

insight



Real Results

“The Leadership Institute is a superb professional development program, offering the next generation of leaders the skill set and expertise they need to advance their careers. Leadership helps to retain talent in our region...to keep individuals engaged and ready to make valuable contributions to our communities.”

Dr. James Reed, President & CEO, St. Peter's Health Partners



“The Phoenix's strategic direction calls for leaders who possess strong problem-solving and team-building skills and the ability to work through complexities with excellent communication. For us, talent development is a top priority...and The Leadership Institute continues to exceed our expectations.”

Mary Martinez,
 Second VP,
 Human Resources,
 Phoenix
 Companies



The Leadership Institute

Here's a powerful fact: **Nearly 85% of graduates of the Chamber's Leadership Institute experience promotion or career advancement - more than two-thirds of alumni volunteer in their communities.** Now is the time for you and key members of your staff to take advantage of the Chamber's skills-based professional development program that incorporates a “learning from leaders” approach to successful training.



Our award-winning model develops participants' professional and personal skills as they learn from a distinguished faculty of the region's top executives. Beginning with an overnight retreat, the program builds with monthly sessions on strategic thinking, communication, career-life balance, financial management, human resources, board development and community service. The result? Our graduates increase their value as leaders in their companies and in our communities, paving the way for career advancement and personal success. Leadership alumni also enjoy ongoing education programs and exclusive networking events.

Are you ready? Learn about The Leadership Institute at our **Open House Event for the Class of 2017**, on Friday, April 1, 8:30-9:30 a.m. at the Chamber offices, 90 Fourth Street in Troy. Meet graduates, pick up an application and get your questions answered. The new class is forming now and will begin this fall. This year's **application deadline is Wednesday, May 18, at 5 p.m.** For information and applications, visit www.renscochamber.com/leadership-institute or contact Kate Ollier at 518.274.7020, ext. 23 or kollier@renscochamber.com.

Come to the graduation dinner for the Class of 2016 on Wednesday, March 23, 5:30 p.m. at Franklin Terrace Ballroom, 126 Campbell Avenue in Troy. Cost is \$50 per person with sponsorship tables of 10 for \$550. Register online renscochamber.com/events.

Sponsored by First Niagara Bank
 with media sponsorship by Albany Business Review



ASK THE EXPERT : IT Support

Lauren Groff is founder and CEO of Groff NetWorks, LLC, one of the leading providers of managed services and computer support in the Capital District. He is an author, teacher and an award-winning member of the regional business community, as well as an advocate for small business.



Q: What if I can't afford an IT specialist?

A: If you have technology, you need IT. The question is, do you go with a “break-fix” scenario or managed services? Most managed services cost less than traditional fixes, especially when you consider the cost of downtime. Managed services use remote monitoring and maintenance to prevent major issues, allowing businesses to control and reduce overall operating costs with a flat-fee billing model. Cost-effective access to enterprise-level support is a reality.

Q: What should I expect from an IT pro?

A: Look for a service that eliminates problems before they occur, allows you to maximize your IT budget and is committed to a long-term partnership to protect your most important asset, your data. Expertly managed IT service should help you increase operational efficiency, reduce costs, access crisis and ongoing support quickly and easily and minimize downtime. You should be focused on running your business, not the technology, and have peace of mind knowing your network is monitored 24/7/365.

Q: Any pitfalls to steer clear of?

A: 1-800 numbers! You don't want a customer service experience that is anything less than personal, reliable and accessible. Quality customer service is crucial to your managed IT. When you call, you should expect to speak with a friendly, experienced member of your IT team who can solve your problem with minimum wait and downtime. In addition, avoid pre-packaged services that don't allow for customizing to your unique business needs and goals.

“Ask the Expert” is a monthly Q&A featuring a member 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.

Mike O'Sullivan, President
 90 Fourth Street, Suite 200, Troy, NY 12180
 Telephone: 518.274.7020
renscochamber.com

Editor: Doreen M. Ercolano | Co-Editor: Staci O'Neill
 Design: Spiral Design Studio, LLC

Printed on recycled paper.

EDUCATION & THE ECONOMY

College Presidents Breakfast Panel on March 3

Join us for a dynamic discussion and Q&A with the presidents of area colleges at the Chamber's popular **College President's Breakfast Panel**.

Discover how the higher education community is partnering with businesses and its role as an economic driver. Our distinguished panel includes (below, l-r): Br. F. Edward Coughlin, OFM, Ph.D., Siena College;

Kristine Duffy, Ed.D., SUNY Adirondack; Dr. John F. Ebersole, Excelsior College; Andrew J. Matonak, Ed.D, Hudson Valley Community College; and Dr. Carolyn J. Stefanco, The College of Saint Rose.

Our moderator will be Joseph P. Dragone, Ph.D., superintendent of schools for the Ballston Spa Central School District (at right).



College President's Breakfast Panel is on Thursday, March 3 at the Hilton Garden Inn, 235 Hoosick Street in Troy. Sign up online at renscochamber.com/events. Registration and breakfast at 7:30 a.m.; program 8-9:30 a.m. \$35 members; \$50 walk-in members; \$70 future members. Sponsored by Duncan & Cahill, Inc.;



Mosaic Associates Architects; and Nixon Peabody, LLP. Coffee bar sponsored by Northeast Shuttle Service, LLC.

● NEW MEMBERS

Adworkshop
Marketing Consultants
Rep: Darcy Norfolk
90 State Street
Suite 700
Albany, NY 12207
Phone: 518.407.0018
adworkshop.com

Badger Machinery, Inc.
Construction Management
Rep: Angela Cavaliere
3170 Bordentown Avenue
Suite B
Old Bridge, NJ 08857
Phone: 1.732.525.9600
badgermachinery.com

Brown Integrated Chiropractic, PLLC
Chiropractors
Rep: Jason W. Brown
1542 Columbia Turnpike
Castleton, NY 12033
Phone: 518.477.4405
brownintegratedchiropractic.com

Downtown Troy Business Improvement District
Associations/Organizations
Rep: Erin Pihlaja
251 River Street
Troy, NY 12180
Phone: 518.279.7997
downtowntroy.org

Hudson Valley Wireless
Broadband Provider
Rep: Jason Guzzo
34 Russell Road
Albany, NY 12205
Phone: 518.458.7006
hvwisp.com

PAZ Healthcare Management
Assisted Living
Rep: Jacob Reckess
32 Pine Tree Drive
Poughkeepsie, NY 12603
Phone: 1.845.797.8578
pazhealth.com

Regional Food Bank of Northeastern New York
Food Bank
Rep: Mark Quandt
965 Albany-Shaker Road
Albany, NY 12110
Phone: 518.786.3691
regionalfoodbank.net

Summit Senior Living
Senior Housing
Rep: Cathy Moore
18 Computer Drive East
Suite 201
Albany, NY 12205
Phone: 518.458.7543
eastwyckseniorliving.com

The Creative Advantage
Marketing Consultants
Rep: Walter J. Supley, Jr.
620 Union Avenue
Schenectady, NY 12305
Phone: 518.370.0312
thecreativeadvantage.com

● MEMBER NEWS



MicroKnowledge, Inc. has created **ProKnowledge, LLC**, an affiliate company providing a full range of training courses for non-technical workplace skills. ProKnowledge's

professional development programs are people focused and include workforce development topics like the multi-generational workplace, diversity awareness and compliance, time management, business writing and other relevant content. Visit proknowledgetraining.com.

Saratoga National Bank and Trust Company has partnered with the Tech Valley Center of Gravity as a service provider for its business incubator program. Saratoga National Bank is one of many partners for the center's SPECTRVM business incubator (see article, page 3), which provides mentoring, guidance, financial assistance and other help for participants. Visit saratoganational.com.

Lori Schindler Realty Co. was purchased by **Realty USA**, the area's largest real estate brokerage. The purchase gives Realty USA a stronger market in Rensselaer County and allows Lori Schindler (photo, right) Realty to provide more services to clients, such as home warranties. The company's new name is Lori Schindler Real Estate Team at Realty USA. Visit schindlerrealty.com.



E. Stewart Jones Hacker Murphy Law Firm has appointed three new partners, Ryan M. Finn, Thomas J. Higgs and James C. Knox (photos below, l-r), positioning the firm for continued growth across New York State. Each has a successful career spanning diverse areas of litigation and represents the firm's commitment to client service in commercial litigation, property tax dispute, criminal defense and personal injury law. Visit joneshacker.com.



3tarchitects and McKinney MacDonald Architects (represented by Partners Scott Townsend and Geoffrey MacDonald at left, l-r) have merged and are practicing under the retained company name of 3tarchitects. The merger of the two award-winning progressive design firms unites decades of

experience and high levels of client service, allowing both companies to expand their markets and offer a broader array of services. Recently, 3t was honored with a 2015 Gold Best in American Living award for its single family residential design known as the Brass Residence, located on Burden Lake. Visit 3tarchitects.com.

Marvin and Company, P.C., named Heather R. Lewis, CPA, a director and shareholder (at right). She is the youngest female director in the firm's more than 90-year history. Joining Marvin in 2002, she has more than 14 years of experience in accounting, auditing and tax services. Visit marvincpa.com.



Carter Conboy elected attorneys Mackenzie C. Monaco and Adam H. Cooper (photos, left) shareholders of the firm. "Mackenzie and Adam have demonstrated outstanding leadership, superior professional skills in their practice areas and a commitment to providing excellent client service," said Michael J. Catalfimo, managing director and COO. "We are extremely proud of them." Visit carterconboy.com.

The Sage Colleges are seeking professional attire and accessories for its "Career Closet" at Sage College of Albany and Russell Sage College. The closet assists students who are in need of clothing for internships, job interviews and other career-related activities. Visit sage.edu.

Unity House celebrated three honorees — its founder, Mary Jane Smith; Frank Pitts and his firm, architecture+ and the Howard & Bush Foundation — for longstanding commitment to community service at the 2015 "I Love Unity House Gala" in February. Visit unityhouse.org.

events calendar 2016

MARCH	APRIL	ADDITIONAL INFO
<p>Thursday • 3/3 College Presidents Breakfast Panel 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 Duncan & Cahill, Inc.; Mosaic Associates Architects; and Nixon Peabody, LLP. Coffee bar sponsored by Northeast Shuttle Service, LLC.</p> <p>Wednesday • 3/9 Putting Diversity to Work With Julie Ross of Corbett & Ross Organizational Solutions, LLC. Registration and breakfast at 7:30 a.m.; program 8-9:30 a.m. At Revolution Hall, 425 River Street in Troy. Sponsored by Groff NetWorks, LLC and MicroKnowledge, Inc.</p> <p>Thursday • 3/17 Quick Learn Session QuickBooks for Small Business Hands-on training course with MicroKnowledge, Inc. Train yourself and your staff at considerable savings. Registration at 8 a.m.; program 8:30-10:30 a.m. Cost is \$79 members; \$99 future members. At the Chamber, 90 Fourth Street in Troy.</p> <p>Wednesday • 3/23 The Leadership Institute Graduation \$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 Bank. Media sponsor is the <i>Albany Business Review</i>.</p> <p>Wednesday • 3/30 NetworkingPlus Luncheon Topic-driven themes, ambassador facilitators and three table rotations. At the Hilton Garden Inn, 235 Hoosick Street in Troy. Sponsored by The Arc of Rensselaer County, CornerStone Telephone, The Eddy Hawthorne Ridge and Saratoga National Bank and Trust Company.</p>	<p>Tuesday • 4/5 Free Member Orientation Breakfast Open to all members and your employees, this no-cost program is a great way to make the most of Chamber 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 The Eddy Hawthorne Ridge, 32 Community Way in East Greenbush, at the Sterling Center. Sponsored by Thomas K. Judd & Associates. <i>Additional sponsorships are available.</i></p> <p>Wednesday • 4/13 Empowerment Series Game Changers: How Sports Drive Leadership Learn leadership strategies from a panel of regional sports figures as they discuss communications, team building, risk taking and more. With Katie Abrahamson-Henderson, University at Albany; Christopher Ciceri, The Albany Devils; Dr. Lee A. McElroy Jr., Rensselaer Polytechnic Institute; Rick Murphy, Tri City ValleyCats; and moderator Rodger Wyland, sports director, WNYT NewsChannel 13. Registration and breakfast at 7:30 a.m.; program 8-9 a.m. At Renaissance Albany Hotel, 144 State Street in Albany. Major underwriters are CAP COM FCU, Linium Recruiting and Turner Construction Company. <i>Event sponsorships are available.</i></p> <p>Wednesday • 4/27 Quick Learn Session Using Excel to Manage Day-to-Day Business A hands-on training course by MicroKnowledge, Inc. Train yourself and your staff at considerable savings. Registration at 8 a.m.; program 8:30-10:30 a.m. Cost is \$79 members; \$99 future members. At the Chamber, 90 Fourth Street in Troy.</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 future members is \$70 (unless otherwise noted).</i></p> <p>No-shows will be billed; 24-hour notice is required for all cancellations.</p> <hr/> <p>Register online at: renscochamber.com/events</p> <p>Questions? Contact Gabrielle Polce Events Coordinator 518.687.1238 gpolce@renscochamber.com</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>

Tech Valley Center of Gravity Pulls in Users Leading a New Wave of Entrepreneur “Maker Spaces”



The creative possibilities at the Tech Valley Center of Gravity (CoG) are only limited by the imaginations of those who walk through the doors. The “maker space,” located at 30 Third Street in Troy’s historic Quackenbush Building, inspires businesses, entrepreneurs, students and people of all ages with education, programs and hands-on training at the crossroads of creativity and technology. Whether you are a small business looking for tools, an entrepreneur who needs to incubate a business, an independent artist or designer with a project, a teacher seeking a new certification, or a young maker who wants to learn, all are encouraged to realize their potentials.

“CoG is a membership organization offering space, equipment, education and camaraderie to makers of all kinds,” said Tom Tongue, president. “Our goal is to support members as they share knowledge and expertise that allow people to do for themselves, rather than just passively consuming, and work to integrate arts, crafts, and technologies that surround us every day.”

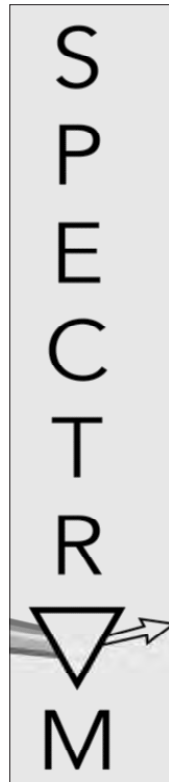
Do you like to....

[make] [create] [tinker] [hack] [invent]
[construct] [design] [produce] [learn]
[manufacture] [fabricate] [develop] ?

CoG offers programs and classes for all ages and skill levels and a vast array of equipment including 3D printers, laser cutters, a woodshop, a metalshop, sewing machines, an electronics lab and much more. CoG’s THINQubator is one of the first kid-centered makerspaces in the world and the center also sponsors and participates in maker and STEAM-education events throughout the Capital Region. CoG recently hosted a two-day “Internet of Things Hackathon” hardware challenge and competition.

“We also help create a network of contacts for small business and startups in the Capital Region to connect with local leaders, like-minded businesses and professionals,” said Tongue. “CoG provides tools and resources they might not otherwise have access to. Organizations, entrepreneurs, and small businesses can take advantage of our shared meeting spaces, private innovation spaces and other work space as needed (see SPECTRVM article at right).”

The public is invited to free social nights every Tuesday, 6:30-8:30 p.m., to tour the space and talk to members. You can also attend “Zero to Maker” events and in a few hours get a member ID and badge, a tour of the facilities, and basic safety training. Membership levels start at \$25. Visit tvcog.net.



Sharing Business Services

Among the Center of Gravity’s many projects is SPECTRVM, an innovative model of community-based business cultivation. Participating businesses have scaleable access to a world-class suite of services including:

- Sales and marketing
- Personnel management
- Executive Oversight
- Counsel
- Technology
- Relationship management
- Venture capital
- Money management

SPECTRVM assists businesses to save money on expenses and grow through pay-per-use services, from inexpensive workshops to fully contracted services. Adjustable rates are tailored to each client’s income level and stage of growth. Options include physical office space at the Quackenbush Building. Members can join as a user business or as a service provider to others. Service providers expand their ranges of clients, build loyalty among startups and play a meaningful role in economic development. Visit tvcog.net/spectrvm for information and applications.

EDUCATION & ENTREPRENEURSHIP

\$1.3 Million Gaming Hubs Expected to Spur Business

Empire State Development (ESD) is funding digital gaming hubs at three high-tech universities in New York State, including Rensselaer Polytechnic Institute. The gaming hubs will receive \$150,000 each, per year, for three years with the goal of encouraging students and businesses, particularly entrepreneurs and start ups, to develop new products and spur economic growth.

Rensselaer Polytechnic Institute, New York University and Rochester Institute of Technology were selected through a Request for Proposals process. The funding objectives are to foster innovation and collaborative activities among industry, higher education, non-profit organizations, students and individuals to create new gaming technologies and companies.

The hubs are expected to provide resources and mentoring to encourage students and entrepreneurs to enter the growing gaming industry while assisting them with technologies and hosted events that draw together regional gaming communities.

“There is tremendous talent and creativity in games, here in the Capital Region and throughout the state,” said Ben Chang, associate professor and director of Rensselaer’s Games and Simulation Arts and Sciences Program. “University researchers are discovering new ways of using games in education and health care, nonprofits are teaching game design to kids and



building creative communities, and game developers of all kinds are constantly reinventing the medium. We’re honored to be selected as one of three Digital Gaming Hubs, and excited to be working with our partners in the local community and across the state to take game development in New York to the next level.”

Video games represent one of the largest and fastest growing entertainment industries in the world. A local digital gaming hub will bring together partners in the game development community, including academic and nonprofit organizations and local gaming studio success stories such as 1st Playable Productions and Vicarious Visions. Visit rpi.edu.

A QUARTERLY REPORT
OF THE CHAMBER’S



Economic
Development
Partnership

VISIONARY INVESTORS



FIRST
NIAGARA



CHAMPION INVESTORS

BBL Family of Companies

Pioneer Bank

SEFCU

Tri City Rentals

INNOVATOR INVESTORS

Center for Economic Growth (CEG)

NBT Bank

TRAILBLAZER INVESTORS

Columbia Development Companies

Saratoga National Bank and Trust
Company

List reflects investors as of press time.



EXPRESS SCRIPTS®

This report is sponsored by
Express Scripts.
express-scripts.com

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

President Mike O’Sullivan
mosullivan@renscochamber.com

Director of Member Engagement &
Business Development Kate Ollier
kollier@renscochamber.com

ph: 518.274.7020



MEET OUR INVESTORS:

SEFCU

Established in 1934 as the credit union for New York State employees, today's SEFCU is among the 50 largest credit unions in the U.S. With \$3 billion in assets, 338,000 members and thousands of ways to join, SEFCU offers 47 branches in the Capital Region, Binghamton, Syracuse and Buffalo including its headquarters at Kiernan Plaza on Broadway in Albany.

"We take pride in the credit union philosophy of 'people helping people,'" said SEFCU

President and Chief Executive Officer Michael Castellana. "In addition to offering financial products, services and educational programs, SEFCU is committed to providing financial support and volunteers within our local communities. As part of SEFCU's Community Support Program, we have allocated 20 to 25% of our net income to assist community organizations."

Since 2008 SEFCU's charitable initiatives have impacted thousands of people annually in local communities. SEFCU staff and members have logged more than 100,000 volunteer hours with the goal of making our communities better places to live.

"That's what we call 'Banking with a Purpose,'" said Castellana. SEFCU members take advantage of free checking accounts, online banking, high yield savings, low loan rates and insurance and investment products that



Michael J. Castellana
President & CEO



simplify financial management while maximizing value. SEFCU provides full service retail and commercial banking products and services including 24-hour banking by phone and internet, electronic bill payment and eStatements. Health Savings Accounts (HSAs) allow members to manage healthcare expenses with flexibility, savings and tax advantages. SEFCU's Mortgage Match Program assists first-time homebuyers with incentives to save towards down payments and closing costs. The credit union's School Banking Program introduces students to banking with an emphasis on saving and the Tuition Rewards Program offers "points" toward college students' private tuition.

Members have voted SEFCU the "Best Bank or Credit Union" in the *Times Union* Readers' Poll for nine consecutive years (2007-2015).

Visit sefcu.com.

State Promises Universal Broadband by 2018



Input sought from businesses, community groups and individuals as campaign gets underway.

Find out more at nysbroadband.ny.gov

The New NY Broadband Program is the state's effort to ensure universal access to affordable, high-speed broadband services in urban, suburban and rural communities. Working to close the digital divide that has left many areas unserved or underserved, state officials contend that access to broadband internet increases opportunities for businesses, communities and individuals of all ages. The program seeks to spur economic growth and job creation through universal access to online resources such as education, high-tech research, job training, workforce development, new business markets and more. The \$500 million program offers financial incentives to the private sector to expand high-speed broadband access in targeted areas. Applications will be chosen through a "reverse-auction" process, with funding awarded to bidders seeking the lowest state investment. Auctions will be held within each Regional Economic Development Council region to ensure statewide allocations of funding. For applications, visit nysbroadband.ny.gov.

Key GOALS

- Provide access to broadband at speeds of at least 100 Mbps; 25 Mbps in the most remote areas.
- Require public-private partnerships with a 50% match in private sector investment.
- Give priority to projects that bring access to unserved areas, libraries and educational opportunity centers.

United Group to Develop HVCC Student Housing

Striking GOLD

United Group received two gold "Best of 55+" awards at the 2016 National Association of Home Builders International Builders' Show, the industry's only national honors. The company struck gold for its Diamond Oaks Village in Bonita, Florida and its signature SUN® (Senior Umbrella Network) Program. Visit ugoc.com.

The United Group of Companies, Inc. has been chosen by the Hudson Valley Community College's Board of Trustees to build and operate privately owned student housing near the college's Troy campus. Construction at the 41-acre site at the corner of Morrison and Vandenburg avenues (the former Hy Rosenblum Administration Center) is expected to be complete and ready to receive HVCC students by June 1, 2017.

The property, purchased by the college in the 1980s, once housed administrative offices, a day care center and a paramedic program. The building has been vacant for more than five years. Following an October 2015 request for proposals, it was sold to the United Group for \$268,000. Plans call for the development of a four-story residence with 72 fully furnished apartments totaling 268 beds. Each apartment

will include a living room, dining area and full kitchen. The building's three wings will form an interior patio for recreational use and on-site amenities include 24-hour security, a fitness center, great room, laundry, bike storage, cable/internet and on-site management offices. More than 200 parking spaces adjacent to the building will be available to residents. United will work with LeChase Construction Services based in Rochester and architecture+ located in Troy.

"Hundreds of (HVCC) students relocate to this area each year. Ever greater numbers are asking for housing options," said Drew Matonak, HVCC president. "As we expand our recruitment activities around New York State and abroad to boost international student enrollment, we're looking forward to having a new opportunity to offer housing near campus." Visit hvcc.edu.

Carrier Adds Fleet, Jobs at Albany International Airport



jobs. The growth, spurred by an expansion of the carrier's contract with United Airlines, comes less than a year after CommutAir opened a new \$4.2 million Regional Economic Development Council grant-funded maintenance facility at the airport in Colonie. Construction of the 17,000-square-foot maintenance hangar was funded by a \$3.8 million state grant through the Regional Council process, with the balance funded through the airport authority. The hangar doubled the size of the company's facility and allows for rigorous maintenance checks on its fleet. CommutAir also leases space in the former Eclipse Aviation hangar for employee training.

CommutAir represents United Airlines (under the name United Express), operating throughout the northeast with more than 100 daily flights. The company offers six daily flights from Albany to Newark and Washington-Dulles but expects to add flights this spring, as well as maintenance-related jobs during 2016. Visit albanyairport.com.

CommutAir is expanding its fleet and operations at Albany International Airport with an additional 40 regional jets and more than 100 new

Planning Commission Seeks New Director

For more than 30 years, Rocco Ferraro has led the Capital District Regional Planning Commission (CDRPC), a data resource center serving Albany, Rensselaer, Saratoga, and Schenectady counties. Now the executive director is retiring and CDRPC has launched a national search for his successor. "He has brought so much to the Capital Region through his hard work, passion and many talents," said Lucille McKnight, CDRPC chair. "It will be difficult to find someone to fill Rocky's shoes but we are looking forward to the challenge as we enter a new chapter."

CDRPC, established in 1967, provides data and analysis of trends, opportunities and challenges relevant to the region's economic development and planning communities. Ferraro is credited with establishing the CDRPC as a trusted "go to" data resource center serving public and private stakeholders. Ferraro and his team are experts in interpreting data and making accurate forecasts. In addition, Ferraro's keen relationship-building skills have promoted cooperation among stakeholders. In 2015 he received the Nonprofit Executive Leadership Award. Visit cdrpc.org.



RECOGNIZING SUCCESS

Call for "Good News" Nominees



RENSELAER COUNTY

Past Award Winners

- 1st Playable Productions, LLC
- Advanced Energy Panels
- Autotask Corporation
- Berle Farm
- Brunswick Harley-Davidson
- Cancer Research Center Gen*NY*Sis Center for Excellence
- Comfort Inn & Suites
- CornerStone Telephone Co.
- Emma Willard School
- Garellick Farms
- GE HealthCare
- Gettysburg Flag Works, Inc.
- GlobalSpec, Inc.
- Goold Orchards
- Greane Tree Technology
- Hannaford Supermarkets
- Hollywood Drive-In
- Hoosick Valley Contractors, Inc.
- J. Kenneth Fraser & Associates
- Liberty Ridge Farm
- Monolith Solar Associates, LLC
- Old World Provisions, Inc.
- Polsinello Fuels, Inc.
- Scale Service & Supply Co., Inc.
- Regeneron Pharmaceuticals, Inc.
- Ross Valve Manufacturing Co., Inc.
- Tech Valley High School
- X-Ray Optical Systems, Inc.

Do you know of a business or non-profit success story? Is it you? The Chamber is seeking nominees for the 2016 "Good News Rensselaer County" awards. Co-hosted by the Chamber and Rensselaer County, this event celebrates businesses, nonprofits and community organizations who make a significant impact on our area's economy and quality of life. Good News awards spotlight companies making a name for themselves at home, in our region, in New York State and, in some cases, in the global marketplace. Recipients are publicly honored during an awards luncheon in the fall.

"The Good News award winners represent a cross-section of Rensselaer County's business community," said Chamber President Mike O'Sullivan. "Recipients represent the diversity that makes our region a dynamic place to live and work. The impact of these local companies goes far beyond our county."

"We're thrilled to highlight success stories right here in Rensselaer County," said Rensselaer County Executive Jimino. "The award recipients are not only significant achievers in their industries, they are also committed and community-oriented stakeholders. We're proud to recognize and honor them."

To nominate a candidate please contact the Chamber's Director of Member Engagement & Business Development Kate Ollier kollier@renscochamber.com. We look forward to hearing from you!

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.

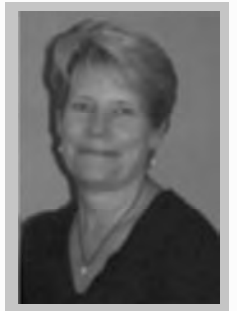
- Post all of your available job and volunteer opportunities** on our website, which receives more than 18,000 visits every month. It's free! Visit renscochamber.com/edp.
- Submit an upcoming event** to our Community Calendar. Visit renscochamber.com/community-calendar. Submit an event and complete the online form.
- Let the Chamber assist with your Ribboncutting, Grand Opening or Anniversary events.** We can help with media outlets, banners, caterers and more. Contact Staci O'Neill at soneill@renscochamber.com.
- Join Save Local Now**, a complete digital platform that includes content creation/publishing, email marketing, social sharing and SEO. Contact Staci O'Neill at soneill@renscochamber.com to get started.
- Take advantage of the Chamber's two free Conference Rooms.** Call us today to reserve one of the conference rooms: 518.274.7020.
- Direct Mail Lists** are a great resource for a growing business to use in direct mail campaigns. Includes mailing lists, labels and excel worksheets with Chamber member contact information for a fee of \$225.
- Make Health Care affordable** for you and your employees with member-exclusive health and dental plans, including MVP Health Care, Blue Shield of Northeastern New York, CDPHP and Guardian. All plans are administered by Bouchey & Clarke Benefits, Inc. Visit renscochamber.com/member-benefits.
- 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



As the community design center for the Capital Region, TAP's work promotes livable cities and inclusive and sustainable community development. TAP



offers affordable architectural, planning and historic preservation services to individuals, communities and organizations seeking to improve the places and policies that shape our cities.

Since its founding in 1971, TAP has advocated for participatory planning and public engagement. Joe Fama, TAP's iconic executive director of 43 years, recently retired and handed the reigns to Barbara Nelson, an architect and Rensselaer Polytechnic Institute alumna with a 30-year history of involvement in Troy's neighborhood improvement efforts.

TAP's portfolio ranges from single-family home renovations to adaptive reuse of factories, from studies and grant writing to workshops and special events. In large and small projects, TAP's work is focused on urban revitalization, architectural preservation, sustainability, fair housing and removal of architectural barriers. Nelson, a lead architect for the Breathing Lights project (breathinglights.com), hopes to expand TAP's reach through public art and place making.

A non-profit corporation, TAP operates under a board of directors. A long relationship with New York State Homes and Community Renewal allows TAP to provide affordable professional services to property owners and other nonprofits working to improve the quality of life in disadvantaged neighborhoods throughout the Capital Region. TAP's commitment to Troy's architectural legacy, its more than 40 years of expertise and its advocacy have preserved many of Troy's landmarks including the Rice Building, School 10, The Conservatory, The Arts Center of the Capital Region, the Winslow Building, the Herman Melville House and many more. No less important is TAP's work on hundreds of classic Troy row houses, churches and firehouses, all of which have contributed to the City of Troy's downtown renaissance.

TAP, INC.
210 RIVER STREET | TROY, NY 12018
PH: 518.274.3050 | TAPINC.ORG



First Niagara Bank is committed to businesses in the Capital Region with a team of expert commercial lenders dedicated to small, mid-size, and large commercial enterprises. Offering 10 branches in Rensselaer County, many neighborhood locations have on-site Small Business Managers who work to support existing local businesses and encourage new growth and start ups in the area.

"We believe it's our responsibility to give professional resources, expertise and personalized assistance directly to the business community," said Bryce Cutler, vice president,

small business banking. "We take a comprehensive, relationship-based approach with our business clients, offering support services, investment management, cash management, succession planning and all aspects of employee benefits. Our track record of financial sales and client relationship building shows that we are a partner to neighborhood businesses."

First Niagara Bank's small business solutions include checking and savings accounts, merchant services, business credit lines and online tools for 24/7 banking. Small businesses can also access commercial mortgages, leasing, a streamlined approval process for SBA guaranteed loans, flexible term loans and lines of credit up to \$500,000. Cash management solutions, money markets/CDs, insurance and investments help protect businesses for the long term.



"With a full suite of products, our small business experts can guide you with a customizable solution to support your unique business goals," said Cutler. "When you're looking for someone to help you grow your business or answer any questions, we're right here. Listening to you is our priority."

FIRST NIAGARA BANK
615 COLUMBIA TURNPIKE | EAST GREENBUSH, NY 12061
PH: 1.877.731.4644 | FIRSTNIAGARA.COM

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

insight into...

Get Attention Online

The Chamber's online Membership Directory is better than ever. A simple "key word" search will bring visitors directly to your contact information. The result? More referrals, more clients, more business. Turn up the volume by including a no-charge member description about your specialty, expertise or strength. Top it off with a hyperlink from our membership directory straight to your company's website for a one-time fee of just \$25. Then sit back and watch your visits increase! You'll leverage your brand with the Chamber's website, which sees more than 18,000 visits per month. Find out more at renscochamber.com/advertising/online-advertising.

2016 BOARD OF DIRECTORS

MICHAEL A. DIACETIS, Board Chair*
National Grid

JOHN AHEARN*
Rifenburg Construction, Inc.

THOMAS L. AMELL
Pioneer Bank

CHRISTOPHER BURKE*
Unity House of Troy, Inc.

IAN GLASGOW
Next Advance, Inc

LAUREN GROFF
Groff NetWorks, LLC

HOWARD GROSS
eBizDocs

ALISA C. HENDERSON
Duncan & Cahill, Inc.

ROBERT HORAN*
Schodack Central School District

PATRICK HUGHES*
UHY LLP

DAN HURTEAU, ESQ*
Nixon Peabody, LLP

SUSAN KAMBRICH
Woodland Hill Montessori School

ANDREW KINERSON
Gettysburg Flag Works, Inc.

GEORGE E. LaMARCHE III, ESQ
LaMarche Safranko Law, PLLC

MARY MARTINEZ*
Phoenix Companies, Inc.

TONY McMANUS, Past Chair*
WNYT TV-NewsChannel 13

JOHN MILLET
Bouche & Clarke Benefits, Inc.

THERESA MOROUKIAN*
Mosaic Associates Architect

RICK MURPHY
Tri-City ValleyCats

LARRY NOVIK
Bonacio Construction, Inc.

MEL QUINLAN
Oberlander Group

DENISE PADULA
The Alchar Printing Group

PAMELA REHAK
St. Peter's Health Partners

JAMES SPENCER
Rensselaer Polytechnic Institute - Rensselaer Technology Park

NICOLE STEIN*
SEFCU

JEFFREY VUKELIC
Saratoga Eagle Sales & Service

* Executive Committee members.



"Serving New York's Tech Valley"

90 FOURTH STREET, STE.200 | TROY, N.Y. 12180
RENSCOCHAMBER.COM

PRSR STD
U.S. POSTAGE
PAID
ALBANY, NY
PERMIT NO. 164

PROFESSIONAL DEVELOPMENT

Putting Diversity to Work on March 9

OUR PRESENTER



Julie Ross is a proven training and development specialist, advisor and strategic partner. Her expertise is in assessing and analyzing organizational behavior for growth. Her mission is to add profitability through cultural and diversity understanding.

In today's changing world, companies must stay on top of more than just business trends. Find out about social and diversity trends, promoting teamwork and protecting your company from HR violations at the Chamber's upcoming professional development program **Putting Diversity to Work**. This timely workshop will increase your cultural awareness, knowledge and skills to utilize diversity to increase productivity, creativity and profitability. Presented by Julie Ross of Corbett & Ross Organizational Solutions, LLC, a nationally certified diversity training firm. Ross provides training and workshops for management and employees based on needs assessments of private companies, public organizations and programs. Discover how the diversity drives creativity, team-building and success.

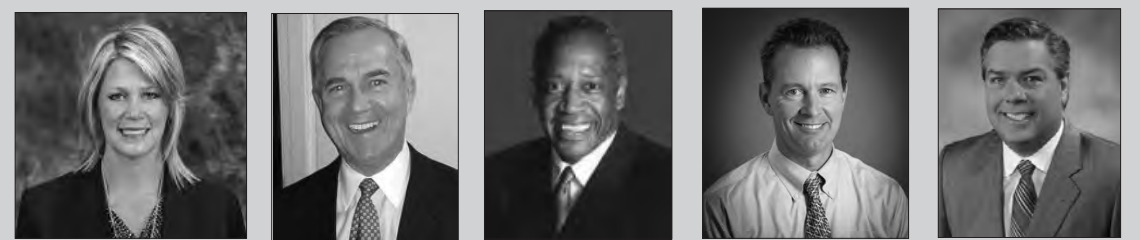
Diversity Training is on Wednesday, March 9 at Revolution Hall, 425 River Street in Troy. Sign up online at renscochamber.com/events. Registration and breakfast at 7:30 a.m.; program 8-9:30 a.m. \$35 for members; \$50 for walk-in members; \$70 for future members. Sponsored by Groff NetWorks, LLC and MicroKnowledge, Inc.

Groff NetWorks, LLC
Network & Computer Consulting

MicroKnowledge INC
COMPUTER TRAINING & CONSULTING

EMPOWERMENT SERIES

How Sports Drive Leadership on April 13



Sports provide opportunities to develop leadership skills in communications, team building, risk taking and more. Learn critical lessons from regional sports figures as they discuss their journeys to positions of leadership at the Chamber's newest Empowerment Series event, **Game Changers: How Sports Drive Leadership**. You'll gain insight from these leaders to stay ahead of the competition, manage a top performing team and lead a champion business. Our panel (above, l-r) includes Katie Abrahamson-Henderson, head coach, University at Albany women's basketball; Christopher Ciceri, CEO, The Albany Devils;

Dr. Lee A. McElroy Jr., director of athletics, Rensselaer Polytechnic Institute; and Rick Murphy, COO/executive vice president, Tri City ValleyCats. Rodger Wyland, sports director, WNYT NewsChannel 13, will moderate.

*Register now for **How Sports Drive Leadership** on Wednesday, April 13 at Renaissance Albany Hotel, 144 State Street in Albany. Registration and breakfast at 7:30 a.m.; program 8-9 a.m. \$35 members; \$50 member walk-ins; \$70 future members. Sponsorships are available. Contact Kate Ollier at kollier@renscochamber.com or 518.274.7020, ext. 23.*

Major underwriters for the Tech Valley Empowerment Series are CAP COM FCU, Linium Recruiting and Turner Construction Co.

CAP COM
Federal Credit Union

linium

Turner
Building the Future

Save The Date!

116th Annual Dinner {with a twist} & Business Expo

Thursday, May 5, 2016

Franklin Plaza Ballroom, Troy

Reserve your business expo booth today at renscochamber.com!

Thank You To Our Sponsors

bouche & clark

CD PHP

nationalgrid

SEFCU

SEFCU

A plan for life.

Dessert Room Sponsored By: CAP COM

Expo Tent Sponsored By: Turner

After Party Sponsored By: Groff NetWorks



La Salle Institute

— Established 1850 —

Today's students. *Tomorrow's leaders.*

Is your son's education rooted
in the right foundation?

Attend La Salle Institute's Spring Open House

Sunday, March 13 | 12 p.m. – 3 p.m.

174 Williams Rd. Troy, NY 12180

- Enjoy student-led tours of La Salle
- Learn about clubs, activities and athletics
- Meet our educators, coaches and staff

— R.S.V.P. at —

www.lasalleinstitute.org/openhouse

ninth annual AROUND THE WORLD FOR 80 STRAYS

Gala

to benefit the

MOHAWK HUDSON
HUMANE SOCIETY



NEW VENUE
more room to celebrate!

APRIL 9, 2016

Six o'clock in the evening

ALBANY MARRIOTT WOLF ROAD

EMCEE
Steve Caporizzo

EVENT CHAIR
Paul Harding

HONORARY CHAIR
Assemblymember
John T. McDonald, III

*Join us for an evening of culinary delights,
complimentary wine, silent and live auctions, dancing
to Bluz House Rockers and other fun surprises.*

HUMANE HERO AWARD
Wes Laraway / New York Wildlife Rescue

HUMANE MEDIA AWARD
iHeart Media

HUMANE BUSINESS AWARD
Benson's Pet Centers

For information about becoming an Honorary Committee member, sponsor or to donate an auction item
CALL 518-434-8128 ext. 206 or VISIT mohawkhumane.org/gala





PLEASE JOIN US FOR
EASTER
Sunday
BRUNCH



SEATINGS
12:00 pm | 12:30 pm | 3:00 pm | 3:30 pm

EASTER EGG HUNT
11:30 am | 2:30 pm

\$29.95 Adult
\$16.95 Child (Ages 6-10)
5 and Under, Free

CALL FOR RESERVATIONS
518 272-1700
235 Hoosick Street, Troy

HILTON GARDEN INN TROY

NABA
Northeastern Association
of the Blind at Albany

**VISIONARY
GALA 2016**

NABA 2016 HONOREES

Corporate Partner of the Year
Rebecca and Brad Junco
Empire Wine and Liquor Outlet

Professional of the Year
Mabel Cheng, M.D.

Volunteer of the Year
Colin Lovelock, WNYT, Creative Services
Producer

Saturday April 16, 2016
Franklin Plaza Ballroom
Fourth & Grand Streets, Troy
6:30 PM – 8:00 PM Open Bar and Hors d'oeuvres
8:00 PM Dinner and Presentation of Awards
Followed by dancing with TS Ensemble

For More Information or Tickets
www.naba-vision.org
518-463-1211 x 241 or 201

Since 1908, NABA has helped individuals of all ages adapt to vision loss, achieve personal goals and remain independent members of their community. NABA provides services in 14 counties. 100% of the proceeds from this event will benefit NABA's following programs: Youth, Employment and Senior. You can learn more about these programs and services by visiting our website at: www.naba-vision.org or our Facebook Page.



Literacy 5K Run/Walk

Sunday, May 1, 2016

Rensselaer Tech Park, Troy, N.Y.



**Register
online:**

www.zippyreg.com

Your support
makes it possible
to provide free
literacy programs to
adult learners.

For complete
information:

www.lvorc.org

**Participants
are invited to
dress as a
favorite
character.**

Register early online or by mail for the best price!

\$20 preregistration through 2/29/16

\$25 preregistration from 3/1/16 through 4/30/16

\$30 race day registration

In-person preregistration: Rensselaer Tech
Park, Saturday, April 30th, 12:00-1:00 p.m.

Race Day Schedule:

8:00 A.M. Registration

9:00 A.M. Children's Fun Run

\$6 registration

9:30 A.M. Youth Mile

\$10 preregistration; \$15 race day registration

10:00 A.M. 5K Run/Walk

11:15 A.M. Awards Ceremony

Literacy Volunteers of Rensselaer County

1915 Fifth Avenue, Troy, N.Y. 12180

(518) 274-8526

digitalfirst MEDIA | THE RECORD
THE SARATOGIAN
Community News

Stewart's
Shops

Cohoes
Savings
FOUNDATION

Hilton
Garden Inn
Troy

Rensselaer
Technology Park Campus

Gettysburg
Flag Works &
More!
www.GettysburgFlag.com



PHOENIX

Aflac
New York

Comfortex
WINDOW FASHIONS

SNYDER 1895 • 2015
PRINTER 120
Years of Fine Printing

BLASCH
PRECISION CERAMICS