

insight

MESSAGE FROM THE PRESIDENT

New Opportunities & Ideas for 2017



Kate Ollier
Chamber President

As the Chamber's new president, I am thrilled to lead our dynamic organization at a time of new opportunities, innovative ideas and fresh possibilities. As I embark on this journey to serve our members, I look forward to deepening the Chamber's working relationships with private and public partners to ensure the

economic vitality of the Rensselaer County region.

Membership in the Chamber means unparalleled access to resources including professional development, networking, cost-savings benefits and value-added services designed to grow your business. Our Chamber is dedicated to one goal: providing the programs, services and resources that help businesses to succeed. Accomplishing this goal requires an ongoing flow of communication, creativity, flexibility and a perspective of thinking outside the box.

Since 2009, when I started working at the Chamber, I have been motivated by you, our members. Your drive to succeed, your spirit of collaboration and your sense of community are the reason our organization continues to strengthen and grow in new directions. And **new** is what 2017 is all about, as we embark on a year of innovation and forward-thinking action. Let's take a look:

Growing (and keeping) workforce talent. We're eager to connect business with education, not just higher education, but K-12 schools where the future of our workforce is learning and developing. We will be presenting programs and initiatives to create conversations and partnerships between businesses with schools, bridging the gap between employers and their future employees. By exposing students to exciting career opportunities right here in our region, we'll be setting the stage to strengthen our workforce and keep our strong, homegrown talent.

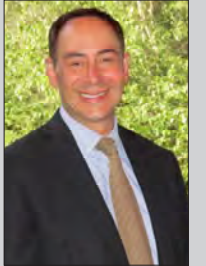
Launching a new website. Early this spring, we'll unveil a website that is intuitive, user-friendly and ready to serve as a leading online resource for members, future members and a worldwide audience. Our website at rensochamber.com continues to grow every month.

Building the Chamber's brand and YOURS. We're pursuing new ways to build on the solid foundation of our brand to reach even deeper into the regional business community. By leveraging the Chamber's brand for your own business, you're gaining exposure and generating future clients. When we're strong, you're strong. This initiative is part of an overall "smart growth" strategy to capitalize on our positive momentum and evolve in new, exciting ways.

Two final notes: Be sure to meet the two newest members of our knowledgeable staff (see page 3) and take some time to share YOUR ideas and challenges with me. Our Chamber is a community – what do you need to succeed? I look forward to the flow of communication that builds our community. Together, we're going to take the Chamber to new places that represent unprecedented opportunities for you and your business.

ASK A BOARD MEMBER: HR Law for 2017 & Beyond

Michael E. Ginsberg, Esq. is the Managing Partner of the law firm Pattison Sampson Ginsberg & Griffin P.C. which has provided cost effective, quality representation since 1813. He serves as external and chief litigation counsel to Rensselaer Polytechnic Institute and has been its' Acting General Counsel. He is a member of the Albany Business Review's 40 Under Forty. His areas of practice include business and commercial law, employment matters, civil litigation, higher education law and estate planning.



Q: What is New York's new Paid Family Leave Benefits Law (PFLBL)?

A: A series of amendments to the Worker's Compensation laws designed to provide the nation's strongest family leave policy to New York State workers. It provides 12 weeks of paid family leave when caring for an infant, family member with a serious health condition or where a family member is called to active military duty. It may be taken intermittently. Unlike the federal Family Medical Leave Act (FMLA) which only applies to employers with 50 or more employees New York's PFLBL applies to all employees in NYS who work 26 or more consecutive weeks for an employer. The benefits are to be funded by a small payroll deduction which, in theory, should not cause additional cost to the employer. Implementation is to begin on January 1, 2018, when employees may receive up to eight weeks of paid benefits at 50% of their average weekly wage, not to exceed 50% of the NYS average weekly wage. Benefits will increase annually until January 1, 2021, when employees may receive up to 12 weeks paid leave up to 67% of the NYS average weekly wage.

Q: What is the schedule for NYS minimum wage increases in the Capital District?

A: This schedule is for all workforce sizes:

December 31, 2016	\$9.70
December 31, 2017	\$10.40
December 31, 2018	\$11.10
December 31, 2019	\$11.80
December 31, 2020	\$12.50
TBD	\$15.00

This information is not a substitute for advice from independent legal counsel and does not create a lawyer client relationship. You should not act upon such information without first seeking advice from your attorney. In the State of New York attorneys are not permitted to hold themselves out as experts and no such representation is being made herein.

"Ask a Board Member" is a monthly Q&A featuring members of the Chamber's Board of Directors.



The Rensselaer County Regional Chamber of Commerce 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.

THE HUMOR PROJECT PRESENTS

Taking Your Job Seriously and Yourself Lightly

Join us for a fast-paced, fun-filled and FUNomenal event when **The HUMOR Project** presents **The Laughing-Leading Link: Taking Your Job Seriously and Yourself Lightly**. Get ready for a combination of learning-filled, laughter-fueled, powerful principles and amusing anecdotes to help you see the connection between the bottom line and the funny line. You'll discover:

- » The Steve Allen Principle (the secret to developing your comic vision and finding humor in your life and work)
- » Reasons why you should be very serious about humor
- » How humor might improve the quality of both your life and work
- » Potent personal and professional ways to tap the positive power of humor

This is a great opportunity to learn from a recognized expert, Dr. Joel Goodman, founder of The HUMOR Project. In addition, the Chamber is offering a **SPECIAL VALUE FOR ATTENDEES**: the first 100 people to pre-pay for this event will receive a free copy of Dr. Goodman's book "Affirmations: 1,001 Ways to Add Humor to Your Life and Work." Sign up today!

Register now for **The HUMOR Project Presents The Laughing-Leading Link: Taking Your Job Seriously and Yourself Lightly** on Tuesday, February 7 at the Hilton Garden Inn, 235 Hoosick Street in Troy. Registration and breakfast at 7:30 a.m.; program 8-9:30 a.m. \$50 members; \$75 walk-in members; \$100 future members. Sponsored by CDPHP and Groff NetWorks, LLC.



Dr. Joel Goodman is founder of The HUMOR Project, Inc. in Saratoga Springs (HumorProject.com), the first organization in the world to focus on the positive power of humor. Joel is a popular presenter whose programs have tickled and touched the lives of millions all over the planet. In fact, Joel is one of only two professional speakers in the world to have presented in all 50 states and on all seven continents. Author of eight books and recipient of the International Lifetime of Laughter Achievement Award, his pioneering work has been featured in 7,000+ TV and radio shows, newspapers and magazines in 175+ countries.

● NEW MEMBERS

Audubon International
Environmental & Geological
Consultants
Rep: Fred Realbuto
120 Defreest Drive
Troy, NY 12180
Phone: 518.874.4654
auduboninternational.org

Benetech, Inc.
Human Resources Consulting
Rep: Jason Barnes
1 Dodge Street
North Greenbush, NY 12198
Phone: 518.283.8500
benetechadvantage.com

Cap City Soccer, LLC
Sports Teams
Rep: Nick Southworth
2060 Baker Avenue
Niskayuna, NY 12309
Phone: 518.312.6425
capcitysoccer.net

**East Greenbush Castleton
Youth Baseball**
Baseball
Rep: Christopher Loszynski
5 Gilligan Road
East Greenbush, NY 12061-0371
Phone: 518.477.6440

Eastern Door Counseling
Counseling - Marriage & Family
Rep: Keli Rugenstein
620 Washington Avenue
Rensselaer, NY 12144
Phone: 518.210.2486

**Evergreen Commons Nursing &
Rehabilitation Center**
Rehabilitation Services
Rep: Rean Enriquez
1070 Luther Road
East Greenbush, NY 12061
Phone: 518.479.4662
evergreen-commons.com

Judge Development Corp.
Real Estate Development
Rep: Alisha M. Rogers
255 River Street
Fifth Floor
Troy, NY 12180
Phone: 518.274.3325

Paychex, Inc.
Payroll Preparation
Rep: Brian McMahon
94 New Karner Road
Albany, NY 12203
Phone: 518.456.4123
paychex.com

Harris, Conway & Donovan, PLLC
Lawyers
Rep: Ryan E. Manley, Esq.
The Patroon Building
5 Clinton Square
Albany, NY 12207
Phone: 518.436.1666

Van Allen Apartments
Apartments
Rep: Heather Schechter
Van Allen Way
Rensselaer, NY 12144
Phone: 518.389.2004
vanallenapartments.com

**WMHT Educational
Telecommunications**
Television Stations &
Broadcasting Companies
Rep: Mary Ann Cooper
4 Global View
Troy, NY 12180
Phone: 518.880.3400
wmht.org

● MEMBER NEWS



GLOBALFOUNDRIES U.S., Inc. partnered with **miSci** to provide STEM education to underserved students. Through a \$10,000 grant, GLOBALFOUNDRIES enabled 300 middle schoolers

from Boys and Girls Clubs in Albany, Lansingburgh, Schenectady, Southern Rensselaer and Troy to experience the Challenger Learning Center (photo above), Suits-Bueche Planetarium and more. Visit globalfoundries.com and misci.org.

CAP COM Federal Credit Union opened its newest branch at 100 Van Rensselaer Square, at the intersection of Routes 4 & 43 in North Greenbush. It is the credit union's 10th branch. CAP COM serves more than 120,000 members. The new location features a modern, welcoming teller line, a rainforest-themed kids' play area and additional space for members to meet privately with staff. The branch also has an upgraded ATM with image-enabled technology, making it easier to deposit cash and checks. Visit capcomfcu.com.

Bootleggers on Broadway in Troy and students from **La Salle Institute** assembled 100 boxed dinners, complete family meals, to donate to **Unity House of Troy, Inc.** The donation went to local families in need. Visit bootleggersonbroadway.com, lasalleinstitute.org and unityhousesny.org.



Rocky's Music Studio (photo above) hosted an exciting Winter Mini Jam and is offering new beginner group classes for guitar and ukulele. The full-service music studio, located at 564 Bloomingrove Drive in North Greenbush, provides lessons for all instruments and features a complete on-site music retail store with complete drum sets, guitar packages and supplies/books for school band participation. Gift certificates are available. Visit rockysmusicstudio.com.



NY Wine & Liquor Warehouse hosted a ribbon-cutting and grand opening celebration (photo above) at its newest location, 75 Vandenberg Avenue in the Hudson Valley Plaza, Troy. The shop carries wines and liquors from around the world and New York State. Visit nywineandliquorwarehouse.com.

MVP Health Care partnered with CapitalCare Medical Group and Albany College of Pharmacy and Health Sciences to help patients with chronic illness by funding the addition of a clinical pharmacist to the CapitalCare team. The pharmacist works with patients to reduce medication errors, particularly when multiple medications are prescribed. Visit mvphealthcare.com.

The Troy Savings Bank Music Hall launched a Member Benefit program including a discount card for downtown shops, boutiques and restaurants. Donors of \$50 or more receive priority ticket ordering at the music hall, advance notice of shows and discounts at local merchants. To become a donor or a participating merchant, contact Maureen Neufeld, director of development, at 518.273.8945, ext. 16. Visit troymusichall.org.

Saratoga National Bank and Trust Company was recognized as a 5-Star superior bank by BauerFinancial, Inc., the nation's leading bank rating and research firm. Saratoga National has earned this designation for the past 31 consecutive quarters. Visit saratoganational.com.

Mosaic Associates Architects promoted Matthew Gaspary and Lauren Tarsio to the position of associate. Gaspary has been with the firm for more than 15 years. He will graduate from the Chamber's Leadership Institute in March. Tarsio has more than 10 years of experience, including five with Mosaic. She is an alumna of The Leadership Institute. Visit mosaicaa.com.



events calendar 2017

FEBRUARY	MARCH	ADDITIONAL INFO
<p>Tuesday • 2/7 The HUMOR Project presents The Laughing-Leading Link: Taking Your Job Seriously and Yourself Lightly This fast-paced, fun-filled, FUNomenal presentation will help you see the connection between the bottom line and the funny line. Presented by Dr. Joel Goodman, founder of The HUMOR Project, Inc. Cost is \$50 members; \$75 walk-in members; \$100 future members. Registration and breakfast 7:30 a.m.; program 8-9:30 a.m. At the Hilton Garden Inn, 235 Hoosick Street in Troy. Sponsored by CDPHP and Groff NetWorks, LLC.</p> <p>Thursday • 2/16 Meet the Legislators Luncheon An informative panel discussion of the issues facing our communities. Participants are NYS Senators Neil D. Breslin and Kathleen A. Marchione and NYS Assemblymen John T. McDonald III and Steven McLaughlin. At the Hilton Garden Inn, 235 Hoosick Street in Troy. Sponsored by CAP COM FCU, Express Scripts and National Grid.</p> <p>Tuesday • 2/28 Wonder Women Mentoring Breakfast Back by popular demand! A series of three 20-minute roundtables and group discussions led by leading wonder women of the region. Timely topics about today's work and life challenges. Cost is \$35 members; \$50 walk-in members; \$70 future members. Registration and breakfast at 7:30 a.m.; program 8-9:30 a.m. At The Century House, Route 9 in Latham. Sponsored by CAP COM FCU.</p>	<p>Thursday • 3/16 College Presidents Breakfast A panel featuring regional college presidents, discussing their unique academic communities and the impact of higher education as an economic driver in the greater Capital Region. Cost is \$35 members; \$50 walk-in members; \$70 future members. Registration and breakfast 7:30 a.m.; program 8-9:30 a.m. At the Hilton Garden Inn, 235 Hoosick Street in Troy. Sponsored by Mosaic Associates Architects.</p> <p>Thursday • 3/23 The Leadership Institute Graduation Join us to celebrate the Class of 2017. Cost is \$50 per person; Chairman's Circle tables of 10 are \$550. Registration and networking reception at 5:30 p.m.; graduation ceremony at 6:30 p.m.; dinner at 7 p.m. At the Franklin Terrace Ballroom, 126 Campbell Avenue, Troy. Sponsored by KeyBank. Media sponsor is the <i>Albany Business Review</i>.</p> <p>Tuesday • 3/28 NetworkingPlus Luncheon Get connected, develop leads and build relationships at this fast-paced structured networking event facilitated by Chamber ambassadors. With topic-driven themes and three table rotation. Cost is \$35 members; \$50 walk-in members. Registration 11:30 a.m.; program 12-1:15 p.m. At the Hilton Garden Inn, 235 Hoosick Street in Troy. Sponsored by The Doane Stuart School.</p>	<p>TIMES: All breakfast events have registration and breakfast at 7:30 a.m., with the program from 8-9 a.m. (unless otherwise noted).</p> <p>All luncheon events have registration and lunch at 11:30 a.m., with the program from 12-1 p.m. (unless otherwise noted).</p> <p>COSTS: All programs are \$35 (unless otherwise noted) for members who have pre-registered. The cost for walk-in members is \$50. The cost for future members is \$70 (unless otherwise noted).</p> <p>No-shows will be billed; 24-hour notice is required for all cancellations.</p> <p>Register online at: rensochamber.com/events</p> <p>Questions? Contact Gabrielle Polce Events Manager 518.687.1238 gpolce@rensochamber.com</p> <p>If you have special requirements, please contact us one month prior to event to ensure we are able to provide for your needs.</p>
<p>SAVE THE DATE Join us for the 117th Annual Dinner {with a twist} & Business Expo on Thursday, May 4 for an evening of non-stop networking on three floors, gourmet food and member expo booths. Mark your calendars now for our premier event!</p>		

NEW FACES

New Chamber Staff is Focused on Members

The Chamber welcomes two new staff members who bring experience, enthusiasm and creativity to our services. Look for these new faces at Chamber events, give a call or stop by to say “hello.”



Valerie “Val” Lazzari is the executive assistant to the president and office manager. Her responsibilities include managing communications and planning for the Chamber board and executive committee. She supports the president in many aspects while managing the Chamber office’s day-to-day operations, including the two conference rooms that are available to our members. Prior to joining our Chamber, Val was an executive assistant and program administrator at Harvard University’s Advising Programs Office and, most recently, lived in Seattle, Washington where she worked with the chief executive officer of a growing tech company, Smartsheet. **Contact Val at 518.687.1241 or vlazzari@renscochamber.com.**

Nancy Carmello is the membership coordinator at the Chamber. The primary responsibilities of this position are to support the membership manager in recruiting and retention of new and existing businesses, as well as working with the Ambassador Committee and general office assistance. Nancy brings more than 20 years of sales and marketing experience to her position. She formerly worked with a local lending institution, assisting with new website design/editing and maintaining the company’s social media. Nancy has also worked as an employment marketing specialist and a full-time associate broker in residential real estate. She currently maintains her New York State real estate associate broker’s license. **Contact Nancy at 518.687.1242 or ncarmello@renscochamber.com.**



Check Out These Chamber Benefits

ONLINE JOBS & VOLUNTEER BOARD

Looking for a new employee? Interested in attracting volunteers? Welcome to the Chamber’s online Jobs & Volunteer Opportunities Board. All around the region, Chamber member employers and organizations are posting new positions available immediately. Post all of your opportunities at renscochamber.com/edp, one of our most popular website pages. It’s free! All positions are reviewed before being published.



ON-THE-JOB TRAINING

In an ever-changing economy, it’s important to stay ahead of the curve with workforce development. Rensselaer County’s One-Stop Career Center provides resources, assistance and training opportunities that help businesses and organizations save on their bottom line. One-Stop assists you with job postings, candidate screenings, direct job referrals, interview space and on-the-job training for both new and existing employees. All of these services, and more, are provided free of charge. If you are struggling to find or retain qualified employees, or seeking to upgrade the skills of your workforce, the One-Stop Career Center can help you reach your goals and stay competitive. For information, contact Brian Williams at 518.270.2860 or visit rensco.com/employment.asp.

SMALL BUSINESS ASSISTANCE

The Small Business Development Center (SBDC) provides no-cost business counseling by experienced small business advisors to start-ups and existing businesses with fewer than 50 employees. SBDC professionals meet with entrepreneurs to determine needs, answer questions and establish a plan of action to achieve their business goals. It is through this close business interaction that SBDC provides the personalized, enterprise-specific and client-directed support needed to start, expand or re-energize your business. A representative from SBDC is available every other Thursday at the Chamber office. For more information, visit renscochamber.com/edp/business/businessdevelopment or nysbdc.com.



ONLINE COMMUNITY CALENDAR

Planning an open house, a fundraiser or a ribbon cutting? Keep the regional business community aware of your upcoming events and milestones with the Chamber’s free Community Calendar at renscochamber.com/community-calendar. Chamber members can post events and check out the news of other business and nonprofit members.

For a full listing of member benefits, visit renscochamber.com.

CHAMBER MEMBER

spotlights



CSArch celebrated its 25th anniversary amid a successful year marked by growth. “Our involvement in several major, game-changing education projects across the region have added to our growth,” said Randolph Collins, president. A few of

the notable projects include the University at Albany’s College of Engineering and Applied Sciences, a redesign of the Albany High School and the interior fit-up of Pioneer Bank’s new corporate headquarters.

CSArch’s staff has grown by 40% in the last year. The firm brought interior design in-house, doubled its Newburgh personnel and added to its engineering department. In addition, CSArch launched ARCH (Achieving Rewarding Career Heights), a program that encourages experienced staff to mentor younger employees to set and achieve career goals. The firm also works to nurture the entrepreneurial and creative spirit of staff members through design projects outside of work, including design competitions and local community initiatives. The success and growth of CSArch was recognized by the *Albany Business Review’s* List of Top Companies, *Architectural Record’s* Top 300 Architecture Firms and the number one spot in *Engineering News Record’s* ranking of New York/New Jersey Top Design Firms.

CSArch was founded as Collins + Scoville Architects, PC in 1991. The firm’s name was changed in 2008 to better reflect its full-service offerings, including architecture, mechanical, electrical, plumbing, engineering, construction management and energy services.

CSARCH
ARCHITECTURE | ENGINEERING | CONSTRUCTION MANAGEMENT
40 BEAVER STREET | ALBANY, NY 12207
PH: 518.463.8068 | CSARCHPC.COM



Connecting business and people in ways that change lives is the motto at **Superior Group**, one of the leading workforce solutions providers in the country. Originally a one-man design and drafting firm based in Buffalo, New York, Superior has grown during the past 60 years to include more than 30 national and 10 international offices, including a flagship office in Albany.

Superior works to find all types of talent for companies of all sizes. From a temporary worker to c-suite executive—and everything in between—Superior knows how to provide staffing solutions. In fact, last year the company matched more than 9,000 candidates with companies around the globe.

But it doesn’t stop there. Superior offers a variety of workforce solutions, from a propriety vendor management system (VMS) used by Fortune 500 companies to automate staffing processes to IT or CAD outsourcing, to independent contractor screening services. Regardless of the type of service, Superior’s customer satisfaction results reflect the company’s commitment to flexibility and innovation. In 2016, Superior achieved an overall customer satisfaction rating of more than 97%.

Superior’s local sales associate is Mariah Ramundo, a proven workforce solutions expert. An active member of the Chamber’s Ambassador Committee, and familiar face at Chamber events, she is dedicated to serving businesses in the Rensselaer County region. Contact her at 518.982.5058, ext. 6509 or ramundom@superiorgroup.com.



SUPERIOR GROUP
21 CORPORATE DRIVE, SUITE 210 | CLIFTON PARK, NY 12065
PH: 518.982.5058 | SUPERIORGROUP.COM

Complimentary Spotlights are awarded by random drawing at Chamber events. To purchase a Spotlight, contact Maureen McGuinness at mmcguinness@renscochamber.com. Members must be in good standing and not have been featured within the past 24 months.

Direct Mail Contact List

Looking for a cost-effective way to build your contact list and reach out to potential clients? The Chamber's direct mail list is the answer. If you are planning a direct mail campaign as part of your overall marketing plan, our easy-to-use list is a great source for expanding your prospects quickly and affordably. Choose from two options: an Excel format or printed directly to mailing labels. Either way, our Direct Mail list jump-starts your targeted marketing campaign. Save time and money by requesting a customized list to suit your needs. Contact the Chamber at 518.274.7020 or visit renscochamber.com and click on the "Advertising" tab.

2017 BOARD OF DIRECTORS

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Bonacio Construction, Inc.

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PAMELA REHAK
St. Peter's Health Partners

NICOLE STEIN*
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JEFFREY VUKELIC
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DR. DONNA WATSON
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REGIONAL REPRESENTATIVES

Chamber's Meet the Legislators Luncheon Feb. 16

State representatives will participate in a panel discussion at the Chamber's upcoming **Meet the Legislators Luncheon**. Join us as we meet our region's New York State Senate and Assembly members and discuss topics such as ethics in government, budget issues, business regulations and upstate revitalization initiatives. Participants are (above right, l-r) New York State Senators Neil D. Breslin and Kathleen A. Marchione and New York State Assemblymen John T. McDonald III and Steven McLaughlin.



Meet the Legislators Luncheon is on Thursday, February 16 at the Hilton Garden Inn, 235 Hoosick Street in Troy. Sign up online at renscochamber.com/events. Registration and lunch at 11:30 a.m.; program 12-1 p.m. \$35 for members; \$50 for walk-in members; \$70 for future members. Sponsored by CAP COM FCU, Express Scripts and National Grid.



EXPRESS SCRIPTS®



BACK BY POPULAR DEMAND

Discover Your "Wonder Woman" on February 28



Learn how to harness the power within, build your professional and personal networks and find inspiring mentors at the Chamber's upcoming **Wonder Women Mentoring Breakfast**.

We're gathering top women professionals (list at right) to share their experiences by hosting a series of three 20-minute roundtables for attendees, sparking lively and candid conversations about career challenges and solutions. Table hop as you meet with mentors and discover new strategies for success. Following the roundtables will be break-out sessions for even more discussion.

Topics include: Work? Life? Balance; If You are Competent, it's Time to be Confident!; Moving Your Career to the Next Level; Lessons Learned (What I Wish Someone Had Told Me); and Having Difficult Conversations. Sign up now for an event that will give you "a-ha!" moments, new connections and take-away solutions. Bring your {superhero} cape and discover the wonder woman in you!

MEET OUR MENTORS

Heather C. Briccetti, Esq., President & CEO
The Business Council of NYS, Inc.

Lorraine Ferguson, Sales Associate
Sandler Training

Daquetta Jones, Executive Director
YWCA of the Greater Capital Region, Inc.

Susan Kambrich, Head of School
Woodland Hill Montessori School

Monica Kurzejeski, Deputy Mayor
City of Troy

Anmarie Lanese, President
Greane Tree Technology

Katherine Maciol, President
CEO (Commission on Economic Opportunity)

Denise Murphy McGraw, Partner
Hill, Gosdeck & McGraw, LLC

Christine Nealon, Executive Director
TRIP

Register now for **Wonder Women Mentoring Breakfast** on Tuesday, February 28 at The Century House, Route 9 in Latham. Registration and breakfast at 7:30 a.m.; program 8-9:30 a.m. \$35 members; \$50 member walk-ins; \$70 future members. Sponsored by CAP COM FCU.



AWARD-WINNING TRAINING

The Leadership Institute Class of 2018 Forming

Attend: Open House

Learn about The Leadership Institute at an open house on Friday, April 7, from 8:30-9:30 a.m. at the Chamber. Talk with graduates, pick up an application and start planning for your success!

Apply: New Class Starting

Take your career to the next level and seek an educational experience that builds effective leadership. Elevate your professional and personal life as you learn real-world skills from leaders with our distinguished faculty. Increase value in your company and in your community. Application deadline is Wednesday, May 17 at 5 p.m. Visit renscochamber.com.

Accomplish: Graduation

Join us at a graduation ceremony and dinner in honor of The Leadership Institute's Class of 2017 on Thursday, March 23 at 5:30 p.m. at the Franklin Terrace Ballroom, 126 Campbell Avenue in Troy. Reservations are \$50 per person, and Chairman's Circle tables of 10 are available for \$550, including name recognition in the evening's program.



The Leadership Institute is sponsored by KeyBank, with media sponsorship by the Albany Business Review.



Watch the Smiles Grow

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"When it comes to marketing Catherine knows what she's doing—she has made some clever suggestions that have increased attendance to our events by 20%, without any additional cost to the company. I look forward to hearing what she comes up with next!"

— Georgia Julius • Education Coordinator
Honest Weight Food Co-op • Albany, NY



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117th ANNUAL DINNER *{with a twist}* & BUSINESS EXPO

Wednesday, May 3, 2017 / 5:30 p.m. / Franklin Plaza Ballroom, Troy

Business Expo Booth Participant Information

Expo Booth Details & Size Restrictions

- » Each booth is limited to one 6' x 4' table.
- » Electrical connections are available at no additional charge.

Set-Up Details

- » Please set-up between 8:00 a.m. - 1:30 p.m. on Wednesday, May 3, 2017 at the tent at the Franklin Plaza.
- » Please enter through the Plaza's main entrance and see the check-in booth for your booth location.
- » All booths must be set-up by 1:30 p.m. Chamber staff will monitor the expo tent until 5:00 p.m.

Door Prize

- » Each participant must provide a door prize (minimum value of \$25) from a Chamber member business.

Registration

- » Space is limited to the first 50 paid expo booths (a booth is not confirmed until payment is received).

Business Expo Booth Registration Form

Contact Information

Member Business: _____

Contact Person: _____

Phone: _____ Ext: _____ Email: _____

Annual Dinner *{with a twist}* & Business Expo Booth _____ X \$375* per expo booth = _____

*\$375 Early Bird price if purchased before March 1. Expo booth price will be \$475 on March 1 and after.

Includes one (1) business expo booth with one (1) Annual Dinner reservation.

Name of individual included with booth: _____

Each additional dinner reservation _____ X \$130 per additional reservation = _____

Additional Guests Name(s): _____

TOTAL: \$ _____

I would like an electrical connection at my booth (no additional charge)

I have a free-standing display and will not need a 6' x 4' table

Payment Information:

Check enclosed (Please make checks payable to "RCRCC")

Pay by Credit Card. Please call the Chamber at 518.687.1238

For more information, please contact:

Events Manager Gabrielle Polce at: 518.687.1238 / gpolce@renscochamber.com

Mail completed form to:

Rensselaer County Regional Chamber of Commerce
90 Fourth Street, Suite 200, Troy, NY 12180

