



ICS ADDS EMPLOYEES, CUSTOMERS IN J.B. KANE ACQUISITION



PHOTO CREDIT: ICS

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WISE WOMEN'S BUSINESS CENTER SETTLES INTO NEW LOCATION IN AXA TOWER I

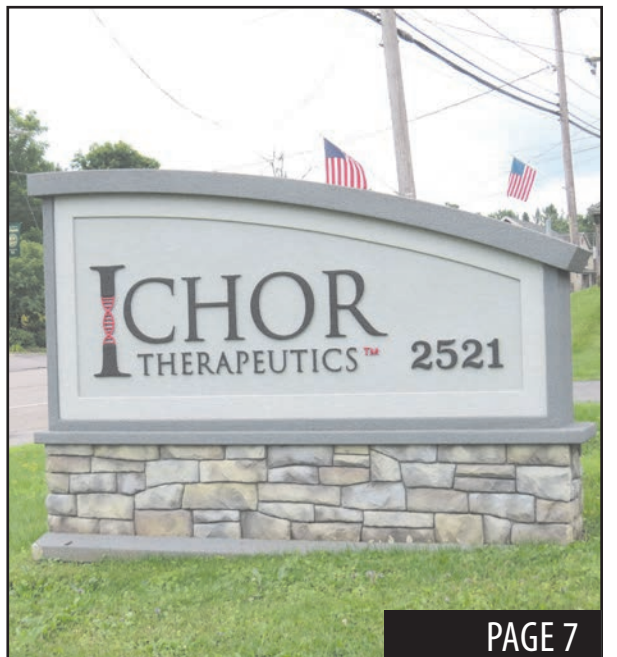
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PHOTO CREDIT: JUNIOR LEAGUE OF SYRACUSE, INC.

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JUNIOR LEAGUE WELCOMES 12 NEW MEMBERS



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ICHOR THERAPEUTICS BUYS NEARBY BUILDING FOR LAFAYETTE EXPANSION

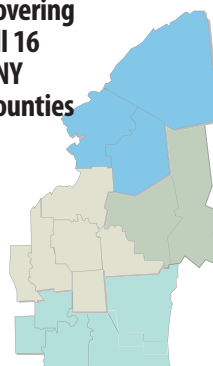
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August 20 Lists: Wineries/Companies with Major Anniversaries

August 20 Special Report: The Anniversary Issue

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September 10 List: Risk-Management Providers

September 10 Special Report: Energy/Environment/Sustainability/Manufacturing

September 17 List: Document-Management Companies/Corporate Law Firms

September 17 Special Report: Employee Benefits/HR/Insurance

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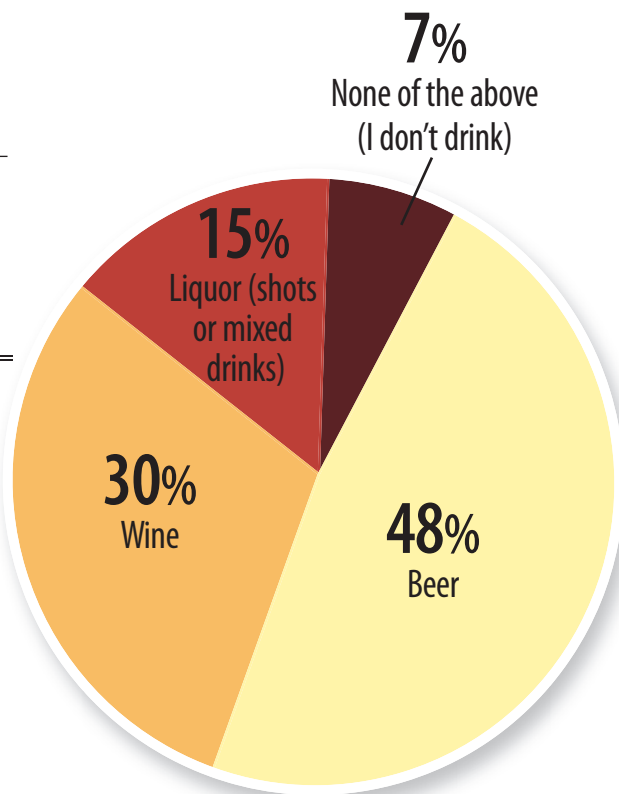
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Here are the results of the latest poll on cnybj.com:

What type of alcoholic beverage do you most often drink?

Total Responses:

141



CNYBJ Briefs

Operation Oswego County honors Turner with economic developer award

OSWEGO — Operation Oswego County (OOC) at its annual meeting in June, presented the 2018 Martin Rose Economic Developer Merit Award to David Turner.

The honor was in recognition and appreciation of Turner's "outstanding and visionary record of exhibiting leadership, support and cooperation in advancing economic development initiatives that have significantly enhanced the business climate, economic progress and quality of life in Oswego County," according to an OOC news release.

Turner was honored for serving as the City of Oswego community development director from 2000-2006 and the director of the Oswego County Department of Community Development, Tourism And Planning since 2006,



PHOTO CREDIT: OPERATION OSWEGO COUNTY

Pictured from left are Barbara Bateman, OOC board president; David Turner, Oswego County Department of Community Development, Tourism and Planning; Veronica Turner (David's wife); and L. Michael Treadwell, OOC executive director.

the release stated. He was also lauded for serving on the board of directors of Operation Oswego County for 23 years, for his leadership roles in the Oswego County Economic Advancement Plan, growing the tourism industry by 58 percent in the past decade, and for his dedication and commitment to planning and supporting critical initiatives for housing, infrastructure improvements, transportation, waterfront, downtown, and neighborhood revitalization.

New York egg production drops more than 5 percent in June

New York farms produced 132 million eggs in June, down 5.2 percent from 139.3 million eggs in the year-ago period, the USDA National Agricultural Statistics Service recently reported.

The total number of layers in the Empire State fell nearly 7 percent to 5.31 million eggs this June from 5.7 million eggs in June 2017.

New York egg production per 100 layers totaled 2,427 eggs in June, down 0.7 percent

from 2,444 eggs in the year-earlier period.

In neighboring Pennsylvania, egg production edged up 0.3 percent to 670.5 million eggs in June from 668.2 million eggs a year prior, the USDA reported.

Egg production in the U.S. as a whole increased 2.2 percent to 8.83 billion eggs in June from 8.64 billion eggs in the year-ago month.



New York milk production rises 1.4 percent in June

New York dairy farms produced 1.27 billion pounds of milk in June, up 1.4 percent from 1.25 billion pounds in the year-ago period, the USDA's National Agricultural Statistics Service recently reported.

Production per cow in the state averaged 2,040 pounds in June, up 1.5 percent from 2,010 pounds in June 2017. The number of milk cows on farms in New York state totaled 623,000 head in June, off slightly from 624,000 a year before, the USDA said.

The average milk price received by New York

dairy farmers in May was \$16.40 per hundred-weight, up 30 cents from April, but down 50 cents from May 2017.

In neighboring Pennsylvania, dairy farms produced 904 million pounds of milk in June, down 0.2 percent from 906 million eggs in June 2017.



CNY tweets

Some recent tweets that came across the @cnybj Twitter feed, offering various small business, marketing, tech/social media, HR, career, and personal tips.

SBA @SBAGov

In a rising interest rate environment, there are certain strategies to consider for your #smallbusiness that can cut your tax bill <http://ow.ly/kB4p30lhHml>

NFIB New York @nfib_ny

High workers' comp costs continue to be a challenge in New York but 2017's bipartisan reform effort is starting to reduce costs across the system. This is positive news for small businesses and taxpayers: Read NFIB's statement from yesterday: <http://bit.ly/2NVgNT3>

NY State of Health @NYStateofHealth

Attention small business owners: You may qualify for tax credits that can put money back into your pocket! Learn more about the benefits of enrolling your employees in a health plan through the Small Business Marketplace: <http://on.ny.gov/2MeKP2H> #SmallBiz #NY

NYS Society of CPAs @nysscpa

IRS Releases Proposed Guidance on 100 Percent Depreciation - <https://www.nysscpa.org/news/publications/the-trusted-professional/article/irs-releases-proposed-guidance-on-100-percent-depreciation-080618> ...

Allen Ruddock @AllenRuddock

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PwC @PwC

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Dave Ulrich @dave_ulrich

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Mitch Mitchell @Mitch_M

Give Self Employment A Try <http://www.topfinance-blog.com/work-for-yourself/> ... #selfemployment #consulting

Hannah Morgan @careersherpa

Referrals are the top choice of recruiters and hiring managers! Here's How To Get Referred For A Job <https://buff.ly/2LP54Z3>

Mark C. Crowley @MarkCCrowley

When it comes time for you to ask questions during a job interview, inquire about the company's #values & #culture. Be on the lookout to see how quickly your interviewer is able to respond & whether what you hear inspires you to want to work there.

HHS.gov @HHSGov

Get active, eat healthy, stay hydrated and wear sunscreen: Follow these six simple tips to have a healthy summer! <http://bit.ly/2LHIQHx>

Wendy Weir @WWeirRelocation

20 Do's and Don'ts of Buying New Construction: <https://buff.ly/2HZNXCO>

Lucy Froud @lucyfroud1

Regular exercise improves memory, thinking skills & releases all those feel good endorphins! If you have a big week coming up I am challenging you to exercise and you will see such a difference in your attitude... thank me later!

MoneyStrands @MoneyStrands

Real Estate — Is It a Good Choice for Retirement Income? Find out here: <https://bit.ly/2v4lguG>

ICS adds employees, customers in J.B. Kane acquisition

BY ERIC REINHARDT
ereinhardt@cnybj.com

DeWITT — ICS has added seven employees and more than 100 customers in its recent acquisition of J.B. Kane, a Liverpool information-technology (IT) firm.

The acquisition closed June 1, says Kevin Blake, ICS president and CEO, declining to provide any financial terms of the acquisition.

ICS is an IT support firm with offices in DeWitt, Endicott, and Ithaca. J.B. Kane specializes in computer networking, network-consulting services, and small-business IT consulting.

"They were a smaller IT company, [making] it harder for them to keep up with the ever-changing IT landscape ... with all these cloud solutions and security requirements [in the] industry, it's hard for a small company to keep up," says Blake, who spoke with CNYBJ on Aug. 6.

The conversations about the acquisition with J.B. Kane owner Jason Griffin started in March, says Blake.

"We've made a lot of those investments and Jason recognized that, and after a few meetings with Jason, I realized quickly that our core values, both personally and our company core values were very closely aligned and it just made perfect sense," explains Blake.

J.B. Kane's seven employees are now working in the DeWitt office of ICS located at 6007 Fair Lakes Road in the town of



Kevin Blake (right), president and CEO of ICS, stands with Jason Griffin (left), former owner of J.B. Kane. ICS acquired J.B. Kane in a deal that closed June 1. Both firms focus on information-technology support services.

DeWitt. With the additional workers, ICS now has about 85 employees, says Blake.

J.B. Kane was servicing about 150 clients, all of which are companies located in Central New York. With the additional clients, ICS is now servicing a customer base that totals near 600.

"We intend [to] continuing to offer the same services that J.B. Kane [offered] to [its] client base and then adding a whole breadth of other services ... a lot of things around the cloud, security ... things that J.B. Kane did not do that we hope to introduce to their clients," says Blake.

Besides its clients in upstate New York, ICS also services customers in north-east Pennsylvania in communities such as Gowanda, Sayre, and Montrose.

J.B. Kane had previously operated at 1105 Vine St. in Liverpool, its website says. The company had leased that space, according to Blake.

"This integration has been gradually taking place over the past two months. It's already clear that this was the best move for all parties," Jason Griffin, former owner of J.B. Kane, said in the ICS release. "It's becoming increasingly difficult to keep up with the dynamics in the

ever-changing IT field and ICS has provided us with the tools we need to make this a seamless transition for employees and clients alike. The satisfaction of our customers is and always has been our number one priority and the partnership with ICS enables us to better serve their diverse needs going forward."

Griffin will be a senior VP in the ICS organization, according to Blake.

Launched in June 1978, J.B. Kane became one of the first IBM-authorized typewriter dealers in Central New York, its website says.

When asked if ICS has plans for any additional acquisitions this year, Blake said he's currently talking with two companies but declined to provide further details about those conversations.

"One of our strategies for growth is [through mergers and acquisitions] and [I] am very much open to meeting other companies that may not want to put the investment in to figure out the changing IT landscape," says Blake.

He hopes to eventually establish operations in both Oneonta and Elmira, but has no definitive timeline on when that might happen. ■

ANCA awarded \$248K grant for Center for Businesses in Transition

BY JOURNAL STAFF
news@cnybj.com

SARANAC LAKE — North Country business owners seeking to retire or transition to different ownership models will soon have a new program to help support their business goals. The Adirondack North Country Association (ANCA), a regional nonprofit, announced it will be awarded a \$248,364 grant from the Northern Border Regional Commission (NBRC) to fund its new Adirondack North Country Center for Businesses in Transition.

The new center will help retiring business owners as well as aspiring entrepreneurs in "successfully sustaining local businesses for the benefit of their communities and future generations," ANCA said in a news release. The center will be based out of ANCA's Saranac Lake office

and will utilize staff and resource partners to reach business owners throughout the Adirondack North Country region.

"ANCA is thrilled with this award," Kate Fish the association's executive director, said in the release. "We recently conducted an in-depth analysis of the economy of the region which revealed that over 10,000 businesses are in danger of closing down as Baby Boomer owners retire without clear strategies to transition their businesses to new ownership. The funds from the Northern Border Regional Commission support our work in helping keep these businesses going. They are crucial to our communities in terms of jobs, the services they provide and the vitality of main streets."



The main objectives of the center's efforts are to engage retiring and up-and-coming business owners by connecting them with resources and networks and assisting with business-transition planning. In its first three years, the program seeks to identify at least 4,800 businesses for succession-planning outreach, assist 240 businesses in developing transition strategies, and help 50 entrepreneurs plan for taking over an existing business.

The grant funding will support one full-time coordinator and three part-time community liaisons, who will conduct "boots-on-the-ground outreach," the release noted. ANCA staff will collaborate closely with public, private and nonprofit partners to identify businesses in need and connect them to appropriate resources and/or matchmaking with entrepreneurs.

NBRC is a federal-state partnership for economic and community development within the most distressed counties of Maine, New Hampshire, Vermont, and New York. ■

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NEWS



Junior League announces 12 new members

BY JOURNAL STAFF
news@cnybj.com

SYRACUSE — The Junior League of Syracuse, Inc., a nonprofit organization, announced that this spring it welcomed a new membership class of 12 people.

The new members, from across Central New York, come from a variety of backgrounds and will be joining committees across the Junior League for the upcoming year.

This year's new members are: Jalyn Burnett of Liverpool, Karen Fejta of Jamesville, Karen Gell of Baldwinsville, Nicole Hurley of Syracuse, Lauren Kerr of West Monroe, Maeve Lanning of East Syracuse, Sydney Miller of Syracuse, Francesca Neiley of Liverpool, Malissa Nicolini of Syracuse, Sarah Potter of Cicero, Season Seferyn of Syracuse, and Dessa Tampio of Jamesville.

The new members spent their provi-

sional year engaging in activities that fit into the framework of "Our History, Our League, Our Language, Our Community, Our Structure, and Our Requirements," the organization said in a news release. Under the heading of Our Community, they participated in volunteerism by visiting residents at Elderwood, making cards for the military, and preparing boxes for the mobile food pantry at the Food Bank of Central New York. The members also took part in regular Junior League volunteer activities including serving turkey and sides at the Blodgett Thanksgiving Dinner and playing bingo with the residents at Junior League partner, Chadwick House. They also worked at the two Junior League fundraising events: Holiday Shoppes and Corks and Forks, Brews and Chews.

The Junior League of Syracuse was founded in 1920 and is part of an international organization that promotes local vol-



New members of the Junior League of Syracuse and their advisers participate in a Thanksgiving Pie Bake with JLS Sustainers. From left to right: Susan Shubmehl, Rea Carver, Maeve Lanning, Karen Gell, Sydney Miller, Francesca Neiley, Jalyn Burnett, and Season Seferyn.

unteerism and strives to develop the skills and talents of its members. The Junior League says it will be holding an infor-

mational event on Aug. 25 at the CNY Philanthropy Center at 10 a.m. for women who are interested in joining. ■

Shineman Foundation awards \$390K to area nonprofits

BY JOURNAL STAFF
news@cnybj.com

OSWEGO — The Richard S. Shineman Foundation announced that it provided 12 Central New York not-for-profit organizations serving Oswego County with awards in its second grant round of 2018 at its July

board meeting.

The awarded projects cover a wide range of focus areas, including health and welfare for children and adults, education, arts and culture, community parks, and capital campaigns.

The funded projects will benefit Oswego County in a number of areas. The largest

award, \$110,000, was given to CNY Arts Center for its capital campaign to renovate and transform a building in downtown Fulton as a new community multi-arts center, the foundation said in a news release.



Several health and welfare grants were awarded, including the Food Bank of Central New York receiving

bridge funding through September to support a Supplemental Nutrition Assistance Program (SNAP) coordinator in Oswego County. Two new programs — Hannibal Backpack Program and Erin's Angels in Phoenix — were provided funding to feed children over the weekends for the upcoming school year.

In education, the Shineman Foundation awarded the Oswego YMCA with a grant to expand its early learning programs for children age 2 to 5 and to begin offering "extended care" options for kids whose parents work non-traditional hours. Fitzhugh Park School received a third-year grant to continue the expansion of its "successful" Leader In Me program, the foundation said. The Reading League was allocated funding to train educators to be "reading coaches" in all Oswego County elementary schools. Funding was also given to Grace and Glory Ministries to support the implementation of two new programs: Trading Post and Little Scholars Preschool, the release stated.

Another arts and culture grant was awarded by the Shineman Foundation to the Research Foundation for SUNY for continued support of the SUNY Oswego art department's "At the Art Studio" program to offer workshop experiences in the arts for children in grades K-12.

Other Shineman Foundation grants awarded at the meeting included a grant to the Town of Richland for its Haldane Center Improvement Project to "maximize" use of the facility's ice rink, sports fields, and walking trails, per the release. The foundation also made a grant to Purpose Farm to build a pole barn to alleviate "cramped conditions in the main barn used for programming for children that have emotional trauma from neglect, abuse, or other causes." ■

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ConMed reports better-than-expected Q2 profit

Surgical-device maker also raises revenue guidance

BY ADAM ROMBEL
arombel@cnybj.com

UTICA — ConMed Corp. (NASDAQ: CNMD), a Utica-based surgical-device maker recently reported net earnings of \$8.7 million in the second quarter, up 42 percent from \$6.1 million in the year-ago period, led by strong revenue growth and margin expansion. The firm's earnings per share rose 36 percent to 30 cents from 22 cents a year before.

Excluding the costs of special items, such as acquisitions, restructurings, legal matters, asset-sales gains, and tax adjustments, ConMed reported adjusted net earnings of \$13.3 million in the second quarter, up more than 16 percent from \$11.4 million in the year-earlier quarter. The company's net earnings per share rose 12 percent to 46 cents in this year's second quarter from 41 cents in the second quarter of 2017. That beat the consensus analysts' estimate of 45 cents, according to Zacks Equity Research.

ConMed reported sales of \$212.8 million in the second quarter, up 7.9 percent from a year prior (up 7.4 percent on a constant-currency basis). That surpassed the Zacks consensus estimate of nearly \$207 million.

The medical-device maker's gross margin increased by 1.5 percent and adjusted gross margin jumped by 1.9 percent in the last year.

"We are very pleased with our second quarter, as we achieved strong constant-currency revenue growth, significant gross margin expansion, and solid double-digit growth in profitability," Curt R. Hartman, ConMed's president and CEO, said in the firm's earnings report, issued on Aug. 1. "Looking to the second half of the year, we are confident in our ability to build on this momentum and are increasing our revenue guidance. We remain focused on investing in our business, bringing innovative new products to market, and positioning ConMed for long-term revenue and earnings growth."

The company said it now expects full-year 2018 constant-currency sales growth in the range of 6 percent to 7 percent, compared to its previous range of 4.5 percent to 5.5 percent.

ConMed continues to forecast full-year



PHOTO CREDIT: CONMED WEBSITE

2018 adjusted net earnings per share in the range of \$2.15 to \$2.20. This represents growth of about 14 percent to 16 percent from 2017.

ConMed finished the second quarter "on a solid note, with earnings and revenues beating the consensus mark. Strong performances across Orthopedic and General surgery units and the company's product portfolio are encouraging. Significant expansion in the gross and operating margins buoys optimism. The company has invested significantly in R&D, which reflects focus on innovation. A raised full-year guidance also paints a bright picture," Zacks Equity Research said in a research note. "On the flip side, [the company] operates in a highly com-

petitive environment, especially with respect to the General Surgery business. The company's high long-term debt is a concern."

ConMed is a medical technology company that provides surgical devices and equipment for minimally invasive procedures. Its products are used by surgeons and physicians in a variety of specialties, including orthopedics, general surgery, gynecology, neurosurgery, thoracic surgery and gastroenterology. ConMed has a direct selling presence in 19 countries, and international sales make up more than half of its total sales. The company employs about 3,100 people total.

ConMed's stock price gained 45 percent in the first seven months of this year.

Cortland County CVB appoints Lawton

BY JOURNAL STAFF
news@cnybj.com

CORTLAND — The Cortland County Convention & Visitors Bureau (CVB) announced that it has recently hired Meghan Lawton as its new executive director.

The organization is the "official" tourism-promotion agency for Cortland County and operates at 37 Church St. in Cortland.

Lawton is a 2003 graduate of Homer High School and a 2007 graduate of SUNY Cortland.

"We had several candidates for retiring executive director Jim Dempsey's position," Mary Coye-Robillard, president of the Cortland County CVB's board of directors, said in a news release. "Meghan truly was the star applicant! She has a strong tourism background and she knows the market as her roots are in Cortland. We are very excited she is on board. Meghan will no doubt be managing and guiding the promotion of Cortland County as a leading destination!" In addition to her role as Cortland County CVB board president, Coye-Robillard is also the assistant VP/branch manager at the Cortland office of Tompkins Trust Company.



Lawton

Lawton joins the Cortland County CVB after spending the last two years as VP of marketing & public relations for Campground Owners of New York, which is headquartered in the Rochester area. Before that, Lawton spent more than five years as a VP of tourism and a tourist-promotion agent for the Wyoming County Chamber of Commerce & Tourism. Lawton and her husband, Tim, currently live in Warsaw in Wyoming County in Western New York. They plan to relocate to Cortland County.

"I am thrilled to be back in Cortland County, and eager to bring my [New York] tourism expertise to the CVB," Lawton said in the release. "I am very much looking forward to re-experiencing all the things that made me fall in love with Cortland while I was growing up here, and learn about and explore all the new things that have popped up since I last lived here. I thank the board for its confidence and will work hard as a steward for the CVB, directing my full efforts to the growth, promotion and prosperity of Cortland County."

Lawton officially started with the Cortland County CVB on July 16 and will be splitting her time between Cortland and her current residence in Warsaw for the summer as her family makes the transition to Cortland County.



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ADAM ROMBEL/BNN FILE PHOTO

The Burger King restaurant on Route 5 in Auburn. Carrols Restaurant Group, Inc. (NASDAQ: TAST), the world's largest Burger King franchisee, reported a 30 percent profit increase in its latest quarter.

Carrols reports Q2 profit increase, raises outlook

BY ERIC REINHARDT
ereinhardt@cnybj.com

SYRACUSE — Carrols Restaurant Group, Inc. (NASDAQ: TAST) on Aug. 7 reported net income of \$7.8 million, or 17 cents per share, in the second quarter that ended July 1. That's up 30 percent from \$6 million, or 13 cents, in the same quarter in 2017, the firm said in its earnings report.

Syracuse-based Carrols, the world's largest Burger King franchisee, is also raising its full-year outlook for 2018.

The company reported adjusted net income of \$10 million, or 22 cents a share, an increase of 51 percent from \$6.6 million, or 14 cents, in the prior-year quarter. Adjusted net income excludes one-time items such as impairment and other lease charges as well as acquisition costs, Carrols said.

Carrols said its restaurant sales totaled \$303 million in the latest quarter, up more than 8 percent from \$279.5 million in the second quarter of 2017. Comparable restaurant sales increased 5 percent compared to a 4.6 percent increase in the prior-year quarter.

Carrols also reported adjusted EBITDA of \$32.8 million, an increased more than 19 percent from \$27.5 million in the second quarter a year ago. EBITDA is short for earnings before interest, taxes, depreciation, and amortization.

CEO reaction

Carrols delivered a "solid" quarter reflecting 8.4 percent top line growth, a 5 percent increase in comparable restaurant sales, and it generated "significant" increases in restaurant-level EBITDA and adjusted EBITDA, which rose 16.7 percent and 19.4 percent, respectively," Daniel Accordino, CEO of Carrols Restaurant Group, said in the earnings report.

"Sales were strong across all day parts and reflected continued success of the 2 for \$6 mix and match promotion, and the popularity of the King sandwich line including the new Sourdough sandwiches. These offerings provided an effective balance to our value promotions and other

limited time offers as part of the brand's successful barbell menu strategy," he said.

Carrols' acquisition "pipeline is active" with the firm currently working on several transactions, he added.

"We recently exercised our right of first refusal for the purchase of 31 Burger King restaurants in Virginia and two restaurants in Michigan. We expect that these transactions, along with a couple of other small acquisitions, will close before the end of the third quarter of 2018," said Accordino.

Carrols owned and operated 807 Burger King restaurants at the end of the second quarter of 2018, the firm said.

Carrols is also raising its overall outlook for 2018, "given our performance year-to-date and expectations for the remainder of the year, we are raising our overall outlook for 2018," Accordino said.

"While we remain cautiously optimistic regarding comparable restaurant sales trends as we lap our very strong performance in the second half of last year, we expect adjusted EBITDA to now grow to \$100 million to \$105 million compared to \$91.4 million in 2017," he added.

Raising outlook

Carrols is revising its guidance for 2018 which includes the anticipated acquisition of 37 Burger King restaurants that it expects to complete in the third quarter.

At the same time, Carrols expects to close between 15 and 20 existing restaurants. Five of those restaurants "have already closed," the company said. It had previously announced plans to close between 20 and 25 restaurants.

The firm is also expecting total restaurant sales of between \$1.16 billion and \$1.18 billion, which is up from its previous guidance of between \$1.15 billion and \$1.17 billion.

The updated guidance includes a comparable restaurant sales increase of between 3 percent and 4 percent, which has been narrowed from the previously anticipated increase of between 3 percent and 5 percent.

THIS WEEK'S SPECIAL REPORT:

CONSTRUCTION & REAL ESTATE



Ichor Therapeutics, located at 2521 Route 11 in LaFayette, on Aug. 2 announced it has purchased the building that was once home to the LaFayette Family Health Center, located just north of Ichor's office at 2561 Route 11 in LaFayette. Ichor plans to expand its operations into the building for research and development work and add 14 employees.

Ichor Therapeutics buys nearby building for LaFayette expansion

BY ERIC REINHARDT
ereinhardt@cnybj.com

LAFAYETTE — Ichor Therapeutics has purchased the former LaFayette Family Health Center at 2561 Route 11 to expand its operations with plans for additional hiring.

Ichor (pronounced EYE-core) Therapeutics is a biotechnology company that develops therapeutic interventions for age-associated disease.

The firm, located at 2521 Route 11 in LaFayette, on Aug. 2 announced it was getting the building for additional research and development (R&D) work. Ichor is purchasing the 5,400-square-foot building just north of its 8,400-square-foot office on Route 11, Kelsey Moody, CEO at Ichor Therapeutics, said at the announcement event outside the Ichor office that day.

The Syracuse Community Health Center (SCHC) closed the LaFayette Family Health Center on Aug. 1, 2017, according to an SCHC news release.

Ichor Therapeutics bought the building from LaFayette Commons III, LLC and expects "to have everything finalized within a few weeks," Moody said in an email reply to an Aug. 7 CNYBJ inquiry.

Petersen Cor Associates, LLC of Van Buren will handle the construction work

on the project. The renovations will support Ichor Therapeutics' R&D efforts, including clean rooms, laboratory space, and some office space, Moody added.

"We've closed on a \$2 million infrastructure investment that will allow us to grow our company to 13,000 square feet and put on an additional 14 full-time employees... Our goal with this is to be able to partner with higher [education] institutions and other early-stage companies to help them move promising technology from a discovery stage and into an actual product pipeline and get that to the clinic," Moody said in his Aug. 2 event remarks.

Ichor has secured the funding for the expansion from its "founding investor who's a self-made millionaire and entrepreneur in the United Kingdom," Moody said.

Besides the planned expansion, the firm also heralded the formation of Grapeseed Bio, which it describes as a life-science "strategic fund and accelerator program."

Ichor is also partnering with SUNY College of Environmental Science and Forestry (SUNY-ESF) in Syracuse to train graduate students in researching drugs that could combat age-related illnesses.

Ichor Therapeutics is "arguably the most successful" life science start-up in Central New York, having raised millions to support various translational research programs since its founding in 2013. "It

continues to double in size annually," according to a news release about Grapeseed Bio.

Grapeseed Bio

Ichor has created an investment fund called Grapeseed Bio, a seed fund that will support companies that have "very early, probably non-fundable, early-stage ideas," said Moody. Besides his role as Ichor Therapeutics CEO, Moody is also a managing partner of Grapeseed Bio.

Ichor Therapeutics has earmarked \$1 million in funding for the program, the firm said in its news release about the fund.

Through this program, life-science entrepreneurs receive up to \$100,000 in seed funding, technical training, full access to Ichor's research laboratory, and mentorship in exchange for equity.

"To kick start this program, we've actually done a \$75,000 placement in a virtual biotech company out of Texas called Repair Biotechnologies, which is doing some excellent work in the treatment of atherosclerosis and also reversing age-associated loss of immune function," said Moody.

Atherosclerosis is the build-up of fats, cholesterol, and other substances in and on the artery walls.

The Texas firm plans to move to LaFayette and work with Ichor and occupy its laboratory "to move their programs for-

ward." The firm plans to bring two or three full-time employees for its work with Ichor, according to Moody.

Ichor, SUNY-ESF partnership

The educational component of the partnership will occur at SUNY-ESF, where students will focus on biochemistry, chemistry, or bioprocess engineering, according to an ESF release. Their laboratory research will primarily happen at the Ichor facilities.

The scientific study of human aging has "exploded" in recent years, driven by a "growing understanding" of age-related disease and associated molecular pathways. The use of drugs for targeted purposes, such as selectively destroying toxic senescent (aging) cells, has been identified as a "method" for increasing mammalian lifespan. It's resulted in a "demand for qualified," post-graduate-level scientists to support "emerging pharmaceutical companies, such as Ichor Therapeutics," ESF said.

"This initiative will allow graduate students to leverage their work experience at Ichor Therapeutics with the scientific expertise of the world-class faculty at ESF. This represents an ideal industrial-academic collaboration," Chris Nomura, VP of research at ESF, said in the school's news release. ■

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Joanne Lenweaver, executive director of the WISE Women's Business Center, stands in the organization's new location in the lobby of AXA Tower I at 100 Madison St. in Syracuse.

WISE Women's Business Center settles into new location in AXA Tower I

BY ERIC REINHARDT
ereinhardt@cnybj.com

SYRACUSE — The WISE Women's Business Center has relocated to the lobby of AXA Tower I after operating at the nearby Tech Garden since 2012.

AXA Tower I is located at 100 Madison St. in Syracuse. An open house is planned for October, the WISE Center said in a release.

The WISE Center occupies half of a 3,000-square-foot space in AXA Tower I. It previously operated in a 1,000-square-foot space in the Tech Garden.

The WISE Women's Business Center is a program of the Falcone Center for Entrepreneurship, housed in Syracuse University's Martin J. Whitman School of Management. WISE stands for Women Igniting the Spirit of Entrepreneurship.

The new space allows the WISE Women's Business Center to remain downtown to offer its programming and to remain close to the Centro transit hub at 599 S. Salina St. and accessible for women who rely on public transportation.

"This couldn't be better," says Joanne Lenweaver, director of the WISE Women's Business Center, who spoke to CNYBJ on Aug. 7.

Accessibility to those in underserved areas is a stipulation of its federal-grant funding, Lenweaver notes.

The Tech Garden, which is a program of CenterState CEO, didn't renew the WISE Center's lease, which ended last September, according to Lenweaver. The WISE Women's Business Center remained on a month-to-month lease as it searched for a new space for operations.

Elle Hanna, director of communications and media relations at CenterState CEO, said in a statement to CNYBJ, "About a year before WISE's lease was set to expire, we approached Joanne Lenweaver and the WISE advisory board to discuss our preliminary plans for some long overdue capital improvements including a new entrance and more common space to accommodate

the Tech Garden's growing population of startups. We knew these improvements would impact the space WISE occupied, and given that they are an important partner in the work we do, we wanted to engage them and come to a solution that best fit the needs of everyone prior to any lease renewal. Among the solutions explored was alternative space for WISE within the Tech Garden, and a month to month arrangement once the lease expired to give them more time to find a space that best fit their needs. Ultimately, their board found such a space next door in AXA Towers, which is already leased by Syracuse University, one of WISE's main funders. We remain grateful to have strong partners like WISE as they do important work supporting our innovation ecosystem and the region's entrepreneurs," said Hanna.

Lenweaver says she looked at 20 properties over the course of a year in her search for a new space.

The organization moved to its new space on July 24 and began operations there July 30.

Lenweaver is one of two full-time employees at the WISE Women's Business Center. The organization also has three independent contractors.

The WISE Women's Business Center offers free, confidential business counseling and organizes networking events, including the annual WISE Symposium with "high-profile" speakers and weekly round-table discussions where women business owners "share advice and support," according to an Aug. 3 statement from the U.S. Small Business Administration (SBA) congratulating the organization on its move to a new space.

The WISE Women's Business Center is one of more than 100 women's business centers funded by the SBA, the agency said.

Available space

Lenweaver learned of the available



PHOTO CREDIT: HEMISPHERE HOLDINGS

Chapin Court Apartments in Binghamton sold for \$550,000

BY JOURNAL STAFF
news@cnybj.com

BINGHAMTON — The Chapin Court Apartments, a 20-unit apartment complex in Binghamton, was recently sold. Chapin Street, LLC purchased the complex, located at 162-164 Chapin St., from Chapin Street, LLC for \$550,000, according to a release from Hemisphere Holdings Corp. Richard L. Will, president of the Syracuse-based real-estate firm, brokered the transaction. Hemisphere says the Chapin Court Apartments is located in an improving neighborhood close to downtown Binghamton, and the building is expected to undergo upgrades under the new ownership.

The real-estate firm says it specializes in brokering multi-family apartment properties across upstate New York. ■

8 Onondaga County libraries receive construction grants

BY JOURNAL STAFF
news@cnybj.com

SYRACUSE — State Senator David J. Valesky (D-Oneida) announced that eight libraries in Onondaga County have been awarded public library construction grant funds. The capital funds, provided for in the 2017 New York State Budget, will enable the libraries to start or complete various projects that will improve patron services. “Libraries across my district continuously report increased patronage,” Sen. Valesky said in a news release. “I am pleased to be able to support this grant funding to help libraries with building upgrades and improved services to meet community needs.” The following eight libraries in Onondaga County are receiving grants.

- Liverpool Public Library — \$7,158 for upgrades to the pavilion area of the library to improve ADA access and security.
- Northern Onondaga Public Library at Brewerton — \$57,569 to replace the original roof and five skylights.
- Northern Onondaga Public Library at Cicero — \$46,370 to replace the roof and restore the water-damaged wall and book drop.
- Northern Onondaga Public Library at North Syracuse — \$103,488 to upgrade to LED lighting and to renovate the patron service and workroom areas.
- Onondaga County Public Library, Beauchamp Branch — \$16,500 to replace



ERIC REINHARDT / BUN

The Onondaga County Public Library, Central Library (pictured) will receive \$115,211 to renovate the basement level of the library. It is one of eight county library construction grants that State Senator David J. Valesky (D-Oneida) recently announced.

the HVAC system.

- Onondaga County Public Library, Central Library — \$115,211 to renovate the basement level of the library.
- Onondaga County Public Library, Mundy Branch — \$45,917 to replace the HVAC system.
- Tully Free Library — \$5,754 to replace the library’s existing fluorescent lighting with LED lighting.

New York’s public libraries are in “urgent need” of renovation and upgrading, Valesky contended. A recent survey showed a “documented need” for public library construction and renovation projects totaling more than \$1.7 billion. More than 51 percent of the over 1,000 public library buildings in communities across New York are more than 60 years old. Another 33 percent are over three decades old, the release stated. Many of New York’s local public libraries cannot accommodate users with disabilities, are energy inefficient, and lack Internet, computer, and other electronic technologies for users because of outdated and inadequate electrical wiring. Many libraries lack sufficient space to house their expanding collection, address the need for adequate meeting room, or provide for public-access computers, Valesky added.

Project activities and expenditures eligible for grants from the State Aid for Library Construction Program include financing construction of new library buildings, construction of additions to existing buildings, and the renovation and/or rehabilitation of existing space. Projects may include roof replacement, purchase and installation of alternative-energy resources, new HVAC systems, windows, doors, lighting systems, electrical upgrades, and construction of new or replacement of old walkways and parking lots, per the release. New furniture, shelving and equipment, including computer equipment, may be purchased for new or newly reconfigured or renovated space. Renovations designed to provide accessibility for patrons with disabilities are a “high priority.” ■



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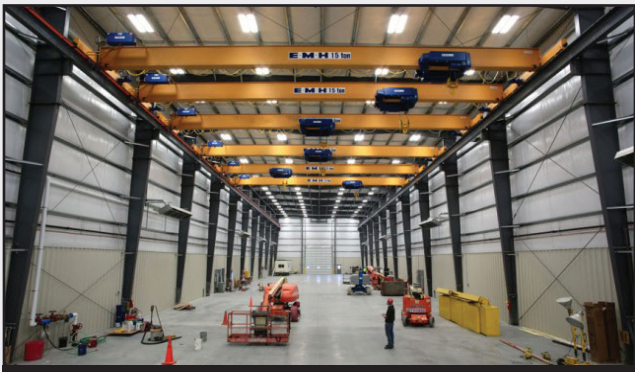
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Nob Hill Apartments complex sells for \$58.5M

BY JOURNAL STAFF
news@cnybj.com

SYRACUSE — The Nob Hill Apartments, one of the largest apartment complexes in the region, was recently sold for \$58.5 million.

Sinatra & Company Real Estate of Buffalo bought the 761-unit multifamily complex, located at 100 Lafayette Road in Syracuse, in a joint venture with Santa Monica, California-based hotel management and development company, Windsor

Capital Group, and a minority equity investment from Basalt Capital LLC, a real-estate investment and advisory firm. The seller was Nob Hill of Syracuse Apartments LLC.

Pyramid Brokerage Company's Robert W. Scherreik and John L. Clark, along with Cushman & Wakefield's East Rutherford-based Capital Markets Group team of Andrew Merin, David Bernhaut, Gary Gabriel, Brian Whitmer, and Ryan Dowd procured the buyer and represented the seller in the transaction, the real-estate

firm said in a release.

The new owners plan to implement a renovation and updating initiative.

"This premier residential asset is well-situated in a town that has seen compelling growth in the education and medical sectors that have benefited the community," Scherreik said in the release. "The multifamily market in Syracuse remains on solid footing and is highly desirable to investors. Nob Hill demonstrates the strength of these market fundamentals as evidenced by consistent historically

strong occupancy rates," added Whitmer.

Set on 27.6 acres and offering a mix of one-, two- and three-bedroom apartments, Nob Hill includes four mid-rise apartment buildings, a free-standing clubhouse, and an indoor parking garage. Each building features a first-floor community room, storage space for each apartment, and laundry facilities on all the upper floors. On-site amenities include a fitness center, a playground, a picnic area, fire pits, and a large outdoor swimming pool with sun-deck, the release noted. ■



\$13M project to replace State Route 37B bridge in Massena wraps up

BY JOURNAL STAFF
news@cnybj.com

MASSENA — New York Gov. Andrew M. Cuomo recently announced the completion of a \$13 million project that replaced the bridge carrying State Route 37B (Parker Avenue) over the Grasse River in the village of Massena in St. Lawrence County.

The project, which began in the summer of 2016, replaced an "aging bridge with a new structure that provides enhanced transportation and safety features," the governor's office said in a news release. The road includes a new roundabout to

accommodate the movement of traffic, as well as "green space to enhance the community gateway."

Construction crews began their work around the Main and Maple Street intersection, crossed the Grasse River, and ended around the Parker Avenue and East Orvis Street intersection. The new, two-lane bridge reconstructed highway approaches, added a roundabout, improved drainage, and added a pedestrian walkway.

"This new bridge, which is the single largest investment the Department of Transportation has made in Massena in many years, will help provide a path-

way not only for transportation, but [also] for future economic growth in the North Country," New York State Department of Transportation Acting Commissioner Paul A. Karas said in the release.

State Assemblywoman Addie A.E. Jenne (D-Theresa) added, "The completion of the bridge is long awaited and bodes well for the village's future. Solid infrastructure and a strong sense of community have always been synonymous with Massena. As the community continues to rely on its long-standing industry and expands its tourism and recreational sectors, this bridge will help ensure the



success of both."

The completion of this project builds on other recent enhancements in Massena, including a \$1.57 million project to pave 5.5 centerline miles from Route 56 to Route 131, as well as a \$226,000 project to pave 1.4 center line miles on Andrews Street (Route 970C), the governor's office said. ■

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Virtual reality center expands at Destiny USA

BY JOURNAL STAFF
news@cnybj.com

SYRACUSE — The virtual world is expanding. Cuse VR is moving into larger space on the third level of the Canyon area in Destiny USA, across from Margaritaville.

Prior to the move, the business operated as free-standing unit on the third level outside of Dave & Buster's.

Cuse VR has more than 15 virtual-reality experiences to choose from, with no age or height requirements, according to a news release from Destiny. In its new 1,000-square-foot space, Cuse VR plans to add virtual reality rooms — self-contained areas with technology to deliver an enhanced multimedia virtual reality experience, the release said.



PHOTO CREDIT: DESTINY USA

“Being able to sit or stand and have your mind believe you are doing something completely different is really what makes virtual reality so unique,” said Eric Taetsch, partner at Cuse VR. “We look forward to adding more unique adventures and simulators that will allow us to give our customers even more reasons to come back.” ■

WISE: It's using the new space through a co-agreement

Continued from page 8

space in early July.

M.I.N.D. lab, a program of Syracuse University's S.I. Newhouse School of Public Communications, has operated in the space for the past five years. M.I.N.D. is short for Media Interface and Networking Design.

Some changes in grants and staffing prompted the Newhouse School to consider its use of space in the AXA Tower, according to Lenweaver.

“Maybe [M.I.N.D. lab] didn't need 3,000 square feet [for operations in the AXA Tower I],” she adds.

At the time, the WISE Women's Business Center had been considering another space in the same building “down the hall,” but was asked if it would consider sharing the space with the M.I.N.D. lab, and Lenweaver said it would.

The WISE Women's Business Center is using the space through a co-agreement between the Whitman and Newhouse schools, says Lenweaver.

About WISE

WISE was established more than 10 years ago, evolving from the Falcone Center's WISE Symposium, launched 16 years ago as a single-day event. The goal was to educate women on their options for growing and/or starting a small business. The annual event, which has featured

such speakers as Barbara Corcoran from ABC's Shark Tank, grew to nearly 1,000 attendees.

“After four years, participants wanted more,” according to the news release. Some of those attending the event started asking for additional help.

“Now what do I do? Where would I go to ask questions?” Lenweaver recalled.

In 2006, the Whitman School secured a grant from the U.S. Small Business Administration to establish the WISE Women's Business Center. To date, it has provided more than 10,000 hours of entrepreneurship counseling and training for women, “particularly those who are underserved.”

“Our congratulations to center director Joanne Lenweaver for her vision and courage to take the WISE Women's Business Center to the next level. SBA has supported the WISE Women's Business Center with over \$1.5 million in grant funds since it was established in 2006. We look forward to seeing WISE continue to serve women entrepreneurs from the heart of downtown Syracuse,” Bernard J. Paprocki, SBA Syracuse district director, said in a statement that the SBA issued Aug. 3.

The WISE Center had operated in the Tech Garden since 2012, after having operated its first six years at the South Side Innovation Center. ■

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THE LIST

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ABOUT THE LIST

Information was provided by representatives of listed organizations and their websites. Other groups may have been eligible but did not respond to our requests for information. Organizations had to complete the survey by the deadline to be included on the list. While *The Business Journal* strives to print accurate information, it is not possible to independently verify all data submitted. We reserve the right to edit entries or delete categories for space considerations.

Central New York includes Broome, Cayuga, Chemung, Chenango, Cortland, Herkimer, Jefferson, Lewis, Madison, Oneida, Onondaga, Oswego, St. Lawrence, Seneca, Tioga, and Tompkins counties.

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Culture Change Should Start with System Change

A business's culture is often considered its bedrock. However, few really understand



MARK BRITZ

Viewpoint

how culture forms and therefore struggle to know how to correct it when it seems to be straying.

Culture is created from beliefs of employees about how things work. These beliefs are formed through daily behaviors and the response to these actions, and employee behaviors are typically defined or supported by the systems, human and technical, conscious and unconscious, embedded in the organization. So when change is desired, there are three points of entry, but only one can make a difference.

Leadership typically and unfortunately starts from what they perceive is the easiest but is actually the most complex — employee beliefs. The most common ways you've probably seen are by handing down edicts where employees are told to do or not do something new or different. Posters, catchphrases, and new mission statements often appear in an effort to motivate or inspire. Unfortunately these commands, words, and billboards are routinely dismissed and/or mocked as toothless reminders of corporate paternalism.

However, this approach isn't done in isolation, it is typically coupled with another point of entry, behaviors.

Directly addressing employee behaviors is a next-level-up effort, but again will often fall short of lasting change. Behavior change is driven by training and/or incentive programs to bring about new attitudes and actions or remove unwanted ones. These efforts only work temporarily because they are left unsupported by management and incentives are rarely made permanent. When both evaporate, employee behavior returns to status quo. These approaches are commonly used by leadership because they will see fast but sadly only temporary change.

The final entry point is the only one that doesn't directly target employees and is the path rarely taken because it can shake the organization's landscape. Systems change is indirect behavior change and it is the element in an organization that has the greatest influence on the previous two. Systems-change efforts can be catalytic mechanisms because of the far-reaching and sometimes unexpected transformation they bring. It is a scary proposition for the status quo but ultimately it is the systems that drive behaviors and behaviors are what create beliefs, and the beliefs form the culture.

Take for example the strong desire today to remain competitive through innovation. We need not look much further than an organization's intertwined sys-

tems of communication and trust for the change. Trust takes on different forms based on communication beliefs. When communication is closed and only top-down, managers direct and employees act. Managers subsequently trust only those that comply and employees trust that if they comply, they will be rewarded (or not punished). This is how a culture of compliance is born; the system of communication supports compliant behaviors and leads to a belief about what matters most in the organization. Compliance is easy and clean but hardly advances the business. If, however, we have an open communication system where managers trust employees to be autonomous and do what is necessary and get what they need, we then create environments where networks thrive and information moves uninhibited. This is fertile soil for high retention, creativity and innovation.

Systems, behaviors, beliefs. Where does your organization begin change efforts? Is it working? ■

Mark Britz is a workforce-performance strategist who has launched ThruWork (ThruWork.com), a talent-development consultancy for small to mid-sized businesses. The company specializes in solving organizational performance problems and focuses on non-training approaches to scale employee performance. Contact Britz at (315) 552-0538 or email: mark@thru-work.com or check out @Britz on Twitter.

Citywide Pharmacy leases space on East Molloy Road

BY JOURNAL STAFF
news@cnybj.com

DeWITT — Citywide Pharmacy recently leased 8,210 square feet of office service space in the building at 6295 East Molloy Road in the town of DeWitt.

Cory LaDuke from Cushman & Wakefield/Pyramid Brokerage Company represented the tenant in this lease transaction, the real-estate firm said in a news release. Financial terms were not disclosed.

Oliva Properties Co. owns the one story, 28,000-square-foot building at 6295 E. Molloy Road, according to Onondaga County's online property records. The property is assessed at just over \$630,000 for 2018. The building was constructed in 1975. ■

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Unprecedented Pardons

My office received several calls regarding Gov. Andrew Cuomo's recent "conditional" pardons of more than 24,000 convicted felons who are currently on parole. The calls were prompted because it became known that at least 77 sexual predators were among the 24,000 felons who received conditional pardons. Further, although unrelated to the 24,000 "conditional" pardons, the governor also fully pardoned seven illegal immigrants who were facing potential deportation because of crimes they had committed while in the U.S.

**WILL
BARCLAY**
Opinion

Everyone who reached out to my office was opposed to the pardons, however, there is confusion as to who is being pardoned, why they are being pardoned, and what the pardons mean. Accordingly, the following is an attempt to try to explain the power the governor has to grant pardons and how, in these latest cases, his exercise of this power differs from how pardon power traditionally has been used.

Pursuant to Article IV, §4 of the New York State Constitution, the governor seemingly has the broad power to grant reprieves, commutations, and pardons. This power, in a more general sense, is known as clemency power and the federal government and all 50 states have some sort of clemency power enshrined in each of their respective constitutions. A pardon is the broadest power of clemency and it has been defined as the official nullification of punishment or other legal consequence of a crime. Clemency power in American law has its roots, like much of our legal system, in English law.

It likely came from the idea that because English monarchs had the absolute control over the power of punishment, they also had the power to remit punishment as an act of mercy. After the American Revolution, the power of clemency, for the most part, was vested in the state's chief executive officer, aka the governor, and in the case of the federal government, the president. Clemency was seen as sort of a last chance of mercy particularly when an injustice had occurred in the criminal justice process.

Today, clemency has been granted for several reasons, among those being: to correct unduly severe sentences; for mitigating circumstances; for innocence or dubious guilt; to restore civil rights; and for services to the state. In New York, there is an Executive Clemency Bureau where those seeking a pardon can apply for clemency. The bureau sends the applications to the governor for his consideration. For the most part, pardons have been granted on a case-by-case basis when the governor feels justice will be served by granting clemency.

The recent "conditional" pardons of the 24,000 parolees is a substantial break from tradition in that the pardons are not made on a case-by-case basis but rather granted wholesale in an effort to achieve a policy goal that apparently the governor believes cannot be accomplished legislatively. Pursuant to state election law, no person convicted of a felony can vote until he or she has served their prison sentence and has been discharged from parole. The governor believes that parolees should have the right to vote. However, instead of trying to change the law in a traditional way, i.e., by convincing the public and legislators that this is good public policy and the law should be changed, he, instead, unilaterally granted more than 24,000 parolees "conditional" pardons granting them the right to vote.

Perhaps the governor realized that trying to change the law legislatively would be a tough sell. He may understand that the public might question why various convicted felons who have been released from prison by a governor-appointed parole board should now also be granted one of the most sacred rights in our country — the right to vote. One beneficiary of the governor's pardon is Herman Bell, who was granted parole over the objection of many in law enforcement and his victims' families. Bell was convicted after luring two NYPD officers to a housing project and shooting them from behind after they begged for their lives. Another beneficiary is Hector Aviles, known as the voodoo rapist, who sexually assaulted three victims, the oldest of whom was 16. Indeed, the public might question why 77 sexual predators deemed too dangerous to be returned to the community and are subject to civil confinement are now being granted the right to vote by the unilateral largesse of the governor.

The governor's power to grant clemency is a broad power and not subject to checks from the other branches of government. For these reasons, it should be used sparingly and in the course of furthering justice. Using it to set policy, as is the case with these pardons, is a terrible precedent that should be strongly pushed back against by the public and by the legislature. If you have any questions or comments regarding this or any other state issue, please contact me. ■

William (Will) A. Barclay is the Republican representative of the 120th New York Assembly District, which encompasses most of Oswego County, including the cities of Oswego and Fulton, as well as the town of Lysander in Onondaga County and town of Ellisburg in Jefferson County. Contact him at barclaw@assembly.state.ny.us; (315) 598-5185; or friend him on Facebook.

A More Perfect Union

You know these words, but how often do you stop to think about them? "We the People of the United States, in Order to form a more perfect Union, establish Justice, insure domestic Tranquility, provide for the common defence, promote the general Welfare, and secure the Blessings of Liberty to ourselves and our Posterity..."

**LEE
HAMILTON**
Opinion

They belong, of course, to the Preamble to the U.S. Constitution. That remarkable document is not just the blueprint for our political system. Its Preamble is also a profoundly aspirational call to arms. Because when you read it, it's hard not to ask yourself how we're doing — at establishing justice, promoting the general welfare, securing the blessings of liberty, and, in sum, creating a more perfect

union.

It's especially hard to avoid asking this question now, when the warnings of democracy in retreat are all around us. Yet it's also undeniable that we've come a long way in this country and in other democracies. We seem to advance, fall back, and then move forward again, all in incremental steps.

The American experiment in representative democracy is always a work in progress. The results are always in doubt. Lincoln's words at Gettysburg — "whether a nation so conceived and so dedicated can long endure" — will probably resonate for as long as we're a nation.

We face immense systemic problems at the moment: racial discrimination, wage stagnation, staggering income inequality, political polarization, the pernicious effects of too much money washing around in the system, and the degradation of civil discourse. It is not a given that we'll be able to resolve them, and we always have to be alert to the fact that our freedoms and rights can be eroded.

To prevent this erosion we have to step up to the task of responsible citizenship.

This is a challenge for every generation. As Americans we believe in a set of democratic ideals, basic rights, fundamental freedoms, and the notion that all people are created equal and all are entitled to dignity. These are ideas that give us cohesiveness and identify us.

But we cannot take our ability to deliver on them for granted. Without a renewal of energy and commitment to the democratic values of the Constitution, without acting on the call issued by the Preamble, we could lose them. ■

Lee Hamilton is a senior advisor for the Indiana University (IU) Center on Representative Government, distinguished scholar at the IU School of Global and International Studies, and professor of practice at the IU School of Public and Environmental Affairs. Hamilton, a Democrat, was a member of the U.S. House of Representatives for 34 years, representing a district in south central Indiana.

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Business Calendar

AUGUST 14

■ **Griffiss Business and Technology Park's Business After Hours** event from 5 to 7 p.m. at Griffiss Institute, 725 Daedalian Drive, Rome. Admission is free. RSVP to Rome Area Chamber of Commerce at (315) 337-1700 or visit www.RomeChamber.com

AUGUST 15

■ **Greater Oswego-Fulton Chamber of Commerce Celebration & Pig Roast** from 4 to 8 p.m. at Bayshore Grove, 104 Bayshore Drive, Oswego. Ticket includes pig roast and full buffet, live music, and networking. For details, email: sfults@centerstateceo.com. To register, visit <https://centerstateceonycoc.wliinc14.com/events/summer-celebration-pig-roast-2729/> register

AUGUST 16

■ **Learning Roadshow** from 8 to 11:30 a.m. at National Grid Syracuse Learning Center, 7437 Henry Clay Blvd., Liverpool. The event offers a sharing of learning and development ideas. The cost for ATD members is \$25; nonmembers pay \$40. To register, visit cnyatd.org. For more information, call (315) 546-2783, or email: info@cnyatd.org

AUGUST 21

■ **Controlling Your Business Credit Card Processing Fees** workshop from 10 a.m. to noon at the East Side Business Center, Syracuse. Do you know how much you are paying in fees to process credit cards and how much you could save? Find out the most effective and efficient way to process your card transactions and which fees you can eliminate in order to save. Presented by SCORE, Jill Halley, territory manager of Heartland Payment Systems, will be the speaker. The cost is \$20 in advance or \$25 at door. Veterans get in free courtesy of M&T Bank (veterans should call (315) 471-9393, ext. 245 to register). Others can register at: <http://events.r20.constantcontact.com/register/event?llr=mqwp6ucab&oeidk=a07efjbhzwdaab432f8>

SEPTEMBER 5

■ **Greater Oswego Fulton Chamber of Commerce Business After Hours** event from 5 to 6:30 p.m. at the Holiday Inn Express & Suites, 140 East 13th St., Oswego. Network while enjoying food, beverages, music, and tours of the hotel as it celebrates its second birthday. For further information, visit www.centerstateceo.com or email: sfults@centerstateceo.com

SEPTEMBER 12

■ **Central New York Best Places to Work** from 4:30 to 7 p.m. at Drumlins Country Club. This event identifies and recognizes the most outstanding places to work in Central New York. For more information and to register, visit www.BizEventz.com

■ **CNY ATD Orientation** from 8 to 9:15 a.m. at SUNY EOC, 100 New St., Syracuse. Learn about CNY ATD, the local affiliate chapter of Association for Talent Development (ATD), and how to make the most of a membership in CNY ATD. No charge to attend. For more information or to register, visit cnyatd.org, call (315) 546-2783, or email: info@cnyatd.org

SEPTEMBER 14

■ **CNYIBA Export to Know Your Business** seminar from noon to 2 p.m. at 100 Seymour Road, Utica. This event is for companies of all sizes who wish to learn more about increasing their export sales and expanding their international business. The cost for CNYIBA members is \$25; nonmembers pay \$35. For more information, visit www.centerstateceo.com

■ **7 Habits of 7 Highly Successful People**

2018 from 7:30 to 10 a.m. at Friends of the Rosamond Gifford Zoo at Burnet Park, One Conservation Place, Syracuse. Don't miss this opportunity to hear from seven of the region's most influential executives and community leaders. Each will share seven lessons that they have learned and used throughout their careers. Through wisdom, expertise, and candor, take away 49 principle-centered approaches to be more effective and impactful in your personal and professional life. For more information or registration information, visit www.centerstateceo.com

SEPTEMBER 21

■ **Social Media as a Learning Tool** from 8 to 10:30 a.m. at OneGroup Center, 706 N. Clinton St., Syracuse. The discussion covers social media as a learning tool for employees and customers. The cost for ATD members is \$25; nonmembers pay \$40. For more information or to register, visit cnyatd.org.

■ **Introduction to Finding Grants** from 9 to 10:15 a.m. at Cayuga County Chamber of Commerce, 2 State St., Auburn. You will learn the 10 most important things you need to know about finding grants. This event is free and open to the public. Seating is limited. Register at: <https://events.r20.constantcontact.com/register/eventReg?oeidk=a07efjmlxer7371e5bd&oseq=&c=&ch=>

■ **CNYIBA Members Luncheon - Exporting and E-Commerce** from noon to 1:30 p.m. at The Century Club, 480 James St., Syracuse. The cost is \$25 per person. To register or get more information, visit www.CenterStateCEO.com

SEPTEMBER 26

■ **Business After Hours and Member Showcase** from 5 to 7 p.m. at the PressRoom Pub, 220 Herald Place, Syracuse. Join CenterState CEO and the PressRoom Pub to view one of the newest restaurants in our area while networking with fellow members. Also enter for a chance to win two round-trip tickets on Delta Air Lines to anywhere in the continental U.S. The event cost is \$10 for members and \$20 for nonmembers. Contact Beth Savicki at (315) 470-1883 or email: bsavicki@centerstateceo.com

OCTOBER 17

■ **Challenge Your Process: Small Changes with Profitable Impacts** from 8:30 to 10 a.m. at the thINCubator, Utica. This is an interactive seminar discussing common ways businesses lose money in their everyday processes. The cost is \$20, but the first 20 registrations are free. For more information, or to register visit: coveycs.com/challenge-your-process/

OCTOBER 20

■ **The 3rd Annual Minorities & Women's Business Economic Empowerment Summit** from 8 a.m. to 5 p.m. at the Marriot Syracuse Downtown, 100 E. Onondaga St., Syracuse. The event is hosted by Center of Hope International, Inc., in association with Pathfinder Bank. It includes two banquets and eight plenary sessions on a number of business-related topics. The cost for registration is \$75 per person, or \$25 for students. For details or to register, visit www.COH-INC.org or call (315) 469-1106

OCTOBER 24

■ **7th Annual Excellence in HealthCare Awards** from 5:30 to 8 p.m. at the Oncenter in Syracuse. This event recognizes top health-care industry leaders, innovators, and companies that have made a significant impact on the quality of health care and services in our community. The cost to attend is \$80. Visit www.BizEventz.com for details.

NOVEMBER 9

■ **Challenge Your Process: Small Changes**

with Profitable Impacts from 8:30 to 10 a.m. at the Tech Garden, Syracuse. This is an interactive seminar discussing common ways businesses lose money in their everyday processes. The cost is \$20 — the first 20 registrations are no charge. To register, visit: coveycs.com/challenge-your-process/

NOVEMBER 15

■ **NEXT 2018: Innovation Starts Here** conference at the Holiday Inn Convention Center on Electronics Parkway in Liverpool. NEXT is a technology, manufacturing, and biotech conference featuring world-class business leaders and industry experts in a full-day program. Cutting-edge trends and innovations are highlighted through interactive workshops, keynotes, and a technology showcase featuring breakthrough products, academic research, licensing and commercialization opportunities, demonstrations, and more. The cost is \$25 and includes meals, parking, & cocktail reception. For more information, visit: <https://www.next-syr.com/>

ONGOING EVENTS

■ **Every Tuesday, Cayuga Toastmasters Club** from 6 to 7 p.m., at Cornell University, Ithaca, Rhodes Hall, Hoy Road, 6th Floor Conference Room #655. Free parking is available on first floor of parking garage across from Rhodes Hall. For more information, visit the website at 4998.toastmastersclubs.org and select "Contact Us," or email: Jeff at jefurst52@gmail.com

■ **Every Tuesday, Gung Ho Referrals Group**, the premier networking group in CNY since 1999, from noon to 1:30 p.m. at The Gem Diner, 832 Spencer St., Syracuse. The cost is \$10 and includes lunch. No reservation required. Please bring 30 business cards. For more information contact Paul Ellis at (315) 475-0392 or email Paul.Ellis@ComfortSystemsUSA.com or go to www.GungHoReferrals.com

■ **Every Tuesday, CNY Referral Group** from 8 to 9:30 a.m. at Denny's Restaurant, 201 Lawrence Road, North Syracuse. Looking to expand your network and increase referral business? For more information, call Matthew Hunt at (315) 416-8881, or email: huntm24@nationwide.com

■ **Every Tuesday, Syracuse Executives Association** luncheon meeting, beginning at 11:45 a.m. at Bella Domani Banquet Facility, 5988 East Taft Road, North Syracuse. For more information, contact Linda Bennett, executive director, by email at: director@syrexecs.com

■ **Every Wednesday, 1 Million Cups** at 9 a.m. at Syracuse CoWorks, 201 E. Jefferson St., 2nd floor, Syracuse. 1 Million Cups is a weekly educational program designed to engage, educate, and accelerate local startups/unique businesses. No cost to attend. For more information, visit www.1millioncups.com/syracuse

■ **First and third Wednesday of each month, Preferred Toastmasters** from noon to 1 p.m. at Golden Artist Colors, 188 Bell Road, New Berlin. Contact Jonie Bassett at (607) 847-6154, x1217.

■ **Fourth Wednesday of each month, Preferred Toastmasters** from 5:30 to 6:30 p.m. at Chenango County Council of the Arts, 27 W. Main St., Norwich. Contact Jonie Bassett at (607) 847-6154, x1217.

■ **Fourth Wednesday of each month, The SUN Group** meets at 4 p.m. at Strada Mia, 313 N. Geddes St., Syracuse. For more information, contact Andy Picco at (315) 657-0135.

■ **Every Thursday, Free Business Counseling with SCORE** from 10 to 11:30 a.m. at the Tioga County Chamber of Commerce, 80 North Ave., Owego. Contact the Tioga County Chamber of Commerce to make an appointment at (607) 687-2020.

■ **Every Thursday, Syracuse Business Connections** meets from 8 to 9 a.m. in East Syracuse. The group's purpose is to network,

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People on the Move **NEWS**

ADVERTISING, MARKETING & PR

Pinckney Hugo Group has hired **LAURA CAHILL** as a senior public relations account manager. Cahill previously worked as director of online public relations and content marketing at Rowe Digital in New York Mills, according to her LinkedIn profile. Her other prior jobs included elementary school teacher at the Syracuse City School District, marketing and business development manager at Prudent Engineering, new product analyst at Bright House Networks, and senior account executive for PR at Mark Russell and Associates. Cahill has a bachelor's degree in advertising and marketing communications from Mohawk College of Applied Arts and Technology in Hamilton, Ontario.



Cahill

pendent properties where he received numerous awards from Hilton and hotels across Rochester and Syracuse. Among his accomplishments, Zimmer was named Embassy Suites Top Director of Sales for three consecutive years and a Pinnacle Club winner for four consecutive years as a top producing sales director.



Zimmer

CONSTRUCTION

The Hayner Hoyt Corporation has hired **DAN LOSTUMBO** as its new controller/director of finance where he'll oversee all financial and accounting operations for Hayner Hoyt and two subsidiary companies. Formerly an audit manager at Firley, Moran, Freer & Eassa, CPA, P.C., Lostumbo is a CPA and completed both his bachelor's and master's degree in accounting at Syracuse University.



Lostumbo

EDUCATION & TRAINING

Syracuse University's Office of Equal Opportunity, Inclusion and Resolution Services has appointed **SHERIAH DIXON** as an Equal Opportunity and Title IX investigator. Her appointment is the second of two new investigator positions at Syracuse that have now been filled to expand the office's capacity for handling complaints relating to sexual violence and sexual harassment. Melanie Cuevas-Rodriguez was appointed in May. In addition to investigating Title IX complaints, Dixon will investigate and coordinate responses to complaints of discrimination and harassment and ensure compliance with Equal Opportunity policies and federal, state and local regulations. Dixon was previously the acting director of the Office of Residence Life and Student Conduct and assistant director of the Office of Student Conduct and Community Standards at Onondaga Community College (OCC). Prior to her time at OCC, she was an assistant residence director with Syracuse University's Office



Dixon

of Residence Life, in which she served as a hearing officer for disciplinary matters and consulted with the residence director or central office director regarding appropriate sanctions. Dixon earned an associate degree in criminal justice and a bachelor's degree in criminal investigation at SUNY Canton and a master's degree in social work at Syracuse.

ENGINEERING

John P. Stopen Engineering LLP (JPS) has announced three new appointments. **MATTHEW MCKEE** has become the firm's newest partner. He is a licensed structural engineer with more than 10 years of experience. McKee is a graduate of Syracuse University with a master's degree in civil engineering and of the University of Buffalo with a bachelor's degree in civil engineering. **ERIK NELSON** and **JASON P. THORPE** were named associates in the firm. Nelson is a licensed structural engineer with more than 10 years of experience. He graduated from Syracuse University with master's and bachelor's degrees in civil engineering. Thorpe is a licensed geotechnical engineer with more than 11 years of experience. He has a master's degree in geotechnical engineering from Queen's University, and a bachelor's degree in civil engineering from Manhattan College. Prior to joining JPS in 2017, Thorpe served as geotechnical engineer of record for mining, arctic, environmental, and municipal earthwork projects.



McKee



Nelson



Thorpe

FINANCIAL SERVICES

ANDREA VAIOLI has joined S.E.E.D. Planning Group, LLC as a wealth manager. She previously was a wealth management advisor for TIAA and has several years experience at MetLife Financial



Vaioli

Group, M&T Bank, and Wachovia Securities, according to her LinkedIn profile. Vaioli attended Ithaca College.

HEALTH CARE

Valley Health Services has hired **GABRIELLE WAISBLATT**, director of social services, to its professional staff. She has a bachelor's degree in biology from Utica College and is currently working on a master's degree in social work through Simmons College in Boston, Massachusetts. Waisblatt has 10 years of experience in the field of social work with most of her prior experience in trauma and specifically, working with at-risk youth and families.



Waisblatt

HEALTH CARE FINANCE

Bankers Healthcare Group (BHG) recently hired **MELISSA YOUNGS** as an accounting clerk. Prior to BHG, she worked at BNY Mellon and Community Bank N.A. **LUKE ANTONCZAK** was hired as a sales analyst. He recently graduated from Wayne State with a degree in economics.



Youngs



Antonczak

SPORTS

DERRYK WILLIAMS has been hired as an assistant coach for the Syracuse University women's volleyball program. As an assistant coach at Hamilton College last season, he helped the program post its most conference wins (seven) in history. Williams spent the 2017 season as a volunteer assistant coach at Colgate following an assistant coach position in 2016. He began his coaching career at Ithaca College in 2015. The Bombers won the 2015 Empire 8 Tournament title for the first time since 2010 and advanced to the NCAA Regional Tournament semifinals. A 2015 Ithaca graduate, Williams played two seasons with the Bombers' men's tennis team before serving as a two-year captain of the club volleyball program. He earned a bachelor's degree in television/radio with a minor in coaching.



Williams

ARCHITECTURE

RYAN MUMBY has joined Beardsley Architects + Engineers as structural designer. He graduated from Clarkson University with a degree in civil engineering. In the summer of 2017, Mumby was an intern at Beardsley working alongside the structural engineering team.



Mumby

BANKING & FINANCE

MOLLY MULVIHILL has joined Bank of America's Syracuse office as market manager. She began at Bank of America in 2006 and has served in a variety of positions such as a Merrill Lynch financial advisor, wealth management banker, and business banking relationship manager. Mulvihill graduated from the University of Michigan.

CASINOS

Del Lago Resort & Casino has announced that **BRADLEY ZIMMER** has joined its leadership team as director of sales. The nearly 20-year industry veteran brings extensive experience to his role, having served in a senior leadership capacity with Hilton, Marriott, and Luxury Inde-

BUSINESS CALENDAR:

Continued from page 14

exchange referrals, leads and share community news. For more information, contact Deb Angarano at debra.angarano@worldpay.com

■ **Every Thursday, Empire Statesmen Toastmasters** at 6:30 p.m. at Denny's Restaurant, 201 Lawrence Road, North Syracuse. For the latest information, visit <http://1427.toastmastersclubs.org/> or email contact-1427@toastmastersclubs.org

■ **Every second and fourth Thursday of the month, The North Star Toastmasters** from noon to 1 p.m. at Northland Communications One Dupli Park Drive in Franklin Square. For more information, contact Sandy Jurkiewicz at sjurkiewicz@centerstateceo.com or call (315) 470-1802.

■ **Every second and fourth Thursday each month Business Referral Network (BRN)**, from 7:30 to 8:45 a.m. at St. Michael's Lutheran Church, 5108 W. Genesee St., Camillus. Membership fee is \$150. For more information, contact Bob Brantner at (315) 494-1135

■ **Every Friday, Tip Club of Syracuse**, at the

Sheraton Syracuse University Hotel, 801 University Ave., Syracuse, 8 to 9 a.m. Call Bernie Bregman at (315) 430-5249 or email: bbregman@cnybj.com

■ **First Friday of each month, Toolkit Day with SCORE** by appointment at The Tech Garden. Counselors provide free, confidential, individual business mentoring to prospective or current business owners. For more information or to make an appointment, contact Lynn Hughes at (315) 470-1969 or email Lynn@TheTechGarden.com

■ **Every second Friday, The Professional Consultants Association (PCA) of Central New York** at 8:15 a.m. from September to June at Sandler Training at 443 N. Franklin St., Suite 22, Syracuse. PCA helps businesses and organizations locate professional consulting services based in CNY. The first visit is free. For a full schedule and to register, visit, www.pcaofcny.com

■ **Second Friday of each month, The SUN Group** meets at 7:30 a.m. at Tony's Family Restaurant, 3004 Burnet Ave., Syracuse. For more information, contact Andy Picco at (315) 657-0135.

BUSINESS NEWS WRITER/REPORTER: SYRACUSE, NY

The Business Journal News Network (BJNN) has an opening in its Syracuse office for a full-time staff writer/reporter to cover breaking business news and several reporting beats in our 16-county Central New York region. BJNN includes The Central New York Business Journal, CNYBJ.com, Mohawk Valley Business Journal, Greater Binghamton Business Journal, HealthCare Provider, and BizEventz.

In this position, you will be finding and reporting breaking business news, writing feature stories on business leaders, covering business events, shooting photos and video to supplement your stories, and using social media for reporting and story dissemination.

A successful candidate will have two years or more of news writing and reporting experience in a deadline-driven environment, or other relevant experience. Qualified candidates will have strong writing and reporting skills, self-editing abilities, attention to detail, an eye for news and story ideas, the ability to meet tight deadlines, good organizational skills, and the ability to work independently as well as part of an editorial team.

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- **LANESSA CHAPLIN**, William Herbert Johnson Bar Assn. of CNY
- **JOE COURCY**, CH Insurance
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- **KELLY RICHARDS**, Kelly Richards Psy.D/The Painting Poet
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