

UAS INDUSTRY ANNOUNCEMENTS SPOTLIGHT REGION'S LEADERSHIP, GROWTH OPPORTUNITIES



Member Opportunity:
Provide Meaningful
Employment to City
Youth this Summer

CenterState CEO and its team of partners are at the center of the state's efforts to lead the way in advancing the integration of unmanned aerial systems (UAS) into the National Airspace System. It recently organized and led a delegation of more than 20 private companies from Central New York and the Mohawk Valley to the AUVSI Xponential 2018 – the largest and most comprehensive trade show in the world for unmanned systems and robotics – in Denver, Colorado.

The group was united under the UAS Central banner, a new brand representing New York state's UAS assets and expertise. The robust group of partners in attendance combined with a significant physical presence on the show floor provided companies that have been following UAS developments in New York state a chance to connect and explore research, manufacturing, partnerships and other business development opportunities in the region.

The show draws more than 725 manufacturers and 8,500 industry professionals in the UAS sector – making it a unique opportunity to broadly communicate the UAS Central message. **A busy meeting schedule resulted in multiple companies scheduling visits to Central New York and follow on conversations regarding UAS opportunities in the region.**

"Our participation at AUVSI this year proved to be extremely productive in helping advance our UAS business attraction efforts," said Andrew Fish, senior vice president of Business Development at CenterState CEO. "We walked away with 160 new contacts and potential leads and are working on four projects resulting

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Attendees visit the prominent UAS Central booth at AUVSI Xponential 2018 to learn about the region's efforts to advance UAS integration in the National Airspace System.



GENIUS NY 3.0:
Accepting Applications
Through October 1



CNY Talent Task Force
Developing Strategies
to Address Workforce
Needs



CenterState CEO Events

CenterState CEO Clambake Thursday, August 2, 2018

Hinerwadel's Grove
5300 W. Taft Road, North Syracuse
4 to 8 p.m.

See page 18 for details.

Register at centerstateceo.com/events
or contact Lisa Metot at 315-470-1870 or lmetot@centerstateceo.com.



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GOVERNMENT RELATIONS

Legislation to Expand Employee Stock Ownership Plans Moves Forward



U.S. Senator Kirsten Gillibrand (D-New York) is sponsoring the Main Street Employee Ownership Act to expand programs and funding from the U.S. Small Business Administration (SBA) to assist with employee buyouts of the companies they work for and create cooperatives for that purpose. With so many “Baby Boomer” business owners who do not have succession plans, an Employee Stock Ownership Plan (ESOP) can be an attractive option to keep these businesses operating. The alternative can often be shutting a business down, liquidation or selling, which could result in relocation of the business and its jobs. It is in the community’s best interest for many of these businesses to continue operating and even expand. ESOPS’ track records show they generally have increased productivity; that workers at employee-owned companies are paid 5 to 12 percent more than non-ESOP companies; have more retirement savings; are less likely to go bankrupt; and tend to stay in business longer.

Sen. Gillibrand recently held a press event discussing this bill at a local successful ESOP – Syracuse Label and Surround Printing, in North Syracuse. The same legislation is also moving through the U.S. House of Representatives.

If passed, the legislation would make changes to SBA policies and programs to make it easier for ESOPS to obtain the lending they need to purchase ownership of a business. If enacted, the SBA would conduct more outreach for ESOPS, the SBA Small Business Development Centers would provide services for ESOPS and the SBA would lead an interagency working group to develop recommendations to support and increase the number of ESOPS and increase coordination between federal agencies and employee ownership organizations.

FAA Reauthorization Bill Passes the House

The U.S. House of Representatives recently passed a five-year bill to provide stability for the nation’s aviation industry, after several years of continuing resolutions. The bill now goes to the Senate. CenterState CEO will be urging senators Charles Schumer and Gillibrand to support this legislation. Full enactment will dovetail and complement New York state’s significant investment in unmanned aerial systems (UAS) and the expansion plans for local businesses such as SRC, SRC’s Gryphon Sensors, Saab-Sensis, Lockheed Martin and many others. The bill contains several items that are particularly favorable to the region:

It reauthorizes the FAA UAS Test Sites for six years, benefitting the test site at Griffiss International Airport (Griffiss) and the NUAIR Alliance. It sets as a priority, pursuit of sense-and-avoid technology and UAS traffic management (UTM), which is a main focus of the work being done at Griffiss and with NUAIR Alliance members.

A provision sponsored by Rep. John Katko is included to create a remote air traffic control tower pilot program that could give smaller airports improved and safer air traffic control. There are firms in Central New York already working on this technology who stand to participate in this initiative.

To learn more, contact Deb Warner, CenterState CEO vice president, public policy and government relations, at 315-470-1845 or dwarner@centerstateceo.com.

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from connections made at the convention that have the potential to bring 150 new jobs to the region over the next three years.”

The delegation included the Syracuse City School District; Griffiss Airport, home to the New York UAS test site; GENIUS NY, the largest UAS focused business incubator in the world; Northeast UAS Airspace Integration Research Alliance (NUAIR), the organization that manages the test site and is constructing a 50-mile drone corridor; and Syracuse University, which is leading an effort on UAS-related policy.

During the week of the convention, the delegation was involved in several important announcements:

- NUAIR’s new National Unmanned Systems Testing and Rating (NUSTAR) capability will be combined with the AiRXOS (a GE venture) Autonomous Service Platform to transform and streamline the safe and efficient integration of UAS into the National Airspace System. Clearly, the work being done under the UAS Central brand is attracting the attention of significant private sector companies.
- NUAIR selected partners to finish the infrastructure component of the drone corridor. This allows NUAIR to move forward on completing the infrastructure that will result in a corridor where Unmanned Traffic Management and Beyond Visual Line of Sight concepts can be tested and proven.
- The state of New York announced another round of the highly successful GENIUS NY competition. This announcement opens the door for six more companies to compete for \$3 million in investments and join the growing UAS ecosystem at The Tech Garden in Syracuse. The announcement has already generated 45 applicants for the latest round of the program. GENIUS NY also sponsored the STARTUP SHOWDOWN at the trade show, pitting five innovative companies against each other in a competition of five-minute pitches for a grand prize worth \$35,000.

To learn more, visit uascentral.com or contact Andrew Fish at CenterState CEO at 315-470-1820 or afish@centerstateceo.com.



Jon Parry, director of GENIUS NY, explains the successful GENIUS NY program and invites AUVSI Exponential attendees to apply for GENIUS NY 3.0 in 2019, which is now accepting applications at www.geniusny.com.



Chris McCall, CEO of Fotokite and winner of \$1 million at GENIUS NY 2.0, pitches their technology and capabilities to the larger UAS market.

SAVE THE DATE

SEPTEMBER 10-12, 2018

New York UAS Symposium

Presented by the NUAIR Alliance

Turning Stone Casino & Resort and
the New York UAS Test Site

- UAS Policy Focused
- Prominent Keynotes
- Breakout Sessions:
 - UAS Traffic Management Pilot Program (UPP)
 - UAS Law & Policy Institute
 - National Unmanned Systems Testing and Rating (NUSTAR)
 - New York UTM Corridor

MEMBER OPPORTUNITY: PROVIDE MEANINGFUL EMPLOYMENT TO CITY YOUTH THIS SUMMER

CenterState CEO is excited to partner with the City of Syracuse and Onondaga County to promote an expanded City County Summer Youth Employment Program. **Members are strongly encouraged to consider providing meaningful employment to youth this summer through the program.**

“As we address the key issues facing our community, it is important to engage and connect our youth to economic opportunities as we prepare the workforce for tomorrow,” said Rob Simpson, president, CenterState CEO. “It is our goal to be a partner in driving the changes that will have maximum benefit for our members and our community. CenterState CEO is committing to a minimum of one youth employee this summer and hope many of our members will do the same.”

“Youth job hosts” are needed in businesses and institutions in the public and private sector to provide meaningful summer work, help prepare young local people for employment and give them optimism and confidence in making their futures here at home. The cost of hiring the young people is fully-funded through the city and county partnership. A local nonprofit workforce partner will align youth participants’ strengths, experience and areas of interest with youth job host needs (i.e. computer studies, writing skills, recreation). Youth job hosts simply need to identify the summer job opportunities in their workplaces and provide onsite supervision and management to the youth employees throughout the summer employment period.

If your organization has meaningful work this summer and the ability to help a young person learn important life skills, please contact: Sandy Jurkiewicz at CenterState CEO (sjurkiewicz@centerstateceo.com or 315-470-1802) or Maria Lewis at Syracuse City Hall (mlewis@syrgov.net or 315-448-8095).

City County Summer Youth Employment Program

Youth Employees

The youth employees will be:

- between the ages of 17 and 24
- residents of the city of Syracuse
- provided by the non-profit workforce partner



Employment Details

Payroll, insurance and employment preparation for the youth workers will be managed by a local nonprofit workforce partner. The jobs will be funded for:

- Six weeks (Between approximately June 1 and August 15)
- 25 hours per week at minimum wage
- Youth job hosts can extend employment for additional hours or over a longer time period at their own cost. Hosts can also bring on multiple employees.

Ideal Positions and job duties can include but are not limited to:

- Office administrative support
- Data entry
- Research
- Recreation programs
- Outdoor work, landscaping
- Entry-level duties related to participants’ intended or actual fields of study



CENTERSTATE CEO PARTNERS WITH SCSD TO CREATE UAS INDUSTRY CAREERS PATHWAYS

Governor Andrew Cuomo announced the Syracuse City School District (SCSD) has been selected to participate in the latest round of the New York State Pathways in Technology Early College High School (P-TECH) program, in partnership with CenterState CEO. The program prepares high school students for high-skill jobs in technology and other fields. Students will earn a high school degree, an associate degree at no cost to their families and will be first in line for jobs with participating companies when they graduate.

CenterState CEO and the Manufacturers Association of Central New York will partner with the SCSD through the program to provide advisory assistance and connections to industry partners in the unmanned aerial systems (UAS) industry. This can include assistance finding career coaches, internships and employment after completion of degree programs. Higher education partners include Onondaga Community College and Mohawk Valley Community College.

“As New York’s economy continues to grow, the No. 1 concern I hear from employers is the need for more skilled workers,” said Lieutenant Governor Kathy Hochul. “With this latest round of P-TECH Awards, New York is investing in our workforce by preparing high school students for jobs of the future in technology and manufacturing. Providing our students with the resources they need to succeed in the job market is a smart strategy for continued economic progress.”

The SCSD was recently part of the delegation of partners that attended AUVSI Exponential 2018 in Denver, Colorado (see front page). The SCSD is one of the first districts in the country to include UAS in their curriculum. During development of the curriculum, SCSD needed to test students with a written and performance-based test. While a satisfactory written test had been established, finding a model for a performance-based test proved more difficult. At the show, SCSD was able to connect with a representative from the National Institute of Standards and Technology (NIST) who had already created a performance-based test and gave SCSD permission to use it to complete their curriculum.



CENTERSTATE CEO WELCOMES DISNEY INSTITUTE, SEPTEMBER 19

CenterState CEO is pleased to offer its members an exciting professional development and leadership training opportunity. Disney’s Approach to Quality Service will take place 9 a.m. to 5 p.m., September 19, at the Doubletree Hotel Syracuse, Carrier Circle, and is open to members, their employees and the public.

Disney Institute shares the operational practices used to serve Guests at its parks and resorts for more than 60 years. They know that excellent service does not simply come from a friendly smile or easy transaction. It results from truly understanding the customer’s needs and putting the right guidelines and customer service standards in place, so they can exceed their expectations.

When an organization puts the customer at its core—empowering its people and unifying its processes—outstanding customer service becomes possible on a consistent basis, from the first greeting to the final meeting. When all touch points are exemplary experiences, a customer has a much greater incentive to return, as well as recommend us to others. No one understands this better than Walt Disney Parks & Resorts.

In this look at the Disney approach to Quality Service, attendees can:

- Assess and improve its organization’s commitment to quality service
- Differentiate and elevate its service to become a provider of choice
- Design standards for quality service and create a consistent service experience
- Gauge the needs, wants, stereotypes and emotions of its customers at an individual level
- Understand the processes necessary to develop a culture that consistently delivers exceptional service
- Recover effectively from a service failure and turn it into an opportunity to strengthen customer relations

To learn more, contact Lisa Metot at 315-470-1870 or lmotot@centerstateceo.com. The cost is \$299 for members, \$329 for non-members and will increase July 1.

CenterState CEO is proud to be a selected sponsor of Disney’s Quality Service program and thanks its Presenting Marketing Participant, CPS Recruitment, and Marketing Participants: Nascentia Health, University College, SUNY Cortland and Choice Pay Payroll.



PRESENTING SPONSOR:



ALLYN FAMILY FOUNDATION PARTNERS TO DEVELOP NEW MARKET AND FOOD HALL DOWNTOWN

The Allyn Family Foundation, through a newly created nonprofit corporation called Syracuse Urban Partnership, purchased a vacant lot downtown at 484 S. Salina St. Working in collaboration with CenterState CEO and others, the foundation will build a multi-floor building that includes a public market/food hall, mixed-income housing and office space for the Allyn Family Foundation and other community partners. The first-floor public market/food hall will provide a venue for entrepreneurial vendors to start and build their businesses as well as a space for the community to gather.

CenterState CEO's Economic Inclusion team and its Up Start program will work with collaborators to ensure a diverse audience of culinary-based businesses are prepared to fill the marketplace. Up Start provides business training, technical assistance and facilitates access to business services such as lending and legal assistance to help grow businesses, contributing to stronger neighborhoods and shared prosperity.

The Salina Street building is located at a pivotal corner where the opportunity to infuse economic vitality into Syracuse can be leveraged by the downtown community as well as residents of the southeast and southwest corridors of the city. The project aligns the mission of the Allyn Family Foundation and CenterState CEO's Economic Inclusion work by supporting community members and providing access to economic opportunities in order to create a vibrant city where everyone thrives. Construction is set to begin in spring 2019.

To learn more about Up Start, contact Director Kira Crawford at 315-470-1834 or kcrawford@centerstateceo.com.



GENIUS NY 3.0: ACCEPTING APPLICATIONS THROUGH OCTOBER 1

Following the success of the first two GENIUS NY competitions, Governor Andrew M. Cuomo recently announced the third round to continue to transform the economic landscape of Central New York by attracting the next generation of innovative entrepreneurs.

Applications are now open for CenterState CEO's GENIUS NY 3.0 program – the world's largest business competition and accelerator focused on unmanned systems. Building on regional industry strengths and emerging opportunities, the business competition targets companies in the unmanned aerial, ground, and marine systems and cross-connected platforms sectors. The six finalists of the year-long residency will receive \$3 million in investment in the unmanned systems sector. The application period runs until October 1, 2018.

Beyond investments, participants have access to some of the region's premier startup programming, including business planning, industry specific mentorship, and access to vetted service providers offering startup friendly terms. As part of this effort, participants are integrated into the larger regional effort to grow unmanned aerial systems in Central New York and the Mohawk Valley and will have access to world-leading infrastructure and testing assets when they come online. Participants also receive stipends for operating capital and subsidized rent, and will also have opportunities to connect with investors for follow on funding.

Rick Clonan, VP of Innovation and Entrepreneurship at CenterState CEO said, "This program has proven itself over the past two rounds as a groundbreaking tool for growing industry-leading unmanned systems companies. Over two years, we have invested nearly \$6 million in 12 high-quality teams, all of which have benefited from the program. In addition to these investments, teams benefit from the region's multi-dimensional ecosystem that combines technology, innovation, standards and certification and public policy. There is no other program that offers this level of investment or these resources."

Learn more about GENIUS NY or apply at www.geniusny.com.



GENIUS NY

CNY TALENT TASK FORCE DEVELOPING STRATEGIES TO ADDRESS WORKFORCE NEEDS

The availability of talent is consistently raised as one of the key challenges facing businesses and firms in Central New York (CNY). While the demand for talent is not exclusive to the region, many of the region's fast growing industries feel stymied in expanding in CNY by the inability to attract the talented workforce they need. At the same time, CNY has long been known as a 'talent generator' and consistently attracts more than 130,000 students to the larger 12-county region's 36 colleges and universities every year.

As part of the 2017 Regional Economic Development Council competition, New York State challenged each region to identify workforce development strategies and shrink the skills gap through industry and educational collaboration. To achieve these goals, partners in the region established the Central New York Talent Task Force to develop a strategic talent plan by this summer aimed at filling the middle to high skill talent needs of the Council's priority industries. These industries include advanced manufacturing; finance and insurance services; health care; agribusiness; life sciences; software and internet services; engineering and architectural services; thermal and environmental controls; and unmanned aerial systems/aerospace.

The Task Force recently concluded its research, which paired comprehensive data analysis on the region's leading occupations, in demand skills, and persistently unfilled jobs with qualitative interviews of more than 40 companies. The research brings some key regional opportunities and challenges into focus:

- Many of the region's leading industries are experiencing growth, yet many struggle to attract middle to high skill talent. For example, to date in 2018, more than 4,500 jobs have been posted in the region's priority industries. Forty-four percent require a bachelor's degree or higher.
- The demand for skilled talent is expected to increase as a retiring workforce creates skills gaps and job vacancies. Just over a fifth of the region's labor force are baby boomers.
- Most of the skilled talent that does move to the region appears to have a prior connection to Upstate New York.
- Though many industries feel strain in attracting talent, an acute mismatch exists in health care between current and projected demand and supply.
- Finding and retaining diverse candidates is a top challenge felt across the region.
- The region's colleges and universities provide a strong pool of entry level talent though many companies desire a closer connection to curriculum development.

As the Task Force moves toward concluding its work, its focus will shift towards developing strategies and interventions to address these key opportunities and challenges. It is expected that the Task Force will release those proposed actions in the summer.

To learn more, get involved or share your talent-related concerns, contact Ben Sio at 315-470-1838 or bsio@centerstateceo.com.

CNY Talent Task Force Members:

Meg O'Connell, Allyn Family Foundation

Janie Goddard, JADAK

Jim Fayle, Empire State Development

Charles Green, Assured Information Security

Robert Simpson, CenterState CEO

David Goodness, Workforce Development Institute of New York

Mark Southwick, Huhtamaki

Rachel Paddock, Saab

Chedy Hampson, TCGPlayer, (Chair)

Peggie Chan, OBG

Michael Hudson, OBG

William Sympson, SRC

Jason Chiesa, NYS Labor Department

Eric Ennis, Adapt CNY

We Value Your Opinion - Take The Survey!
www.surveymonkey.com/r/cceo_talenttaskforce

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Haylor, Freyer & Coon Inc. continues to achieve a national reputation, being ranked as one of the largest insurance agencies in the country while serving clients and the community throughout New York state. Year after year this employee-owned, total solution, insurance agency provides distinctive and exceptional service to its clients.

Continual improvement in service and product offerings has allowed Haylor, Freyer & Coon to thrive for 90 years. To keep up with the needs of its clients, Haylor, Freyer & Coon recently opened a Capital District office in Schenectady. This office complements the other five offices operating in Central New York: Syracuse, Rochester, Watertown, Binghamton and Ithaca.

This year, Haylor, Freyer & Coon has made a significant commitment to clients and the safety of its employees by expanding the Loss Control Division. This unit, staffed with engineers, safety, and fleet specialists, provides on-site loss control consulting to assist clients in reducing safety related incidents on their work sites.

Haylor, Freyer & Coon Inc. also provides wellness programs, volunteer opportunities and flexible work schedules to more than 185 employee owners, creating a culture of true work-life balance. The company's employee owners have a unique passion and commitment to serve the community, stepping into the community to provide financial support, service days, care and concern for all of Central New York.

For more information, visit www.haylor.com.



Haylor, Freyer & Coon recently expanded to open an office in the Capital District, which complements offices across New York state.

This feature of CEO Essentials spotlights local companies that are "Economic Champions" because of their success in adding jobs, expanding their products or services, gaining national recognition or contributing to the success of the region in special ways.

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The Tech Garden Welcomes WexEnergy LLC as its Newest Virtual and Clean Tech Center Member

WexEnergy is the creator of WindowSkin™. The product takes a single-pane window to double-pane energy efficiency and a double-pane window to triple-pane efficiency; it is simple to install, nearly invisible, featherweight and affordable. This patent-protected product has been independently validated by Taitem Engineering in Ithaca through the Innovation Fund Award received from the Syracuse Center of Excellence in 2016. Taitem’s modeling work found an average decrease of ~11.5 percent in natural gas usage when WexEnergy’s Basic WindowSkin™ is mounted on an air-filled double-pane window.

The Clean Tech Center, a program of CenterState CEO’s The Tech Garden, develops renewable and clean energy technology companies in New York state. The Center is funded by NYSERDA.

Learn more at wexenergy.com and www.thetechgarden.com/cleantechcenter.

The Tech Garden Virtual Member is Recognized by the DoD

TTG virtual member Battle Sight Technologies recently won the 2018 SoIn Award for Innovation and was recognized in TechLink, a marketer of new inventions from Department of Defense labs. Battle Sight Technologies is “Innovating to make an exceptional world for warfighters, law enforcement agencies and first responders, by creating and offering revolutionary products that will enhance their day-to-day operations.”

Battle Sight Technologies was created by military veterans who served in Iraq and found the need for this technology. Their product, MARC (Marking Appliance Reusable Chemiluminescent), is a pressure-activated chemiluminescence pen-like instrument that enables enhanced communication options in low-light and no-light conditions, with the capability to be invisible to the enemy.

Learn more at www.battlesighttech.com.



Battle Sight Technologies has created the MARC to enable enhanced communication options in low-light and no-light conditions.

DON'T MISS TECH MEETS TASTE, JULY 19

CenterState CEO, in partnership with the Upstate Minority Economic Alliance (UMEA), will present the popular Tech Meets Taste 5 to 7 p.m. July 19 on the patio of The Tech Garden in downtown Syracuse, the region’s premier business incubator. Tech Meets Taste is an annual, signature event of CenterState CEO’s SyracuseFirst program, which brings together locally owned, independent businesses and organizations dedicated to building a sustainable community by encouraging citizens to “Think Local First.” This year’s annual event will also feature current and aspiring entrepreneurs from CenterState CEO’s Up Start program.

Attendees will have the opportunity to:

- Sample food from local, independent businesses and entrepreneurs with flavors that circle the globe.
- Network and explore the latest products and services from a diverse group of businesses, including UMEA Members and Up Start entrepreneurs.
- Visit The Tech Garden and learn more about its programs.
- Get to know some of the region’s hottest tech companies.

Live music will be provided by KMase Productions. The event is sponsored by National Grid and KMase Productions.

Tickets to attend are \$10 for members and \$20 for non-members. Contact Shannon Fults for vendor and sponsorship opportunities at 315-470-1884 or sfults@centerstateceo.com.



North American Travel Journalists Association to Come to Syracuse Summer 2019

Visit Syracuse is excited to welcome the North American Travel Journalists Association (NATJA) to Syracuse in early summer 2019. NATJA is one of the largest professional associations of travel media and tourism professionals dedicated to the highest quality of journalism excellence in promoting travel and leisure activities to the general public.

Conference attendees will include travel media professionals who focus on writing, photography, television, radio, blogs, guides, apps and a variety of other print and digital media formats. Convention and visitor bureaus, destination marketing organizations and publications from throughout North America will also be in attendance. The Sheraton Syracuse University Hotel will host the group.

Before and after the conference, attendees will have a chance to explore Syracuse, Central New York and the Finger Lakes Region with tours, meals and leisure activities, bringing the opportunity of media coverage to area businesses and attractions. NATJA members include travel media professionals from National Geographic, MSN and a variety of other outlets. Visit Syracuse is committed to welcoming the NATJA conference to Central New York and providing opportunities that inspire content creation.

Visit Syracuse representatives Justin Lynch and Mary Kate Harrigan attended NATJA 2018 in Branson, Missouri where the official announcement was made. "NATJA Branson 2018 attendees were over the moon that the next conference will be held in Syracuse," said Harrigan. "After showing our big reveal video we had a standing ovation and received many kind words."

Visit Syracuse looks forward to making NATJA 2019 a great experience for attendees and welcoming members from all across North America.



GREATER OSWEGO-FULTON CHAMBER OF COMMERCE CELEBRATES SMALL BUSINESS WEEK

The annual Greater Oswego-Fulton Chamber of Commerce (GOFCC) Small Business Breakfast was held last month at The Oasis at Thunder Island in Fulton. Attendees enjoyed remarks by Matt Godard, owner of Cafe Kubal. Amy Lear of Man in the Moon Candies received the Small Business of the Year Award. The event ran in conjunction with the kick-off of the "Live Local. Shop Local." campaign, which is presented by The Palladium-Times and The Valley News.



Thank you sponsors: Pathfinder Bank; Oswego Health; SUNY Oswego; Eastern Shore Associates; Morningstar Care Center/The Gardens; Mitchell's Speedway Press; The Palladium-Times and The Valley News.



Amy Lear (center) of Man in the Moon Candies is surrounded by supporters as she receives the Small Business of the Year Award.



GOFCC Executive Director Katie Toomey thanks Matt Godard of Café Kubal for his remarks at the Small Business Breakfast.

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For more information, please contact CenterState CEO's Account Manager, Chris Murphy, at chris.murphy@staples.com or 315-741-3779.

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WELCOMES DISNEY INSTITUTE TO

Doubletree Hotel Syracuse, Carrier Circle, Syracuse, NY

September 19, 2018

9AM - 5PM



DISNEY'S APPROACH TO
QUALITY SERVICE

Register Today at www.CenterStateCEO.com/Disney

Space is limited. Early bird special rate ends 6/30

Presenting Marketing
Participant:



Marketing
Participants:



Downtown Committee Annual Meeting, June 21

Join the Downtown Committee and Pathfinder Bank for a celebration of the creative vision of downtown property owners and developers, the determined spirit of longtime businesses, restaurants and cultural institution leaders, and the passionate entrepreneurial individuals that have driven growth in downtown Syracuse. A luncheon will be held at noon Thursday, June 21 in the Grand Ballroom of the Marriott Syracuse Downtown. Downtown Committee Executive Director Merike Treier will offer an exciting Downtown Report, highlighting the incredible investment activity happening in the city's center. Three individuals and/or organizations will be honored for their contributions to downtown Syracuse as the Downtown Committee presents its Awards of Excellence. Tickets can be purchased at www.DowntownSyracuse.com/AnnualMeeting.



Downtown in Bloom

Now that spring is here, 335 hanging flower baskets dress downtown's streets. The Downtown Committee thanks all the 2018 hanging flower basket sponsors for supporting the beautification work of the Downtown Syracuse Foundation.

The Downtown Committee also recognizes the following organizations for sponsoring 10 or more flower baskets:

Dey's Plaza Apartments	Hancock Estabrook LLP	Marriott Courtyard and Residence Inn – Armory Square
Loew's Residential Suites	Hueber-Breuer Construction	Marriott Syracuse Downtown
Barclay Damon LLP	Jefferson Clinton Hotel	MONEY FCU
Barclay Damon Tower	JF Real Estate	Partnership Properties
CBD Companies	Key Bank	Rapid Response Monitoring
C-MAND Development	Lemon Grass Restaurant	TCGPlayer.com
Center Armory Shops	M&T Bank	The Sutton Companies
Cushman Wakefield Pyramid Brokerage		

All sponsors will be recognized with signage installed this summer in front of Perseverance Park.

Each \$50 tax-deductible donation sponsors one flower basket for the 2018 season. Support is still needed. Please consider making a donation. Checks may be mailed to the Downtown Syracuse Foundation, Inc. at 115 W. Fayette St. in Syracuse, or paid by credit card at <http://downtownsyracuse.com/flowers>.

Fun Fact: The petunias are from Oliver B. Paine Greenhouses and are available at the Downtown Farmers Market this summer!



Downtown Farmers Market Returns for the 2018 Season!

7 a.m. to 3 p.m. every Tuesday in Clinton Square

June 12 to October 9

The Downtown Farmers Market returns for its 46th season Tuesday, June 12, rain or shine through October 9. Dozens of the region's best farmers and produce dealers will converge on Clinton Square. Keep up with what's new at the market and learn about exciting events planned for the season. Email mail@downtownsyracuse.com to sign up for the Farmers Market Newsletter, distributed electronically every Monday afternoon.



Like the Downtown Committee on Facebook (**Downtown Syracuse**), follow them on Twitter (**@downtownSYR**) or like them on Instagram (**@downtownsyracuse**).
Join the conversation with the hashtag, **#MyDowntownSYRstory**.



MEMBER ESSENTIALS

Assured Information Security (AIS) has been awarded a multi-million-dollar Indefinite Delivery/Indefinite Quantity contract from the Air Force Research Laboratory located at the Griffiss Business and Technology Park in Rome, New York.

A California company has completed its purchase of DeWitt-based radar components maker **Anaren, a TTM Technologies Company** for \$775 million.

Air Innovations finds a global market for its wine cellars; wins SBA award.



Barton & Loguidice acquires Hudson Valley firm.

New York City firm buys Syracuse broker-dealer **Cadaret, Grant & Co.**

The **Rescue Mission Alliance** and **ACR Health** collaborate to open an emergency shelter for runaway and homeless LGBTQ youth.

Berkshire Bank wins Communitas Award for excellence in corporate social responsibility from the Association of Marketing and Communication Professionals.

Laci's Tapas Bar, the Allyn Family Foundation, CenterState CEO and Arc of Onondaga are working with **Home HeadQuarters** to create a cooperative commercial kitchen.



Visions Federal Credit Union recently won four national awards from the Credit Union National Association.

Athleta premium fitness and lifestyle apparel, **Roll Roll Ice Cream** and **Burger King** to open at **Destiny USA**.

Excellus Bluecross Blueshield looking for owners of unclaimed funds; visit ExcellusBCBS.com/UnclaimedFunds.

Loretto opens TeliStat restorative-care unit.



R. E. Dietz Lantern Factory in Syracuse is honored for Excellence in Preservation by the Preservation League of New York State. The project team included CenterState CEO members: **Paulus Development; Hueber-Breuer Construction; VIP Architectural Associates, PLLC; IPD Engineering** and others.



Onondaga Community College offers Weekend College – earn a two-year associate degree in just one year.

Anoplate named one of the top finishing shops in U.S. by Products Finishing magazine.

Thompson & Johnson Equipment added seven employees in the first quarter of 2018.

Liberty Resources to add on-site pharmacy.

Eric Mower + Associates rebrands as **Mower**.



MAKE SHARING PERSONAL DATA ONLINE AN EVERYDAY FACT, NOT AN EVERYDAY RISK

The value of your personal, professional and business reputation is almost incalculable. Today, more and more business is done online. Work requires your personal information. Technology connects your relationships. Every day, you're sharing more data in more ways. However, what happens online can have major implications for your professional (and personal) well-being.

Consider two statistics:

- 16.7 million people were victims of identity theft in 2017.
- More than 50 percent of employers won't hire candidates without an online presence.

InfoArmor and **BrandYourself** are two of the leading experts providing personal identity protection and online personal branding services. Now, CenterState CEO and BSNY are pleased to announce an exclusive arrangement with these great brands.

Members, clients and friends of CenterState CEO are now eligible for one year of service from both InfoArmor and BrandYourself at a combined price of just \$159.

InfoArmor coverage begins with: full-service fraud remediation with a dedicated Privacy Advocate; pre-existing identity theft coverage at no extra cost; in-house Privacy Advocates available 24/7; and a \$1 million identity theft insurance policy.

BrandYourself service begins with: a comprehensive Reputation Report – identifying risk factors including unprofessional social media posts, images, search and exposed private information; mitigation steps; customized suggestions to maximize positive visibility and monitor your reputation; and a free personal consultation with a branding expert.

This offer provides amazing value for any business or individual. Family and employee group plans are also available. To sign up or learn more, visit www.BusinessSolutionsNY.com/protect or call 315-470-1930.



NEW PARTNERS

Please join us in welcoming new CenterState CEO Partners. During the next 12 months each new member will be contacted by a volunteer from CenterState CEO's Ambassador Committee, chaired by Cory LaDuke, Cushman & Wakefield/Pyramid Brokerage Company, Inc. Danielle Mensing, Alzheimer's Association, CNY Chapter, is vice chair.

AmeriGas

AmeriGas keeps businesses running smoothly with worry-free propane service and reliability. SAFETY is the company's No. 1 priority! To make your company safer and to improve your bottom line, contact your local account manager.

Scott Preli
Syracuse, NY 315-920-3656
www.amerigas.com

Attilio's Home of Karen's Catering

Attilio's restaurants serving authentic Italian cuisine. Open for lunch Tuesday through Friday and dinner Tuesday through Sunday. Closed on Mondays. Also the home of Karen's Catering, providing high-end offsite and on-premise catering.

Andrea Arcarisi Pawling
770 James St.
Syracuse, NY 13203 315-218-5085
www.attilioonjames.com

Bonsai Finance.com Inc.

Bonsai Finance is an online financial services marketplace where consumers can find the best offers from a network of companies for their financing needs. Bonsai Finance is revolutionizing how consumers shop for financial services and how companies reach new customers.

Britton Smith
235 Harrison St., Suite 15
Syracuse, NY 13202 888-790-0783
www.bonsaifinance.com

Custom Works



Custom Works is company that provides all of your graphic needs. Providing promotionals with screen-printing, embroidery and custom logo design. From big events, company promotionals, family occasions, or simple self-expression. Also providing the DGUDON/TGIVEUP clothing collection. Custom Works, because custom works for you.

Robert Stewart
1822 Court St.
Syracuse, NY 13208 315-863-1407
www.customworksamerica.com

Five Star Urgent Care



Five Star Urgent Care provides quick and convenient urgent care to the community. From sprains, strains, cuts and minor burns to treating respiratory issues and infections, Five Star's caring, patient-focused team proudly treats non-life-threatening injuries and illnesses, without the need for an appointment. The walk-in centers are fully furnished with TVs and complimentary beverages to help make your brief wait feel even shorter. Five Star Urgent Care is open seven days a week with evening hours and accepts most insurance. Five Star offers on-site X-rays and lab testing so the facility's caring, patient-focused staff can help you get back to life faster. Visit a Five Star urgent care clinic today for the quick, convenient and exceptional care you need.

Jose Morales
6227 Thompson Road
DeWitt, NY 13206 315-937-2007
www.fivestaru.com

Phuong Trinh
7375 Oswego Road
Liverpool, NY 13090 315-291-0064

Tiffany Anderson
3504 W. Genesee St.
Syracuse, NY 13219 315-350-3305

Jenevieve Nguyen
6870 E. Genesee St.
Fayetteville, NY 13066 315-350-3305

Tricia Cleveland
8003 Route 11
Cicero, NY 13039 315-350-3305

Industrial Medical Associates, P.C.

Shauna Kottage
961 Canal St.
Syracuse, NY 13210 315-478-1977

Great Lakes Athletic Training Facility

Founded in 2017 Great Lakes Athletic Training Facility provides a unique membership and training facility experience specializing in personal, sports performance, group training, specialty classes and academies using the fitness and training center and indoor pro-turf facility. The facility's, friendly atmosphere, training professionals and equipment maximize results.

Gaylord (Guy) King
PO Box 670
Fulton, NY 13069 315-952-2250
www.glatf.com

Ingersoll Farms

Ingersoll Farms, CSA is a garlic and vegetable farm located in Fulton. The farm's mission is to provide affordable, highest quality, healthy produce to the local community. Through the Community Supported Agriculture (CSA) system, members meet the farmer and know firsthand where their food comes from.

Bethany Ingersoll
111 Owens Road
Fulton, NY 13069 315-396-1899

Plancation/Planit

Plancation/Planit, is an event, management and savings app for individuals, small or large groups planning to go to a sporting event, vacations, family reunions or weddings.

Leroy Collins
521 W. First St.
Fulton, NY 13069 315-254-4799
www.plancationapp.com

Tony Baird Electronics, Inc.

TBE is a government certified SDB, VOB, SDVOB, and HUBZone Corp. TBE is a manufacturing, integration and technology-based small business specializing in electronic systems.

Matt Tessier
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Syracuse, NY 13210 315-422-4430
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Tiandra Knight
39 Stillman St.

San Francisco, CA 94107

www.tapingo.com

315-778-0438

Tully Rinckey PLLC



Tully Rinckey PLLC is a full-service law firm that serves individuals, families, government agencies, institutions and businesses. Some of the practice areas include employment law, real estate law, commercial litigation, family and matrimonial law, estate planning, military law and criminal defense. Tully Rinckey's professional team of attorneys, paralegals and support staff is passionate about forming strong relationships with clients to know their personal, professional and financial goals and can develop innovative strategies to achieve them. Tully Rinckey PLLC maintains 11 offices nationwide, with seven offices across New York state.

Gerald Raymond
507 Plum St., Suite 103

Syracuse, NY 13204

www.tullylegal.com

315-492-4700

CENTERSTATE CEO MEMBER DISCOUNTS

One of the benefits of CenterState CEO membership is being listed on the CenterState CEO website at www.centerstateceo.com. Your company can gain additional exposure by offering discounts and incentives to fellow CenterState CEO members. New this month:

Thyssenkrupp Elevator

6067 Corporate Drive, East Syracuse

860-929-6004

www.thyssenkruppelevator.com

Thyssenkrupp Elevator is the largest producer of elevators in the Americas. They are fully staffed to provide many affordable solutions to your elevator needs, including a variety of specialized preventative maintenance, repair, modernization and new installation options.

Discount: All CenterState CEO members receive a 5 percent discount on all new service contracts. Offer valid through December 31, 2018.

Custom Works

1822 Court St., Syracuse

315-863-1407

www.customworksamerica.com

Custom Works provides all of your graphic needs, including promotionals with screen-printing, embroidery and custom logo design. They can handle big events, company promotionals, family occasions or simple self-expression. They also provide the DGUDONTGIVEUP clothing collection. Custom Works, because custom works for you.

Discount: All CenterState CEO members receive 5 percent off a first-time order. Offer valid through June 30, 2018.

MEMBER MILESTONES

CenterState CEO would like to thank the following members for reaching membership renewal milestones in June and for supporting CenterState CEO for many years to enrich and improve the business community.

35 YEARS

Onondaga-Cortland-Madison BOCES

Pioneer Warehousing and Distribution, LLC

Fust Charles Chambers LLP

The Salvation Army

Dubnoff/Koldin Realty Co.

Central New York Community Foundation, Inc.

25 YEARS

Syracuse Crunch Hockey Club

20 YEARS

Clipper Magazine/Home & Decor Ideas

Central New York School Boards Assoc., Inc.

15 YEARS

Energy Savers, Inc.

Syracuse Cooperative Market

10 YEARS

Interstate Battery of CNY

ProLiteracy

Gaylord Bros., Inc.

V.C. Associates

5 YEARS

Tronser, Inc.

Morgan Rubbish Removal, Inc./Dependable Disposal

Seabreeze Park

CENTERSTATE CEO AMBASSADORS

CenterState CEO Ambassadors welcome new CEO members, and provide recognition to businesses celebrating important milestones. If your company or organization will be celebrating a special event in the near future, or if you are interested in becoming an Ambassador, please contact Sharon Abert at 315-470-1810 or sabert@centerstateceo.com.



The Ice Cream Stand celebrates its grand opening in the Amos Building, 200 W. Water St. in downtown Syracuse.



SERVPRO of North Onondaga County and Oswego County, 6800 Northern Blvd. in East Syracuse, celebrates its 25th anniversary.



Cracked Bean Roastery celebrates its grand opening at 4675 Brickyard Falls Road in Manlius.



Staff at **King + King Architects LLP**, 385 W. Jefferson St. in Syracuse, celebrate its 150th anniversary. King + King is the oldest architecture firm in New York state and the third oldest in the nation!

Grand Openings:

- Chick-fil-A** at 7916 Brewerton Rd. in Cicero.
- Dragon Breath**, Destiny USA.
- Solvay Bank**, 197 Downer St., Baldwinsville.

Anniversaries:

- Henry Wilson Jewelers**, 5795 Bridge St., East Syracuse, 100th.
- Lune Chocolate**, 4675 Brickyard Falls Road, Manlius, 7th.
- Pastabilities**, 311 S. Franklin St. in Armory Square, 35th.
- Women of the University Community**, 90th.



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CENTERSTATE CEO NAMED A BEST PLACE TO WORK

CenterState CEO is thrilled to announce it has been named a 2018 CNY's Best Places to Work! The recognition is from BizEventz and The Central New York Business Journal who partnered with Research & Marketing Strategies Inc. to conduct the survey. The study identifies and recognizes the best places to work in Central New York. The survey asks questions in areas such as overall satisfaction, pay and benefits, demographic questions and more.

CenterState CEO is excited to be recognized with other top Central New York companies and organizations at a ceremony on September 12. Earlier this year, CenterState CEO was also selected as a "2018 Best Companies to Work for in New York" by the New York State Society for Human Resource Management for its outstanding achievements in employee engagement for small employers with 15-99 U.S. employees.



Congratulations CenterState CEO members also on the list:

5 to 24 employees

- Advanced Business Systems, Inc.
- Business Machines & Equipment, Inc.
- CoveyCS
- Danlee Medical Products, Inc.
- Digital Hyve
- iV4
- JAS Recruitment
- Joseph's House for Women
- Scalfone Law PLLC
- Site-Seeker, Inc.
- thyssenkrupp Elevator
- Tully Rinckey PLLC

25 to 100 employees

- Ashley McGraw Architects, D.P.C.
- BlueRock Energy, Inc.
- CenterState CEO
- CPS Recruitment
- Dermody, Burke & Brown, CPAs, LLC
- East Syracuse Chevrolet
- Generations Bank
- HOLT Architects
- ICS
- MultiMed Billing Service
- Northwestern Mutual
- Usherwood Office Technology
- Westelcom

100 + employees

- Bankers Healthcare Group
- Driver's Village
- Galaxy Media
- Pathfinder Bank
- The Bonadio Group
- Thompson & Johnson Equipment Co., Inc.

TEAM BUILDING

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EVENTS

CenterState CEO Clambake

Thursday, August 2, 2018

4 to 8 p.m.

Hinerwadel's Grove

5300 W. Taft Road, North Syracuse

Register by July 26

at www.centerstateceo.com/events

or contact Lisa Metot at 315-470-1870 or

lmotot@centerstateceo.com.

Join CenterState CEO for great food,
music and fun!
Make it your company picnic!

**Back by popular demand... the Dunk Tank,
sponsored by CH Insurance.**

Cost: \$70/person for members;
\$80/person for non-members **

Group packages available: 5 tickets
for \$325, 10 tickets for \$650,
15 tickets for \$975.

Tabletop displays are available for
members only.
\$500 includes two tickets and a 6-ft. table.

**After July 26 and at the door,
tickets are \$75 for CenterState CEO
members; \$85 for non-members.
Cancellations after this date will be billed.

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Register online at www.centerstateceo.com/events or call 315-470-1800.

Speed Networking, June 12

7:30 a.m. registration; 8 to 10 a.m. program

TERACAI, 217 Lawrence Road East, North Syracuse

Bring your business cards and be prepared to engage in small group dialogue while building relationships with other CenterState CEO members. There is time for informal networking and sharing your one- to two-minute "pitch."
Cost: \$15 for members; \$25 for non-members. Space is limited.



CNYIBA Port Tour of New York and New Jersey, June 13

7 a.m. to 7:30 p.m.

Maier Terminal, NJ

Tour the Maier Terminal in the Port of New York and New Jersey, one of the busiest ports in the world. Learn how they manage thousands of ocean shipping containers daily; use X-ray to inspect shipments; trans-load to and from rail and truck; and cooperate with U.S. Customs and Border Protection to insure safety of supply chains. Also includes a presentation from Port Authority management. Sponsored by Mohawk Global Logistics.
Cost: \$95 for CNYIBA members; \$125 for non-members. Space is limited.



Downtown Committee Annual Meeting, June 21

Noon to 1:30 p.m.

Marriott Syracuse Downtown, 100 E. Onondaga St., Syracuse

Join the Downtown Committee and Pathfinder Bank for a celebration of the creative vision of downtown property owners and developers, the determined spirit of longtime businesses, restaurants and cultural institution leaders, and the passionate entrepreneurial individuals that have driven growth in Downtown Syracuse. Downtown Committee Executive Director Merike Treier will share a report highlighting the incredible investment activity happening in the city's center. Sponsored by Pathfinder Bank.
Cost: Tickets are \$40 or \$320 for a table of eight.



Tech Meets Taste, July 19

Tech Garden Patio, 235 Harrison St., Syracuse

CenterState CEO, in partnership with UMEA and Up Start, are presenting the popular Tech Meets Taste featuring a diverse group of local, independent business owners and current and aspiring entrepreneurs. Come check out their latest products and services. Get to know some of the region's hottest tech companies; sample food from local businesses and entrepreneurs with flavors that circle the globe; visit The Tech Garden and learn more about its programs. Live music provided by KMase Productions. Sponsored by National Grid and Kmase Productions.
Cost: \$10 for members; \$20 for non-members.



Stay Up to Date!

Visit www.centerstateceo.com/news-events for access to:



EVENTS



CEO NEWS & PRESS RELEASES



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PUBLICATIONS



MAKE SCOTLAND YOUR NEXT ADVENTURE

Discover Scotland with CenterState CEO, September 23 to October 2, 2018. Highlights include bagpipe lessons, whisky distillery, Isle of Skye, Armadale Castle, Loch Ness, Orkney Islands, Dunrobin Castle, sheepdog demonstrations, St. Andrews, Edinburgh Castle and a Scottish cooking experience. Price includes round-trip air from Syracuse Hancock International Airport, air taxes and fees/surcharges and hotel transfers. AAA members receive a \$50 discount per person. For more information and rates, contact Jennine Lombardi at 315-701-2648 or jlombardi@nyaaa.com.



The gardens of Dunrobin Castle in Scotland.

JOURNEY ON A TRIP TO SPECTACULAR SOUTH AFRICA

Join CenterState CEO on a trip to spectacular South Africa, February 21 to March 5, 2019. Highlights include Johannesburg, Soweto, Kruger National Park, a safari game drive, Knysna, Featherbed Nature Reserve, an ostrich farm visit, winery lunch and tasting, Cape Town, Table Mountain and more! Per person rates, if booked by August 22, 2018, are: \$4,999 (double) and \$5,649 (single). Prices include 21 meals, round-trip air from Syracuse Hancock International Airport, air taxes and fees/surcharges and hotel transfers. Optional post-tour extensions available. AAA members receive an additional \$50 off per person. For more information, contact Jennine Lombardi at 315-701-2648 or jlombardi@nyaaa.com.



The spectacular South Africa trip includes a safari game drive like the one above.



Travel Presentation: August 7

Join CenterState CEO for a special travel presentation about Spectacular South Africa at the AAA Camillus at 5:30 p.m. August 7. The presentation is free to attend. RSVP to 315-701-2648 or jlombardi@nyaaa.com.

GREATER OSWEGO-FULTON CHAMBER OF COMMERCE

For more information on GOFCC events, visit www.oswegofultonchamber.com.

GOFCC Golf Social, June 18

Oswego Country Club, 610 West 1st St., Oswego

This four-person captain & crew tournament will bring together more than 140 business and community members. Event includes a continental breakfast; social hour; dinner; and awards. Sponsorship opportunities available. Contact Shannon Fults at sfults@centerstateceo.com for more information. Cost: \$500 for a team of four; \$130 for individual participants.

GOFCC Summer Celebration and Pig Roast, August 15

4 to 8 p.m.

Bayshore Grove, 104 Bayshore Dr., Oswego

Join the GOFCC for the first annual Summer Celebration & Pig Roast! Tickets include delicious food, live music by The Billionaires, networking and fun! Individual tickets and group tickets are available.

Business After Hours, September 5

5 to 6:30 p.m.

Holiday Inn Express & Suites of Oswego, 140 E. 13th St., Oswego

Join the GOFCC for a Business After Hours as the Holiday Inn Express & Suites celebrates its second birthday! Network with other business professionals while enjoying food, beverages, music and tours of the facility.

Cost: \$5 for members; \$10 for non-members.

For sponsorship information, contact Beth Savicki at 315-470-1833 or bsavicki@centerstateceo.com.





115 W. Fayette Street
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 Tel: 315-470-1800
www.centerstateceo.com

CEO ESSENTIALS



Events this Summer!

**Golf Social –
 Captain & Crew**

Monday, **June 18** • 9 a.m. to 5 p.m.
 Oswego Country Club
 610 W. First St., Oswego



**Summer Celebration
 and Pig Roast**

Wednesday, **August 15** • 4 to 8 p.m.
 Bayshore Grove
 104 Bayshore Drive, Oswego

Register today at www.oswegofultonchamber.com