



RENSCONNECT

WHERE BUSINESS + COMMUNITY CONVERGE

MESSAGE FROM THE PRESIDENT

Fresh Look, Fresh Ideas Drive Communications

Welcome to the Chamber's redesigned, rebranded and refreshed newsletter! This colorful debut is the result of months of preparation and consultation with the creative team at Spiral Design Studio, LLC and corresponds to your overwhelming support for the value of a printed newsletter in the digital age. In our most recent member survey, you



expressed that our print newsletter is relevant and an important benefit. Your opinion is supported by industry data showing that while digital communication is prevalent, people still prefer tangible, printed collateral. Print literally touches people and makes a longer lasting or "leave behind" impact. Thanks to innovative advancements in technology, print — color print — is more affordable than ever before. Our thoughtful design includes the Chamber's brand colors and full color photos on every page. **RENSCONNECT** signifies the Chamber's unwavering mission to connect the business community of Rensselaer County and surrounding regions through relationships, news, advocacy, training and resources to increase your revenue and sustain and grow your organization. That's the purpose of every event and service we provide and is certainly what the Chamber does best.

Chamber + YOU = Story

The fundamental purpose of this newsletter and all of our forms of communication is to tell the STORY of our Chamber and our members. It represents our commitment to two-way communication that really works. On our end, we use the newsletter, website at renscochamber.com, social media, e-newsletter and print mailings to bring you the newest opportunities and benefits to grow and develop professionally. On your end, you share with us your news, challenges, solutions, opinions and feedback. The result is an ongoing conversation that fosters deeper

relationships and writes new chapters in a story of mutual growth and success.

Communications with a Purpose

Our newsletter is a direct line of communication to our members. Twelve months a year, we fill its pages with timely articles to inform you, member news to celebrate you, and events and training to motivate you. Mailed to 2,400 individuals (with a pass-on rate of 6,000), the newsletter is designed to be a platform you can leverage for raising the level of your exposure within the regional business community. Send us your news, collaborate with us for your ribboncutting, join us in sponsoring an event or contact us to purchase a Spotlight article or newsletter insert. You can be sure to reach your audience in a highly-effective way. Looking for more copies of the newsletter for your staff members? Just contact us. After all, the benefits of Chamber membership are available to all of your employees (see page 3 article).

Combined with Chamber website views growing every month, an e-newsletter with open and click-through rates well above national industry averages and strong followings on social media outlets, the newsletter is a key component of the Chamber's suite of communications available to you for your own marketing strategies.

Join the Conversation

Like any creative endeavor, the redesign of our newsletter represents the advancement of our organization. We are always evolving and learning from our relationship with you. Be part of the conversation that drives our business community forward by engaging us: call, email, stop by our office or talk to us at an event. As I always say, we work for you! Let our Chamber staff provide the solutions you are looking for to meet your challenges head-on. Thank you for your support and for being part of our Chamber. **YOU** are the most important part of our story.

Fondly,

Kate Manley

kmanley@renscochamber.com

ASK A BOARD MEMBER:

Community Relations

Christopher J. Nolin is Director, Community and State Relations in the Office of Government and Community Relations at Rensselaer Polytechnic Institute. He is responsible for promoting partnerships between Rensselaer, the local community and the State of New York.



Q » What is "community relations" and why is it important to my organization?

A » Community relations are mutually beneficial relationships that a company or organization develops with the people and entities in the area where it operates. Building local relationships can be one of the most important activities an organization does, yet many people only think of it when there is a problem. I prefer to be proactive and look for opportunities to create meaningful engagement for residents of the Capital District and Rensselaer's community of students, faculty and staff.

Q » How can a small business or nonprofit engage its community?

A » A good way to start is by attending a neighborhood meeting, a local event or a city council or town board meeting. The key is to listen to those around you and discover common ground or priorities that align with your company's culture and can inspire your employees. What opportunities are there for you and your employees to create meaningful engagements? For example, our office recently organized a group of students to help clean up Prospect Park in Troy. The students gave back to the city they call home and learned about the history of a park that was designed by Garnet Douglass Baltimore, Rensselaer's first African-American graduate. It may require some creativity, but these win-win scenarios build valuable community relations.

Q » What strategies does Rensselaer use?

A » Conversing in person is the most powerful and rewarding strategy, which is why you won't often find me in my office. Social media can also be a great tool for engaging the community, if you understand your audience and which platform works best to reach them.

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

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

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

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[in Rensselaer County Regional Chamber of Commerce](https://www.linkedin.com/company/Rensselaer-County-Regional-Chamber-of-Commerce)
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Printed on recycled paper.

Join Us At The Chamber's
2018 Annual Golf Classic
Monday, August 13 at The Country Club of Troy

Register: renscochamber.com/events or call Events Coordinator Rachael Murray at (518) 687-1238.

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RS
Rensselaer County Regional Chamber of Commerce (WOMEN)

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New Members

Albany Fire Protection, Inc.
Construction/Fire Sprinkler
Rep: Thomas Kelly Jr.
1853 Avenue B
Watervliet, NY 12189
Phone: 518.795.0526
VISIT albanyfire.com

Bergmann Associates
Architects, Engineers & Planners
Rep: Gregg Ursprung
10B Madison Avenue Ext.
Albany, NY 12203
Phone: 518.862.0325
VISIT bergmannpc.com

The Black Bear Inn
Restaurant
Rep: Joseph Skumurski
310 Nineteenth Street
Watervliet, NY 12189
Phone: 518.272.9486
VISIT blackbearvliet.com

Elite Design Granite
Specialty Retail
Kitchen & Bath/Home & Garden
Rep: Christine Dimas
151 Fourth Street
Troy, NY 12180
Phone: 856.813.0771
VISIT elitedesigngranite.com

FocalPoint Coaching & Training
Business Coaching & Training
Rep: Chuck Reed
Phone: 518.487.9248
VISIT chuckreed.focalpointcoaching.com

The Irish American Heritage Museum
Museum
Rep: Elizabeth Stack
370 Broadway
Albany, NY 12207
Phone: 518.427.1916

Port of Coeymans
Port Operations/Maritime
Rep: George D. McHugh
2170 River Road
Coeymans, NY 12009
Phone: 518.888.6084
VISIT portofcoeymans.com

Synaptic Communications LLC. (Qwigle)
Mobile App/Networking & Lead Generation
Rep: Shimantika Kumar
6 Algonquin Road
Clifton Park, NY 12065
Phone: 518.901.9039
VISIT qwigle.com

Transfinder
Logistics Software
Rep: Antonio Civitella
440 State Street
Schenectady, NY 12305
Phone: 518.377.3609
VISIT transfinder.com

Please join us in welcoming our newest members by stopping by to say hello and patronizing their businesses. You can invite non-members to join our growing Chamber by contacting Membership Manager Elizabeth McGarry at 518.687.1240 or emcgarry@renscochamber.com.

Member News

Callanan Industries, Inc., a leading supplier of paving materials and construction services in New York and western Massachusetts, is marking its 135th year in business. The company was founded in 1883 by Peter Callanan, a farmer and entrepreneur from South Bethlehem, as an aggregate mining business. Callanan pioneered the concept of a state highway system and in 1895 won the state’s first road building contract. Today, Callanan and its affiliated companies supply high-quality aggregates, asphalt paving and ready-mix concrete products to government, commercial and private customers for infrastructure, building and home projects. VISIT callanan.com

Samaritan Hospital, an affiliate of **St. Peter’s Health Partners**, was honored with a “Get With The Guidelines – Stroke Silver Plus Achievement Award” from the **American Heart Association** and American Stroke Association. The award recognizes the hospital’s commitment and success in ensuring stroke patients receive the most appropriate treatment. VISIT sphp.com

The Tri-City ValleyCats and **Community Resource Federal Credit Union** are seeking nominees for the 2018 “Home Run Community Heroes Starting 9” initiative, a program that recognizes individuals who go above and beyond to make the Capital District a better place to live. Recipients will be honored in a pre-game ceremony on July 19. The public is encouraged to nominate military, law enforcement, firefighter/EMS agencies, non-profit organizations, teachers, volunteers, children and everyday people. VISIT tcvalleycats.com/communityheroes

Excelsior College was named “Best College for Returning Adults in the United States,” according to a 2018 ranking by College Factual. Excelsior was ranked number one out of 90 colleges and universities evaluated nationwide in providing quality education to non-traditional students. The college has maintained this ranking for two consecutive years. VISIT excelsior.edu



Whiteman Osterman & Hanna LLP welcomed Associate Michelle DeVito Marinello to the firm’s Business, Corporate and Commercial Practice Group. Previously an associate with a global law firm, her practice is focused on mergers and acquisitions, general corporate matters and securities law. VISIT woh.com



The Little Rice Ball held a ribbon-cutting ceremony and grand opening at 6 Franklin Place in Troy (photo left). Diners enjoy sustainable Japanese-inspired fare in a cozy, fast-casual venue. VISIT thelittlericeball.com



Robert C. Parker School celebrated the opening of its new Discovery Center science facility (photo above). The independent co-educational school is located at 4254 Route 43 in North Greenbush. VISIT parkerschool.org



Ribboncuttings are presented by First New York Federal Credit Union. Let the Chamber host your ribbon cutting or milestone celebration by contacting Staci O’Neill at 518.687.1243.

GTM Payroll Services now offers iSolved HCM (human capital management) to its customers. The cloud-based technology combines applicant tracking, human resources, compliance, payroll and benefit enrollment functions in one single point of entry solution. The integrated system reduces compliance risk and increases employee engagement and productivity. VISIT gtm.com

EventsCalendar 2018

JULY

THU
JUL
12

NetworkingPlus Breakfast
Get connected, develop leads and build relationships at our one-of-a-kind, fast-paced networking event. A structured format, three table rotations and ambassador facilitators ensure purposeful and effective networking for success.

☎ **Check-in & breakfast 7:30 a.m.; Networking 8-9:15 a.m.** \$35 members | \$50 walk-in members. The Century House, Route 9 in Latham. *Sponsored by Aflac and Community Resource FCU.*

THU
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19

Wonder Women Mentoring Breakfast
Find inspiration to harness your powers, build your network and discover your own wonder women of support. A series of three 20-minute roundtables focused on timely topics about today’s challenges and triumphs, led by top female executives.

☎ **Check-in & breakfast 7:30 a.m.; mentoring 8-9:30 a.m.** \$35 members | \$50 walk-in members. Hilton Garden Inn, 235 Hoosick Street in Troy. *Sponsored by CAP COM FCU and GreyCastle Security.*

THU
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26

The Leadership Institute Alumni Summer Networking at “The Joe”
Enjoy a day of networking with classmates and other alumni while cheering on the Tri-City ValleyCats. Cost includes game admission, catered lunch at the “Top of the Hill” picnic area, souvenir ValleyCats hat and exclusive networking.

☎ **Gates open 10 a.m. ; lunch/start of game 11 a.m.** \$35 alumni. Joseph L. Bruno Stadium, 80 Vandenberg Avenue in Troy.

AUGUST

TUE
AUG
7

Member Benefits Breakfast
Designed for new and current Chamber members and their employees. Maximize your investment by discovering all of the advantages of membership. Get to know your Chamber!

☎ **Check-in & breakfast 7:30 a.m.; benefits overview 8-9 a.m.** No cost for members; RSVPs requested. Best Western Franklin Square Inn, One Fourth Street in Troy. *Sponsored by Thomas K. Judd & Associates.*

MON
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13

Chamber Golf Classic
A great way to network or treat a client or guest while enjoying a day on an award-winning course. Cost includes 18 holes of golf, lunch, cart, on-course beverages and dinner.

☎ **Check-in 10:30 a.m.; lunch 11 a.m.; shotgun start 12 p.m.; dinner 5:30 p.m.** \$215 per golfer | \$265 per VIP golfer. The Country Club of Troy, 100 Troy Country Club Road in Troy. *See page 1 for a list of sponsors.*

TUE
AUG
21

Ask the Experts | Strategic Leadership for Winning the Long Game
Learn the top five leadership abilities to grow your organization and your profits. Presented by Catharine Potvin, owner and president of Stragility, LLC and Lauren Valentine, executive associate with Sandler Training.

☎ **Check-in & breakfast 7:30 a.m.; training 8-9:30 a.m.** \$35 members | \$50 walk-in members. CAP COM Federal Credit Union, 4 Winners Circle in Albany. *Sponsorships available.*

A LOOK AHEAD

- » **Van Rensselaer Awards Dinner**
09/13/2018
- » **Quick Learn: Your Emotional IQ**
09/18/2018
- » **Ask the Experts | Employee Labor Law**
09/26/2018

Sponsorship Opportunities Available!
Contact Maureen McGuinness at 518.687.1244 or mmcguinness@renscochamber.com

ADDITIONAL INFO

No-shows will be billed; 24-hour notice is required for all cancellations.

Questions?
Contact Events Coordinator Rachael Murray at 518.687.1238 or rmurray@renscochamber.com.

If you have special requirements, please contact us one month prior to event to ensure we are able to provide for your needs.



Register for Events:
renscochamber.com/events

YOU ARE INVITED

Van Rensselaer Awards Dinner on Sept. 13

Join us at the Chamber's 2018 Van Rensselaer Awards Dinner, a celebration of excellence in the regional business community. These prestigious honors recognize corporations, small businesses and exceptional individuals in the Rensselaer Gateway communities who invest in the economic, cultural and humanitarian advancement of our region and act as ready and willing partners to other businesses and organizations. Honor this year's recipients (at right) by investing in a Chairman's Circle Table. For more information, contact Events Coordinator Rachael Murray at 518.687.1238 or rmurray@renscochamber.com.



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VAN RENSSELAER CORPORATE AWARD



VAN RENSSELAER SMALL BUSINESS AWARD



WALLY ALTES
EDWARD H. PATTISON
CITIZENSHIP AWARD

THU
SEP
13

Register now at renscochamber.com/events
🕒 Networking and cocktail reception 5:30 p.m.; awards and dinner 6:30 p.m. \$130 member | \$260 non-member | \$1,550 for Chairman's Circle Table of 10. Hilton Garden Inn, 235 Hoosick Street in Troy.

DID YOU KNOW?

Your Employees are Chamber Members, Too!

When your business or nonprofit invests in Chamber membership, every one of your staff becomes a member of our organization. Each individual, from the receptionist to the president, from the groundskeeper to the CEO becomes part of our Chamber family. That means all of your employees can take advantage of every benefit, discount, training and development program, networking event, referral and resource the Chamber has to offer. Talk about VALUE!

Staff members can sign up for our weekly e-newsletter to receive the latest news and opportunities to register for high-impact events. Contact Membership Coordinator Nancy Carmello at ncarmello@renscochamber.com or 518.687.1242 to join our growing subscriber list.

Encourage your staff to register for the Chamber's next Member Benefits Breakfast on Tuesday, August 7. They will learn all about the benefits of Chamber membership and meet our staff and fellow members. There is no charge for the program but RSVPs are requested. Now is the time to share all the advantages of membership with your employees. Get started today!

TUE
AUG
07

Register now at renscochamber.com/events
🕒 Check-in & breakfast 7:30 a.m.; benefits presentation 8-9 a.m. No cost for members | RSVPs requested. Franklin Square Inn, One Fourth Street in Troy. Sponsored by Thomas K. Judd & Associates.

MEMBER BENEFIT

Online Videos, Starring Your Business

Lights, Camera, VIDEO! The Chamber is ready to create a quality informational video highlighting your company or organization at no charge. Filmed at your location, videos are uploaded to the Chamber's website and social media platforms Facebook, Twitter and LinkedIn for maximum audience exposure.



Check out the growing archive of Chamber member videos by visiting our website at renscochamber.com/member-videos. Videos include Big Brothers Big Sisters of the Capital Region; CEO (Commission on Economic Opportunity); The Community Foundation for the Greater Capital Region; Heslin Rothenberg Farley & Mesiti PC; Lavelle & Finn, LLP; NBT Bank; Troy Rehabilitation & Improvement Program (TRIP), Inc.; Troy Boys & Girls Club, Troy Web Consulting, Capital District WERC (Women's Employment & Resource Center) and YWCA of the Greater Capital Region, Inc.



With nearly 3,000 views of videos across all social media platforms and our website, this free multimedia marketing opportunity is just what you're looking for to promote your business or nonprofit. Contact Communications & Web Strategies Manager Staci O'Neill at soneill@renscochamber.com or 518.687.1243.

CHAMBER MEMBER

spotlight

CSArch, a premier architecture, engineering, and construction management firm in New York State, recently launched a refreshed brand identity with an updated logo. Created to reflect the company's position as a design leader, the updated brand celebrates CSArch's growth and evolution.



"Our new logo, marketing and corporate materials add diversity and vibrancy to our identity," said Phillip Quindara, director of marketing. "Great brands evolve. This is a natural step that will help us stay current and relevant with our clients while positioning us as a leader in the industry."

Replacing a 10-year-old logo, the new design uses modern letter forms that emphasize strength and structure. A subdued "CS" represents a shift in leadership from the firm's founders to the current executive leadership team.

The brand refresh coincides with a renovation of CSArch's Albany office (photo below). Featuring an open work environment to support team-based clusters, the redesigned space promotes dialogue and collaboration and includes automated sit-stand desktops, modern ergonomic furniture and motion and daylighting sensor LED lighting.

"Our updated brand and renovated office space is a modern reflection of our values and long history within the design industry," said Tina Mesiti-Ceas, executive principal. "These are exciting times at CSArch. As we strengthen and modernize our brand, we continue to provide exceptional service to our clients and work to improve our communities."

CSArch is a widely recognized design firm in New York State, providing architecture, MEP engineering and construction management services to preK-12 schools, colleges and universities, corporate, civic and institutional clients. The firm serves clients statewide from its regional offices in Albany, Newburgh and White Plains.



In 2017, CSArch was named a "Top 300 U.S. Architecture Firm" by *Architectural Record*, a "Top 50 Firm in Business" by *Architect Magazine* and a "Top 90 K-12 Firm" by Building Design + Construction. CSArch was also named one of the "Best Places to Work" by the *Albany Business Review*.

CSARCH ARCHITECTURE
ENGINEERING | CONSTRUCTION | MANAGEMENT
40 Beaver Street | Albany, NY 12207
Ph: 518.463.8068 | csarchpc.com

To purchase a Spotlight, contact Economic Advancement & Member Relations Manager Maureen McGuinness at mmcguinness@renscochamber.com. Members must be in good standing.

News from The Leadership Institute

Alumni Summer Networking at "The Joe" on Thursday, July 26
Gates Open at 10 a.m.; Lunch & First Pitch at 11 a.m.
\$35 Alumni Only, All-Inclusive | Sponsorships Available

Enjoy a day of networking while cheering on the Tri-City ValleyCats against the Auburn Doubledays. Reconnect with classmates and meet alumni from other classes to broaden your network at this informal, summer-fun event. Cost includes game admission, catered lunch at the "Top of the Hill" picnic area, souvenir ValleyCats hat and exclusive networking with other graduates of The Leadership Institute. Be one of the first 30 to register for a chance to throw out the ceremonial first pitch of the game! The winner will be announced prior to the event. Register now at renscochamber.com/events.



Submit your Leadership Institute alumni news to Communications & Web Strategies Manager Staci O'Neill at soneill@renscochamber.com.

Member Milestones

35 Years

Duncan & Cahill, Inc.

20 Years

Edelmann Sales, Inc.

2018 BOARD OF DIRECTORS

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NETWORKINGPLUS BREAKFAST | JULY 12

NETWORKING: High-Impact Connections

Get connected, develop leads and build relationships at our one-of-a-kind, fast-paced networking event. The Chamber's networking events are a purposeful and effective way to build your business contacts and develop a pipeline. With three table rotations and a system designed to stop the hassle of repeat introductions, you are guaranteed to leave with a stack of business cards for potential leads. All attendees get time for a brief presentation of their business or organization, announce upcoming milestones or events and leverage our successful platform to engage representatives of the regional business community. What are YOU waiting for?



THU JUL 12 Register now at renscochamber.com/events
☀ Check-in & breakfast 7:30 a.m.; networking 8-9 a.m. \$35 members | \$50 walk-in members. The Century House, Route 9 in Latham. Sponsored by Aflac and Community Resource FCU.



WONDER WOMEN MENTORING BREAKFAST | JULY 19

MENTORING: Strategies for Success



Learn how to harness your power within, build professional and personal networks and find inspiring mentors at the Chamber's upcoming Wonder Women Mentoring Breakfast. We're gathering top women professionals (at right) to share their experiences in a series of three 20-minute roundtables, sparking lively and candid conversations about career challenges and solutions. Table hop as you meet with mentors and discover new strategies for success. Sign up for an event that will give you "a-ha!" moments, new connections and take-away strategies. Develop empowering relationships with local "Wonder Women" and discover the wonder woman in you.

THU JUL 19 Register now at renscochamber.com/events
☀ Check-in & breakfast 7:30 a.m.; mentoring 8-9:30 a.m. \$35 members | \$50 walk-in members. Hilton Garden Inn, 235 Hoosick Street in Troy. Sponsored by CAP COM FCU and GreyCastle Security.



- Kelli Arnold, National Director of Corporate Responsibility, KeyBank
- Jerilee Beaudoin, Senior Vice President Commercial Loan Administration, Pioneer Bank
- Diane Cameron, Director of Development, Unity House of Troy, Inc.
- Tami Cole, President & CEO, Docstrats, Inc.
- Alisa Henderson, President, Duncan & Cahill, Inc.
- Carrie Hillenbrandt, Vice President Sales & Marketing, BBL Hospitality
- Amy Klein, Executive Director, Capital Roots, Inc.
- Regina LaGatta, Executive Director/ Chief Advancement Officer, Hudson Valley Community College Foundation
- Katherine Maciol, President & CEO, CEO (Commission on Economic Opportunity)
- Laura J. Poltynski, Director of Customer and Community Management, National Grid

ASK THE EXPERTS | AUGUST 21

TRAINING: Learn the Top 5 Leadership Qualities

MEET OUR EXPERTS



Catharine Potvin (left) is owner and president of Stragility, LLC. She is a senior leadership professional with 20 years of experience building and leading high-performing teams to heightened levels of success for multi-million dollar organizations.

Lauren Valentine (right) is an executive associate with Sandler Training in Albany. Lauren assists business professionals to reach beyond their goals by reinforcing the behaviors and activities necessary for selling success.

Businesses grow in spurts, breaking through a series of "ceilings" on the way. The most successful companies grow fast externally by being focused internally from the start. Discover the top five leadership abilities to grow, compete and shape your future with "Strategic Leadership for Winning the Long Game," the Chamber's next Ask the Experts training workshop. Our award-winning presenters (at left) will inspire and instruct you to increase the long-term viability of your organization by developing these top five leadership abilities:

- Simplify • Delegate • Predict • Systematize • Structure

This workshop is designed and presented by professionals experienced in transforming the performance and profitability goals of small to large businesses and organizations. You and key members of your staff will leave with go-to strategies for strengthening leadership abilities and elevating your game. Start winning your long game by signing up today!

TUE AUG 21 Register now at renscochamber.com/events
☀ Check-in & breakfast 7:30 a.m.; training 8-9:30 a.m. \$35 members | \$50 walk-in members. CAP COM Federal Credit Union, 4 Winners Circle in Albany. Sponsorships available.

Chamber
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1 Month
Free!

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your

WORK SPACE

ALBANY
MANAGEMENT

FOR
LEASE



CALL TODAY

Karen Laberge (518) 458-7113

albanymanagement.com | officespace@albanymanagement.com

ALBANY
MANAGEMENT

UPGRADE

your

WORK SPACE



Located in the heart of Downtown Albany's Central Business District, 41 STATE is just steps away from the State Capitol, court houses, City Hall, I-787, I-90, and I-87. 41 STATE provides unparalleled views of the Hudson River Valley, State Street, and Broadway with on-site garage parking. Suites range from **200 to 30,000+** square feet.



Downtown Troy properties include the 1801 6th Avenue Professional Building. Conveniently located near Route 7 and I-87, Albany and Saratoga are a quick trip away. Enjoy close proximity to area colleges, universities, hospitals, and the Hudson River, right here in up-and-coming Downtown Troy. The naturally bright and inviting suites range from **1,200 to 14,700** square feet with views of RPI and the City of Troy.



Computer Park in the Town of Colonie is a professional office park located off Wolf Road and just minutes away from I-87 and I-90. Within the park, Albany Management offers tenants the opportunity to select a suite within any of our ten buildings with spaces ranging from **200 to 15,000** square feet.



Guilderland properties afford tenants downtown visibility with uptown privacy. Located on bustling Western Avenue, the properties at 2592, 2568, and 1873 Western Avenue offer suites ranging from **1,600 to 9,300** square feet.

CALL TODAY

Karen Laberge (518) 458-7113

albanymanagement.com | officespace@albanymanagement.com



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→ Disaster Recovery and Hot/Cold Site

- Backup Solutions
- Multi-site Disaster Recovery

→ Cloud Hosting Solutions

- Website and Email Hosting
- Cloud Servers

→ Internet Connectivity

- DIA, PTP, MPLS, VPN, RAS

→ Consulting Services and Engineering

- Cisco Certified Internet Engineer on Staff
- Systems, Networking and Platform Solutions



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- N+1 UPS Systems
- On Site Power Generation
- Secure, Biometric Access



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- 5,500 Square Feet
- High Density Colocation
- Hot Aisle Configuration
- Novec 1230 Fire System
- 2N UPS System
- On Site Power Generation
- Secure, Biometric Access

What Else Can
We Do For You?
How About
FREE RACKS
For The First Year?*

**terms and conditions apply.*



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Anti-Sexual Harassment Training is now required by law.

New York State now mandates annual Sexual Harassment training for all organizations, regardless of size.



- >> Staff and Management versions available
- >> On-site delivery, including non-traditional schedules (e.g. multi-shift operations, off-peak hours)
- >> Cost-effective sessions delivered by an experienced HR professional with over 25 years' experience

ProKnowledge's "Harassment & Workplace Violence" session includes:

- Sexual Harassment
- General Harassment (of protected classes)
- Policy excerpts from your employee handbook pertaining to Anti-Harassment, Reporting, and Retaliation
- Bystander Intervention strategies
- Federal and State Protections
- Customized scenarios for your industry and work environment
- Interactive exercises to apply what is learned
- When harassment goes unaddressed – looking for the signs of workplace violence and strategies to respond if it occurs

Contact us today for a quote!