

insight



The Leadership Institute Kicks Off 10th Anniversary

The Chamber is proud to announce The Leadership Institute's Class of 2015, marking the tenth anniversary of our award winning skills-based program. This year's dynamic and diverse group will learn from a "faculty" of 100 senior level business executives who bring real-life expertise to this valuable program. More than 220 Leadership alumni have graduated in the past decade and are now applying their valuable skills within their professions and in their communities. Welcome to this year's class!



- Kristine Anthony**, The ARC of Rensselaer County
- Nicolas Arnoff**, Arnoff Moving & Storage
- Matthew Callahan**, Tri-City ValleyCats
- Stephen Casavant**, Phoenix Life Insurance
- Philip Cortese**, First Niagara Bank
- Emily Cote**, Commission on Economic Opportunity
- Patrick Cronin**, Cronin Technology Consulting, LLC
- Callie Gaspary**, Mosaic Associates Architects
- Erika Gauthier**, Guilderland Chamber of Commerce
- Matthew Gerrior**, Greane Tree Technology
- Alicia Gonzalez**, Kinderhook Bank
- Scott Lawson**, Rifenburg Companies
- Alison Leonard**, architecture+
- Christina Miller-Foster**, Healthcare Association of New York State
- Christine Nealon**, Unity House of Troy, Inc.
- Paul Nickerson**, CSArch
- Elizabeth Peters**, M&T Bank
- Gina Ricci**, Rensselaer Polytechnic Institute
- Douglas Robertson**, BlueShield of Northeastern New York
- Shannon Romanowski**, Capital District YMCA - Troy Branch
- Christopher Snyder**, Spring Line Design, Architecture + Engineering
- James Strong**, Albany Diocesan Cemeteries
- Gretta Taglione**, Spa Broadway at The White Sands Massage
- Penelope Vavura**, Pierce Communications, Ltd.
- James Whalen**, Pioneer Bank
- Alyson Willsie**, CAP COM Federal Credit Union
- Denise Zieske**, Tech Valley High School/Questar III



The Leadership Institute is sponsored by First Niagara with media sponsorship by Albany Business Review

Ready to Join Us? Start Now

If you or a staff member would like to attend The Leadership Institute, it's time to start planning for next year's class. Most businesses and non-profits are finalizing their annual budgets for 2015, and the Chamber has early applications available for those who plan to apply for our professional development program. Contact Programs & Events Manager Kate Ollier at 518.274.7020, ext. 23, or at kollier@rensochamber.com.



ASK THE EXPERT : Small Business Banking

Bryce Cutler is an assistant vice president and branch manager for NBT Bank, N.A., responsible for all branch activities and business development efforts. With more than 18 years of management and financial services experience, he assists businesses and individuals with an array of banking services including financing options, deposit products, cash management and other business services.



Q: What should small businesses look for in a bank?

A: Look for a banker instead of a bank. Small businesses need to build a relationship with a professional who is committed to their growth and success. You may be the expert in your business, but a banker is the expert in banking. Always ask the question, "Why should I bank with you instead of someone else?" If you're not satisfied with the answer, keep looking. Ask other business owners; referrals are great for locating dedicated people in the industry.

Q: How do I prepare for a loan request?

A: Communication is key. You need to bring with you all the documentation you have concerning your business and personal finances: tax returns, financial statements, and certainly your business plan, which should include details about what the loan will be used for and how you propose to pay it back. The more information you bring to the table, the better.

Q: Which banking products do I need?

A: Small businesses usually need a variety of financial services and products as they start up, expand and grow. You should work with a banker that can assist you with commercial mortgages, term loans for purchases of equipment and lines of credit for short-term capital needs. All of these options should be planned for *before* you need them, so you can be prepared for the "What if?" scenario. A committed banker works with you proactively, to anticipate your small business needs.



The Rensselaer County Regional Chamber of Commerce (RCRCC) is a business, civic and economic development alliance that strives to enhance the economic vitality of Rensselaer County and the neighboring Gateway communities of Cohoes, Green Island, Waterford and Watervliet. The Chamber seeks to improve the quality of life within the community for both residents and businesses.

"insight" is published monthly. Submissions are considered for publication based upon content and space availability.

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Editor: Doreen M. Ercolano | Co-Editor: Chyresse Wells
Design: Spiral Design Studio, LLC

Printed on recycled paper.

● NEW MEMBERS

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Brunswick, NY 12182
Phone: 518.286.9663
www.capitalcombatzone.com

East Greenbush Bowling Center
Bowling
Rep: Marvin Sontz
570 Columbia Turnpike
East Greenbush, NY 12061
Phone: 518.477.9306
www.egbowl.com

Geovanny Marble & Granite
Kitchens & Bath
Rep: Angela Granda
76 Exchange Street
Albany, NY 12205
Phone: 518.729.3889
www.gm-granite.com

Hoosick Falls Central School District
Schools
Rep: Kenneth A. Facin
21187 NY 22, P.O. Box 192
Hoosick Falls, NY 12090
Phone: 518.686.7012
www.hoosickfallscsd.com

Saratoga Casino and Raceway
Casinos
Rep: Colleen Carlson
342 Jefferson Street
Saratoga Springs, NY 12186
Phone: 518.584.2110
www.saratogacasin.com

Schaap Moving Systems
Moving & Storage Service
Storage - Household & Commercial
Rep: Richard E. Bogert
6 Brown Road
Albany, NY 12205
Phone: 518.459.2220
www.schaapmoving.com

CloseUP Conversation w/



Accounting Assistant Laura Amos has been with the Chamber for 15 years. She directly supports membership with invoicing, statements and renewals as well as assisting at more than 40 events each year. She helps members and non-members access profitable business resources, including relocation information, referrals, and tourism requests.

One of the most effective benefits we offer is our **Online Membership Description**. Every month nearly average of 14,000 visitors turn to the Chamber's website at www.rensco-chamber.com to connect with local businesses and non-profits. Will they notice YOU? Here are the facts about this high-impact benefit:

- Online Member Descriptions are **FREE**. Start by composing a 10-word description of your business or non-profit. Be sure to use key words that best tell what your business has to offer. Do you have a specialty, expertise or strength? What can you tell potential customers that will drive them to your door?
- Email your description to me at lamos@renscochamber.com to be uploaded to the Chamber's website. Be sure to keep the description updated and enhanced as your business grows and changes.
- Consider adding a hyperlink from our Online Membership Directory to your own website for a one-time fee of just \$25 and watch your visits increase!

● MEMBER NEWS



The Doane Stuart School has named Pamela Clarke as the new headmaster of the interfaith, college preparatory school in Rensselaer. A former private school educator in Minnesota and New York City, she will oversee the pre-kindergarten through 12th grade co-ed school while developing a 5 to 10-year strategic plan. She holds master's degrees in counseling and consulting psychology from Harvard University and classics from Yale University, and earned a baccalaureate degree in ancient Greek from Vassar College.

Hudson Valley Community College announces the appointment of two new members to its board of trustees. Catherine I. Conroy of Troy and Dr. William C. Jennings of Stephentown have been chosen by Governor Andrew Cuomo to fill the positions formerly held by Kenneth B. Colloton and Dr. Robert H. Hill II, who have completed their terms of service. Both new appointees bring decades of experience in education and civic leadership to their new positions.



CAP COM Federal Credit Union and CAPCOM Cares Foundation have awarded \$57,500 to 23 Capital Region college-bound students and credit union members during the annual Weidner "Ed" Davis Scholarships and Harold Horning Scholarships (photo above). Recipients were chosen based on 500-word essays. CAP COM Cares Foundation has contributed more than \$500,000 to support education initiatives and scholarships in local communities.



The Flats at 9 First & 5 State Streets in Troy have opened for business (photo above). According to Sequence Development President and CEO Jeffrey Buell, the 150-year-old building includes three apartments ready for occupancy, six under renovation and a first-floor tenant moving in this fall.

Center for Economic Growth's 2014 Technology Awards has honored Tech Valley's most innovative and growth-oriented companies and individuals, including three Chamber members: **Gavant Software** intern David McCarty; **Severino Center for Technological Entrepreneurship at Rensselaer** Director Jason Kuruzovich; and **Vital Vio, LLC**, co-founded by Colleen A. Costello and James W. Peterson.

The Food Pantries for the Capital District have launched a \$25,000 matching gift challenge. All donations prior to September 1 will be matched dollar-for-dollar up to \$25,000. Every donation remains local. Visit www.thefoodpantries.org.

The Troy Savings Bank Music Hall presents "Barker Park Kids' Summer Series," free weekly live performances at Barker Park, located at Third and State streets in Troy. The summer fun happens every Thursday at 11 a.m. through August 28, with new performers or activities every week, including Andy "The Music Man" Morse (photo at right). Call 518.273.0038, or visit www.troymusicall.org.



events calendar 2014

AUGUST	SEPTEMBER	ADDITIONAL INFO
<p>Tuesday • 8/5 Quick Learn Session Managing Meetings & Sharing Calendars A hands-on training course by MicroKnowledge, Inc. Learn how to use Microsoft Outlook calendars, set appointments, schedule meetings, track responses, share information and more. Train yourself and your staff for greater efficiency at considerable savings. Registration at 11:30 a.m., program 12-2 p.m. Bring a brown bag lunch! Cost is \$79 members; \$99 future members. Seating is limited. At the Chamber, 255 River Street in Troy.</p> <p>Wednesday • 8/6 Breakfast Networking @ Saratoga Co-hosted with the Saratoga Chamber of Commerce, we'll network and enjoy breakfast on the Patio at the beautiful Saratoga Race Course. Celebrate the summer with new contacts and new relationships! From 7:30-9 a.m. \$25 for members.</p> <p>Thursday • 8/14 Tech Valley Series for Empowering Women "Wonder Women Roundtables" Join us for this special Roundtables Mentoring Breakfast with more than a dozen regional wonder women facilitating a series of 20-minute discussions. Interact in lively and candid conversations about career challenges and successful strategies and discover the wonder woman in you! Registration, breakfast and networking at 7:30 a.m.; program 8-9:30 a.m. Cost is \$35 for members; \$50 for future members and walk-ins. At The Century House, Route 9 in Latham. Major underwriters are Bouchey Financial Group, Ltd. and SEFCU. Underwriting sponsors are Hoosick Valley Contractors, Inc. (HVC, Inc.) and Turner Construction Company. Event sponsor is The Clore-Kelly Group, Merrill Lynch Wealth Management.</p>	<p>Thursday • 9/18 "Legal Issues in HR" Litigation is on the rise - how well are you and your business protected? Learn how to implement proactive strategies now to avoid workplace pitfalls. We'll discuss hiring and firing; employee files and documentation; sexual harassment; age discrimination and more. Our presenters are Patrick Fitzgerald, partner, and Ryan Mullahy, associate, with Girvin & Ferlazzo, PC. Registration and breakfast at 7:30 a.m.; program 8-9:30 a.m. At the Hilton Garden Inn, 235 Hoosick Street in Troy. Sponsored by eBizdocs, MicroKnowledge, Inc. and Pierce Communications, Ltd.</p> <p>Tuesday • 9/23 Van Rensselaer Awards Dinner The Chamber presents the 2014 Van Rensselaer Dinner and Awards, a celebration of excellence in the regional business community. Join us in honoring this year's award recipients: National Grid, The Van Rensselaer Corporate Award; Gettysburg Flag Works, Inc., The Van Rensselaer Small Business Award; and Eileen C. Bagnoli, The Edward H. Pattison Citizenship Award, also known as "The Ebbie." The evening begins with networking at 5:30 p.m., with awards and dinner following at 6:30 p.m. Reservations are \$120 per person; \$1,495 per Chairman's Circle tables of 10. At the Hilton Garden Inn, 235 Hoosick Street in Troy. Sponsored by Capital Bank, CDPHP, and The Phoenix Companies. Media sponsor is WNYT NewsChannel 13.</p>	<p>TIMES: <i>All breakfast events have registration and breakfast at 7:30 a.m., with the program from 8-9 a.m. (unless otherwise noted).</i> <i>All luncheon events have registration and lunch at 11:30 a.m., with the program from 12-1 p.m. (unless otherwise noted).</i></p> <p>COSTS: <i>NetworkingPlus programs are \$30 (unless otherwise noted) for members who are pre-registered. Walk-ins and future member registrations are \$45.</i> <i>All other programs are \$35 (unless otherwise noted) for members who have pre-registered. Walk-ins and future member registrations are \$50.</i></p> <p>Please Note: No-shows will be billed. 24-hour notice is required for all cancellations.</p> <p>Register online at: www.renscochamber.com/events</p> <p>Questions? Call us at 518.274.7020.</p> <p><i>If you have special requirements, please contact us one month prior to event to ensure we are able to provide for your needs.</i></p>

GOT BENEFITS? YES, YOU DO!

Check Out These Member Benefits

Make sure you are getting the most out of your Chamber membership. Here's a quick reminder of just some of the benefits we offer. For a full listing of member benefits visit www.renscochamber.com.

✓ ONLINE JOB & VOLUNTEER BOARD

Is your business hiring? Are you looking for intern or volunteer help? It's time to post your job, volunteer and internship opportunities to our website for free. The Chamber's website sees nearly 14,000 visits every month, making it a perfect opportunity to communicate with our membership and the greater business community. Visit our Online Job and Volunteer Board at www.renscochamber.com/edp. Please allow 24 business hours for approval of job board submissions.



✓ THROWBACK THURSDAYS

Back in 1965, our organization was known as "The Greater Troy Chamber of Commerce" and our tagline was "Doing The Things Most People Think Just Happen" (photo at right). Talk about a time warp! Now it's your turn. Send us your business-related, blast-from-the-past photo and we'll consider it for our "Throwback Thursday" Facebook cover. It's an exciting new way to gain exposure for your business or nonprofit. Photos will be chosen at random each week. Submit electronic images at least 315 pixels tall, or send us a few shots and we will put together a collage for you. Submit your photo today to cwells@renscochamber.com.



✓ MEMBER-TO-MEMBER DISCOUNTS



Looking for a great way to invite new customers to your door? The Chamber's Member-to-Member Discount Program encourages a valuable exchange of discounted business products and services among Chamber members. It's a great way to attract new business and enjoy considerable discounts, which means improving your bottom line. Member-to-Member Discounts are

also an effective way to "shop local" and support our growing Rensselaer County regional business community.

It's easy to get started: just download the application on our website at www.renscochamber.com > Membership Benefits > Member-to-Member Discounts, or contact Chyresse Wells at cwells@renscochamber.com.

Did You Know? All Member-to-Member Discounts are available to **ALL** of your employees, even for non-work related purchases. Keep checking our website for the latest listing of participating businesses.

YOU ARE INVITED

Van Rensselaer Dinner & Awards Sept. 23

The Chamber presents the 2014 Van Rensselaer Awards Dinner, a celebration of excellence in the regional business community. For more than two decades these prestigious honors have recognized corporations, small businesses, and exceptional individuals in the Rensselaer Gateway communities who invest in the economic, cultural, and humanitarian advancement of our region and act as ready and willing partners to other businesses and organizations. This year's award recipients are: **National Grid**, The Van Rensselaer Corporate Award; **Gettysburg Flag Works, Inc.** The Van Rensselaer Small Business Award; and **Eileen C. Bagnoli**, The Edward H. Pattison Citizenship Award, also known as "The Ebbie."

Register now for the **Van Rensselaer Dinner** on Tuesday, September 23 at the Hilton Garden Inn, 235 Hoosick Street in Troy. Cocktail reception at 5:30 p.m.; awards and dinner at 6:30 p.m. \$120 per person; \$1,495 for Chairman's Circle Table of 10.



Underwritten by Capital Bank, CDPHP and The Phoenix Companies.
Media sponsor is WNYT NewsChannel 13.

CHAMBER MEMBER

spotlights



Rooted in family traditions and serving the Capital District for 23 years, **Mazzone Hospitality** is known for serving up the finest in dining, accommodations and special events. "This business is about our passion to deliver hospitality that goes above and beyond expectations," said Angelo Mazzone, owner and CEO. "We start and end each day

with an appreciation of our clients and the responsibility we have to deliver the best. Be it a wedding, a family celebration, corporate party or fundraising gala, every event is an opportunity to inspire and amaze our guests."

Mazzone Hospitality's array of restaurants is no exception. **Angelo's 677 Prime** in downtown Albany is the company's signature steakhouse. Led by General Manager Jaime Ortiz, Prime offers public and private space for corporate and business customers as well as hand-crafted cocktails and an in-house sommelier. Expanded private event space is being constructed this summer. **Angelo's Tavolo** in the Glen Sanders Mansion in Scotia serves modern Italian cuisine by Chef Frank Tardo, using fresh, seasonal ingredients and homemade pastas. The setting is 1700's historic with 21st century comforts. **Prime Bar and Grill** at the Hilton Garden Inn in Clifton Park offers casual, family-friendly dining, from salads and sandwiches to "all-share" appetizer platters, steaks and seafood. **Tala Bistro** in Latham has a chic, modern ambiance and serves stylized entrees, wood-fired pizzas, and a Sunday brunch. **Prime at Saratoga National** combines the excitement of the track with fine dining, beautiful veranda views, a dynamic patio and live jazz at Sunday brunch. **Aperitivo Bistro** in downtown Schenectady exudes an urban feel with a localvore menu served up in style by Chef Courtney Withey. All of Mazzone's restaurants offer private rooms for corporate and special occasion events, gluten-free menus and kids' menus.

MAZZONE HOSPITALITY
ONE GLEN AVENUE | SCOTIA, NY 12302
PHONE: 518.374.7262 | WWW.MAZZONEHOSPITALITY.COM



CEO empowers people to break the cycle of poverty and develop independence. The organization provides resources focused on five core areas: early childhood education, employment and financial education, healthy homes, family and education support, and wellness. CEO works one-on-one with local residents who have faced economic hardships and who want to progress toward long-term stability. CEO is a Community Action Agency, employing 250 and serving more than 14,000 people annually.

"Our mission is to improve our local community by helping to positively change the lives of the people who live in it," said President Katherine Maciol. "But we don't do it alone. We work closely with community partners, donors, volunteers, and many others who want to help us make the Capital Region a better place to live – for everyone."

These are exciting times for CEO. Heading into next year's 50th anniversary, the nonprofit is expanding services to meet the growing needs of the community, as well as a rebranding to raise public awareness of its mission and vision for the future. In addition, groundbreaking to construct a new Community Resource Center on Fifth Avenue in Troy is expected to begin this year. The building will increase CEO's capacity to serve more people, more effectively.

CEO's annual fundraiser, "A Time for Tasting," is set for Thursday, October 16 at the Hilton Garden Inn in Troy and is expected to attract more than 300 guests. All proceeds will benefit the new Fifth Avenue project. To sponsor the event, contact Development Officer Leah Carroll at lcarroll@ceo-cap.org.

COMMISSION ON ECONOMIC OPPORTUNITY
2331 FIFTH AVENUE | TROY, NY 12180
PHONE: 518.272.6012 | WWW.CEO-CAP.ORG

Complimentary Spotlights are awarded by random drawing at Chamber events. To purchase a Spotlight, contact Chyresse Wells at 518.274.7020, ext. 16 or cwells@renscochamber.com. Members must be in good standing and not have been featured within the past 24 months.

insight into...

2015 Marketing Opportunities

Sponsorship and marketing opportunities for the Chamber's 2015 year-long lineup of events are now available. Customized packages, starting at just \$25 for a weblink, are available for every budget, ensuring your business or organization gets noticed in the upcoming year. Whether it's event sponsorships, marketing through our monthly newsletter, or gaining exposure through our Chamber website, you'll make the most of your marketing dollars.

Let us develop a comprehensive package that meets your 2015 budget and marketing goals. Contact Programs & Events Manager Kate Ollier at 518.274.7020, ext. 23, or at kollier@renscochamber.com today!

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EMPOWERING WOMEN SERIES

Discover the "Wonder Woman" in You: Aug. 14

Learn how to harness the power within, build your professional and personal networks and find inspiring role models at the Chamber's upcoming "Wonder Women Roundtables," the latest in our popular Tech Valley Series for Empowering Women.

We're gathering more than a dozen of the region's top women professionals and letting them do what they do best: share their experiences and strategies for success. This powerhouse group (see list at right) will host a series of 20-minute roundtables for attendees, sparking lively and candid conversations about career challenges and solutions. Here are our topics:

- ★ Moving your career to the next level
- ★ Taking risks for results
- ★ Tackling difficult conversations
- ★ Lessons learned and shared
- ★ Powering-up confidence
- ★ Balancing your roles in life
- ★ Leveraging volunteer opportunities

Sign up now for an unforgettable event that will give you "a-ha!" moments, take-away solutions and new connections to enhance your professional and personal life. Bring your cape and discover the wonder woman in you!

Register now for **Wonder Women Roundtables** on Thursday, August 14 at The Century House, Route 9 in Latham. 7:30 a.m.-9:30 a.m. \$35 members; \$50 future members and walk-ins. Sponsorship opportunities available. Call today!



Major underwriters are Bouchey Financial Group, Ltd.; and SEFCU.

Underwriting sponsors are Hoosick Valley Contractors, Inc. (HVC, Inc.); and Turner Construction Company.

Event sponsor is The Clore-Kelly Group, Merrill Lynch Wealth Management



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Nicole Stein, SEFCU

Ann Wendth, The Albany Academies

Stefanie Wiley, Hoosick Valley Contractors, Inc.

PROTECT YOUR BUSINESS

"Legal Issues in HR" on September 18

Litigation is on the rise — how well are you and your business protected? What proactive changes can you implement now to avoid workplace pitfalls? Discover the answers at the Chamber's upcoming workshop "Avoiding Legal Hot Spots in HR," presented by Patrick Fitzgerald, partner, and Ryan Mullahy, associate, with the Girvin & Ferlazzo, PC law firm. These professionals will discuss timely issues including benefits coverage, employee documentation that holds up in court; drug testing; age discrimination; sexual harassment and more.

Fitzgerald (photo, left) practices law with a focus on business litigation, employment disputes, discrimination claims and other commercial and corporate disputes. He frequently represents public and private employers in claims arising under civil rights, disabilities, family leave and other employment acts. He also counsels clients concerning federal and state compliance with employment laws.

Mullahy (photo, right) concentrates his practice in the areas of education law, private and public sector labor and employment law and litigation. He



is experienced in collective bargaining and in state administrative proceedings, including improper practice proceedings before the New York State Public Employment Relations Board, as well as unemployment insurance hearings before the New York State Department of Labor.

Register now for **Legal Issues in HR** on Thursday, September 18 at the Hilton Garden Inn, 235 Hoosick Street in Troy. Registration and breakfast at 7:30 a.m.; program 8-9:30 a.m. \$35 members; \$50 future members and walk-ins.

Sponsored by eBizDocs; MicroKnowledge, Inc.; and Pierce Communications, Ltd.

