services coupled with our history of creative innovation, has allowed Usherwood to become one of the fastest growing providers of IT solutions and services in the United States. As part of our comprehensive solution offerings, we provide flat-fee managed IT plans which include continuous maintenance of network infrastructure, complete offsite backup and disaster recovery, as well as multi-layer security for IT networks.

What makes your company great to work for? While we take our clients’ and employees’ needs seriously to provide them the best possible service and support, we also know how to have fun and enjoy spending time with one another as friends and family in the organization. We can rely on each other professionally to keep our clients up and running, working together as a team as well as relying on each other on a personal level in all different aspects is what makes Usherwood, among many other reasons, a great place to work.



★ WESTELCOM

Westelcom is a provider of advanced telecommunications solutions operating throughout Northern New York. Parent company Chazy Westport Telephone Corporation has been providing services for more than 110 years, locally owned and operated by the Forcier family since 1952. Westelcom offers a strategic suite of business communication services over its fiber network which includes telephone, long distance, high-speed broadband, dedicated

internet, and private ethernet networks for multi-office connectivity. The company also provides advanced IP phone and data solutions to include hosted PBX, hosted firewall, server colocation, disaster recovery alternatives. They operate four carrier neutral interconnection facilities and data centers located in Syracuse, Watertown, and Plattsburgh with cloud IX gateway direct connectivity to Google, Amazon, Microsoft, and other platforms. The facilities house Tier 1 Internet service providers, cloud and managed service providers, and mobile carriers for any enterprise client seeking redundant

connections. Westelcom has engineered a ringed geo-diverse network with a regional, national, and international reach.

As a leading carrier of telecommunications services, Westelcom has extensive expertise in serving the health-care industry to include providing managed internet services to two regional telemedicine networks, eight regional hospitals, and more than 120 medical facilities. Their mission is to exceed custom-



ers’ expectations by providing excellent customer service in communications solution design, delivery, and support.

What makes your company great to work for? The company’s vision and its dedication to its employees. Talented people committed to the vision and mission of the company. The comradery & work environment. Employees health and safety always a priority and of course the company’s commitment to the community.



*Goodbye Tension,
HELLO
PENSION!*

Please join Jim and his friends at Visual Technologies to celebrate a successful 27 years with VTC and to wish Jim well on all of his future endeavors!

Family, friends, clients, vendors and colleagues are all welcome.

Wednesday, September 26, 4-7 PM
at Bella Domani in N. Syracuse.
Please RSVP to Michelle - (315)423-2000




MEET PETE!

Visual Technologies is pleased to announce its newest member of its sales team, Pete Helmer. Pete brings with him a passion for technology, a background in production and a friendly demeanor. Contact Pete to discuss what products Visual Technologies has that can help you achieve and exceed your presentation requirements.

Pete Helmer, Sales Executive

CONNECT WITH PETE!
315.423.2000 x 108
phelmer@visualtec.com



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BANKERS HEALTHCARE GROUP

Bankers Healthcare Group (BHG) provides innovative, hassle-free financial solutions to health-care professionals throughout the United States. Since 2001, BHG has provided more than \$3.5 billion in financial solutions to satisfied customers and worked with more than 110,000 licensed practitioners. The company employs more than 390 at its offices in Davie, Florida; Syracuse, and New York City.

Through direct lending, BHG provides funding to licensed health-care professionals in as few as three days.

BHG is proud to maintain partnerships with leading health-care industry associations, and is often honored for innovation, corporate growth, and being a best place to work. The company has been recognized on *Inc.*'s list of America's 5000 fastest growing private companies 11 times, including being ranked #5 in 2005.

What makes your company great to work for? The people at Bankers Healthcare Group are the foundation of its success. As a growing company, we believe that joining people with different talents and backgrounds cultivates powerful synergy and uniting these people under a common goal produces unstoppable innovation.

The company's core values of PMA (positive mental attitude), team player, and loyalty are visible on office walls, in conference rooms, and on many employee desks and even in their branded apparel. Employees are encouraged to reap the benefits of a healthy lifestyle both in and out of the workplace. BHG's Syracuse office features a 2,500-square-foot on-site gym with an on-staff certified fitness manager. The company offers healthy snack options to keep the team energized throughout the day and caters lunch once a month. Employee recognition is a fundamental component of BHG's culture. Employees know they have an immediate impact on the success of the company and play a part in pursuing its goals.



★

THE BONADIO GROUP

The Bonadio Group is a nationally ranked, top 40 CPA firm that brings an integrated world of resources to every client, large or small. We have developed relationships with a diverse range of organizations — from private sector to public, tax-exempt to individual. And we are continually expanding our range of offerings and geographic footprint to ensure your growing needs are consistently met.

Founded in 1978 and led by active, engaged partners, The Bonadio Group brings a passion and approach to our work that distinguishes us in our field. Each client assignment begins with the close attention of a senior partner, who continues to watch over and advise the relationship as it proceeds, to ensure we optimize the outcome of our services.

What makes your company great to work for? Unlimited PTO (paid time off), dress for your day, summer Fridays and employee appreciation days. In-house massage therapist during tax season, incentive programs for healthy living focus on work/life/family balance. Leadership and training opportunities; fast-paced and exciting work environment; beautiful office space in the heart of CNY. Halloween party for families that includes a parking lot party with DJ, food truck and ice cream.



★

DELTA ENGINEERS,
ARCHITECTS, AND LAND
SURVEYORS, DPC

Delta delivers a diverse array of engineering, architectural, and land surveying services to public and private clients throughout the United States from four locations. We have been providing practical, responsive, and innovative solutions to our clients since 1976. We are a seamless extension of our clients' organizations. Delta's core principles prioritize the needs of our clients, our employees, and the community.



Delta's professional staff is divided into five distinct market sectors dedicated to the clients we serve: building facilities, transportation, environmental, specialty precast, and survey and mapping. Our multi-discipline services include civil, environmental, structural, mechanical, highway, traffic, bridge, electrical engineering, land surveying, and architectural design, all focused on our clients' needs and requirements. Many of our services are provided to repeat clients through term agreements and typically include: planning, code reviews, feasibility studies, new and restoration design, drawing preparation, construction

specifications, cost estimating, commissioning, bidding documents, and construction administration and inspection.

What makes your company great to work for? Delta's employees are engaged with exciting, constant workflow. We make time to plan career development tracks and training goals for our employees. We have seminars, lunch and learns, and webinars scheduled for our various groups to stay up to date on the latest engineering / architectural developments and trainings. We like to have a little fun outside of work by volunteering in our community. Some of our volunteer work includes the YMCA Corporate Challenge, Roberson Museum, the United Way's National Day of Caring, the Southern Tier Heart Walk, CHOW, the Broome County Humane Society, and the Children's Home.

*Congratulations to the 2018 Winners
and Thank You to Our Sponsors!*



★★★★★ COMPANIES WITH 100+ EMPLOYEES ★★★★★

★ DRIVER'S VILLAGE

World Class Experiences, for our customers and our staff. Second to none ... that is the goal of Driver's Village every single day. We have been blessed to serve the Central New York Community for more than 80 years, while operating one of the longest-running family-owned businesses in the area. As the largest single automotive sales & service location in the market, our mission is to create a lasting relationship with our customers — not simply to perform a transaction. This has resulted in years of loyal business and allows Roger Burdick and the leadership team to invest time and resources into other projects we're passionate about, both in our community and around the world.

What makes your company great to work for? Our company is based on four core values: Integrity, Innovation, Communication, and Respect. Each of these values is evident in how our team interacts with each other and with our customers. The work environment is engaging, fun, interactive and challenging, with ample opportunities for staff to grow into larger roles.



★ GALAXY MEDIA

Galaxy Media is a premiere, privately owned, independent media group. With eight stations in Syracuse and five in Utica, we're a dominant presence in each market. Though radio will always remain at the heart of who we are, as the media landscape has changed, we've evolved to meet the needs of both our listeners and our clients. Galaxy Media also encompasses robust events planning, sports marketing, and digital media divisions, making it easy for businesses of all sizes to get their messaging out to a highly targeted client base.

Our local focus separates Galaxy from our competitors. We run very little national programming, and every aspect of our company operates with the local consumer in mind. Whether it's coming out of the speakers or it's an event happening at a local venue in town, we want to create the ideal experience for people living in that city.

Our sports marketing division brings teams like Syracuse University Athletics, the Utica Comets, the Syracuse Crunch, the New York Yankees, the New York Mets, Utica College, the Buffalo Bills, and the New York Giants to local airwaves. Virtually all of Central New York can find their favorite teams' games on our stations. We live and work in Central New York too, so knowing what's best for this area benefits us all.

What makes your company great to work for? The people, the friendly environment, the jokes, the success ... all combined to make up one of the best companies to work for in Central New York. Every day is something new and exciting.



★ PATHFINDER BANK

Pathfinder Bank has been providing the Central New York region with community banking services for more than 158 years. Pathfinder has nine branch offices throughout Oswego and Onondaga counties. We offer an array of products and services including checking and savings accounts, online and mobile banking, investment services, residential and consumer loans, and a full range of commercial, municipal, and business services. Our primary focus is to foster relationships with individuals and businesses; we pride ourselves as being the local community bank that our customers can trust.

What makes your company great to work for? Pathfinder Bank is great to work for because we value personal and professional growth and create an environment where everyone can flourish within our organization. Our culture is one of togetherness. We care about each employee's wellness, both personally and professionally, and showcase this by being flexible, forgiving, fun, and friendly. We spend time together through employee-sponsored events hosted by our Pathfinder Employee Events Committee and we try to find new and exciting ways to build our relationships with one another, both at and outside of work. We believe that in doing this, we can strengthen our bond, which will allow us to continue to provide excellent customer service and reach our financial goals as a team.



★ THOMPSON & JOHNSON EQUIPMENT CO., INC.

Thompson & Johnson (T&J) was founded in 1954 and has enjoyed overall steady growth for almost 65 years, representing industry-leading manufacturers such as Toyota and Crown forklifts in the material handling equipment business. On the compact construction equipment business side, we offer Bobcat skid steer, compact track loaders, mini-excavators, and Bandit chippers and stump grinders. T&J provides excellent sales, service, parts, rental, and leasing solutions for a very diverse customer base. T&J services Central New York, the capital and Hudson valley regions, the Twin Tiers and Northern New York from locations in Syracuse, Albany, Binghamton, and Elmira. More than half of T&J employees are technicians, with 56 providing mobile service to customers maximizing customer's equipment utilization.

What makes your company great to work for? T&J is a second-generation company that recognizes the importance of culture and the positive affect of hiring to fit that culture. Most new hires are referrals by existing employees, which helps the on-boarding process and contributes to T&J's 11-year average tenure. The core values of integrity, loyalty, work ethic, and promoting from within, have served the company well for decades. Respectful candor is encouraged at all levels, and an open-door policy promotes dialog. Many employees comment about the family atmosphere. Utilizing the visual of a triangle, all employees are asked to consider the impact of any decision on three primary stakeholders; the individual, the customer, and the company.



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OCTOBER 15

CNY GAMING

SPECIAL REPORT

The gaming industry is growing rapidly in our region and having a tremendous impact on our local economy.

This section will highlight business news from our area's gaming industry. Stories could include news updates on major area casino projects, articles about new spinoff or gaming-related businesses that have emerged, tourism-promotion initiatives for the area gaming industry, and the impact the area's gaming businesses are having on the economy and tourism.

Contact us today:
Dony Kuriakose: (315) 579-3901 • dkuriakose@cnybj.com
Alicia Zaret: (315) 579-3924 • azaret@cnybj.com

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November 7, 2018

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December 4, 2018

8:00 AM -10:30 AM • Genesee Grande Hotel

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*Recognizing family-owned businesses that are
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For information on these
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Outstanding service
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“Highest in Customer Satisfaction with Small Business Banking in the Northeast” – J.D. Power

Recognition for serving businesses is always rewarding. But when it comes from the customers we work hard for, it’s even more meaningful. And this year we’re proud to have earned our first J.D. Power Award based on surveys from nearly 8500 small business owners. We took the time to understand what’s important to them, and we’d love the chance to learn what’s important to you. Find out everything M&T Bank can do for your business by calling Lee DeAmicis at 315-424-5056, or stop by any M&T branch today.

Hear what our customers have to say about working with M&T at mtb.com/understandingbusiness.



M&T Bank
Understanding what’s important®

M&T Bank received the highest numerical score among eleven banks in the Northeast region in the J.D. Power 2017 U.S. Small Business Banking Satisfaction Study, based on 8,378 total responses, measuring the opinions of small business customers with annual revenues of \$100,000-\$10 million, surveyed June-August 2017. Your experiences may vary. Visit jdpower.com. ©2018 M&T Bank. Member FDIC.

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