

insight

NON-STOP NETWORKING MAY 7 115th Annual Dinner *{with a twist}*

The 115th Annual Dinner *{with a twist}* is an evening of non-stop networking with a cocktail reception, a 50-showcase Business Expo, lavish culinary stations and gourmet foods by Franklin Plaza, a decadent dessert room, casual seating, valuable door prizes, and more. Guests network, dine, explore expo booths and meet and greet all evening, allowing for maximum opportunities to make connections, build relationships and enjoy high-impact networking in a relaxed, enjoyable atmosphere.

Nearly 500 regional business professionals are expected to converge on this year's Annual Dinner *{with a twist}*, making it a must-attend event for Chamber members.

"This is the definitive, don't miss event for everyone who wants an exceptional networking experience," said 2015 Chamber Board Chair Tony McManus. "Each year, the Chamber offers a fresh spin on this popular evening and attracts new professionals."



"Chamber events are the most effective at facilitating connections. At the Annual Dinner I made a connection that is resulting in significant multiple donations over the next ten years. I can't thank the Chamber enough."

Bill Corbett, President, Capital Region Sponsor-A-Scholar, Inc.

Looking for even more networking? Join us for a special After Party event, hosted by Franklin Plaza, to unveil their new third floor addition. View the space, enjoy a cash bar and snacks and keep the evening going!

Register now for the **115th Annual Dinner & Business Expo** on Thursday, May 7 at Franklin Plaza Ballroom in Troy, 5:30-8:30 p.m. \$120 per person; \$1,495 Chairman's circle table of 10. Expo booths are \$375 (including one dinner ticket). Sign up online at renscochamber.com/events.



Sponsored by Bouchey & Clarke Benefits, Inc.; Bouchey Financial Group, Ltd.; CDPHP; and Saratoga Eagle Sales & Service. Business Expo tent sponsor Turner Construction Company. Desert room sponsor CAP COM Federal Credit Union.

KNOW THE RULES

The Legalities of Social Media on March 10

The use of social media — Facebook, Twitter, LinkedIn, Instagram, Vine — brings significant legal risks that employers must anticipate and pro-actively address. Find out how to use social media effectively while protecting your business at the Chamber's upcoming event, "Social Media & Legality." In this timely program, we'll learn:

- » The risks vs. the potential of utilizing social media to advance your operations.
- » Emerging technology and how to use it appropriately.
- » Common legal liabilities and ways to avoid them.
- » Reconciling social media usage with employee relations.

Our presenter is John M. Bagyi, Esq., (photo upper right) partner at Bond, Schoeneck & King and a certified Senior Professional in Human Resources (SPHR). Bagyi counsels and represents employers on labor and employment issues, helping them



achieve and maintain legal compliance while improving employee engagement and workplace productivity. He has guest lectured at Albany Law School, the University at Albany, Union Graduate School and the Lally School of Management at Rensselaer Polytechnic Institute, and is a frequent speaker at national, regional and state conferences. He also serves as general counsel to the NYS Society of Human Resource Management.

Register now for **Social Media & Legality** on Tuesday, March 10 at Comfort Inn & Suites, 99 Miller Road in Schodack. Sign up online at renscochamber.com/events. Registration and breakfast at 7:30 a.m.; program 8 - 9:30 a.m. \$35 for members; \$50 for walk-in members; \$70 for future members. Sponsored by MicroKnowledge, Inc. and Pierce Communications.



ASK THE EXPERT: Intellectual Property

This month's expert is **David P. Miranda**, partner at Heslin Rothenberg Farley & Mesiti PC, an Albany firm practicing exclusively in intellectual property law. A successful trial lawyer, he has been named a "Super Lawyer" by Thompson Reuters, and is president of the New York Bar Association.



Q: What is Intellectual Property (IP)?

A: Intellectual property can be an invention (patent), brand or logo (trademark), creative work (copyright) or trade secret. In our region, IP is thriving across a broad spectrum of industries, from manufacturing companies to high tech, from entrepreneurial start-ups to large corporations. IP is what makes your company valuable.

Q: How is IP protected?

A: There are many ways, some simple and others more time-consuming. Strategies can include patents, trademarks, trade dress, trade secrets, and copyrights. When necessary, clients should have their rights defended and enforced through litigation. The goal is to help clients protect and capitalize on their IP by realizing its potential.

Q: When should I contact an IP professional?

A: From the very start. IP protection begins with a personal consultation to discover exactly what needs to be protected and the best options for doing so. It's important to work with legal professionals with experience in IP law, as well as industry-specific professionals who understand the applications of your IP and who have hands-on expertise. Appropriate IP protection can propel a company forward by providing new revenue streams for profitability and greater heights of success.



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.

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● NEW MEMBERS

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Trinity Realty Group

Real Estate Development
Rep: Tom Stella
18 Computer Drive East
Suite 201
Albany, NY 12205
Phone: 518.458.7203, ext. 11
trgcos.com

CloseUP Conversation w/



Linda Hillman is president of the Chamber, a position she has held since 2001. She serves as the organization's CEO, responsible for developing programs and working with the board of directors, as well as community businesses and organizations. Under her leadership, the Chamber was named "One of the Top Three Chambers" in its category in the nation by the American Chamber of Commerce Executives in 2006. She was appointed by Governor Andrew Cuomo to the Capital Region Economic Development Council and serves on its executive committee.

Creativity. At the Chamber, creativity is a byword for everything we do, from programs and services to benefits and resources. And when we couple creativity with **Collaboration**, we are at our best. Our attitude of creative collaboration means we can bring you unique, out-of-the-box opportunities to market your business, develop the potential of you and your employees, and connect you with regional professionals to grow and succeed.

Here's one example: as a result of our CEO Roundtables, we know you're looking for ways to incorporate creativity in the workplace and inspire your staff. So we're partnering with The Arts Center of the Capital Region to bring you a brand new event, "**Your Competitive Edge: A Creative Thinking Program for Business**" on Thursday, June 18. It's a great opportunity for you and your staff to develop creative habits and attitudes that translate into innovative and practical approaches to work. This 21st century skill-building program will boost productivity and increase your bottom line.

Our mission is to provide you with the highest level of personalized customer service. We know you count on the Chamber to anticipate and respond to your needs and we just want you to know that **YOU** are our most important collaboration and source of our creativity. Thank you for being a Chamber member!

● MEMBER NEWS



CDPHP CEO & President
Dr. John Bennett

CDPHP® is among the "Best Companies to Work for in New York" for the seventh consecutive year by the Best Companies Group, and the New York State Society for Human Resource Management. The award is based on the company's workplace policies, systems and practices, as well as a survey open to all employees that measures employee engagement. Visit cdphp.com.

The Community Foundation for the Greater Capital Region is seeking applications from local students for a wide range of high school, college and professional continuing education scholarships. Application materials and guidelines for more than 40 scholarships are now available online at cfgr.org/scholarships.php. Most scholarship applications are due in February and early March. Visit online or call 518.446.9638.

Autotask has named Elmer Lai its new chief financial officer. The company, which has experienced several years of expansive growth, was acquired by Vista Equity Partners in 2014. Lai comes to Autotask from HubSpot, a leading SaaS marketing and sales platform company, where he was vice president and chief accounting officer. Visit autotask.com.

CEO (Commission on Economic Opportunity) has launched a new brand (photo below), including a new mission statement, values, logo and website. CEO, which is celebrating its 50th anniversary, helps more than 13,000 people each year. Visit ceoempowers.org.



Pioneer Bank has expanded its investment services team. Joining Cetera Investment Services, LLC at Pioneer are: (above, l-r): Joseph Lindner, financial advisor; Nori Lansing, registered sales assistant; Robert Kovacs, financial advisor; Kimberly Matzen, financial advisor; and Eli Rabinowitz, financial services team leader. Visit pioneerbanking.com.

Vanderheyden has changed its name to better reflect its wide range of residential and non-residential services for youth, adults, families and schools throughout the Capital Region. Visit vanderheyden.org.



AAA Hudson Valley Travel Agency has been named a "Best of the Best" agency by Travel Impressions, one of the country's largest tour operators. The honor recognizes top performers and expert vacation planners. AAA Hudson Valley has travel agencies in Troy, North Greenbush, Albany and Latham. Visit hudsonvalley.aaa.com.

Sunmark Federal Credit Union has promoted Bryan Delehanty to senior vice president from vice president/CFO. He will be responsible for oversight of accounting, deposit operations, lending, commercial lending and administration departments as well as budgeting and asset liability management. Visit sunmarkfcu.org.

Flowers by Pesha, LLC has received a 2015 WeddingWire Couples' Choice Award® placing the regional business in the top 5% of WeddingWire Network professionals in the U.S., Canada and abroad for excellence in quality, service, responsiveness and professionalism. Visit flowersbypesha.com.

The UPS Store- Troy at 740 Hoosick Road has expanded its services by offering 3D printing to meet the growing needs of businesses in the Troy and Brunswick areas. The shop is one of 100 UPS shops across the nation to go 3D. Visit theupsstorelocal.com/5695.

events calendar 2015

MARCH	APRIL	ADDITIONAL INFO
<p>Tuesday • 3/10 Social Media & Legality Learn how to use social media to advance your business while protecting it from legal risks. Presented by John M. Bagyi, Esq., SPHR, partner at Bond, Schoeneck & King. Registration and breakfast at 7:30 a.m.; program 8-9:30 a.m. At Comfort Inn & Suites, 99 Miller Road in Schodack. Sponsored by MicroKnowledge, Inc. and Pierce Communications.</p> <p>Thursday • 3/19 Cancer Research: What's it Got to Do with You? Come to this breakfast event and find out how cutting-edge science at UAlbany's Cancer Research Center is impacting job-creation and connecting B2B across industries. What does this mean for your business? With guest speaker UAlbany Associate Vice President of Business Partnerships & Economic Development Michael Shimazu. At SUNY East Campus, 5 University Place in Rensselaer. Sponsored by National Grid.</p> <p>Thursday • 3/26 The Leadership Institute 2015 Graduation Join us to celebrate! \$50 per person; tables of 10 are \$550. At the Franklin Terrace Ballroom, 126 Campbell Ave., Troy. At 5:30 p.m. Sponsored by First Niagara and <i>Albany Business Review</i>.</p> <p>Tuesday • 3/31 Free Member Orientation Breakfast Make the most of your membership and discover all of our valuable benefits. Meet our staff and bring plenty of business cards to distribute. Great networking opportunity! No charge; registration required. At Grace Fellowship Church, 73 Troy Road in East Greenbush. Sponsored by Thomas K. Judd & Associates.</p>	<p>Tuesday • 4/14 NetworkingPlus Luncheon Networking is the number one reason why businesses join the Chamber! Table rotations, talking points, and ambassador facilitation make for a valuable program. Bring plenty of business cards; enter to win a Spotlight article. At the Hilton Garden Inn, 235 Hoosick Street in Troy. Sponsored by CAP COM Federal Credit Union, CornerStone Advanced Communications Solutions and Groff NetWorks, LLC.</p> <p>Thursday • 4/23 Empowerment Series Event "Careers, Choices, Challenges, Changes: A Conversation with Penelope Andrews, Dean of Albany Law School" Join us for this Empowerment Series breakfast event featuring Penelope (Penny) Andrews, 17th president and dean of Albany Law School and its first female president. Registration and breakfast at 7:30 a.m.; program 8-9:30 a.m. At The Century House, Route 9 in Latham. Major series underwriters are Bouche Financial Group, Ltd.; Bouche & Clarke Benefits, Inc.; SEFCU; and Turner Construction Company. Media sponsor is the <i>Albany Business Review</i>. Event sponsorships available. Contact Director of Member Engagement & Events Kate Ollier at kollier@renscochamber.com or 518.274.7020 ext. 23.</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></p> <p><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>All programs are \$35 (unless otherwise noted) for members who have pre-registered. The cost for walk-in members is \$50. The cost for non-members is \$70.</i></p> <p>No-shows will be billed; 24-hour notice is required for all cancellations.</p> <p>Register online at: 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>

Moving into the Future at Full Speed



By Ship, Plane, Bus, Rail or Car Regional Transportation Takes Center Stage *A Roundup of Transportation Plans that Will Drive Our Economy*

Transportation moves our economy and infrastructure is essential to economic growth. Here's a roundup of initiatives in the Capital Region that promise to broaden our transportation horizons and economic potential:

A yearlong study of I-787 is considering ways to open up access and valuable real estate along the western banks of the Hudson River. The Capital District Transportation Committee has hired CHA Consulting of Albany to lead the \$320,000 study of a section of the 10-mile highway, which serves 85,000 vehicles daily. The study will identify the cost and feasibility of potential alternatives, including converting part of the 1960's highway into an urban boulevard, making it easier for pedestrians and bicyclists to cross to the riverfront.

The Albany Port Commission has completed an \$8.5 million reconstruction project at the Rensselaer Wharf, creating unprecedented opportunity for local and international transportation and trade. The project enables the Rensselaer side of the Port of Albany to double its shipping capacity, including heavy-lift cargo, and has already attracted a new commercial customer representing a \$20 million investment and 50 new jobs. The wharf reconstruction was a Round 1 priority project of the Capital Region Economic Development Council (see CREDC news below). The Port of Albany contributes hundreds of millions of dollars to the state's economy every year.

Capital District Transportation Authority (CDTA) ridership continues to climb to record heights for the fifth consecutive year, surpassing 16.5 million boardings. In response to demand, CDTA has upgraded frequency on some of its largest routes, increasing customer capacity across its four-county service area. The rollout of real time information, introduced in late 2014, has generated nearly 1.5 million real-time hits, a usage rate of more than 16,000 per day. A state-of-the-art fare collection system that allows for contactless smart cards, mobile ticketing, access to web-based portals and automatic replenishment, is now in use on fixed routes. CDTA

is also purchasing two articulated buses for use on high volume routes and future Bus Rapid Transit (BRT) lines.

A multi-million-dollar vehicular roundabout near the proposed Rivers Casino & Resort at Mohawk Harbor is expected to be constructed in 2015 to handle the 2.8 million anticipated visitors to the City of Schenectady once the resort is completed. The roundabout at the intersection of Erie Boulevard and Nott Street, has received a low bid of \$2.9 million from Rifenburg Construction Inc. Construction is expected to get underway this summer.

Passenger traffic at the Albany International Airport increased 1.3 percent during 2014, pointing to an improved regional economy with growth in business and leisure travel, according to airport officials. Upcoming projects at the airport include the construction of a maintenance and repair hangar for CommutAir, which flies under United Express. The company added 63 jobs at the airport in 2014 and plans to create 13 more positions. The airport plans to repave its main runway, create additional parking, and redesign the terminal's gift shops, concession areas and entrance doors. JetBlue Airways has announced it will start flights at the airport in November, offering two flights to Florida daily. The arrival of JetBlue is expected to stimulate air travel and generate airline competition, driving down ticket costs. Southwest Airlines, the airport's leading carrier, plans a \$1.2 million expansion of its baggage handling system in order to handle more flights. Southwest has committed to adding non-stop, seasonal flights on Saturdays between Albany and Denver, Colorado, beginning in June.

CREDC Round IV: \$60 Million Awarded to 93 Projects



The 2014 Regional Economic Development Council Awards Round IV has resulted in \$60 million in funding to the Capital Region, targeted for 93 projects designed to create jobs and stimulate local economies.

"Our objective is to bring together representatives of various sectors to develop regional plans that will create jobs and promote economic growth," said James J. Barba, president and CEO, Albany Medical Center, and Robert J. Jones, president, University at Albany, co-chairs of the Capital Region Economic Development Council (CREDC). "The results to date have been remarkable."

In three previous rounds, CREDC impacted more than 20,000 jobs through projects valued at \$1.3 billion with \$200 million worth of investment. In one round, CREDC's proposal was selected as a "leading plan."

"Public engagement is one of the hallmarks of the council," said Chamber President Linda Hillman, who has served on CREDC since its inception. "We've created a mechanism to bring together professionals from different sectors to focus on the goals of strengthening our community and growing our economy."



During scores of public meetings, CREDC has sought input on key economic areas, including the arts, culture and tourism, foreign investment and exporting, veterans issues and more.

As Round V gets underway, CREDC will host more public events and meetings, with updates available through e-newsletters and online at regionalcouncils.ny.gov/content/capital-region. For CREDC's 2014 progress report, including a complete listing of awarded projects, visit regionalcouncils.ny.gov/themes/nyopenrc/rc-files/capitalregion/crredc-2014pr.pdf.

A QUARTERLY REPORT
OF THE CHAMBER'S



Economic
Development
Partnership

VISIONARY INVESTORS



CHAMPION INVESTORS

BBL Family of Companies

Capital District Transportation Authority (CDTA)

Center for Economic Growth (CEG)

Pioneer Bank

SEFCU

Tri City Rentals

INNOVATOR INVESTORS

U.W. Marx, Inc.

TRAILBLAZER INVESTORS

NAI Platform

Pattison, Sampson, Ginsberg & Griffin PC

Rose & Kiernan, Inc.

List reflects investors as of press time.



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THE ECONOMIC
DEVELOPMENT
PARTNERSHIP

is a department of the Rensselaer County Regional Chamber of Commerce. EDP assists new and existing businesses to develop and expand in our region. We provide resources and information to connect you to regional, national and international marketplaces. The mission of EDP is to enhance the economic vitality of Rensselaer County and establish greater awareness of its high quality of life.

JOIN EDP TODAY

Looking for a smart investment? With the Chamber's EDP you can invest in the success of our regional business community. In conjunction with the Rensselaer County IDA and CEG, we serve as a catalyst for businesses starting up, expanding, or looking to make a profitable move. EDP's high-impact marketing attracts regional, national, and international attention to our county's dynamic quality of life and thriving business environment. Are you ready to join us?

CONTACT US

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Director of Economic Development
Cesar Astralaga
castralaga@renscochamber.com



MEET OUR INVESTORS:

Center for Economic Growth (CEG)

The Center for Economic Growth (CEG)'s vision is to lead Tech Valley as one of the most prosperous and innovative ecosystems in the world. As the leading economic development and marketing organization serving the 11-county area of the greater Capital Region, CEG and its partners are focused on quality innovation-driven, technology-based industries that help the region compete and thrive. A nonprofit, membership-based organization, CEG's strategy for success is based on three



key goals for sustaining and building Tech Valley's momentum: encouraging a skilled, sustainable workforce and education pipeline; cultivating a strong entrepreneurial ecosystem; and ensuring a modern infrastructure to grow local companies, attract new investment and prepare our communities for quality growth.

CEG maintains an aggressive marketing campaign to attract new businesses and investment to the region, and as the New York State-designated Regional Technology Development Center, the organization is a national leader in assisting manufacturers and technology companies to increase their competitiveness.

CEG's effectiveness as an organization is rooted in the involvement and input of its investors and stakeholders. "The success of the region can only come from the active collaboration and participation of many talented minds," said F. Michael Tucker, CEG's president and CEO (photo below). "CEG's longstanding partnership with the Rensselaer County Regional Chamber of Commerce on a number of strategic initiatives is one example of how regional collaboration can drive economic development."



In addition to support from its dedicated members, CEG receives funding and resources from the New York State

Foundation for Science, Technology and Innovation; the National Institute of Standards and Technology (NIST) / Manufacturing Extension Partnership (MEP); and National Grid.

Job Fair Showcases Veterans for Hire



The Chamber is Co-hosting a "Hero's Welcome" for Job-Seeking Veterans and Spouses

Businesses and organizations still have time to sign up and participate

Looking for experienced, committed employees you can count on to get the job done? Regional businesses are finding a ready pool of talent among job-seeking veterans who are ready for new challenges. The Chamber is collaborating to connect veterans and their spouses with potential employers at an upcoming "Hiring Our Heroes" job fair (details at right). The fair is part of a nationwide effort, sponsored by the U.S. Chamber of Commerce, to assist veterans, transitioning service members and military spouses find meaningful employment opportunities. Start with a free Employment Workshop, which helps job seekers with resume writing, tips for successfully navigating hiring fairs, military skill translation and interviewing preparation. Then take advantage of the job fair, where veterans will meet with motivated employers to learn about regional industries and make contacts for success. Job-seekers should register free online ahead of time - employers will be reviewing resumes and information before the fair begins. Employers should register online as soon as possible.

What: Veterans Hiring Fair, part of "Hiring Our Heroes" nationwide.

When: Thursday, March 5. Free Employment Workshop at 8:30 a.m. for job seekers; Hiring Fair from 10 a.m. - 1 p.m.

Where: Division of Military and Naval Affairs, New York National Guard Headquarter. 330 Old Niskayuna Road, Latham, New York 12110

Who: Veterans, their spouses and employers looking to hire.

How: Visit hiringourheroes.org/events to register as a job seeker or participate as an employer.

Serving Those Who Have Served

Jezreel International has opened The Veterans Miracle Center, a place for veterans and active-duty military personnel and their immediate families to receive daily life necessities at no charge. The center is a one-stop location for clothing, housewares, personal care items, ambulatory equipment, furniture and more. Staff also connect veterans with support organizations for social and counseling services. Located at 10 Interstate Avenue, Colonie NY 12205. 518.438.4370 | jezreelinternational.org

...and Bookmark These Members:

Heroes at Home
518.279.7861 | heroesathomerensco.com

Rensselaer County Veterans Department
518.233.8656 | rensco.com/departments_veterans.asp

Veterans of Lansingburgh, Inc.
518.233.8656 | thelansingburghvets.com

Get on Board - The Chamber's Online Jobs Board is *Taking Off*



Searching for a new employee just got easier. Welcome to the Chamber's online Jobs & Volunteer Opportunities Board. All around the Capital Region, employers and organizations are posting new positions available immediately in a variety of industries. Post all of your opportunities and spread the word to nearly 14,000 monthly website visitors. It's free! All positions are reviewed before being published. Visit renscochamber.com/edp today.



On-the-Job Training Through the One-Stop Career Center



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. "We help with job postings, candidate screenings, direct job referrals, interview space, and on-the-job training for both new and existing employees," said Principal Employment & Training Coordinator Brian Williams. "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."

Just ask Denise Padula, president of The Alchar Printing Group. Late in 2014, she contacted Director of Economic Development Cesar Astralaga at the Chamber for information about employee training. "An area printing company was closing and I thought it might be an opportunity for us to hire, if we could find a good match," said Padula. "Cesar connected me to Brian and even made an introductory call to pave the way." Both Williams and Cori Beck, a business service representative with the NYS Department of Labor, met with Padula, toured Alchar's facility and brainstormed about ways to help. "They took the time to come out and talk with me, not only about what resources I could use now, but also in the future."

Padula now has a new, seasoned press man on staff and is receiving reimbursements for his training costs.

"I thought hiring and training costs were just part of the price of doing business," she said. "This program takes some of the financial burden off business owners. Brian and Cori made the entire process user-friendly and were with me every step of the way. In addition, I have information and contacts going forward, which I've already shared with other manufacturers."



Above, left: Brian Williams, Rensselaer County One-Stop Career Center. At left, Denise Padula, president, The Alchar Printing Group.



For information, contact Brian Williams, coordinator, at 518.270.2860, or visit the One-Stop Career Center on the fourth floor of the Ned Pattison Government Center, 1600 Seventh Avenue in Troy. Visit rensco.com/employment.asp.

EMPOWERMENT SERIES

Careers, Choices, Challenges, Changes



The Chamber's Empowerment Series proudly presents "Careers, Choices, Challenges, Changes: A Conversation with Penelope Andrews, Dean of Albany Law School," an exciting interactive discussion with the institution's first female president. Chamber President Linda Hillman will moderate this intimate, candid conversation featuring YOUR questions, which can be submitted to our website at renscochamber.com. We'll learn about Andrews' extraordinary experiences, career choices, strategies for overcoming challenges and more. Discover the qualities that make a valuable mentor, when to take risks and how to handle difficult conversations. Born and raised in South Africa, Andrews (photo above) has extensive international experience with legal issues of racial and gender equality, international human rights and criminal law. An annual award in her name was inaugurated in 2005 at the South African law school of University of KwaZulu-Natal. Along with numerous other awards, she holds a "Women of South Africa Achievement Award," as well as Albany Law's 2002 Kate Stoneman Award. She has consulted for the United Nations Development Fund for Women, and for the Ford Foundation in Johannesburg. Sign up for this unforgettable event and submit your questions today!

Register now for **Careers, Choices, Challenges, Changes: A Conversation with Penelope Andrews, Dean of Albany Law School** on Thursday, April 23 at The Century House, Route 9 in Latham. Sign up online at renscochamber.com/events. Registration and breakfast at 7:30 a.m.; program 8-9:30 a.m. \$35 for members; \$50 for walk-in members; \$70 for future members. Sponsorship opportunities available. Contact the Chamber's Director of Member Engagement & Events Kate Ollier at 518.274.7020, ext. 23. Series underwritten by Bouchey Financial Group, Ltd.; Bouchey & Clarke Benefits, Inc.; SEFCU; and Turner Construction Company. Media sponsorship is the Albany Business Review.

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Chamber Benefits Make it Easy to Market, Develop, & Connect

Are you making the most of your Chamber membership? We offer the following money-saving benefits to help you **Market, Develop, & Connect** for success! For information on all of these valuable benefits of Chamber membership, visit renscochamber.com or call us at 518.274-7020.

- Post all of your available job and volunteer opportunities** on our website, which receives more than 14,000 visits every month. It's free! Visit renscochamber.com/edp.
- Submit your upcoming events** to our Community Calendar. Visit renscochamber.com/community-calendar. Submit an Event and complete the online form.
- Affordable training for you and your staff** is available through our partnership with MicroKnowledge, Inc., a leader in computer skills training. Our ongoing series of Quick Learn workshops are conducted by experts and held at the Chamber. Visit renscochamber.com/events to register.
- Add a 10-word description** to your listing in our online Membership Directory at no charge. Nearly 14,000 monthly website visitors are looking for your business! Increase your search optimization by calling us at 518.274.7020.
- Take advantage of the Chamber's two free Conference Rooms.** Call us today to reserve one of the conference rooms: 518.274.7020.
- Include a hyperlink from our website to yours** for a one-time fee of \$25. Contact us at 518.274.7020 to have your organization's website added online.
- Participate in Member-to-Member Discounts.** Bring more customers to your door by offering discounts on products and services. Visit renscochamber.com/member-benefits. Download, sign and return the form to include your discount on our website at no cost.
- Submit press releases and staff updates** to our website by using the Chamber's online form. Visit renscochamber.com/news/member-news to add your news items to our website. It's free!
- Call and sign up for our free Energy Savings Program.** Making just one call can help you reduce your monthly operating expenses. Visit renscochamber.com/member-benefits for more information on how to save.
- Network at our events!** Visit renscochamber.com/events to see a full line-up of exciting and cost-saving networking and training opportunities for you and your staff.

CHAMBER MEMBER

spotlights



Upstate Concierge Medicine & Management provides caring, professional medical consultation services to individuals, families and businesses, including 24/7 access to health care providers, expert treatment, and information and referrals to local specialists. The company was founded by President and Chief Medical Officer Michael R. Bibighaus, M.D. (photo right), a board certified

emergency physician practicing in the Capital Region for more than a decade, and CEO Keith Algozzine, P.A.-C. (photo left), a board certified physician assistant practicing for 11 years. The co-founders have more than 14 years of telemedicine experience, helping to establish a leading national company, and extensive emergency medical expertise. The decision to establish their own local concierge telemedicine service was driven by their desire to offer the public the same high quality health care they provide for their own families.

By subscribing to the service for \$12/month for individuals and \$14/month for families, clients get unlimited access via phone, video conference and email to local, experienced health care providers. Designed to work in addition to health insurance, with Upstate Concierge Medicine there is no waiting for appointments or co-pays for office visits. Colds, sinus infections, flu, fevers, bronchitis, pink eye, yeast infections, insect bites, urinary tract infections and many other disorders are diagnosed and treated. Prescriptions, x-rays, lab orders and referrals to specialists are all provided at a fraction of the time and cost of an office visit. "This is the way health care should be--affordable, compassionate, and accessible," said Algozzine. "For self-insured entities, every



consult with us saves hundreds of dollars versus an ER, urgent care or office visit. When employers transition their employees to high deductible plans they save thousands of dollars and our local telemedicine services ease that transition by keeping out-of-pocket costs down for their employees. The result is decreased absenteeism and increased productivity."

UPSTATE CONCIERGE MEDICINE & MANAGEMENT
5 SOUTHSIDE DRIVE, SUITE 11-164 | CLIFTON PARK, NY 12065
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Coldwell Banker Prime Properties'

Jaymie Denny assists residential buyers and sellers with the best of both worlds: the resources and expertise of the number one Coldwell Banker affiliate in New York State, along with the personalized, hometown knowledge and service of a local real estate professional.



"My priority is to provide clients with unparalleled customer service, backed by the outstanding network of Coldwell Banker Prime Properties," said Denny, a fulltime licensed realtor. "It's a win-win for clients while they are navigating through the life-changing event of buying a home, selling a home or relocating. Whatever your goals, I can help you achieve them."

An experienced registered nurse, Denny's transition to a career in real estate came by way of a talent for interior design and decorating. "I love homes and have an eye for design, which led me to complete a program in interior decorating at Hudson Valley Community College," said Denny. "It was a natural transition, along with my people skills, to combine my interests in a career that would reflect both passions. I really enjoy guiding clients through the world of real estate and helping them realize their dreams."

With residential inventories at lower-than-average levels in the Capital Region, the real estate business is brisk for both buyers and sellers, said Denny. "It's very busy right now and properties priced right are moving quickly, even through the winter months," she said. Coldwell Banker Prime Properties, an independently owned and operated affiliate of Coldwell Banker Real Estate Corporation, has 400 sales associates in 16 offices across the state and offers one of the most visited real estate websites in the region.

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Find Out How Cancer Research Boosts Businesses

Get an insider's look at the Cancer Research Center, a state-of-the-art facility at the University at Albany East Campus, and discover how cutting-edge science is boosting businesses of all types. Join us for "**Cancer Research: What's it Got to Do with You?**" and learn how this globally-recognized center's entrepreneurial model is benefiting public health, training students for high-growth careers and providing a springboard for successful spin-off companies and start ups.

Find out how the life-changing research in our own backyard is stimulating **job creation, supporting economies and connecting B2B across industry lines**. Our presenter is UAlbany Associate Vice President of Business Partnerships & Economic Development Michael Shimazu (photo, right) who will discuss the center's culture of innovation and collaboration, including its START-UP NY plan, which includes tax-free business incentive space to attract newly-formed, expanding and relocating businesses.



Register now for **Cancer Research: What's it Got to Do with You?** on Thursday, March 19 at SUNY East Campus, 5 University Place in Rensselaer. Sign up online at renscochamber.com/events. Registration and breakfast at 7:30 a.m.; program 8 - 9 a.m. \$35 for members; \$50 for walk-in members; \$70 for future members.

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Have you heard the news? Nearly 85% of Leadership graduates go on to experience promotion or career advancement; more than two-thirds of our alumni volunteer in their communities.

"For the past decade, the Chamber has been graduating new leaders for our regional business community, diverse and dynamic individuals who are bringing their energy and ideas into their workplaces and communities," said Chamber President Linda Hillman. "Every time a new class graduates, it's a celebration for everyone because we all benefit from their accomplishment."

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



Attend: Open House

Learn all about The Leadership Institute, the Chamber's award-winning leadership training program, at an Open House for the Class of 2016 on Friday, March 27 and Thursday, April 16, from 8:30-9:30 a.m. at the Chamber offices in Troy. Talk with graduates, pick up an application for this fall's new session, and find out how to jumpstart your success.

Apply: New Class Starting

It's time to take your career to the next level and seek an educational experience that builds effective leadership skills. Find out firsthand how this extraordinary program can elevate your professional and personal life. Learn from leaders with our distinguished faculty and increase your value in your company and in your community. Application deadline is Wednesday, May 20, at 5 p.m.

Accomplish: Graduation!

Join us at a graduation ceremony and dinner in honor of The Leadership Institute's Class of 2015. The celebration will be on Thursday, March 26 at 5:30 p.m. at the Franklin Terrace Ballroom, 126 Campbell Avenue in Troy. Reservations are \$50 per person, and sponsorship tables of 10 are available for \$550, including recognition in the evening's program. Register online renscochamber.com/events.

For more information contact Kate Ollier at 518.274.7020, ext. 23. Online applications are available at www.renscochamber.com/leadership-institute.

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