

insight

EMPOWERMENT SERIES ON SEPT 22
Inside the Mind of a Young Professional



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 VP of Relocation & Business
 Development, Coldwell
 Banker Prime Properties

Millennials and Gen Y have surpassed all previous generations to become the largest population in the American workforce. These employees currently account for one in three workers and the numbers are growing. Find out what you need to know about this generational workforce at the Chamber's upcoming event, **Inside the Mind of a Young Professional**, the latest in our popular Tech Valley Series for Empowerment. Here's your opportunity to hear from some of the region's leading young professionals in a panel discussion. Discover how these millennials are setting the standard for their generation, what they have to tell us about young professionals and how you can learn from their insights for success, including:

- » Developing a personal brand
- » Communicating between generations

- » Managing workplace challenges for millennials
- » Motivators for young professionals that help companies succeed

Moderated by Kelli Arnold, senior vice president and market executive, First Niagara Bank, this program will help you leverage the strengths of young professionals for opportunities and mutual success.

Register now for Empowerment Series: Inside the Mind of a Young Professional on Thursday, September 22 at The Century House, Route 9 in Latham. Sign up online at rensochamber.com/events. Registration and breakfast at 7:30 a.m.; program 8-9 a.m. \$35 members; \$50 member walk-ins; \$70 future members. Sponsorship opportunities are available. Contact Kate Ollier at 518.687.1249 or kollier@rensochamber.com.



Major underwriters for the Tech Valley Empowerment Series are Bouchey Financial Group, Ltd./Bouchey & Clarke Benefits, Inc.; CAP COM FCU, Linium Recruiting and Turner Construction Company.

JOIN US FOR THE CELEBRATION
Van Rensselaer Awards Dinner on Sept. 15



The Chamber presents the **2016 Van Rensselaer Awards Dinner**, a celebration of excellence in the regional business community. These prestigious honors recognize businesses and individuals who invest in the economic, cultural and humanitarian advancement of our region and act as ready and willing partners to others. Congratulations to our recipients:



SEFCU's unwavering commitment to engage employees, members, business partners and key stakeholders to help those in need has made a positive difference for decades. SEFCU's Community Support Program has made the credit union one of the largest philanthropic organizations in upstate New York.

VAN RENSSELAER
 SMALL BUSINESS AWARD

The Kaleel Jamison Consulting Group, Inc. (KJCG) invests time, energy and talent supporting the community through its commitment to local businesses, educational institutions and non-profit programs. KJCG fosters positive change by sharing its knowledge, expertise and resources in the belief that good corporate citizenship is key to being a successful organization.



E. Stewart Jones, Jr. is a highly respected and established law firm partner, attorney and counselor-at-law recognized for his professional excellence as well as his community service, volunteerism and philanthropy. Rated highly within his profession, his charitable work spans decades and many diverse organizations.

E. Stewart Jones, Jr.
 EDWARD H. PATTISON
 CITIZENSHIP AWARD

The Van Rensselaer Awards Dinner is on Thursday, September 15 at the Hilton Garden Inn, 235 Hoosick Street in Troy. Sign up at rensochamber.com/events. Networking and cocktail reception at 5:30 p.m.; awards and dinner at 6:30 p.m. \$120 members; \$240 non-members. \$1,495 for Chairman's circle table of 10.



Underwritten by Capital Bank,
 CDPHP and The Phoenix
 Companies, Inc.

ASK THE EXPERT:
The Value of Leadership

Christopher Burke is CEO of Unity House of Troy, Inc., a nonprofit agency providing a wide range of human services. He has dedicated more than 30 years to serving and empowering people in need, and has been honored for his outstanding advocacy and active community leadership. Chris serves as chair of **The Leadership Institute's Class of 2017** and is a graduate of the Chamber's award-winning program.



Q: Why chair this year's Leadership class?

A: I have supervised many managers who participated in the Chamber's **Leadership Institute** and I have seen the quality and impact of the program. There are a number of professional development programs in the Capital Region, but **The Leadership Institute** is a superior experience. The program benefits participants through contacts, resources, ongoing educational opportunities and, of course, networking. Leadership introduces participants to a variety of peers, seasoned professionals and alumni who remain part of their personal and professional network long after graduation.

Q: What is unique about the program?

A: An outstanding facet is **The Leadership Institute's** faculty. They are executive-level professionals who you would not normally get the opportunity to meet and talk with. The faculty members bring real-world dimensions to the classes through their expertise. Participants not only learn from and interact with faculty, they gain valued mentors. Leadership graduates leave with an impressive portfolio of personal contacts and resources.

Q: How do employers benefit?

A: More than 80% of Leadership graduates surveyed are promoted or given leadership responsibilities; nearly two-thirds volunteer with local organizations. This skills-based program develops leadership abilities, entrepreneurial skill-sets, strategic thinking and team building capabilities, increasing your employee's value at work and at home. If you have an employee ready to move to a higher level, take on responsibility and advance professionally, this is the program to invest in. Now is the time to include it in your 2017 budget.

"Ask the Experts" 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.

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● NEW MEMBERS

Community Resource FCU
Credit Unions
Rep: Marc DeNofio
628 Bloomingrove Drive
North Greenbush, NY 12198
Phone: 518.783.2211
communityresource.coop

Culinary Square
Retail
Rep: Samantha Fagan
251 River Street
Troy, NY 12180
Phone: 518.326.5818
culinarysquaretroy.com

East Greenbush Central School District
Schools
Rep: Jeffrey Simons
29 Englewood Avenue
East Greenbush, NY 12061
Phone: 518.207.2531

F.W. Webb Company
Plumbing and Heating
Rep: Mike Bifano
17 Erie Boulevard
Albany, NY 12204
Phone: 518.472.9322
fwwebb.com

National Project Group
Office Furniture
Rep: Josh Love
539 Pawling Avenue
Suite A
Troy, NY 12180
Phone: 800.821.3522
nationalprojectgroup.com

Romanation Jewelers
Jewelry-Retail
Rep: James T. Cook
48 Third Street
Troy, NY 12180
Phone: 518.272.0643
romanationjewelers.com

Sidney Albert Albany Jewish Community Center
Non-Profit Organizations
Rep: Adam Chaskin
340 Whitehall Road
Albany, NY 12208
Phone: 518.438.6651

StemCultures
Manufacturers
Rep: William Price
One Discovery Drive
Rensselaer, NY 12144
Phone: 518.621.0848

Wells Fargo Home Mortgage
Financial Services
Rep: Claudia Van Deusen
NMLSR: 460091
125 Wolf Road
Albany, NY 12205
Phone: 518.458.5526

DID YOU KNOW ?

Save Local Now (SLN), the Chamber's newest member marketing benefit, provides an easy-to-use digital platform to promote your business or non-profit organization in high-impact ways. Discover convenient content publishing, search engine optimization, email marketing, social sharing and more. SLN empowers members to create and share digital content where it really matters: online, on social media and through email marketing. Need help? No problem! Sign up for a free training session at <http://blog.savelocalnow.com/training/>. For details, visit renscochamber.com/member-benefits or contact Communications & Web Strategies Manager Staci O'Neill at 518.274.7020, ext. 16 or soNeill@renscochamber.com.

● MEMBER NEWS



The Northern Rivers Family of Services named William T. Gettman Jr. chief executive officer. With more than 30 years of executive management experience, he is also responsible for Northern Rivers' member agencies **Northeast Parent & Child Society** and **Parsons Child & Family Center**. Visit northernrivers.org.

Bouchey & Clarke Benefits, Inc. formed a new consulting entity, **Bouchey, Millet and Schafer Benefit Consulting, LLC**, as a result of the acquisition of Green Mountain Benefits. The firm provides employee benefit consulting services to school district consortiums, public sector entities and other large employer groups, especially those with alternative funding arrangements. The firm specializes in Affordable Care Act consulting services. Visit bouchey.com.

GreyCastle Security was named one of the 10 fastest-growing cybersecurity companies in 2016 by *The Silicon Review*, an online magazine. GreyCastle is a leading service provider dedicated exclusively to cybersecurity and the practical management of cybersecurity risks. Visit greycastlesecurity.com.



Mohawk Hudson Humane Society President and CEO Brad Shear (photo, left) was elected to the Society of Animal Welfare Administrators board of directors. Also, the humane society has named Caitlin

Davis community programs manager (photo, right). Visit mohawkhumane.org.

The Sage Colleges was voted into the Empire 8 Athletic Conference, effective for the 2017-2018 academic year. Sage was chosen for its strong athletic programs and leadership, becoming the conference's ninth member. Empire 8 sponsors championships in 23 sports, with automatic bids to NCAA Division III Championships. Visit sagegators.com.



CAP COM Federal Credit Union hosted an annual Family Fun Day at St. Catherine's Marillac Family Shelter in Albany. The credit union plans to donate backpacks with school supplies to the shelter, provide Thanksgiving meals and "adopt" families for the holidays. Visit capcomfcu.org.



Advance Auto Parts, Inc. celebrated a ribbon cutting and grand opening at a new location, 618 Hoosick Street in Troy (photo above). The store provides quality auto parts, advice and accessories. Visit advanceautoparts.com.

SEFCU launched "Paying it Back," a new program to assist active U.S. military and veterans with a 0.25% reduced rate on SEFCU auto, RV/boat, sportscraft and fixed-rate home equity loans. The reduced rate may be combined with other rate reductions and SEFCU will also waive a \$350 commitment fee and \$175 application fee for any new mortgages. Visit sefcu.com/militaryprogram.



The Chazen Companies hired Brit Basinger, RLA (photo, left), as director of Landscape Architecture Services. He brings 25 years of award-winning experience as a design leader to Chazen, including visioning, master planning, community planning, mixed-use waterfront projects, park and recreation facilities and site-specific design projects. His responsibilities are focused on expanding Chazen's services in various market sectors throughout New York. Visit chazencompanies.com.

Kinderhook Bank Corp. appointed Joshua M. Cukerstein as vice president, Commercial & Industrial Relationship manager (photo, right). With more than 15 years experience, he will help grow the bank's commercial loan portfolio while developing new banking relationships. Visit nubk.com.



The Albany Symphony is one of four orchestras selected to perform at The Kennedy Center for Performing Arts in Washington, D.C. for the 2016 Annual SHIFT: A Festival of American Orchestras, from April 9-15, 2018. Visit albanyorchestra.com.

events calendar 2016

SEPT	OCT	ADDITIONAL INFO
<p>Thursday • 9/8 Department of Labor New Overtime Rule: What Every Business Needs to Know Presented by Frank Kerbain, director, Center for Human Resources, The Business Council of New York State. Registration and light refreshments at 7:30 a.m.; program, followed by Q&A, 8-9:30 a.m. No charge; registration required. At The Century House, Route 9 in Latham.</p> <p>Thursday • 9/15 Van Rensselaer Awards Dinner Networking reception at 5:30 p.m.; awards at 6:30 p.m.; dinner at 7 p.m. Reservations are \$120 members; \$240 future members; \$1,495 for Chairman's Circle tables of 10. At the Hilton Garden Inn, 235 Hoosick Street in Troy. Sponsored by Capital Bank, CDPHP and The Phoenix Companies, Inc.</p> <p>Thursday • 9/22 Empowerment Series: Inside the Mind of a Young Professional Panel discussion about young professionals in the workplace. At The Century House, Route 9 in Latham. Series underwriters are Bouchey Financial Group, Ltd./Bouchey & Clarke Benefits, Inc.; CAP COM FCU; Linium Recruiting; and Turner Construction Company. Sponsorships available.</p> <p>Wednesday • 9/28 BIG Legal Talk for SMALL Businesses Presented by Michael Ginsberg, vice president, Pattison, Sampson, Ginsberg & Griffin, PC. Registration and lunch at 11:30 a.m.; program 12-1:30 p.m. At the Hilton Garden Inn, 235 Hoosick Street in Troy. Sponsored by Groff NetWorks, LLC; MicroKnowledge, Inc.; and Pierce Communications.</p>	<p>Wednesday • 10/5 NetworkingPlus Luncheon Get connected, develop leads and build relationships at this fast-paced networking event! Now with THREE table rotations and Ambassador facilitators for more opportunities to connect with quality leads. At Pat's Barn, 110 Defreest Drive in Troy. Registration at 11:30 a.m.; program 12-1:15 p.m. Sponsored by CDPHP, Saratoga National Bank & Trust Company and Upstate Concierge Medicine.</p> <p>Friday • 10/7 Quick Learn Session: Using PowerPoint to Build Effective Presentations Train yourself and your staff at considerable savings. Learn the principals of effective presentation, design and delivery, such as organizing content, formatting, colors, slide masters, transitions, animations and more. Presented through a Chamber partnership with MicroKnowledge, Inc. Registration and refreshments 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 • 10/12 Free Member Benefits Breakfast Open to all members and their employees. Great for new employees, new members and those who want to get a refresher on the value of their membership! Meet our staff, give a brief presentation about your business and bring plenty of business cards to distribute. Great networking opportunity! No charge; registration required. At the Capital District YMCA, 20 Community Way in East Greenbush. Sponsored by Thomas K. Judd & Associates. Additional sponsorships available.</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: renscochamber.com/events</p> <p>Questions? Contact Gabrielle Polce Events Coordinator 518.687.1238 gpolce@renscochamber.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>

Siena Nursing Program Meets Growing Demand

Baldwin School of Nursing Helps RNs Complete B.S. Degrees



The growing demand for registered nurses to earn bachelor's degrees in their field often creates a scheduling nightmare for working RNs who return to school. Siena College is addressing that challenge with its new Baldwin Nursing School and bachelor of science degree in nursing. Designed

as a completion curriculum for RNs who hold an associate's degree, the two-year program begins this fall after receiving approvals from the New York State Department of Education and Board of Regents. Accepting just 16 students for its first semester, the school is expected to expand quickly based on growing workforce development demands.

In establishing its first-ever nursing program, Siena has taken the innovative approach of scheduling on-campus classes on Wednesdays, providing a predictable schedule for working nurses and their employers. About two-thirds of the program requirements are completed on-campus, and one-third through online platforms. In addition to classwork, the program includes a clinical practice segment that provides students with in-the-field experiences. Students will be able to perform their clinical work at hospitals, community and public health settings, or other medical facilities throughout the region, providing a benefit to both the student and the

community. A "fast-track" 16-month program is available for RNs who hold a bachelor's degree in a discipline other than nursing.

"Hospitals are urging, sometimes requiring RNs to have a bachelor of science in nursing and often provide substantial tuition reimbursements," said Baldwin Nursing Program Director Lisa Flack, DNS, MS, RN. "Numerous studies have shown hospitals and patients benefit from nurses with a bachelor's degree, and many RNs want to further their education."

Siena College President Brother F. Edward Coughlin, O.F.M., Ph.D., said expanding into nursing education reflects the values of the Franciscan college. "Nursing is a special calling that involves compassion and a sense of service to people at very vulnerable moments in their lives," he said. "Nurses educated at the Baldwin School have the unique opportunity to embody Franciscan ideals in the 21st century workforce."

The National Academy of Medicine, formerly called the Institute of Medicine (IOM), has called for 80% of practicing RNs to have bachelor's degrees in nursing by 2020. "The workforce demand is growing," said New York State Health Commissioner Howard A. Zucker, M.D. "Siena College has stepped forward to assist nurses to meet the needs of the increasingly complex world of health care."

The Baldwin Nursing Program was established through a gift from Thomas and Laurie Baldwin of Albany, both Siena graduates. Visit siena.edu/nursing.

WORKFORCE DEVELOPMENT

Effective Training Options Expanding at HVCC

Whether it's drone technology, photovoltaic systems, CAD drawing or project management, employers and employees are turning to Hudson Valley Community College for workforce training. The college's Workforce Development Institute (WDI) provides a growing menu of professional development and training for people, businesses and organizations throughout the Capital District. The non-credit courses are being utilized by people looking to begin a first career, trying to advance at a current job, brushing up on skill-sets or seeking to change careers entirely.

New courses beginning this fall include Drone Flight Systems Training - Introduction to Small Unmanned Aerial Systems (sUAS). Participants learn to fly sUAS and the facts about multiple types of flight systems in order to fly safely and effectively. Students also learn about emerging job opportunities using sUAS and entrepreneurs are introduced to the many applications of this transformative technology.

For a full listing of WDI courses and details, visit hvcc.edu/wdi/courses.

HVCC also offers corporate programs and customized training through its WDI, working directly with employers from all industries, to create customized staff development and training packages. Courses can be chosen from WDI's listings, or a specific curriculum can be developed based on need. Courses can be taken on-site in the workplace, online or at any of HVCC's facilities. For more information, visit hvcc.edu/wdi/business.



APPLICATIONS DUE BY NOVEMBER 30

Phase 2 of NY Broadband Initiative Launched



Fifty million dollars has been awarded so far in broadband grants to provide high-speed internet service to unserved and underserved homes and businesses across the state, according to New NY Broadband Program officials. Phase I awards will connect 34,000 homes to high-speed internet for the first time. Once completed, 97% of New Yorkers will have the broadband access required to succeed in a 21st century economy, with the goal of serving all

New Yorkers by the end of 2018.

Phase 2 is currently accepting Consolidated Funding Applications (CFAs) through its online portal from October 17 through November 30. Visit nysbroadband.ny.gov/new-ny-broadband-program/phase-2.

The New NY Broadband Program is administered by the New York State Broadband Program Office (BPO), a division of the New York State Urban Development Corporation, d/b/a Empire State Development (ESD).

At-a-Glance

- » 97% of New Yorkers will have high-speed broadband by 2017 and all New Yorkers will have it by the end of 2018, two years ahead of schedule.
- » 50% of unserved outlets are addressed by Round 1 grants. Charter Communications' four-year rollout will bring service to 145,000 unserved households/businesses.
- » 2 million upstate households will receive 100 megabits per second speed upgrades by 2017

A QUARTERLY REPORT OF THE CHAMBER'S



Economic Development Partnership

VISIONARY INVESTORS



At First Niagara, commitment to community is

more than what we do, it's also who we are. Thriving communities sustain everything that matters to us: our customers, our employees, and our neighborhoods. It's integral to the way we do business. We have the loans, investments and services that really make a difference in our rural communities, small towns and big cities. At First Niagara, we don't simply talk about reinvesting in our communities; we act on it. Visit firstniagara.com.



Rifenburg is one of upstate New York's oldest and largest family-owned construction firms. Specializing in earth moving and restoration of all kinds, Rifenburg

makes quick work of landfill expansions and closures, site work, highway and bridge expansion and utility installations. Since 1958, Rifenburg satisfies customers with dedication to projects, an emphasis on safety and the ability to take on big challenges while getting the job done on time and on budget. Visit rifenburg.com.

CHAMPION INVESTORS



INNOVATOR INVESTORS

NBT Bank

TRAILBLAZER INVESTORS

Columbia Development Companies

Kinderhook Bank

NAI Platform

Pattison, Sampson, Ginsberg & Griffin PC

Saratoga National Bank & Trust Company

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

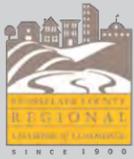
Looking for a smart investment? With the Chamber's EDP you can invest in the success of our regional business community. In conjunction with the Rensselaer County Industrial Development Agency and the Center for Economic Growth, we serve as a catalyst for businesses starting up, expanding, or looking 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



Economic Development Partnership

MEET OUR INVESTORS:

The Rifenburg Companies



As a founding member and Visionary Investor in the Chamber's Economic Development Partnership, the

Rifenburg Companies are making a tangible commitment to the region they have served for more than 50 years.

"This area is our home, and from a business standpoint it has been a successful region in which to grow our business," said President George Rifenburg. "We believe in giving back to the community. Investing in the Chamber's Economic Development Partnership is an important way of committing to the area's economic well-being and ensuring a high quality of life for everyone who works or lives here."

Founded by Ken Rifenburg, the company has followed a steady philosophy of safety and customer satisfaction, resulting in successful growth. In 1972, it had about 60 employees and its projects included many small New York State Department of Transportation contracts. Today, the Rifenburg Companies has grown to more than 350 employees and completes more than \$90 million in projects annually for municipalities, state agencies, and private companies. Projects include industrial sites, commercial and residential developments, office parks, and more.

"Safety comes first at the Rifenburg Companies. We were one of the first construction companies to partner with OSHA," said George Rifenburg. "Our father, Ken, started the business with a dedication to customer service and high-quality work. Our reputation continues to be built on the satisfaction of our clients."

Collectively, the Rifenburg Companies provide expertise in highway construction and restoration, site development, landfill technologies, environmental clean-up, utilities installation, mining, aggregate sales, equipment (sales, leasing, rentals), airport maintenance, and runway reconstruction. Rifenburg was responsible for a \$99.6 million reconstruction of the NYS Thruway, from exit 23 to 24, the largest undertaking in the history of the Thruway Authority's Albany division. The three-year project was completed on time and on budget. Rifenburg also constructed the roundabouts at Exit 12 of the Northway in Malta, completed a year ahead of schedule and resulting in the smooth flow of traffic through an increasingly busy region. Rifenburg was chosen for construction of a large addition to the University at Albany's College of Nanoscale Science & Engineering. The state-of-the-art, 510,000-square-foot building houses a computer chip research and development facility.

By focusing successfully on customer goals, timetables, and budgets, Rifenburg has many repeat clients, and has built a solid reputation.

"The keys to our success have been respect and appreciation for our employees, an emphasis on safety for all, and responsiveness to clients," said George Rifenburg. Visit rifenburg.com.

STEADY GROWTH REQUIRES UPDATES

Airport Competes for \$40 Million in State Funding

Albany International Airport is competing for \$40 million in state grant money to revitalize passenger facilities, expand capacity for private aircraft business and build a four-story, 1,000-space parking garage. The improvements could add 200 jobs to the site, according to the proposal. The airport is vying for a portion of the \$190 million the state has committed to the Upstate Airport Economic Development Revitalization Competition, a program to invest in commercial airports in upstate New York. Grant recipients are expected to be announced in December.

The effort comes as business at the Albany airport grows for the third year in a row, making it one of the fastest-growing airports in the state. In 2015, JetBlue was added as a carrier and American Airlines has added three daily flights to Chicago. The number of passengers increased by 5.5%

in 2015, and is on track to rise by 10% for 2016. The grant money would be used to modernize and renovate the airport to meet growth and deliver the conveniences and amenities passengers expect. The project would rehab escalators, restrooms, and the food court. A 20,000-square-foot hanger would be built to expand space available for private aircraft.

In addition, the Department of Transportation has allocated \$50 million in its 2016 capital plan to help pay for a ramp from the airport to Northway Interstate 87, improving access and traffic flow. The Exit 4 connection project will be a direct link to 87, reducing congestion and improving overall passenger experience. Officials believe increased traffic safety and ease-of-use will attract more travelers to choose Albany International over competing airports, especially for drivers from out of state who are unfamiliar with the area's traffic patterns.

Ready, Set, Build! New Projects Get Underway



The Rosenblum Companies are transforming the former Troy Record building, 501 Broadway in Troy, into 28 apartments and three retail spaces.



St. Peter's Health Partners have "topped off" a new, five-story patient pavilion at Samaritan Hospital's campus, a major milestone in a \$99 million Troy Master Facilities Plan.



The Best Western Franklin Square Inn, in partnership with BBL Construction, is undergoing a \$3.5 million renovation and 28-room expansion.

The Finalized Fair Labor Standards Act & Your Business

by Frank Kerbein

The U.S. Department of Labor's (DOL) final rule regarding the salary level for overtime exemptions has been released and takes effect December 1, 2016. The Fair Labor Standards Act (FLSA) requires that most employees in the U.S. be paid at least the federal minimum wage for all hours worked and overtime pay at time-and-one-half the regular rate of pay for all hours worked over 40 hours in a workweek. However, Section 13(a) (1) of the FLSA provides an exemption from both minimum wage and overtime pay for employees employed as bona fide executive, administrative, professional, outside sales and certain computer employees.

To qualify for exemption, employees generally must pass certain tests regarding their job duties and be paid on a salary basis, and at a salary level of not less than \$455 per week. Job titles do not determine exempt status. In order for an employee to be exempt from the overtime provisions of the law, the employee must pass all three tests (NYS

has its own salary level requirements for executive and administrative professionals. That level is currently \$675 per week). Key provisions of the new rule set the standard salary level at the 40th percentile of earnings of full-time salaried workers in the lowest-wage Census Region, currently the South. This means the new salary level effective December 1, will be \$913 per week; or \$47,476 per year. The new rule also sets the total annual compensation requirement for highly compensated employees (HCE) subject to a minimal duties test to the annual equivalent of the 90th percentile of full-time salaried workers nationally at \$134,004. The new rule establishes a mechanism for automatically updating the salary and compensation levels every three years to maintain the levels at the above percentiles and to ensure that they continue to provide useful and effective tests for exemption. Additionally, the new rule amends the salary basis test to allow employers to use nondiscretionary bonuses and incentive payments, including commissions, to satisfy up to 10 percent of the new standard salary level.

The initial increases to the standard salary level (from \$455 to \$913 per week) and HCE total annual compensation requirement (from \$100,000 to \$134,004 per year) will be effective December 1. Future automatic updates to those thresholds will occur every three years, beginning on January 1, 2020.

In light of the new final rule, employers need to review all the positions in their organization currently considered "exempt" and paid less than the new salary level of \$913 per week/\$47,476 per year. Employers can either increase an exempt worker's salary so the worker remains exempt, or reclassify him or her as nonexempt.

A proposed bill, The Protecting Worker Advancement and Opportunity Act, was introduced March 17 in Congress and would require the DOL to hold off on the regulation until an economic analysis on the rule's impact on small businesses, nonprofit organizations and public employees is done.

Frank Kerbein is director, Center for Human Resources, The Business Council of New York State. He is the guest speaker at the Chamber's special program, "Department of Labor New Overtime Rule: What Every Business Needs to Know" on Thursday, September 8 at The Century House, Route 9 in Latham. Registration and light refreshments at 7:30 a.m.; program at 8 a.m., followed by Q&A. No charge; registration required. Register online at renscochamber.com/events.

MVP Kiosk Wins Award

A retail kiosk in Colonie Center mall is bringing MVP Health Care new attention, new customers and a national award. "MVP Health Care® Goes Retail" is a multi-dimensional retail effort including traditional advertising elements as well as a unique kiosk-type structure (photo, above) with embedded charging stations, digital billboard and flexible space designed to accommodate private meetings with consumers during health insurance open enrollment periods. The kiosk, and brand elements on nearby floors, escalators and columns, earned Colonie Center a 2016 U.S. MAXI Gold Award from the International Council of Shopping Centers.

MVP's consumer strategy also features mobile outreach, with a fleet of branded vehicles that travel to public locations. Visit mvphealthcare.com.



Rensselaer Starts Walkway

One of the best views in the Capital Region is about to become more accessible to the public. The City of Rensselaer is ready to break ground on a 3,000-foot esplanade along the Hudson River, just across from downtown Albany. The construction is expected to spur commercial and residential investment along the waterfront. A \$1.74 million construction bid was awarded to Harrison & Burrowes in Glenmont to build the long-anticipated walkway starting this fall. The city has already received a \$2.4 million state grant for the project, which may be extended north to Killiaen's Landing, increasing the promenade's length to one-third of the city's waterfront. A landscaped area with



historic lighting and stamped concrete pavers will serve as the focal point and place where people can picnic, walk, bike and fish. Visit renselaer.ny.gov.

COST-EFFECTIVE TRAINING

Chamber + MicroKnowledge, Inc. = Success!

Looking for a valuable training opportunity for yourself and your staff? Welcome to **Quick Learn**, a series of high-impact workshops brought to you by the Chamber and MicroKnowledge, Inc., a pioneer in technology education and a leader in high quality training and consulting. Spend two hours with expert instructors from MicroKnowledge and master new computer skills to make your work more efficient, expand your skills and better serve your customers. Mark your calendars now for this upcoming workshop:

Quick Learn Session

PowerPoint: Building Effective Presentations

Friday, October 7

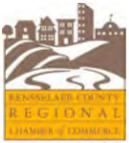
At the Chamber, 90 Fourth Street in Troy.

Registration and refreshments at 8 a.m.; program 8:30-10:30 a.m.

\$79 members; \$99 future members

Seating is limited, so register today!

Review the principals of PowerPoint's for effective presentation, design and delivery. Learn how to plan, organize, format, insert content and use colors, slide masters, transitions and animations to create your best presentations ever!



Register now at www.renscochamber.com/events. Quick Learn workshops are sponsored by the Chamber and MicroKnowledge, Inc.



AFTER-HOURS NETWORKING

Rooftop Off-the-Clock a Big Success

The sun went down as the networking went up — to the terraced rooftop of The Franklin Plaza in Troy where Chamber members enjoyed gourmet hors d'oeuvres and stunning views of the downtown skyline. The Chamber's recent Rooftop Off-the-Clock After Hours was a summer success as regional professionals gathered to network and relax (photos below). Special thanks to our event sponsor, eBizDocs.



Check Out These Chamber Benefits

Here's a quick reminder of some of the benefits we offer to you and all of your employees. For a full listing of cost-saving member benefits, visit renscochamber.com.

CONSTANT CONTACT DISCOUNTS



Chamber members receive exclusive savings on Constant Contact's entire suite of online tools: *Email Marketing* to get your audience's attention and retain it; *Social Campaigns* to attract and engage fans on Facebook; *Event Marketing* from promotion to online registration; *Online Surveys* and more. Sign up through our representative Erik Bunaes at erik@endorphineadvisors.com and receive a discount of up to 25%, even if you're already a Constant Contact customer.

FREE CONFERENCE ROOMS

Let the Chamber help you present a professional image by taking advantage of two free conference rooms at our office at 90 Fourth Street in Troy. Choose our executive conference room for your next board meeting, brainstorming session or staff training. The first-floor room seats 35 and includes a kitchenette. Need a smaller venue? Our upstairs conference room seats 10. Both rooms are readily equipped with free wi-fi. Reservations are required by contacting the Chamber at 518.274.7020. Book a conference room today and let the Chamber help you succeed!



CHAMBER MEMBER

spotlights



Upstate Concierge Medicine is the region's premier provider of telemedicine services, connecting local and regional doctors to patients 24/7/365 using every day technology, such as phone, text, video and email.

Upstate Concierge Medicine diagnoses, prescribes medications, orders labs/x-rays and even refers patients to local primary care physicians and specialists. By providing ease of access and quality care, the telemedicine company cuts costs for individuals and businesses by reducing unnecessary urgent care and emergency room visits. By providing business-to-business solutions, Upstate Concierge Medicine enables businesses, colleges, healthcare organizations and insurers to leverage the company's network of providers, technology and expertise to provide quality telemedicine services.



"Once telemedicine is integrated into the local and regional healthcare system, the true power of reducing costs while providing the highest quality care is unleashed," said Keith Algozzine, CEO. "Our guiding principle is to treat our business partners and members like we treat our own friends and family. That's the strength of our commitment."

Upstate Concierge Medicine diagnoses and treats many common disorders, including pink eye, colds/flu, allergies, urinary tract infections, rashes, fever and mild asthma, to name a few. In conjunction with strategic partners, the telemedicine firm can also treat serious medical conditions, helping to reduce unnecessary hospitalizations. If a condition requires it, Upstate Concierge Medicine refers patients to PCPs or specialists. The company's medical experts are available to answer simple to complex questions and are committed to patient follow up after initial consultations. Through strategic partnerships, Upstate Concierge Medicine provides ancillary health and wellness services to a variety of clients. This fall, Upstate Concierge Medicine will move to new, expanded offices in the Quackenbush Building, 32 Third Street in Troy.

UPSTATE CONCIERGE MEDICINE & MANAGEMENT
5 SOUTHSIDE DRIVE, SUITE 11-164 | CLIFTON PARK, NY 12065
PH: 844.484.7362 | UPSTATEVIPMEDICINE.COM



The Kaleel Jamison Consulting Group, Inc. (KJCG) assists organizations in creating inclusive collaborative workplaces that unleash the talent and creativity of the people of the organization.

"Our experience shows that inclusion is a powerful 'HOW' for breaking down the barriers that block innovation, workforce engagement and improved operational and financial success," said Vice President of Strategist Acceleration Tara Whittle (photo, left). "We bring culturally inclusive mindsets and behaviors to every client engagement—from good organizations that want to be better, to those struggling through times of crisis and transition."

Since 1970, KJCG has worked with organizations to develop strategies and competencies that build momentum for change and ensure inclusion becomes foundational to how an organization enhances execution and drives bottom-line results. Through KJCG's guidance and expertise, clients discover how cultural inclusion enables all people in organizations to do their best work while increasing the speed of knowledge transfer and application throughout the organization. The result is long-term, strategic culture change and continual achievement of higher operational and financial performance.

KJCG partners with Fortune 100 companies, nonprofits, education and healthcare entities, municipalities and government agencies and founder-led businesses around the world, such as Apple, Toyota, DuPont, Ecolab, EILEEN FISHER, and Merck. The firm provides a full range of strategic culture change services, including Senior Leadership Alignment, Diversity Optimization, Executive Coaching, Presence Consulting®, Rapid Response, Measurement & Analysis and assistance with cultural integration during mergers and acquisitions. Recipients of the Chamber's 2016 Van Rensselaer Award and the 2015 "Troy Vision Award" from the Downtown Troy Business Improvement District (BID), KJCG is a committed partner to the community and dedicated to tackling community or societal issues and improving the quality of life for all individuals.

KALEEL JAMISON CONSULTING GROUP, INC.
5 THIRD STREET, SUITE 230 | TROY, NY 12180
PH: 518.271.7000 | KJCG.COM

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

Vendors: Sign Up for 2016 Stroll

The 34th annual Troy Victorian Stroll, brought to you by the Chamber for the past two decades, is now accepting applications for its **Food Vendor** and **Arts & Crafts Show** in The Atrium, Third & Broadway in Troy. This year's Stroll is set for Sunday, December 4, from 11 a.m.-5 p.m. and is expected to attract more visitors than ever before! Sign up now to ensure your vendor space. Application deadline for all vendors is Friday, November 4 at 5 p.m. To sign up, visit victorianstroll.com and click on applications. See you at the Stroll!

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PROFESSIONAL DEVELOPMENT

BIG Legal Talk for SMALL Businesses on Sept. 28

Good business sense includes knowing how to handle legal issues that impact your business, issues such as liability, compliance and labor relations. Often the best way to protect yourself and your business is to know where to go for timely and informed expertise. Discover the facts and assistance you need at the Chamber's upcoming workshop, "BIG Legal Talk for SMALL Businesses." Our presenter, Michael Ginsberg, vice president of Pattison, Sampson, Ginsberg & Griffin, PC, will give you everything you need to know to become legally savvy in business, including these topics:



- Liability Protection
- Regulatory Compliance
- Labor Issues
- Contracts
- Risk and Crisis Management
- Best Practices

Learn how to handle simple legal issues with proactive knowledge and when to call in a professional to protect your interests. This professional development workshop brings you face-to-face with one of the area's top business attorneys at considerable savings. Sign up today!

Register now for **BIG Legal Talk for Small Businesses** on Wednesday, September 28 at the Hilton Garden Inn, 235 Hoosick Street in Troy. Sign up online at renscochamber.com/events. Registration and luncheon at 11:30 a.m.; program 12-1:30 p.m. \$35 for members; \$50 for walk-in members; \$70 for future members. Sponsored by Groff NetWork, LLC; MicroKnowledge, Inc.; and Pierce Communications.



OUR PRESENTER



Michael E Ginsberg Esq., vice president and managing partner of Pattison Sampson Ginsberg & Griffin P.C., is a former president of the Rensselaer County Bar Association and chairman of the New York State Bar Association Practical Skills Seminar on Forming and Advising Businesses. He has published articles and lectured on such topics as limiting corporate liability, employee non-compete agreements, export control compliance, federal disabilities act compliance and more. He has vast trial experience in federal and state courts.

HIGH-IMPACT CONNECTIONS

"Fall" Into Networking with Chamber Events

Sign up this fall for the Chamber's exciting slate of networking programs and take advantage of dynamic opportunities to meet and connect with regional professionals. We know you don't have a lot of time or a lot of money to invest in networking events that don't deliver high-quality business connections. We've designed all of our programs to maximize the value of your busy schedule and your bottom line, bringing you referrals, introductions and resources to help grow your business or non-profit organization. Here is the Chamber's fall line-up of networking events:

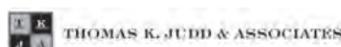
NetworkingPlus Luncheon

Wednesday, October 5
Registration & lunch at 11:30 a.m. | Program 12-1:15 p.m.
A fast-paced event for you to connect, develop quality leads and build relationships. With THREE table rotations and Chamber Ambassadors to facilitate networking. At Pat's Barn, 110 Defreest Drive in Troy. Sponsored by:



Free Member Benefits Breakfast

Wednesday, October 12
Registration & breakfast at 7:30 a.m. | Program 8-9 a.m.
Open to all members and their employees. Great for new employees, new members and those who want to get a refresher on the value of their membership! Meet our staff, give a brief presentation of your business and bring plenty of business cards to share. At the Capital District YMCA, 20 Community Way in East Greenbush. Sponsored by:



"Good News" Rensselaer County Breakfast

Wednesday, November 9
Registration & breakfast at 7:30 a.m.
Program 8-9 a.m.

In partnership with Rensselaer County, the Chamber celebrates five growing businesses that are making a positive impact on the area's economy and quality of life. At the Hilton Garden Inn, 235 Hoosick Street in Troy. Sponsored by:



Connecting Good Causes with Good People

Thursday, November 17
Registration and networking at 5:30 p.m.
Program at 6:30 p.m.
Join us for a volunteering match program with networking and cocktails. You'll discover win-win relationships between businesses/individuals and local non profits. Find your passion! At the Hilton Garden Inn, 235 Hoosick Street in Troy. Sponsored by:



GET THE ATTENTION YOU DESERVE by sponsoring a Chamber event. Sponsorships are available for the above programs. Contact Director of Member Engagement & Business Development Kate Ollier at kollier@renscochamber.com or 518.687.1249 today!



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Register at www.renscochamber.com



SEFCU Members: Enter for a chance to win a NEW CAR!

REGISTER AND WE'LL DO THE REST — THE MORE POINTS YOU EARN, THE MORE CHANCES TO WIN



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- Accounts designed for everyone in your family
- 55,000+ ATMs free for SEFCU members
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- *REALLY FREE* Checking and great rates on savings and loan products

*Must meet all eligibility requirements.

NO PURCHASE NECESSARY. Ends 10/15/16.

Official rules at sefcu.com/sweepstakes.

Federally insured by NCUA.

Not a member yet? You don't have to be a state employee to join SEFCU!

There are thousands of ways to join!

PLUS when you open an account between August 15 and October 15 you can register for the **SEFCU CAR SWEEPSTAKES!**

It's simple...the more SEFCU products and services you use, the more chances you get to win the **GRAND PRIZE** — your choice of a **2016 Mitsubishi Outlander Sport SEL, Buick Verano, Jeep Renegade Sport 4x4, or Subaru Forester** from Goldstein Auto Group.

For complete contest rules and details or to register, visit sefcu.com/sweepstakes.

YOU'LL EARN YOUR FIRST 25 ENTRIES JUST FOR BEING A SEFCU MEMBER, SO JOIN* TODAY! Stop by any branch of the credit union or join online at sefcu.com.



NABA's Low Vision Technology Fairs

October 19, 2016 ▪ 9am - 4pm

FREE TO THE PUBLIC!

St. Sophia's Greek Orthodox Church, 440 Whitehall Road, Albany, NY

October 20, 2016 ▪ 9am - 4pm

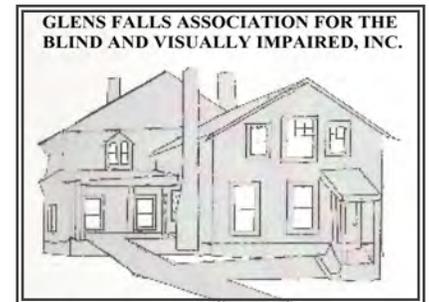
Saratoga Springs City Center ▪ 522 Broadway ▪ Saratoga Springs, NY



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of the Blind at Albany

www.naba-vision.org



- The latest in low vision technologies for reading, computers and adaptive vision aids
- Medical expert speakers present the latest in eye disease research and treatments ~ @ 10am & 1pm
- Adaptive living experts on living successfully with low vision, vision rehabilitation therapy and *more!*

**FOR MORE INFORMATION, CONTACT CHERYL LAWYER
(518) 463-1211 X234 or via email at clawyer@naba-vision.org**

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“NABA's Low Vision Technology Fairs 2016”



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