10th Annual
CNY BUSINESS JOURNAL
BEST PLACES TO WORK 2022

★ 10 th A nnual ★

★ 101+ EMPLOYEES ★

#1

AEROTEK
UNDER 15 EMPLOYEES

AMERICAN FASHION NETWORK
15-50 EMPLOYEES

SERVOMATION
51-100 EMPLOYEES

ICAN
101+ EMPLOYEES

★

THIS EVENT IS MADE POSSIBLE BY

PLATINUM SPONSOR

EVENT PARTNER

RMS
Research & Marketing Strategies, Inc.
WHO’S IN YOUR LINEUP?

"CONGRATULATIONS WINNERS!"

Learning and growing
Your employees selected YOU as the Best Place to Work in CNY. Is there any greater validation for all the energy and passion you put into creating impact for your team?

Cultivating a team culture
In a time where everyone feels a level of uncertainty amidst massive change and shifts in the workplace, virtual and otherwise... you’re weathering the storm and steering your team to greatness.

From our team to yours
So on behalf of our Sales Team featured here, and all of our team working on five star customer service everyday, we Congratulate you for your big WIN! It is no small feat. CH Insurance is proud to be a part of this shining example of commitment, loyalty, partnership, and dedication to the well-being of your employees and the community as a whole. Keep up the amazing work and never forget... We’re in your corner!

FROM THE DIRECTOR

What do a recruiting and staffing agency, a woman-owned, global manufacturer of custom apparel, an entrepreneurial smart vending machine company, and a unique home and community-based network that provides individualized and non-traditional services to the highest risk individuals and families have in common? They are each ranked the #1 Best Places to Work companies in Central New York Congratulations to the winners and each company that participated in Best Places to Work 2022.

This year, we are celebrating 10 years of recognizing companies that are employee-focused, offer flexible work schedules, competitive pay and benefits, community support, open communication, are fun places to work, and create a culture that makes their employees say wow! This is what make these companies the Best Places to Work this year.

A special shout out to HOLT Architects, which has been a best place to work for 10 years. One of the survey questions asks employees to describe their company in one word. Check out these words taken from HOLT’s word cloud: organized, amazing, supportive, and encouraging. No wonder HOLT has been a best place to work all 10 years!

Each year, I set out to visit the companies that are new and participating for the first time. This is one of my favorite things to do. I look forward to meeting you and your team and I always learn something new from each of you.

I am excited to share that the nine-hole golf tournament doubled in size with 19 foursomes competing for the number one spot and having a lot of fun in the process. See photos in the paper and online. Thank you to Timber Banks Golf Club for making this a great afternoon. I hope you will consider joining us FORE golf next year.

Thank you to CH Insurance for being the platinum sponsor since 2017. A huge thank you to Research Marketing & Strategies — your expertise is what gives the survey accreditation and validity. And of course, a most grateful thank you to all our sponsors — we could not do this without you!

All my best,
Jill Allen
BizEventz

Background
In 2022, The Central New York Business Journal and BizEventz partnered with Research & Marketing Strategies Inc. (RMS) to conduct the 10th 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 organization’s 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, and 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.

DIRECTOR FROM THE
Prevent Breaches and Ransomware Attacks and Protect Assets from the Inside Out

Start Today.

With almost every device connected to the Internet, concern around protecting your network and data is at an all time high. You cannot afford to risk unauthorized access or compromise the integrity of your systems. Let ComSource security expert help you prevent breaches before they occur.

sales@comsourceny.com • 315.682.4115 • www.comsourceny.com

For more than 35 years, Aerotek’s people-focused, performance-driven culture has helped millions of men and women find rewarding work at leading companies that know an exceptional workforce demands both capability and character. Now, Aerotek is focusing everything the company has learned on the workers who form the backbone of our economy. Whether you work in construction & skilled trades, manufacturing & production, warehousing & distribution, or facilities & maintenance, Aerotek knows you’re looking for more than just a job or a worker. That’s why Aerotek never stops investing in our people by adding skills and advantages to your work experience.

One word to describe your company?

Family

What is the most fun or unique activity your team has participated in this year?

Axe throwing at Bad Axe in Township 5. We played following corn-hole rules and had a blast building our relationships outside of the office.

What do you see changing in your business world over the next 12 months?

Our business is dependent on the ever-changing world around us. We are hoping that the supply chain opens again, which will allow our manufacturing customers to operate at the rates they want and need to meet their customer demands.

Share with us something about your company that most people might not know.

Diversity, equity, and inclusion is the backbone of our company. We have multiple Employee Resource Groups that you can join as a member or ally to the group to support minority groups in our workforce.

#1 AEROTEK
#2 David’s Refuge

David’s Refuge is an organization working to prevent caregiver burnout. They do this by providing respite, resources, and support to parents and guardians of children with special needs or life-threatening medical conditions. Their vision is to become a community that is nationally recognized for empowering caregivers to lead their families with strength and grace. Through three buckets of service including respite, community programming, and wellness support, David’s Refuge works to ensure that caregivers are reminded that they are not alone, that what they do matters, and God and this community loves them.

One word to describe your company. Impactful.

What is the most fun or unique activity your team has participated in this year? For our staff holiday celebration, we teamed up and built gingerbread houses together. We had a blast!

What do you see changing in your business world over the next 12 months? We will continue to expand our Caregiver Summit and Wellness Retreat, a new model for David’s Refuge that provides all our services in a conference-style event and allows us to align with even more amazing community partners. In addition, we will add to our team to ensure that we are ready for the next phase of service and growth.

Share with us something about your company that most people might not know. We practice gratitude daily.

#3 The Garam Group

The Garam Group is a unique information-technology firm that focuses on happy employees, leading to happy clients. Their driving principles are to provide a fun and dynamic work environment, where the number-one focus is customer-service excellence. The Garam Group is an all-inclusive environment that nurtures the development and growth of their employees. They have a caring and supportive leadership team that makes life/work balance a priority. They take their core values seriously: integrity, dedication, positive attitude, collaborative, and fun. These are not just words in an employee manual or posted on their website. They focus on them every day. In fact, each week during their staff meeting, they spotlight each other when observing a teammate living out or demonstrating their core values. The primary mission of the company is to make it happen. Everything from help-desk calls, to on site engineered projects, they are all approached and executed with the make-it-happen attitude. As a direct result of this work ethic, the growth of this company has been primarily driven by referrals of highly satisfied clients. While we have a wide array of backgrounds and work experience, everyone at The Garam Group shares one common trait — a passion for creating the WOW experience for our clients.

One word to describe your company. Community.

What is the most fun or unique activity your team has participated in this year? We closed the office early and went axe throwing together.

What do you see changing in your business world over the next 12 months? We have been growing consistently over the past few years and we expect to add more team members over the next 12 months.

Share with us something about your company that most people might not know. We love animals! We allow our employees to bring their dogs to the office.

#4 LP&M Strategic Marketing

LP&M, one of Syracuse’s leading marketing communications agencies for more than 25 years, offers fully integrated strategic marketing, branding, and digital communications services. The agency has successfully established corporate identities, launched new products, built brands from the ground up, and served as a creative think-tank for clients in a vast variety of industries. LP&M also acts as brand steward for some of the world’s biggest names, from manufacturing to travel/tourism to agriculture to professional sports teams. For each of these categories and many others, LP&M finds unique solutions to help every client thrive. Over the years, the agency’s client roster has included a mix of local, regional, national, and international businesses and organizations, spanning five continents. AMPL, the data-driven digital communications division of LP&M, brings a fresh perspective, bold insight, and unexpected solutions. AMPL specializes in digital-marketing planning/strategy for businesses, app development, augmented reality, interactive innovations, and more.

One word to describe your company. Inspirational.

What is the most fun or unique activity your team has participated in this year? One activity that stands out for us this year has been our partnership with the team at Visit Syracuse/Film Syracuse. The idea of Syracuse putting itself on the film-industry map — both nationally and internationally — is exciting for everyone who calls Central New York home. In 2021, Syracuse-based motion-picture productions try map — both nationally and internationally — is exciting for everyone who calls Central New York home. In 2021, Syracuse–based motion-picture productions

What do you see changing in your business world over the next 12 months? We believe the shift toward ever-greater emphasis on digital marketing and advanced electronic applications will continue indefinitely. There’s never been more of a need for finding and developing new ways to engage and interact with businesses and consumers. This trend is why our AMPL digital division exists, and why its capabilities will continue to be invaluable for our clients for year to come.

Share something about LP&M that most people might not know. On a regular basis, LP&M interacts with professional athletes and major sports teams, celebrity chefs, entertainers, and other high-profile individuals on behalf of our nationwide client roster.

#5 Arete HCMS - A La Carte Business Services

Arete and A La Carte are sister companies, servicing their clients as if they are one big organization. They take great pride in outstanding client service, really knowing the ins and outs of their clients’ businesses and making them part of their family. The owner puts employees first so the employees can take care of their clients. Everyone is special and valued. As hard as the work may be, helping a client through a hard day or a tough situation, and hearing the peace in their voice when they are all set makes it all worth it.

One word to describe your company. Excellence.

What is the most fun or unique activity your team has participated in this year? We are always sure to celebrate team members for every birthday and work anniversary... cake, gifts, balloons, cards, and laughter.

What do you see changing in your business world over the next 12 months? We expect changes to the methods in which money is moved and the impact that will have on payroll processing and accounting best practices.

Share with us something about your company that most people might not know. We were started from a laptop in the owner’s dining room almost 12 years ago. She still has that laptop.
Thank you to all of our amazing employees for making Dannible & McKee one of the Best Places to Work in Central New York for the third year in a row. We’re committed to providing a great work environment where our people can grow and make a difference, while having fun doing it—and it shows!

To learn more about our firm, visit dmcpas.com.

The Grimsley Agency, established in 1989, caters to property-casualty insurance. They have access to 60-plus insurance companies, which the agents shop policies to find the best fit for their clients’ needs. They specialize in auto, home, and commercial and have more than 30,000 clients. The agency writes insurance all over New York state and Pennsylvania. Clients include restaurants, car dealers, repair shops, retail stores, medical companies, office, contractors, and rental properties. Workers’ comp is a specialty that they cater to. The Grimsley Agency is award winning among insurance agencies. Accolades such a premier, Elite Agency, Presidential Agency, Platinum Agency, Inner Circle, and Circle of Excellence have been earned. The Grimsley Agency is proud to celebrate 33 years of service in the local community.

One word to describe your company. Caring

What is the most fun or unique activity your team has participated in this year? Appreciation event at the Syracuse Mets

What do you see changing in your business world over the next 12 months? Challenging landscape for insurance companies.

Share with us something about your company that most people might not know. Most people don’t know that we have more than 60 insurance companies from which we can provide price quotes.

The Grimsley Agency Services

Grimsley Agency

Founded in 2018, Nave Law was determined to revolutionize what people expect from a law firm. Voted as one of Central New York’s Best Places to Work and an Economic Champion for four consecutive years, Nave Law was named Corporate Partner of the Year by the Cystic Fibrosis Foundation in 2018. In 2020, Nave Law was presented with the Corporate Community Support Award at the Nonprofit Awards presented by The Central New York Business Journal. In 2021, Nave Law launched its philanthropic strategy called Nave Cares, the firm’s unique way to increase the well-being of community members through a program of philanthropy. “Our commitment is twofold. First, to foster a great work environment where people come before profits. If we put people first, we can create, develop, and implement change systems,” Chief Operating Officer Sean Kelsey explains. “Second, to provide valuable resources that allow members of our community to grow. We believe that when we help each other grow, that is the best of humanity.” The law firm also doubled its office space in 2021 with a move to new offices on Walton Street in Armory Square. This expanded space has allowed the firm to focus on helping solve everyday people’s problems across several areas of law through a focused legal strategy where attorneys focus on specific areas of law versus the standard generalist strategy. When asked about the benefit of this strategy, Kelsey stated, “Simple, it creates a better client experience, which we feel leads to better results.” Our 2021 highlight, by far, was being the overall best company to work for in CNY!

One word to describe your company. Problem solvers

What is the most fun or unique activity your team has participated in this year? We do a lot of fun events, from soccer to golf to throwing out the first pitch at Syracuse Mets games, to having a concert in Clinton Square.

What do you see changing in your business world over the next 12 months? Continuing to expand the areas of law. With the expansion comes growth in staff, something that we are incredibly excited about.

Share with us something about your company that most people might not know. We have a philanthropic strategy called Nave Cares, which has everything from free traffic tickets for sectors of the market to free legal questions to scholarships. Visit NaveCares.com for more information.

#6 Nave Law

#7 Grimsley Agency Services

The Grimsley Agency Services
#8 Napierala Consulting Professional Engineers

Napierala Consulting is a civil-engineering firm with highly skilled, experienced professionals specializing in the right-to-build process for land development site design projects. Napierala Consulting leads projects through the proverbial maze of local, regional, state, and federal permits required to build new development projects. Napierala Consulting provides all tasks necessary to take a project from an owner’s vision through the site design and permitting process before assisting with final construction. Most of Napierala Consulting’s work is throughout all regions of New York state; however, licensure and work are obtained in Massachusetts, Pennsylvania, and Maryland.

One word to describe your company. Integrity

What is the most fun or unique activity your team has participated in this year? This year, Napierala Consulting hosted a company picnic for all staff and their families. Great food, games, prizes, and family fun made for a memorable time for all.

What do you see changing in your business world over the next 12 months? The last two years have certainly brought about work-culture changes to the business world. Napierala Consulting will continue to strive to meet the needs of our employees and clients, whether that entails working from home, Zoom meetings, or creative solutions for retaining employees and clients.

Share with us something about your company that most people might not know. Napierala Consulting is a small company that works together as a family. Employees have a strong work ethic, attention to detail, and respect for each other. Most of the staff are licensed professionals with many years of experience which translates to great service for our clients.

#9 Site-Seeker, Inc.

Site-Seeker has been a top digital-marketing agency in Central New York for almost 20 years, specializing in custom online-marketing solutions for clients all over the U.S. and abroad. We help businesses advance in this digital age using our tools, talent, and technology. At Site-Seeker, we function as an extension of our clients’ marketing and communication teams, developing thorough solutions for complex problems. We collaborate with our clients to create dynamic marketing plans customized to their business, driving meaningful results and keeping our clients up to date along the way. Led by a team of marketing experts, Site-Seeker embraces a team approach, leveraging individual strengths to provide the best partnership experience. We value relationships and share in the responsibility and accountability to help grow our partners’ businesses. Our growth is driven by the positive relationships we maintain with our client partners.

One word to describe your company. Invested

What is the most fun or unique activity your team has participated in this year? Planned for this fall, the entire Site-Seeker team will be heading to the Finger Lakes for our annual retreat. This is always filled with fun team-building activities.

What do you see changing in your business world over the next 12 months? Digital marketing is constantly changing; thus, we will continue to see multiple changes over the next 12 months. In particular, privacy is changing with iOS updates, so this is something we are staying ahead of for our clients and prospects.

Share with us something about your company that most people might not know. Our team continues to grow, and we have added satellite offices in North Carolina and Pennsylvania.
## BEST PLACES TO WORK RANKINGS
### Under 15 Employees

<table>
<thead>
<tr>
<th>Rank</th>
<th>Name</th>
<th>Address</th>
<th>Phone/Website</th>
<th>No. CNY Employees</th>
<th>Industry</th>
<th>No. of Holidays per Year</th>
<th>401(k)/retirement plan</th>
<th>Bonus/incentive programs</th>
<th>Career-dev. programs</th>
<th>Flexible hours</th>
<th>Leave/PTO donation</th>
<th>Support for community service</th>
<th>Telecommuting options</th>
<th>Tuition reimbursement</th>
<th>Wellness programs</th>
<th>Wage/hourly benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Aerotek</td>
<td>5789 Widewaters Pkwy. #1b Syracuse, NY 13214</td>
<td>(315) 928-3180/aerotek.com</td>
<td>12</td>
<td>Manufacturing</td>
<td>6</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>N</td>
<td>N</td>
<td>N</td>
</tr>
<tr>
<td>2</td>
<td>David’s Refuge</td>
<td>5800 Heritage Landing Drive, Suite B East Syracuse, NY 13217</td>
<td>(315) 761-5460/davidsrefuge.org</td>
<td>6</td>
<td>Nonprofit</td>
<td>11</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>N</td>
<td>N</td>
</tr>
<tr>
<td>3</td>
<td>The Garum Group</td>
<td>60 Loрю Building, Suite 300 Oneida, NY 13421</td>
<td>(315) 299-1057</td>
<td>14</td>
<td>Technology</td>
<td>5</td>
<td>N</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
<td>N</td>
</tr>
<tr>
<td>4</td>
<td>LPFM / AMPL Digital Communications</td>
<td>120 W. Washington St. Syracuse, NY 13202</td>
<td>(315) 476-1646/lpm-adv.com</td>
<td>13</td>
<td>Professional Services</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>5</td>
<td>Avete HCMS - A La Carte Business Services Inc.</td>
<td>3247 Vickery Road Syracuse, NY 13212</td>
<td>(315) 373-0020/vickerycom.com</td>
<td>7</td>
<td>Professional Services</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>6</td>
<td>Nave Law</td>
<td>231 Walfon Street Syracuse, NY 13203</td>
<td>(315) 200-217.231</td>
<td>13</td>
<td>Professional Services</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>7</td>
<td>Grimsley Agency of NY LLC</td>
<td>5220 W. Taft Road Oneida, NY 13202</td>
<td>(315) 452-0122/grimsleyagencyofny.com</td>
<td>22</td>
<td>Professional Services</td>
<td>8</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
<td>N</td>
</tr>
<tr>
<td>8</td>
<td>Najjevala Consulting Professional Engineer, P.C.</td>
<td>110 Fayette St. Middletown, NY 13114</td>
<td>(315) 585-5815/tajjevala.com</td>
<td>6</td>
<td>Construction/Engineering</td>
<td>8</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
</tr>
<tr>
<td>9</td>
<td>Site-Seeker, Inc.</td>
<td>287 Genesee St. Utica, NY 13501</td>
<td>(315) 732-0281/site-seeker.com</td>
<td>7</td>
<td>Professional Services</td>
<td>5</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
</tr>
<tr>
<td>10</td>
<td>JAS Recruitment</td>
<td>301 Main Street, Suite 100 Syracuse, NY 13201</td>
<td>(315) 565-2910/jasrecruitment.com</td>
<td>11</td>
<td>Professional Services</td>
<td>11</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
<td>N</td>
</tr>
</tbody>
</table>
AMERICAN FASHION NETWORK (AFN)

American Fashion Network (AFN) designs and manufactures private-label clothing for the U.S. Marine Corps, Air Force, and America’s top retailers including, but not limited to Kohl’s, JCPenney, Petco, and Walmart. AFN is well known for its speed to market, supply chain, innovation in fabric and style trends, and innovation in fit and function. The company is a four-time recipient of the 50 Fastest Growing Woman-Owned Companies by American Express and the Women’s President Organization and vendor/supplier awards including, design, innovation, liquidity, and diversity and inclusion. AFN is made up of a multigenerational team of talented and committed people.

One word to describe your company
Innovative

What is the most fun or unique activity your team has participated in this year?
A celebration of the company’s 17th anniversary on Cinco de Mayo. Fun all around!

What do you see changing in your business world over the next 12 months?
Yes. We will lead the nation in breathing new life into American manufacturing.

Share with us something about your company that most people might not know.
That we have always used American manufacturing, even when it wasn’t popular and trending. While most companies left, we never did.

AMERICAN FASHION NETWORK
EST. 2005
ANDRO creates advanced computing solutions for the hardest, most complex wireless communications and radio-frequency spectrum challenges including spectrum management, signal processing, sensing, and agile waveform development for tactical radios and satellite modems. For more than 27 years, many of the largest technology companies in the world and the U.S. government have depended upon ANDRO’s unique technical expertise. ANDRO’s headquarters in Rome has more than 20,000 square feet of lab space, including its Marconi-Rosenblatt AI/ML Innovation Lab and several radio R&D labs. ANDRO also has offices in Syracuse and Dayton, Ohio. The company is working to bring its military heritage of products to the commercial market and plans to relocate and expand its facilities in 2023.

One word to describe your company. Techno-transformative

What is the most fun or unique activity your team has participated in this year? Adirondack Fire Tower Challenge — Scattered across the Adirondack Park are 25 fire towers and six in the Catskills. The goal is to summit 18 of the 25 Adirondack fire-tower peaks and all six of the Catskill fire-tower peaks. The activity is meant to promote health and well-being by participating in some outdoor fun with fresh air and some exercise.

What do you see changing in your business world over the next 12 months? ANDRO is working to bring its military heritage of products to the commercial market and is in the process of implementing plans to relocate and expand its radio prototyping and production facilities. It will be expanding its business development, marketing, and sales departments and putting an even greater emphasis on leveraging cutting-edge technology to optimize our business. ANDRO is a resource for individuals in the debt-collection process and utilizing various technology allows us to communicate and partner with individuals in ways they prefer.

Share with us something about your company that most people might not know. ANDRO is supportive of and active in promoting workforce development to grow the STEM workforce for CNY economic expansion. ANDRO executive leaders were instrumental in launching the Project Fibonacci Foundation, which is a nonprofit 501(c)(3) charity dedicated to STEM plus Arts (STEAM) leadership education for youth retention and recovery, promoting entrepreneurship, and catalyzing community revitalization.
#5 Strategic Financial Services

Strategic is one team united behind a common purpose: “to help people live a great life.” Strategic has been serving the greater Utica community for more than 42 years. Today, a growing team of 36 diverse but like-minded team members manage and advise on more than $17 billion in assets for individuals, businesses, and not-for-profit organizations. Services provided include investment management anchored by our evidence-based factor philosophy, comprehensive wealth counseling for institutions and families, and employer retirement plan services. The Strategic team has been nationally recognized as a Top 100 Financial Advisors firm in the country six times and was awarded InvestmentNews Best Place to Work for the last three years.

One word to describe your company. Passionate

What is the most fun or unique activity your team has participated in this year? Strategics’ Raise the Rug Party. In January, we launched a large-scale renovation at our office headquarters. We commemorated the launch with a party in our gutted office space with food, drinks, music, cornhole, beer pong and a full-scale pickleball court tournament. We also allowed team members to write their favorite works/ies/memories on the cement floor with sharpie before the new carpeting goes down as a bit of a time-capsule moment. It was a special way to celebrate the memories and transformation that 114 Business Park Drive has held and look to the future for the next 40 years.

What do you see changing in your business world over the next 12 months? The focus on team engagement will only accelerate from here. The last few years have reminded businesses that the growth allows businesses to reinvest in their people and then the cycle repeats.

What is the most fun or unique activity your team has participated in this year? We were able to enjoy our holiday breakfast & celebration this year in person. The managers cook and serve breakfast for all the staff at our office. It’s a blast! We transform our conference room into a “restaurant” with holiday decorations and music. The staff team makes reservations for the time they want to eat and the President acts as the hostess (in between her French toast duties) to escort the team to their table. We have a coffee cart that delivers coffee drinks all morning. At the conclusion of breakfast, we have fun with a “spirits” and left-over food auction. All the funds raised go to our Good Works Committee, which supports local charities. The day wraps up with our Paper Plate Award ceremony and Years of Service recognition. The President prepares paper plate awards for everyone on the team. A lot of the awards are tied to songs, so there is music and nice recognition for the team. Everyone loves the day.

What do you see changing in your business world over the next 12 months? Hybrid work for our members and our staff. We are trying to reimagine how we collaborate and make our face-to-face time more meaningful.

One word to describe your company. Caring

Share with us something about your company that most people might not know. We have opened an official office space or joined a shared workspace community in Rochester, Rome, Little Falls, and Albany. We are calling this our Thursday Strategy as we additionally look for a new space in Palm Beach, Florida, where we just added a new team member.

#6 Big I New York

Founded in 1882 as a trade association to serve and advocate for independent insurance agents, Big I New York has a rich history. We are a team of hard-working individuals dedicated to the insurance industry because we believe in the independent agents who work diligently for their customers. Our mission is to champion independent insurance agents in all we do and provide the resources they need to be their best. We do this by providing education programs, advocacy, compliance information and guidance, marketing resources, competitive products, fostering communities within the industry, and much more.

One word to describe your company. Caring

What is the most fun or unique activity your team has participated in this year? We want to eat and the President acts as the hostess (in between her French toast duties) to escort the team to their table. We have a coffee cart that delivers coffee drinks all morning. At the conclusion of breakfast, we have fun with a “spirits” and left-over food auction. All the funds raised go to our Good Works Committee, which supports local charities. The day wraps up with our Paper Plate Award ceremony and Years of Service recognition. The President prepares paper plate awards for everyone on the team. A lot of the awards are tied to songs, so there is music and nice recognition for the team. Everyone loves the day.

One word to describe your company. Connection

What do you see changing in your business world over the next 12 months? Hybr-id work for our members and our staff. We are trying to reimagine how we collaborate and make our face-to-face time more meaningful.

What is the most fun or unique activity your team has participated in this year? This year, we moved into a brand-new office in Tipp Hill, a Syracuse neighborhood in which we see a ton of potential. We’re glad to be part of the burgeoning revitalization efforts here. In the “before times,” we had planned on moving in 2020, so it was nice to finally get settled.

What do you see changing in your business world over the next 12 months? Congruent would like to continue our work supporting partners in the automotive industry while expanding into new vertical markets. We’re also excited to launch our newest venture, Tipp Hill Studios, which is part of our new office. We have two studios — one with a 35 x 27 cyclorama — that can host projects like commercials, music videos, documentaries, photography, and everything in between.

Share with us something about your company that most people might not know. We’re not a typical agency; and our origin story is atypical as well. We started out as an offspring of Image Auto, an automotive-reconditioning company. What we now know as Congruent was the in-ternal media division, which interviewed, shot, and edited video of team members in the field.
#8 Stanley Law Offices

With six office locations, the trial lawyers at Stanley Law represent injured people throughout New York and Pennsylvania. We use our 80-plus years of combined experience to help our clients achieve the maximum award. Our dedication to excellence shows, helping us achieve a reputation as one of the leading personal-injury law firms in the markets we serve. We encourage you to look at our online reviews to fully appreciate the level of satisfaction from our clients, who are the real heroes of this story.

One word to describe your company. Dedicated

What is the most fun or unique activity your team has participated in this year? We instituted our Smiling Service program, which is both internally as well as externally focused. It includes our Birthday Program for Employees, our Courtyard Barbecues and our Halloween Costume Day. Our charitable organization, Music for the Mission also always brings many of our employees together doing good work and enjoying live music that Central New York abundantly offers.

What do you see changing in your business world over the next 12 months? The laws are continuously evolving, often getting more and more complex. The virtual world of depositions and client interviews, etc. will continue to evolve in a more and more sophisticated, efficient manner as well.

Share with us something about your company that most people might not know. Through our nonprofit 501(c)(3), Music For The Mission, we raise and distribute enough monies through our efforts and our media partners' efforts to fund through our mini-grants, nearly 20 grassroots nonprofits throughout upstate New York — including the Northern Tier and the Southern Tier — every single year, who strive to feed the homeless and the hungry. MusicForTheMission.org.

#9 Onondaga Physical Therapy

Onondaga Physical Therapy is rewriting the health-care experience. They have created a setting that offers unmatched one-on-one care in settings that offer the support and expert therapists that can truly help patients achieve their rehabilitation goals. They have created a focus on team development to ensure that they are not only providing outstanding care but also opportunities for staff development. They genuinely care about their patients as much as their staff and offer specialty development to ensure the community can access the services they require. Onondaga Physical Therapy is #ThePhysicalTherapyPlace and continues to grow through a defined strategic plan keeping them focused on their mission. Core values guide their every decision, and they are here to help everyone achieve rehab success.

One word to describe your company. Development

What is the most fun or unique activity your team has participated in this year? Onondaga Physical Therapy has an annual holiday party that brings the entire team and significant others to one location to celebrate the successes and build further relationships with its team. This was incredibly important after having prior years cancelled due to COVID.

What do you see changing in your business world over the next 12 months? We will be expanding our footprint opening new clinics allowing our services to be accessible to more of the Central New York community.

Share with us something about your company that most people might not know. We are the host site for many continuing-education courses. We host in-person events for all physical therapists looking to expand their knowledge and training. We also host community seminars to help educate the public on how physical therapy may help them. We utilize cutting edge technologies and top-of-the-line program management software to deliver our clients the highest quality of services.

Through our innovative view of the telecommunication industry, we have been able to provide solutions to problems with greater effectiveness and efficiency than ever before.

WE ARE A RAPIDLY EXPANDING COMPANY THAT OFFERS SURVEYING, DESIGN, AND CONSTRUCTION SERVICES ON A NATIONAL SCALE TO THE TELECOMMUNICATION INDUSTRY.
Staffworks

Founded in 1994, Staffworks has become Central and Southern New York’s largest independently owned regional staffing services company. We have eight locations: New Hartford, Rome, Herkimer, Syracuse, Norwich, Oneonta, Binghamton, and Corning. Staffworks provides a full range of business, manufacturing, and administrative-skill areas from career entry to professional levels. Hundreds of New York state and national clients utilize Staffworks for temporary, temp to hire, and direct-placement staffing services. In 2021, Staffworks employed more than 7,100 Central New York residents. In 28 years of operation, Staffworks has employed over 153,000 New York state and Pennsylvania residents.

One word to describe your company.
Innovative

What is the most fun or unique activity your team has participated in this year? Fun activity: We asked all employees to submit a brief statement as to “What they love about working for Staffworks.” The voted-upon response won an Amazon Gift Card. It broke up the week and everyone had fun with it.

What do you see changing in your business world over the next 12 months? Staffworks changed applicant-tracking software and business-operations software, adding new technology and sourcing strategies to seek out and match potential applicants to open job orders, which will accelerate meeting client needs during a difficult time.

Share with us something about your company that most people might not know. We have $21 million in a Staffworks fund for charitable giving, and since inception, the Staffworks Fund has donated $6.8 million to 70 organizations located in Staffworks regional-service markets.

COAST Physical Therapy (PT) is a small family business providing outpatient physical-therapy services to the Central New York community. COAST PT has three locations in Auburn, Syracuse, and New Hartford and is the longest running outpatient physical-therapy clinic in the Finger Lakes region. COAST PT prides itself on providing the highest quality rehabilitation services in Central New York. It has won multiple awards in the last several years including best places to work, small business of the year, physical therapist of the year, family business leader of the year, and educators in health care. Coast PT cares deeply about its patients, staff, and community. COAST PT is helping you stay healthy through the marathon of life.

One word to describe your company. Family

What is the most fun or unique activity your team has participated in this year? COAST PT has its own COAST PT Cup (with trophy) every year. This is a fun event for our staff, where we form teams of four and play a captain and crew golf tournament to see who can win the COAST PT Cup. There is even a trophy for best-dressed, which is always fun to see.

What do you see changing in your business world over the next 12 months? The pandemic has been difficult for our profession. We are included in the health-care umbrella, and we are seeing burnout and people leaving our physical-therapy profession. As a small family business, work-life balance is of the utmost importance to us, and we will continue to emphasize this with our staff to ensure that they have a positive work-life balance. People enter the physical-therapy profession to help others, and we want to ensure that they can do that while having that positive work-life balance. The world needs caring people like physical therapists now more than ever, and at COAST PT, our staff is some of the most caring people you will ever meet.

Share with us something about your company that most people might not know. We love to have fun. Come visit us on Halloween or on our Hawaiian Fridays in the spring, and you’ll see a fun group of therapists and supporting staff.

Ferrara Fiorenza

Our law firm was founded on July 1, 1994, as Ferrara, Fiorenza, Larrison, Barrett and Reitz, PC, as a boutique law firm focused solely on education and employment-law matters.

One word to describe your company. Education

What is the most fun or unique activity your team has participated in this year? Being able to have a picnic and holiday party again.

Share with us something about your company that most people might not know. We are dedicated to serving the interests of our public-school districts and BOCES clients across New York state and management rights for our private-sector clients.

Thank you to our employees for voting us as one of the Best Places to Work in Central New York! We couldn’t have done it without you! Visit www.nbtbank.com/toprated.
#13 M.A. Polce

Since 1998, M.A. Polce has provided managed IT and cybersecurity services to businesses, municipalities, and school districts in Central New York and upstate New York. We help companies navigate the technology landscape with tailored solutions that are delivered by local, experienced, and responsive engineers and consultants. The mutual trust the firm develops with clients is a hallmark of our business and results in many longstanding relationships. M.A. Polce has received global recognition for its services and believes it is the right company to manage, modernize, and protect your technology investment.

One word to describe your company.
Collaborative

What is the most fun or unique activity your team has participated in this year?
Employee recognition day (Hamburger & Hot Dog Day) in 2021. Our CEO Mike Polce grilled hamburgers and hot dogs for all the employees while they participated in team-building exercises, had a water-balloon fight, and enjoyed a day-long picnic together.

What do you see changing in your business world over the next 12 months?
With the potential of a recession upon us, we anticipate businesses will shift their strategy from business expansion to cost containment and efficiency. In this type of market, we will need to assist our clients with services and technology that helps them maintain a competitive edge. This, coupled with ever-increasing cybersecurity threats, as well as stricter regulatory compliance, will result in us significantly growing our managed IT and managed-security services practices.

Share with us something about your company that most people might not know.
While our comprehensive managed-security services are relatively new, we have been in the cybersecurity business for more than 20 years, helping clients secure their technology and mission-critical data from cyber criminals.

M.A. Polce
IT & CYBERSECURITY

Thank You
Michael Karl
MENTALIST/MAGICIAN

BizEventz
A CNY Business Journal Partner

UPCOMING EVENTS

EXCELLENCE IN HEALTHCARE
October 20
VIRTUAL EVENT

CNY BUSINESS JOURNAL
40 Under Forty
November 10
ONCENTER

CNY BUSINESS JOURNAL
FAMILY BUSINESS AWARDS
Coming in December
NOMINATIONS ARE OPEN

Visit bizeventz.com for more information

We are Back Again with

You're truly all winners in 2022... CH Insurance is proud to once again be a part of recognizing YOU - The very best employers in Central New York.

Health Insurance for Small Businesses
with under One Hundred employees

In your corner
CHInsurance.cc

Commercial & Personal Insurance | Group Benefits | Risk Management
Advanced Business Systems works with organizations to provide them with the latest technologies compatible with their current and future applications. Our findings will provide organizations with a valuable tool that will aid them in any decision-making process. Our recommendations are based on experience and knowledge of business operations and the integration of technology that automates and simplifies many time-consuming tasks.

One word to describe your company: Progressive

What is the most fun or unique activity your team has participated in this year? We were honored to have sponsored First Responders Night at a Watertown Wolves minor-league hockey game and attended as a team. Even the smallest member of our team got to drop the puck. We love supporting our community. This is just one of the many ways we can show our support. Our company summer party is always fun as well. Being a small company, we are more like a family than coworkers and when we get together it is always a great time.

What do you see changing in your business world over the next 12 months? Our IT side of the business will continue to grow and be a huge part of our company and what we provide to our customers.

Share with us something about your company that most people might not know. We are proud of our company culture and have always felt strongly that happy employees equal happy customers.

United Way of Central New York is an innovative and collaborative local nonprofit organization that drives solutions to the most pressing human-service community needs of Central New York. Their mission is to ignite the spirit of community collaboration, giving, and civic engagement to improve lives in Central New York.

One word to describe your company: United

What do you see changing in your business world over the next 12 months? As the nature of “work” changes, the landscape for connecting with donors through workplace campaigns, the traditional United Way model of fundraising, needs to adapt. United Way of CNY is already adapting by introducing giving models outside of paycheck deductions and connecting with donors through enhanced digital-campaign tools and personalized giving options.

Share with us something about your company that most people might not know. United Way of Central New York is celebrating 100 years. We were originally established as the Syracuse Community Chest in 1921. At the heart of our organization is a local staff and local board, making local decisions. We're part of the United Way worldwide network, but we're uniquely CNY.

Join our team! fmfecpa.com

2021 Survey Results, 92% ranked Favorable, 8% ranked Neutral, 0% ranked Unfavorable

Celebrating 59 years in business, HOLT Architects is an innovative and award-winning architecture, planning, and interior design firm. HOLT employs 39 professionals in Ithaca and Syracuse, and works with higher education, health care, housing, and community clients. HOLT's high-design aesthetic and creative, functional, and sustainable solutions are well-known throughout New York state.

One word to describe your company: Solutions

What is the most fun or unique activity your team has participated in this year? Getting staff back in the office and welcoming new team members.

What do you see changing in your business world over the next 12 months? We feel like we are going to be seeing a general return to business levels after the effects of the pandemic.

Share with us something about your company that most people might not know. HOLT is a 10-time winner of the “Best Places to Work” award and has a net-zero energy building in Ithaca.
Appel Osborne Landscape Architecture (AOLA) has more than 45 years of experience practicing landscape architecture and site engineering. Established in 1975 (Obrist and Appel) by Alfred Obrist and Bruce Appel, their vision was to join the technical aspects of civil engineering with the art of landscape architecture. Appel Osborne is now a 30-person firm across two offices with 14 licensed landscape architects and three LEED-accredited professionals on the team. The firm’s services include site selection, master planning, feasibility studies, environmental assessment, SEQR determination, agency approvals, DEC permitting, site design, storm-water management, irrigation, contract documents, and construction administration.

One word to describe your company.
Supportive

What is the most fun or unique activity your team has participated in this year?
This year, the firm was able to reprise the AOLA family holiday event in-person. The firm welcomes all team members and their families to a group ice-skating event in Syracuse’s Clinton Square. Following ice skating, everyone is invited back to the office for a continued celebration for the kids. The office provides hot cocoa, crafts, and activities for children. This year, the firm provided a holiday-themed carnival complete with indoor snowball-throwing games, limbo, and bowling. Partner, Cory Jenner, dresses as Santa and surprises the kids with a visit and treats.

What do you see changing in your business world over the next 12 months?
Our firm has noticed an increasing trend in opportunities for creative teaming on project pursuits. It has been a welcome opportunity to build teams with firms and colleagues in new capacities to leverage the teams’ strengths and work toward a common goal.

Share with us something about your company that most people might not know.
People may not realize the firm’s investment in local charities. Years ago, the partners informed the staff that in lieu of receiving a gift from the team during the holidays, they would prefer to each support a charity for those who were interested in donating. This has become a welcome tradition and further the firm’s commitment to supporting our local community. The firm is proud to support and get involved with local organizations via both volunteerism and donations.

Oswego County FCU

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. It serves the financial needs of about 12,500 members throughout Oswego County. With a wide array of products and services available, the credit union is designed to help members manage their personal financial affairs at the lowest-possible cost. Because it is member-owned, the credit union’s criteria for judging success is based on member satisfaction, not profits. Its staff is committed to providing the personal attention that members deserve in satisfying their individual financial needs. At Oswego County FCU, the credit-union motto of “People Helping People” is not some fancy slogan, it’s something we believe in and practice every day.

One word to describe your company. Family
What is the most fun or unique activity your team has participated in this year? This year, the credit-union staff attended a two-part series seminar on adult development theory with Arel Moodie. The feedback from staff was overwhelmingly positive, and its impact continues to be felt each day.

What do you see changing in your business world over the next 12 months? With the pandemic and the resulting “great resignation,” organizations are relying more heavily on fintechs and AI to assist in fulfilling the increased needs of members and the stress of reduced staff.

Share with us something about your company that most people might not know. We invest in continuing personal development and growth for staff members at all levels.

How our team describes working at PROPEL PHARMACY, LLC

“AMAZING”  “GREAT”  “BALANCE”  “REWARDING”  “EMPowering”  “ENGAGING”

No wonder Propel is considered a CNY Best Place to Work!

Looking for a role in a dynamic, mission-driven start-up right here in Central New York?

Join us! https://thirtymadison.com/careers/
#19 Grossman St. Amour CPAs PLLC

Grossman St. Amour CPAs (GSA) is a public accounting firm located in the historic Armory Square district of Syracuse. GSA has proudly served Central New York for decades. We are a full-service accounting firm providing tax and audit services to clients ranging from individuals to large corporations, nonprofit organizations, and governmental entities. In addition to traditional tax and audit services, GSA is a trusted business partner providing business planning, valuation, financial planning, consulting and fraud prevention and detection services. At GSA, you will find a dedicated group of experienced, caring individuals working to help you optimize your financial opportunities. The firm is committed to hiring, developing, and retaining professional who have a combination of technical knowledge and client-service expertise. The firm encourages giving back to the community it serves. Partners and staff volunteer and hold board and committee positions in many community organizations.

One word to describe your company. Trustworthy

What is the most fun or unique activity your team has participated in this year? The firm sponsors an Accounting Jeopardy game at SUNY Oswego and Le Moyne College. The game consists of Jeopardy style questions and answers, with accounting, tax, and other fun topics as the theme. Students were excited to participate and the first, second, and third-place teams won prizes. The GSA staff enjoy researching obscure accounting facts and going back to their alma maters and interacting with the accounting students.

What do you see changing in your business world over the next 12 months? Recent changes to accounting and tax rules continue to provide complex challenges to the industry.

Share with us something about your company that most people might not know. The average tenure of GSA’s professional staff (excluding partners) is more than 12 years. About 25 percent of professional staff (excluding partners) have been with the firm for over 20 years.

#20 Sciarabba Walker & Co, LLP

Sciarabba Walker’s goal each day is to create an environment in which staff meet both personal and firm-wide goals while providing comprehensive accounting, tax, and consulting services tailored to the evolving needs of our clients. The staff are committed to their clients, profession, and community. Sciarabba Walker strives to thoroughly understand its client’s business and personal finances and to develop a meaningful partnership — the kind of collaboration that leads to long-term success. Their clients often have intricate and complex needs and Sciarabba Walker has the expertise to provide solutions. In-house teams are dedicated to the specific needs of high-technology startups, not-for-profits, fraternities and sororities, and international tax clients. Sciarabba Walker employees are provided the opportunity to work with a multitude of clients and the education and training needed to best serve their needs. The firm takes great pride in being involved in the local community. From Racker’s annual Racker Rivals Big Red hockey game on Cornell University’s campus, and the Cancer Resource Center’s 5K & Walkathon, to its deep relationship with Ithaca’s Sciencenter, Sciarabba Walker understands that it would not exist without support from the local community. It’s the firm’s mission to not only financially support but also participate in the many incredible local events offered throughout the year.

One word to describe your company. Community

What is the most fun or unique activity your team has participated in this year? Sciarabba Walker held lunch cookouts each Friday over the summer to get together as a team and thank our employees for their hard work. At the end of the summer, we raffled off two Weber grills to cap off the seasonal fun.

What do you see changing in your business world over the next 12 months? We will work to transition client-valued proactive services from more of an aspirational concept to a reality.

Share with us something about your company that most people might not know. Sciarabba Walker has had full-time remote employees for more than 15 years.
### BEST PLACES TO WORK RANKINGS

**15-50 Employees**

<table>
<thead>
<tr>
<th>Rank</th>
<th>Name</th>
<th>No. of CNY Employees</th>
<th>Industry</th>
<th>No. of Holiday Bonus</th>
<th>401(k) Retirement Plan</th>
<th>Bonus/Incentive Programs</th>
<th>Career Development Programs</th>
<th>Flexible Hours</th>
<th>Leave/PTO Donation</th>
<th>Medical/PTO Donation</th>
<th>Telecommuting Options</th>
<th>Travel Reimbursement</th>
<th>Wellness Programs</th>
<th>Workplace-Fit Facilities</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>American Fashion Network</td>
<td>17</td>
<td>Other</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>2.</td>
<td>ComSource, Inc.</td>
<td>25</td>
<td>Technology</td>
<td>9</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
</tr>
<tr>
<td>3.</td>
<td>CCM3</td>
<td>20</td>
<td>Banking/Finance</td>
<td>10</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
</tr>
<tr>
<td>4.</td>
<td>ANDRO Computational Solutions, LLC</td>
<td>25</td>
<td>Technology</td>
<td>11</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
</tr>
<tr>
<td>5.</td>
<td>Strategic Financial Services</td>
<td>37</td>
<td>Banking/Finance</td>
<td>12</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
</tr>
<tr>
<td>6.</td>
<td>Big N New York</td>
<td>29</td>
<td>Other</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>7.</td>
<td>Congruent</td>
<td>16</td>
<td>Professional Services</td>
<td>6</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>N</td>
</tr>
<tr>
<td>8.</td>
<td>Stanley Law Offices</td>
<td>29</td>
<td>Professional Services</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>9.</td>
<td>Onondaga Physical Therapy</td>
<td>50</td>
<td>Health Care</td>
<td>6</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
</tr>
<tr>
<td>10.</td>
<td>Staffworks, Inc.</td>
<td>33</td>
<td>Professional Services</td>
<td>7</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
</tr>
<tr>
<td>11.</td>
<td>COAST Physical Therapy</td>
<td>20</td>
<td>Health Care</td>
<td>7</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
</tr>
<tr>
<td>12.</td>
<td>Ferrara Fiorenza PC</td>
<td>27</td>
<td>Professional Services</td>
<td>10</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>N</td>
</tr>
<tr>
<td>13.</td>
<td>M.A. Police Consulting, Inc.</td>
<td>45</td>
<td>Technology</td>
<td>12</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
</tr>
<tr>
<td>14.</td>
<td>Advanced Business Systems</td>
<td>30</td>
<td>Technology</td>
<td>8</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
</tr>
<tr>
<td>15.</td>
<td>United Way of Central New York</td>
<td>44</td>
<td>Nonprofit</td>
<td>13</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
</tr>
<tr>
<td>16.</td>
<td>HOLT Architects, P.C.</td>
<td>40</td>
<td>Professional Services</td>
<td>7</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>N</td>
</tr>
<tr>
<td>17.</td>
<td>Oswego County FCU</td>
<td>42</td>
<td>Banking/Finance</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>18.</td>
<td>Appel Oudeman Landscape Architecture</td>
<td>25</td>
<td>Professional Services</td>
<td>7</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>Y</td>
</tr>
<tr>
<td>19.</td>
<td>Grossman St. Anmer CPA, PLLC</td>
<td>47</td>
<td>Professional Services</td>
<td>11</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>Y</td>
</tr>
<tr>
<td>20.</td>
<td>Sciarabba Walker &amp; Co., LLP</td>
<td>46</td>
<td>Professional Services</td>
<td>7</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>N</td>
</tr>
</tbody>
</table>

---

**ABOUT THE LIST**
Information was provided by representatives of listed organizations and their websites. While The Business Journal strives to print accurate information, it is not possible to independently verify all data submitted. We reserve the right to edit entries or delete categories for space considerations. Central New York includes Broome, Cayuga, Chemung, Chenango, Cortland, Herkimer, Jefferson, Lewis, Madison, Oneida, Onondaga, Oswego, St. Lawrence, Seneca, Tioga, and Tompkins counties.

**NEED A COPY OF A LIST?**
Electronic versions of all our lists, with additional fields of information, are available for purchase at our website: cnybj.com/Lists-Research

---

**THE LIST**
Research by Vance Marriner
vmarriner@cnybj.com
(315) 579-3911
Twitter: @cnybjresearch
Over the past decade, Servomation Refreshments has continually invested in user-friendly technology with a focus on improving our customers’ experience. As technology continues to develop, Servomation Refreshments is committed to advancing its services to provide our customers with the newest features available. We have also assembled a truly talented team of culinary professionals who are tasked each day with making sure we continue to deliver an unrivaled program of gourmet food. From food service and micro markets, to vending and coffee services, we can customize a solution to fit clients’ needs.

One word to describe your company, Innovative

What is the most fun or unique activity your team has participated in this year? Our team enjoys an annual Memorial Day pool party at the home of our owner, complete with food, drinks, and fun.

What do you see changing in your business world over the next 12 months? There will continue to be a push toward offering the latest in unattended retail technology to our customers to modernize their break rooms.

Share with us something about your company that most people might not know. Servomation also owns and operates Brian’s Landing in Jamesville and Red Apron Concepts catering.

Propel Pharmacy fills more than 140,000 prescriptions each month for patients around the country, while keeping patients safe and informed. Since 2016, Propel has partnered with the medical team at the telehealth company Nurx to give patients around the country access to birth control, PrEP, herpes medication, migraine treatment, prescription skincare, and more specialized health needs. Now Nurx and Propel are part of Thirty Madison, which has 1 million patients under care. The mission of Thirty Madison is to break down barriers to health care by empowering patients to receive medications, tests, and ongoing care from the privacy and convenience of home, or wherever, whenever works best for them. It is a results-oriented, performance-driven company motivated by team success, with an emphasis on providing an inclusive and enjoyable work environment for its team members.

One word to describe your company, Dynamic

What is the most fun or unique activity your team has participated in this year? We were able to upgrade our new 4th floor space into a more collaborative environment. It offers different meeting spaces, a brand-new kitchen with booth seating, and an open-area style office space where teams can work together more easily.

What do you see changing in your business world over the next 12 months? We are noticing that more of our clients are returning to the office — whether it be hybrid or fully back in seat. In order to accommodate this, businesses are upgrading their space to create a more dynamic work environment for their employees utilizing video conferencing, improving security using access control, and an uptick in copier usage. We are seeing a shift back to life pre-pandemic and readjusting to that.

Share with us something about your company that most people might not know. For our employees’ milestone anniversaries, we have hockey-themed awards. We offer a crystal hockey puck for 5 years, a commemorative hockey stick for 10 years, and a Stanley Cup replica for 20 years. When employees retire, we present them with a hockey jersey with their name and hang it on our wall of fame. All our end of the year awards are hockey themed, as well.

Usherwood is a multigenerational, family-owned business headquartered in Syracuse. With 17 offices throughout the Northeast, Usherwood provides custom designed solutions for managed IT, managed print, managed communications, and security and surveillance.

One word to describe your company, Dynamic

What is the most fun or unique activity your team has participated in this year? We were recently included on the list of companies with 51-100 employees in the 2022 Best Places to Work Awards for the Central New York Business Journal.

What do you see changing in your business world over the next 12 months? We are noticing that more of our clients are returning to the office — whether it be hybrid or fully back in seat. In order to accommodate this, businesses are upgrading their space to create a more dynamic work environment for their employees utilizing video conferencing, improving security using access control, and an uptick in copier usage. We are seeing a shift back to life pre-pandemic and readjusting to that.

Share with us something about your company that most people might not know. For our employees’ milestone anniversaries, we have hockey-themed awards. We offer a crystal hockey puck for 5 years, a commemorative hockey stick for 10 years, and a Stanley Cup replica for 20 years. When employees retire, we present them with a hockey jersey with their name and hang it on our wall of fame. All our end of the year awards are hockey themed, as well.
**#4 Bowers & Company CPAs, PLLC**

Bowers & Company CPAs, PLLC is a firm of certified public accountants offering a wide range of financial services in the areas of accounting, auditing, taxation, business valuation, financial-planning services, fraud examination, and consulting. Our firm was originally established in 1977, with a desire to offer the same high-quality services of the national firms, but with a personalized approach more appropriate to small and medium-sized companies. Our firm represents private and closely held businesses, as well as individuals. Since its formation, Bowers & Company has experienced strong steady growth to its present size of 23 partners and a total staff of about 90 professionals. We have offices in two locations: the AXA Towers in Syracuse and at 1120 Commerce Park Drive East in Watertown.

One word to describe your company. Growing

What is the most fun or unique activity your team has participated in this year? Our firm has such a diverse team participating in all types of events ranging from tailgating at sporting events, supporting fundraisers for local nonprofits, celebrating team members, and more. If we had to choose one, it would be having the ability to do all these activities in person again, and we are especially looking forward to resuming both our company picnic and annual scavenger hunt.

What do you see changing in your business world over the next 12 months? We see great things on the horizon for Bowers & Company. We plan to continue to grow without limits, to hold our position as the #1 CPA Firm in the CNY market (according to The Central New York Business Journal’s “Book of Lists”). We foresee and will encourage exponential professional growth for our current and future employees.

Share with us something about your company that most people might not know. As members of the Central and Northern New York communities, we want to do our part to make our communities better. From area athletic programs and the arts to local chapters of national organizations, we are committed to strong community involvement.

**#5 Olinsky Law Group**

Olinsky Law Group has been helping disabled claimants obtain the Social Security benefits that they deserve since 1990. The firm strives each day to be the best in the industry. We have 64 hard-working employees, who work tirelessly to help real people with real needs. Over the last several years, the firm has grown and expanded so that it is one of the largest federal court filers in the nation. It works directly with over 200 law firms nationwide to advocate for claimants appealing their Social Security denials. With offices in Syracuse and Orlando, the law firm provides a service that is essential to many people. As it continues to grow, the firm will continue fighting for its clients.

One word to describe your company. Essential

What is the most fun or unique activity your team has participated in this year? The most fun and unique activity our office did this year was an in-office murder mystery activity. We work hard at our firm, and we enjoy the times we can have some fun together and get to know one another on a more personal level.

What do you see changing in your business world over the next 12 months? We will continue to invest in technology allowing us to become a more-efficient firm. This will allow us to serve more clients and fight for the benefits they deserve.

Share with us something about your company that most people might not know. Disability law is all we do and that allows us to master our practice area.

**#6 Seneca Savings**

As a community bank with 50-plus employees and growing, we pride ourselves on providing 5-star customer service and building bridges for families and businesses, alike. Seneca Savings is based in Baldwinsville with additional three branches including Liverpool, North Syracuse, and Bridgeport. Specializing in small to medium-sized businesses (up to $10 million). We provide commercial loans, lines of credit, merchant services, residential mortgages, deposit accounts, mobile/online banking, identity-theft products. Seneca Savings is highly focused on financial education/advocacy including our commitment to area schools across CNY for financial literacy in the classrooms. We are devoted to community through key programs and partnerships including CNY Diaper Bank, Clear Path for Veterans, area chambers of commerce and multiple hyper-local nonprofits and projects.

One word to describe your company. Focused

What is the most fun or unique activity your team has participated in this year? During winter holidays, each branch becomes a different winter-themed destination, such as the North Pole. We collaborate with local fire departments and nonprofits to support their efforts with lots of prizes, fun, and wonderful charitable contributions to offer to these tremendous community partners.

What do you see changing in your business world over the next 12 months? The pace of change continues to speed up rapidly. In our industry, the amount of innovation and adaptation required is warp speed. Consumers want real people, real interactions but they also want resourceful, fast answers on their time and in the way they want to consume information — now more than ever.

Share with us something about your company that most people might not know. We’re creating compelling conversations in the community with local business owners using podcasting, our new JOURNEYS online/digital, as well as hard-copy publication (featuring local, true stories of business pioneers who are our partners). And we’ve cultivated an incredible video-content library chock full of true stories that are relevant, educational, and inspirational. In addition, our education/financial literacy is more robust than ever before, reaching beyond the schools we serve to also include our launch of “Seneca Savings University” — free online money mindset and management tools for adults.
Dermody, Burke & Brown (DB&B) is one of the largest locally owned certified public accounting firms in Central New York. Founded in 1956, DB&B serves the region from four offices in Syracuse, Auburn, New Hartford, and Rome. The firm’s experienced staff of more than 65 employees, including 18 partners, is available to assist a diverse client base in the traditional service areas of auditing, accounting, and taxation, as well as many areas of specialization, including trusts and estates, employee-benefit plan audits, retirement-plan design and administration, payroll services, and custom accounting solutions.

One word to describe your company. Integrity

What is the most fun or unique activity your team has participated in this year? While COVID restrictions made the typical in-person firm festivities harder to plan, we felt it was important to find unique ways to maintain our firm culture and sense of community around the holidays. We hosted a series of events throughout the month of December including food-truck lunches, a trivia tournament, a themed scavenger hunt, a baking competition, a “Santa Baby” childhood photo guessing game, a clothing drive, and a holiday recipe book filled with favorite recipes from the staff at DB&B.

What do you see changing in your business world over the next 12 months? At DB&B, we are committed to continuous improvement of our work processes in order to remain competitive in our industry. We see our firm continuing to embrace a hybrid work environment while striving to maintain the culture we’ve built over the past 65 years.

Share with us something about your company that most people might not know. DB&B is also unique because it is a firm run and operated by a women majority (61 percent of the partner group are women and 66 percent of the entire firm is made up of women).

Environmental Design & Research (EDR)

Environmental Design & Research (EDR) is a certified woman-owned business (WBE) dedicated to creating and sustaining a better environment for our clients, employees, and communities — and doing so with integrity, a collaborative approach, and a genuine passion for our craft. EDR is a diverse group of professionals, including ecologists, botanists, wildlife biologists, GIS specialists, archaeologists, historians, visualization specialists, planners, engineers, and landscape architects.

One word to describe your company. Dedicated

What is the most fun or unique activity your team has participated in this year? We took our holiday party virtual and sent out nearly 200 staff holiday gift boxes filled with items that represented the states and regions where we have offices and staff. (Our Syracuse office selection was a bag of Reesey Coffee.) The staff opened the boxes all at the same time and shared the excitement of the gifts together.

What do you see changing in your business world over the next 12 months? EDR looks forward to continuing to lead professional consulting services in emerging and unique markets and disciplines, such as renewable energy (e.g., terrestrial and offshore wind, solar, and energy transmission); cultural resources (historic preservation, archaeology, cultural resources surveys); specialized engineering services (water and wastewater management, solid waste, stormwater and civil design); GIS (data management, mapping); community engagement (public outreach, stakeholder communication); ecology (wildlife surveys, wetlands); landscape architecture (site design, sustainability); and visualization (visual impact assessment, photo-simulation, renderings, VR/UI, drone technology).

Share with us something about your company that most people might not know. EDR has more than doubled our staff size over the past four years. We now have five offices and staff in 14 states.

Reagan Companies

Reagan Companies has been a staple in the Syracuse—area community since 1929. Though they serve clients in more than 15 states, they are still located where James F. Reagan opened the business almost nine decades ago — in the small town of Marcellus, 11 miles west of the city of Syracuse. Reagan Companies is an independent insurance agency offering a broad scope of business almost nine decades ago — in the small town of Marcellus, 11 miles west of the city of Syracuse. Reagan Companies is an independent insurance agency offering a broad scope of risk management and insurance solutions to help their clients manage their risk. They feature a dedicated team with decades of experience working closely with clients to make important and informed decisions. Over the years, Reagan Companies has grown to one of the largest insurance and risk-management firms in Central New York. Today, they are focused on the middle-market business customer, helping those organizations achieve their vision.

One word to describe your company. Family

What is the most fun or unique activity your team has participated in this year? We have a holiday-decorating contest yearly and this past year, one of our teams really knocked it out of the park with its “ugly sweater” theme.

What do you see changing in your business world over the next 12 months? If the last two years taught us anything, it’s that agility is paramount in business. We are constantly evolving for our employees and clients to best meet their needs. In the next year, we plan to evolve our hybrid work model to ensure proper work-life balance for our employees.

Share with us something about your company that most people might not know. In 1929, the company was led by a woman, Mary B. Reagan, during a time when women-owned businesses were uncommon.

Meier Supply Co. Inc.

Meier Supply is a distributor of heating, ventilation, air conditioning, and refrigeration (HVAC/R) equipment and parts. The business has 17 locations throughout the states of New York and Pennsylvania with its corporate office and distribution center being in Conklin. It sells strictly to HVAC/R contractors in the trading areas it serves. Meier Supply is an employee-owned company with a rich history and family culture. Meier Supply has five distinct divisions which include commercial refrigeration, HVAC, technical/training, controls, and applied products, and has partnered with the best vendors and manufacturers in the industry. The firm provides expert technical knowledge and is relentless in supporting the needs of customers. It all starts with the customer at Meier Supply.

One word to describe your company. Collaborative

What is the most fun or unique activity your team has participated in this year? COVID has delayed many of our normal activities. However, we have a wine tour planned where we take busloads of employees and their families to the wineries on Seneca Lake. It’s a blast!

What do you see changing in your business world over the next 12 months? Meier Supply is growing and expanding into new territories so our focus with be bringing on new talent and focusing on technology and ways to be more efficient in serving our customers. We want to be best in class in everything we do.

Share with us something about your company that most people might not know. Meier Supply was started by Frank M. Meier in a small building back in 1957 and is now run by third generation of the Meier Family, with the fourth generation on the team as well. We are 100-percent employee owned, which means that everyone has a direct piece of ownership and an ESOP retirement fund that is contributed 100 percent by the company.
#11 Firley, Moran, Freer & Eassa, CPA, P.C

Firley, Moran, Freer & Eassa, CPA, P.C (FMF&E) is proud to be one of the leading certified public accounting (CPA) firms located in Central New York. Our firm has deep roots, serving Syracuse and the surrounding area since 1980 with our 85-plus dedicated professionals providing accounting, tax, consulting, and specialty services to our diverse client base. Over the past 42 years, we have organically grown our firm serving clients not only locally but also throughout the United States. FMF&E is also a proud member of RSM U.S. Alliance spanning 30 years. This important collaborative relationship gives us access to a valuable peer network group and allows our clients to tap into the knowledge and expertise of the nation’s fifth-largest provider of accounting, tax, and consulting services.

One word to describe your company. Welcoming
What is the most fun or unique activity your team has participated in this year? Our FMF&E team picnic complete with a pizza food truck and competitive lawn games.
What do you see changing in your business world over the next 12 months? Leveraging technology in fresh new ways in order to continue investing in our team and its ability to not only perform but also find even more value and purpose in their work every day.
Share with us something about your company that most people might not know. We try to guide every decision we make based on our core firm values: caring, curiosity, and courage.

#12 Digital Hyve

Digital Hyve is a full-service digital-marketing agency on a mission to help businesses grow through measurable results that matter. It is 100-percent employee-owned, women-owned, certified B Corporation, and backed by a purpose-driven enterprise: Butler/Till. Digital Hyve owes everything to its dedicated crew of digital marketers who work with a “client first” mentality. Its crew is the primary driving force behind its successes including being featured on the Inc. 5000 List of Fastest-Growing Agencies for four straight years.

One word to describe your company. Flourishing
What is the most fun or unique activity your team has participated in this year? 2022 has been a year of our greatest growth and our deepest tragedy. Earlier this year, we lost our beloved co-worker and friend, Mike Kite, who wanted it to be known that he made the decision to peacefully end his life after a courageous, private battle with depression, anxiety, and loneliness. One of our most special moments of 2022 was our crew being able to walk alongside Mike’s family in the National Alliance on Mental Illness (NAMI) Walk. Our team of 50-plus employee-owners showed up to not only honor Mike, but also to bring awareness to suicide prevention, and in celebration of hope and recovery.
What do you see changing in your business world over the next 12 months? There is no doubt that we have endured a lot as a business community these past few years. However, as we prepare for the next 12 months, we feel strongly that businesses and CNY are moving forward. We are increasingly hearing from our clients that they are looking for ways to innovate further, connect with its audiences deeper, and grow their businesses in new ways, whether that be through automation, more sophisticated and holistic video strategies, or greater access to data intelligence to help make more-informed growth decisions. Our industry is evolving at a rapid pace and the opportunities are limitless. All of this clearly indicates that the forecast looks optimistic for the next 12 months, specifically for our fellow CNY businesses.
Share with us something about your company that most people might not know. We know you’re wondering, Hyve isn’t just a cute spelling. Like everything we do, there’s meaning behind it. “Hyve” is the Finnish word for “virtue” and serves as a reminder of the core tenets of our agency: integrity and client satisfaction.

#13 Dannible & McKee, LLP

Dannible & McKee, LLP, Certified Public Accountants and Consultants provides accounting, tax, and strategic advisory services that enable client organizations to meet the challenges of doing business in today’s complex environment. The firm employs 105 professional and support associates, including 20 partners, and is headquartered in Syracuse, with additional offices in the Binghamton and Albany market areas. Its clients include companies located in New York state and across the U.S., ranging from family-owned businesses to large closely held companies and publicly traded companies, and medical practices. In addition, it provides services to clients in a variety of industries, including automotive, construction, manufacturing and distribution, not-for-profit, professional services, retail and architecture/engineering.

One word to describe your company. Inclusive
What is the most fun or unique activity your team has participated in this year? Virtual paint and sip
What do you see changing in your business world over the next 12 months? More flexibility and work-life balance.
Share with us something about your company that most people might not know. Dannible & McKee has a strong internship program, and many of the interns stay with the firm after graduation and are promoted through the career levels.

#14 The Bonadio Group

Founded in 1978, The Bonadio Group is a nationally ranked Top 50 CPA firm offering accounting, tax, and consulting services to clients of all sizes. The firm’s professionals deliver practical, proactive, and innovative solutions to help clients reach their financial, compliance, management, and personal goals. The Bonadio Group is the largest independent provider of accounting, tax, and consulting services in upstate New York—with offices in Albany, Buffalo, East Aurora, Rochester, Syracuse, and Utica. The Bonadio Group also has offices in New York City; Rutland, Vermont; and Dallas, Texas.

One word to describe your company. Purpose
What is the most fun or unique activity your team has participated in this year? Every year, Bonadio hosts our annual firm-wide event, & More Day, where all our employees are invited to gather to celebrate the accomplishments of the preceding year and look toward the future. In 2021, we were finally able to gather (in a safe, socially distant manner) after over a year of virtual events and gatherings. We look forward to our 2022 event as well.
What do you see changing in your business world over the next 12 months? We expect that businesses in all industries will have a continued focus on the employee experience. People are now looking for more than just a job. They are looking to join a company driven and guided by purpose and core values that align with their personal values. As a result, recruiting and retention strategies and employee satisfaction will continue to be extremely important in the year ahead and beyond. Over the past year, we saw major changes in how and where we do business. At our firm, we laid the foundation for addressing this changing dynamic, but in 2022 we will continue to develop strategies and executive plans that we developed throughout 2021. Companies, including our own, will need to take great care of their people throughout the upcoming year to ensure they are providing an experience that engages their employees.
Share with us something about your company that most people might not know. We offer dedicated time for employees to volunteer and give back, and even close our office for a day in the summer for our annual “Purpose Day” — a day where all offices get together to give back to their local communities.
BEST PLACES TO WORK RANKINGS
51-100 Employees

<table>
<thead>
<tr>
<th>Rank</th>
<th>Name</th>
<th>Address</th>
<th>No. CNY Employees</th>
<th>Industry</th>
<th>No. of Holidays per Year</th>
<th>401(k)/retirement plan</th>
<th>Bonus/incentive programs</th>
<th>Career-development programs</th>
<th>Flexible hours</th>
<th>Leave/PTO donation</th>
<th>Sick days to care for dependents</th>
<th>Support for community-service initiatives</th>
<th>Telecommuting options</th>
<th>Tuition reimbursement</th>
<th>Wellness programs</th>
<th>Workplace-fitness facilities</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Servomation Refreshments, Inc.</td>
<td>7068 Mt. Pleasant Drive, Canastota, NY 13032</td>
<td>99</td>
<td>Food Producers/Sellers</td>
<td>6</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
</tr>
<tr>
<td>2</td>
<td>Propel Pharmacy (Nursa)</td>
<td>5625 Rt 21S, Suite 4</td>
<td>75</td>
<td>Health Care</td>
<td>12</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
<td>N</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>N</td>
</tr>
<tr>
<td>3</td>
<td>Utica Office Technology</td>
<td>1005 W. Foy Ave, Utica, NY 13504</td>
<td>75</td>
<td>Technology</td>
<td>5</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
</tr>
<tr>
<td>4</td>
<td>Bowes &amp; Company CPA, PLLC</td>
<td>120 Madison St., Suite 1706</td>
<td>100</td>
<td>Professional Services</td>
<td>10</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
</tr>
<tr>
<td>5</td>
<td>Slimy Lane Group</td>
<td>250 Joseph Clinton St., Suite 210</td>
<td>64</td>
<td>Professional Services</td>
<td>7</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>N</td>
</tr>
<tr>
<td>6</td>
<td>Seneca Savings</td>
<td>35 Oswego St., Baldwinsville, NY 13012</td>
<td>85</td>
<td>Banking/Finance</td>
<td>11</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
</tr>
<tr>
<td>7</td>
<td>Denny, Burke &amp; Brown, CPA, LLC</td>
<td>44 W. Genesee St.</td>
<td>84</td>
<td>Banking/Finance</td>
<td>9</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
<td>N</td>
</tr>
<tr>
<td>8</td>
<td>EDR</td>
<td>217 Montgomery St.</td>
<td>100</td>
<td>Professional Services</td>
<td>8</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>N</td>
</tr>
<tr>
<td>9</td>
<td>Marjan Companies</td>
<td>161 Main St., Manlius, NY 13104</td>
<td>85</td>
<td>Banking/Finance</td>
<td>11</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>N</td>
</tr>
<tr>
<td>10</td>
<td>Meter Supply Co., Inc.</td>
<td>777 Corporation Parkway</td>
<td>84</td>
<td>Other</td>
<td>7</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
</tr>
<tr>
<td>11</td>
<td>Perley, Moran, Free &amp; Eassa, CPA, P.C.</td>
<td>125 East Jefferson St.</td>
<td>84</td>
<td>Professional Services</td>
<td>10</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
<td>N</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
</tr>
<tr>
<td>12</td>
<td>Digital Hyve</td>
<td>124 North Salina St.</td>
<td>26</td>
<td>Professional Services</td>
<td>12</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
</tr>
<tr>
<td>13</td>
<td>Duralee &amp; McKee, LLP</td>
<td>818 Financial Place</td>
<td>100</td>
<td>Professional Services</td>
<td>7</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>N</td>
<td>N</td>
<td>N</td>
</tr>
<tr>
<td>14</td>
<td>The Benadio Group</td>
<td>625 N. Franklin St., Suite 60</td>
<td>127</td>
<td>Professional Services</td>
<td>8</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
</tr>
</tbody>
</table>

ABOUT THE LIST
Information was provided by representatives of listed organizations and their websites. 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, Onondaga, Oswego, St. Lawrence, Seneca, Tioga, and Tompkins counties.

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

WHAT’S THE GOOD WORD?
Look at what this year’s companies had to say about their organizations!

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

2022 BEST PLACES TO WORK AWARDS
THE CENTRAL NEW YORK BUSINESS JOURNAL    SEPTEMBER 19, 2022
and embrace the family's voice and choice in treatment planning. ICAN utilizes a team-based, first human services agency to co-locate with a children’s museum in their new Family Resource Center. ICAN’s newest collaboration with the Utica Children’s Museum is putting them on the map as the first human services agency to co-locate with a children’s museum in their new Family Resource Center, set to open in the fall of 2022. ICAN utilizes the Wraparound philosophy and trauma-informed approach in all the work it does with clients of all ages. It is a family-focused agency and embrace the family’s voice and choice in treatment planning. ICAN utilizes a team-based, individualized approach toward supporting and meeting chosen goals. With a mission of “Empowering Individuals and Families,” ICAN staff work with persistence every day to achieve their vision of “Keeping Families Together.”

One word to describe your company. Family

What is the most fun or unique activity your team has participated in this year? For Mental Health Awareness Month, we focused on the theme “Together for Mental Health” and created opportunities for staff to connect together for wellness, self-care, and some fun. Staff participated by choice in all or some activities focused on “Food, Fitness and Friendly Competition.” We brought ice-cream truck goodies to all our sites and encouraged folks to enjoy a few moments outside together. For fitness, our COO led an hour of outdoor Yoga and later that same afternoon we held a friendly, yet competitive, ICAN kickball game in a local park.

What do you see changing in your business world over the next 12 months? ICAN continues to grow as we embrace opportunities to further our reach and support more people in need. While we come out of a global pandemic, we must realize the significance of the trauma we have all experienced and how that will affect not only the clients we support but also the employees on our staff. We must focus on prioritizing wellness and finding creative ways to bring needed and safe supports to individuals and families, especially when faced with barriers to connect with them.

Share with us something about your company that most people might not know.

One word to describe your company. Innovative

What is the most fun or unique activity your team has participated in this year? Luck Grove sent dozens of its employees to see a Syracuse Crunch vs. Utica Comets game, which furthered our relationship with the Syracuse Crunch to grow into us becoming their official telecommunications partner.

What do you see changing in your business world over the next 12 months? Over the next 12 months, Luck Grove is expected to continue to grow at the same rate we have been and open a branch office in the Tampa area of Florida.

Share with us something about your company that most people might not know. People may not know that ICAN does all we can to support a healthy staff to put ourselves and our own families as a priority so that we have the right mindset and energy to focus on the needs of those we work with each and every day. Everything we do at ICAN revolves around family.

One word to describe your company. Thriving

What do you see changing in your business world over the next 12 months? Notwithstanding a severe recession, we expect our business to continue to grow in our legacy servicing, leasing, and sale of forklift trucks, continued growth in our industrial battery and charger service business, and in the growth of our new dock and door service business.

Share with us something about your company that most people might not know. The production of the Thompson & Johnson rebranding video and collateral materials.

One word to describe your company. Customer-focused

What do you see changing in your business world over the next 12 months? Production of the Thompson & Johnson rebranding video and collateral materials.

Share with us something about your company that most people might not know. Through the pandemic and the shutting down of a major portion of one of our lines of forklifts, we were able to have 100-percent retention of our workforce.
Excellus BlueCross BlueShield

Excellus BlueCross BlueShield, an independent licensee of the Blue Cross Blue Shield Association, is a nonprofit health plan with 1.5 million upstate New York members. The company’s mission is to help people live healthier and more secure lives through access to high-quality, affordable health care. Its products and services include cost-saving prescription-drug discounts, wellness tracking tools, and access to telemedicine. Ensuring that everyone in the health plan’s service area has equitable access to high-quality health care includes foundational, collaborative relationships with its expansive network of hospital and physician partners. With 4,000 employees, Excellus is committed to attracting and retaining a diverse workforce to foster innovation and better serve its members. This commitment is built upon the cultivation of an environment where inclusion, diversity, equity, and access are explicitly recognized as fundamental parts of its organizational culture at all levels, throughout all programs, and at every touch point. Excellus also encourages employees to engage in their communities by providing paid volunteer time off as one of many benefits.

One word to describe your company. Collaborative

What is the most fun or unique activity your team has participated in this year? In 2022, after the pandemic paused our engagement efforts in the community, we have been able to engage in community events. We have supported dozens of organizations, but now are able to once again get out and attend events. Those include the YWCA of Syracuse and Onondaga County’s Stand Against Racism and Day of Commitment, the Vera House’s White Ribbon Campaign, Crouse Health Foundation’s Tribute Event, 100 Black Men’s Annual Banquet, and CNY Pride’s Pride Festival, to name just a few.

What do you see changing in your business world over the next 12 months? Our employees will continue to help our organization successfully manage and deliver on our mission. The ability to continue to provide access to high-quality, affordable health care to our community is a credit to our corporate culture. This past year provided an opportunity to redefine the way we work by engaging our flexible workforce through new communications channels. We found and will continue to use innovative ways to keep our employees connected through virtual “live” coffee chats, employee meet-ups, lunch and learns, and even talent shows. We are extremely proud of how our team came together to advance and improve our culture throughout this challenging time. Additionally, we are excited about how we continue to bring value to our customers and our community.

One word to describe your company. Collaborative

What is the most fun or unique activity your team has participated in this year? We hosted an in-office mimosa and Bloody Mary brunch to celebrate the ability to return to the office safely (and voluntarily).

What do you see changing in your business world over the next 12 months? As marketing budgets continue to shrink, we expect major brands to begin taking clearer stock of the impact of their strategies to ensure they are driving the most return on investment as possible. Terakeet is the preferred enterprise partner for Fortune 500 brands and executives who seek online revenue growth, increased market share, and reputation protection and repair. Terakeet combines custom strategies, proprietary technology, and expert execution to align their work with their customers’ broader marketing strategies and business goals, providing results that make an impact on the bottom line. Terakeet also strives to create a workplace that fosters the growth of its team and community, and welcomes diversity of thought, origin, and experience.

One word to describe your company. Collaborative

What is the most fun or unique activity your team has participated in this year? We hosted an in-office mimosa and Bloody Mary brunch to celebrate the ability to return to the office safely (and voluntarily).

What do you see changing in your business world over the next 12 months? As marketing budgets continue to shrink, we expect major brands to begin taking clearer stock of the impact of their strategies to ensure they are driving the most return on investment as possible. Terakeet is the preferred enterprise partner for Fortune 500 brands and executives who seek online revenue growth, increased market share, and reputation protection and repair. Terakeet combines custom strategies, proprietary technology, and expert execution to align their work with their customers’ broader marketing strategies and business goals, providing results that make an impact on the bottom line. Terakeet also strives to create a workplace that fosters the growth of its team and community, and welcomes diversity of thought, origin, and experience.
NBT Bank

NBT Bank is an independent community bank based in Norwich that puts customers first and actively invests in the communities the company calls home. It prioritizes giving back to the community through sponsorships, donations, and community service. NBT Bank offers personal banking, business banking, and wealth-management services across locations in seven states, including New York, Pennsylvania, Vermont, Massachusetts, New Hampshire, Maine, and Connecticut.

Our word to describe your company.

Collaborative

What is the most fun or unique activity your team has participated in this year?

Some of the most-satisfying activities team members at NBT have engaged in this past year are those where employees have had the opportunity to be together in person once again. Collaboration — with each other and community partners — is a key driver of NBT’s ongoing success and growth. Employees have been enthusiastic about in-person business meetings, community events and social gatherings, including leadership meetings and an annual cornhole tournament to support the United Way. Several team members participating in NBT’s Star Impact leadership program had the opportunity to go zip-lining in Lake Placid, and they reported it was the highlight of their year.

What do you see changing in your business world over the next 12 months?

NBT Bank consistently strives to grow our team of expert bankers. With widespread recruitment challenges across the country, NBT will continue to focus on developing and cultivating a welcoming and supportive environment for employees. This includes offering employee benefits such as a student-loan repayment program, as well as numerous programs designed to help employees with growth and career opportunities.

Share with us something about your company that most people might not know.

NBT has consistently grown from our Norwich roots to now having a physical presence in seven states throughout the northeast. Through this expansion, the company has maintained its core culture and customer focus, as evidenced by earning a spot on the 2022 Forbes World’s Best Banks for the third time in four years.

#6 NBT Bank

#7 Driver’s Village

For 85 years, the Burdick family has been serving the automotive needs of Central New Yorkers. Driver’s Village, the largest single auto sales and service destination in upstate New York, is operated by the Burdick family and the greatest workforce in the area. Our team overcame countless obstacles posed by the pandemic to emerge a stronger, better company that is poised for a great future.

One word to describe your company.

Family

What is the most fun or unique activity your team has participated in this year?

We created an online portal, the DV Dashboard, which allows all staff to recognize each other’s accomplishments and achievements and share them with the entire team.

What do you see changing in your business world over the next 12 months?

Supply chain and labor-force issues will continue to affect us.

Share with us something about your company that most people might not know.

In addition to our normal operations, DV hosts and supports dozens of community events — blood drives, Rescue Mission, schools, and has helped the CNY Bike Giveaway collect and store thousands of bikes over the last two years.

THE LIST

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

ABOUT THE LIST

Information was provided by representatives of listed organizations and their websites. 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, Chenango, Delaware, Cortland, Herkimer, Jefferson, Lewis, Madison, Oneida, Onondaga, Oswego, St. Lawrence, Seneca, Tioga, and Tompkins counties.

NEED A COPY OF A LIST?

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

BEST PLACES TO WORK RANKINGS

101+ Employees

<table>
<thead>
<tr>
<th>Name</th>
<th>Address</th>
<th>No. of Employees</th>
<th>Industry</th>
<th>No. of Holidays/Year</th>
<th>401(k)/retirement plan</th>
<th>Bonus/incentive programs</th>
<th>Career-development programs</th>
<th>Wellness programs</th>
<th>Sick days to care for dependents</th>
<th>Support for community-service initiatives</th>
<th>Telecommuting options</th>
<th>TU:tuition-reimbursement</th>
<th>Other benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ICAN</td>
<td>310 Main St.</td>
<td>190</td>
<td>Nonprofit</td>
<td>8</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
</tr>
<tr>
<td>Lock Grove Telecom, Inc.</td>
<td>120 Madison St.</td>
<td>165</td>
<td>Technology</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>Thompson &amp; Johnson Equipment Co., Inc.</td>
<td>6006 Ivy Road</td>
<td>108</td>
<td>Auto/repair dealers</td>
<td>9</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
</tr>
<tr>
<td>Excellus BlueCross BlueShield</td>
<td>333 Butternut Drive</td>
<td>1,395</td>
<td>Health Care</td>
<td>8</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
</tr>
<tr>
<td>TeraKet</td>
<td>333 W Washington St.</td>
<td>177</td>
<td>Professional Services</td>
<td>11</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
</tr>
<tr>
<td>NBT Bank</td>
<td>52 S. Broad St.</td>
<td>889</td>
<td>Banking/Finance</td>
<td>11</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
</tr>
<tr>
<td>Driver’s Village, Inc.</td>
<td>5885 East Circle Drive</td>
<td>450</td>
<td>Retail</td>
<td>6</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
</tr>
</tbody>
</table>
Cheers to 25 years!

CNY BUSINESS JOURNAL
40 under Forty
25th Anniversary

Presented by M&T Bank

Join the celebration on November 10, 2022 at the Oncenter!

Ad and Table Packages are now available!

Congratulations!

Jana Barnello, CNY Central
Ryan Blehar, Nascentia Health
Daequan Carr, Quickline Capital Partners
Joseph Chevrete II, Nascentia Health
Jalyn Clifford, Syracuse Housing Authority
Jeffrey Devennie, STS Trailer & Truck Equipment
Tyrone Dixon, Elmcrest Children’s Center
Christopher Doran, Stone Hammer Homes
Heather Drake Bianchi, CineMedics and Drakos Clinical Laboratories
Johanna Duffy, Barton & Loguidice
Gabrielle Eure, C&S Companies
Michael Frisina, Ashley McLaw Architects
Elizabeth Gardner, Grossman St. Amour CPAs
Sidney Germino, The Salvation Army, Syracuse Area Services
Katie Hanlon, United Way of Central New York, Inc.
Alexander Harris, MD, Slocum-Dickson Medical Group
Lauren Ianuzi, Pinckney Hugo Group
Cory LaDuke, JF Real Estate
Mary Langan, Porter Law Group
Jessica Lisi, FOCUS Greater Syracuse

Tom Manzo, IPD Engineering
Addison Muller, Freed Maxick CPAs
Natasha Newbury, Dermody, Burke & Brown
Alex Nitka, Dannible & McKee, LLP
Edin Omerovic, OTS-Xpress, LLC
Andrew Orr, The Lab Creative
Lindsay Plantholt, Ferrara Fiorenza PC
Cassondra Rasmussen, CHA Consulting, Inc.
Kara Rudy, MarketDesign Consulting, LLC
Ashlea Schad, Utica University
Laiza Semidey, CenterState CEO
Zackary Singer, Empower Federal Credit Union
Robert Smith, Fust Charles Chambers LLP
Iris St. Meran, NewsChannel 9 WSYR
Nate Stevens, Onondaga County Office of Economic Development
Michael Tyszko, Bousquet Holstein PLLC
Amber Vander Ploeg, Rescue Mission Alliance of Syracuse
Sara Weiler, United States Bankruptcy Court
Morgan White, Greater Binghamton Chamber of Commerce
Abbey Woodcock, Callee1945 Cheese Shop

Visit bizeventz.com to get your ad/table package before they’re all sold out!
CONGRATULATIONS!

A. JOHN MEROLA LIFETIME ACHIEVEMENT AWARD PRESENTED TO

Gennady Bratslavsky, MD
Chair, Department of Urology
Endowed Professor of Urology
SUNY Upstate Medical University

EXCELLENCE IN MEDICINE
Kristopher Paolino, MD
Upstate Medical University

EXCELLENCE IN NURSING
Gail Carmichel, RN
Nascentia Health

HEALTHCARE FACILITY OF DISTINCTION
High Point Chiropractic Wellness

HEALTHCARE INNOVATOR
Rich Uhlig
Quadrant Biosciences

HEART OF HEALTHCARE
Mary Koenig
Loretto

IMPACT PLAYER
Michael Ritter, PT
PACE CNY

OUTSTANDING HEALTHCARE EXECUTIVE
Katie Pagliaroli, RN
Oswego Health

OUTSTANDING PHYSICAL THERAPIST
Sydney Folk, PT
Onondaga Physical Therapy

OUTSTANDING RISING STAR
Brandy Mason, RRT
Nunn’s Home Medical Equipment

Join us virtually on October 20 to recognize these health-care providers!
bizeventz.com
Congratulations!

Check out the event photos at bizeventz.com

THANK YOU SPONSORS!

GOLD SPONSORS

DM Dannible & McKee, LLP
DV Driver's Village

SILVER SPONSORS

AFN
CCMR3
Excellus
ComSource
Strategic Financial Services

BRONZE SPONSORS

Aerotek
ANDRO
Olinsky Law Group
Sciabarra Walker

Ferrara Fiorenza PC
Luck Grove Telecom Inc.
PROPEL Pharmacy, LLC

Luck Grove Telecom Inc.
NETBANK
STRATEGIC FINANCIAL SERVICES
TJ THOMPSON & JOHNSON EQUIPMENT CO., INC.

Dannible & McKee, LLP
Driver's Village

Bower & Company CPAs PLLC
ComSource

DB&B
Dermond, Dukin & Brown, CPAs, LLC

JASRECRUITMENT
Integrity • Trust • Grit • Drive

jasrecruitment.com